

LABOR MARKET REPORT

WIN WORKFORCE
INTELLIGENCE
NETWORK



APR - JUN

Q2 2026

WININTELLIGENCE.ORG

A map of the United States with the central and southern regions highlighted. The highlighted areas are color-coded: yellow for the northern part of the region, orange for the southern part, and teal for the states of Indiana, Ohio, and West Virginia. The rest of the United States is shown in light gray.

WIN REGION

Q2
2026

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CONNECT

- +313.744.2946
- info@winintelligence.org
- 25363 Eureka Rd, Taylor, MI 48180
- winintelligence.org
- @workforce intelligence network
- @win-semich
- @workforce intelligence network (WIN)



INTRODUCTION

WIN Region

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN data and research team analyzes job posting data at the occupation level within 11 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, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report using data from all 11 occupation groups. A report focused on the City of Detroit is also produced quarterly, focusing on five occupation groups related to the Detroit 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 highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status and demographic, and commuting data. The WIN analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the second quarter of 2026 labor market information from the WIN Region for all 11 occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit WINintelligence.org or contact the data and research team directly at info@WINintelligence.org.

Special note: Due to the government shut down, no State of Michigan Labor data has been updated since Q2 2025.

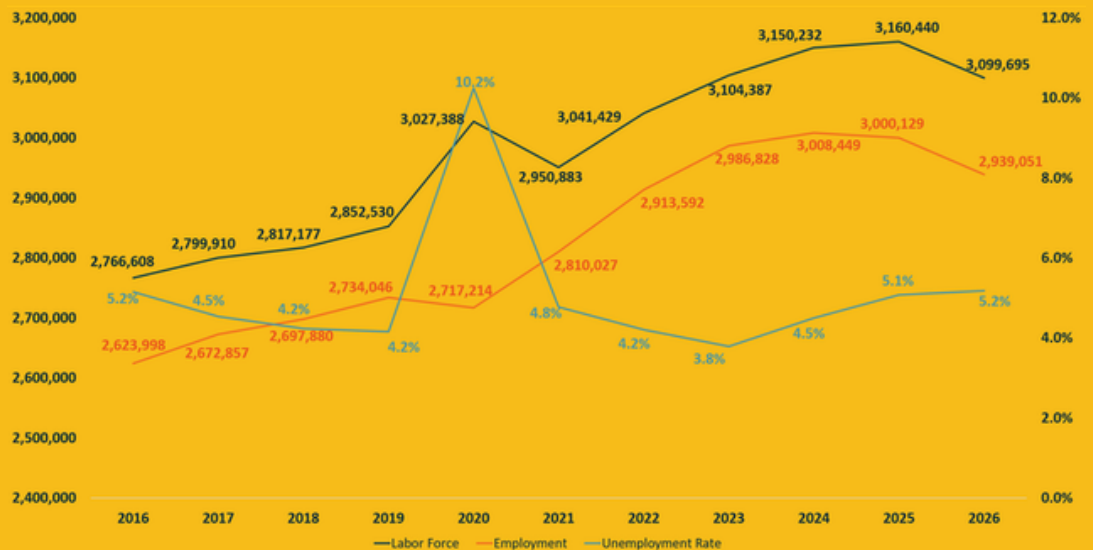
During the second quarter of 2026, the labor market in southeast Michigan showed declines in the labor force and unemployment, while employment increased compared to the first quarter of 2026. The number of unemployed workers fell by 6.7 percent, the labor force declined by 0.2 percent, and employment increased by 0.2 percent.

The Customer Service and Health Care occupation groups are heavily demanded in the 19-county WIN region. Registered Nurses continues to top the list as the most demanded occupation in Q2 2026, accounting for 10,687 job postings followed by Retail Salespersons with 7,556 postings.

Annual Labor Market Information

The labor force in southeast Michigan declined between 2025 and 2026, losing 60,745 individuals, or 1.9 percent. Employment also declined by 61,078 workers, or 2.0 percent, over the same period. As a result, the unemployment rate increased, reaching 5.2 percent in 2026.

Annual Labor Force, Employment, Unemployment Rate 2016–2026

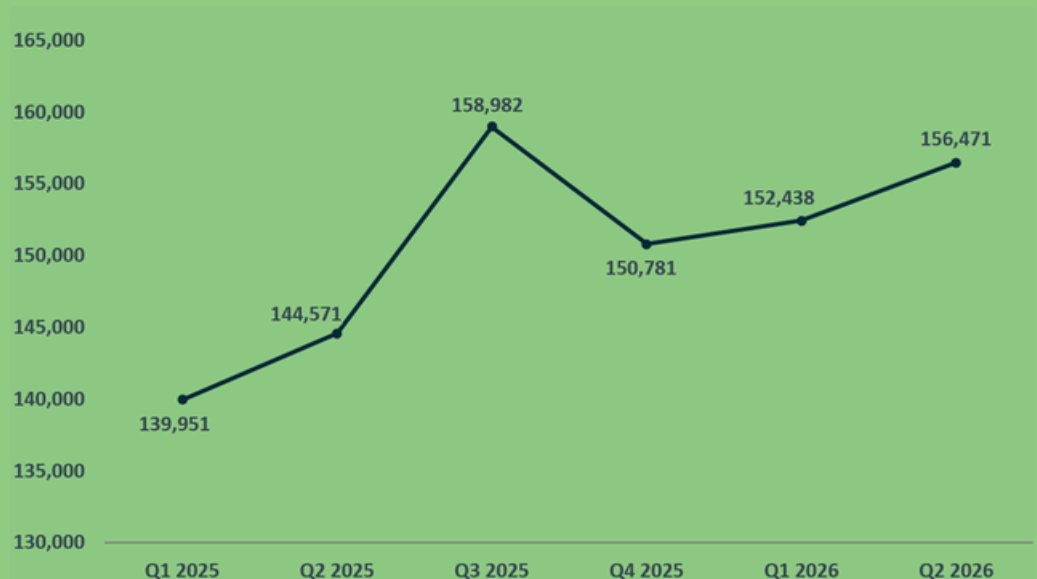


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the second quarter of 2026 showed an increase in employer demand in southeast Michigan, with monthly average job postings rising by 4,033 postings since Q1 2026 to 156,471 in Q2. Over the past year, job postings generally trended upward, reaching a peak of 158,723 in Q3 2025 before declining in Q4 2025 and rebounding in Q1 2026. Compared to Q2 2025, when average monthly postings totaled 144,571, employer demand in Q2 2026 was higher by 11,900 postings, indicating continued strength in regional hiring activity.

Average Quarterly Posting Analysis WIN Region Q1 2025 - Q2 2026



Data: Workforce Intelligence Network

Q2 2026 ANNUAL WORKFORCE INDICATORS

Key Findings

WIN REGION

2.6%

Employer demand increased by 2.6 percent, an increase of 4,033 average job postings since Q1 2026.

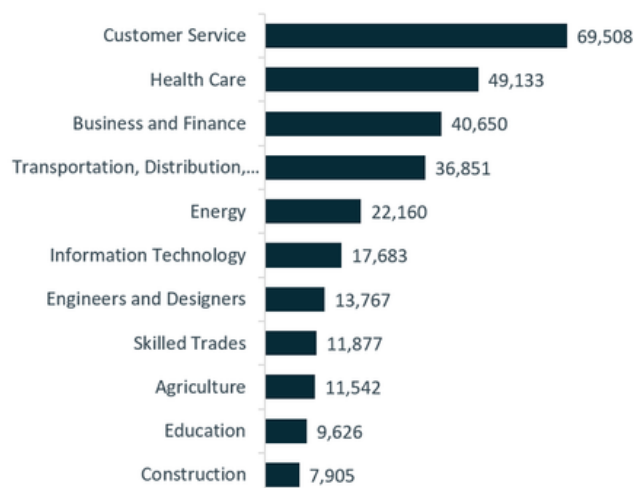
2,941,521

In Q2, employment totaled a decrease of 69,606 workers since Q1 2026

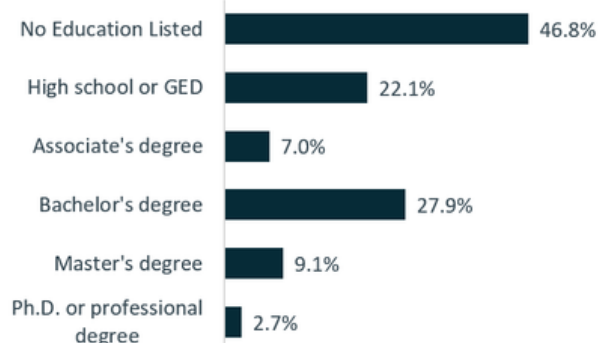
During Q2 2026, there were 287,288 unique job postings, 13,278 (4.8 percent) more than the 274,010 postings made during Q1 2026 in the 19-county WIN region. Most occupation groups saw an increase in postings this quarter. The Customer Service occupation group had the greatest demand with 69,508 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Software Developers, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 287,288 unique postings in the WIN Region during Q2 2026, 80,113 (27.9 percent) required a Bachelor's degree, while 63,481 postings (22.1 percent) required a High School diploma or equivalent. An additional 33,988 postings (11.8 percent) required an advanced degree.

Top 11 Posting Occupation Groups Q2 2026



In-Demand Education Levels Q2 2026



The latest quarterly labor market data from southeast Michigan highlighted a decline in both the labor force and employment. During Q2 2026, labor force figures were 2.0 percent lower (63,528 individuals) and employment was 2.3 percent lower (69,606 individuals) than in Q1 2026. The unemployment rate decreased to 5.0 percent in Q2 2026, a 0.3 percentage point decrease from Q1. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	2nd Quarter 2025	3rd Quarter 2025	4th Quarter 2025	1st Quarter 2026	2nd Quarter 2026	Change from 1st Quarter 2026	Percent Change from 1st Quarter 2026	Change from 2nd Quarter 2025	Percent Change from 2nd Quarter 2025
Labor Force	3,160,144	3,170,371	3,143,230	3,102,772	3,096,617	-6,156	-0.2%	-63,528	-2.0%
Employment	3,011,127	3,007,359	2,990,936	2,936,581	2,941,521	4,940	0.2%	-69,606	-2.3%
Unemployment	149,017	163,012	152,294	166,191	155,095	-11,096	-6.7%	6,078	4.1%
Unemployment Rate	4.7%	5.1%	4.8%	5.4%	5.0%	-0.3%	na	0.3%	na

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through 2026, the labor force in southeast Michigan experienced modest decline, decreasing by 60,745 individuals (1.9 percent) from 2025. Employment in the 19-county area declined slightly, down by 61,078 workers (2.0 percent). Meanwhile, unemployment rose by 333 individuals over the year. The unemployment rate increased accordingly, reaching 5.2 percent in 2026.

Annual Labor Market Data
2016-2026

	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	2025 Annual	2026 YTD	Change from 2025 to 2026	Percent Change from 2025 to 2026
Labor Force	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,104,387	3,150,232	3,160,440	3,099,695	-60,745	-1.9%
Employment	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,986,828	3,008,449	3,000,129	2,939,051	-61,078	-2.0%
Unemployment	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	160,310	160,643	333	0.2%
Unemployment Rate	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	5.1%	5.2%	0.1%	na

Data: Bureau of Labor Statistics

CENSUS 2024 LABOR FORCE DEMOGRAPHICS

During the most recent census year (2024) there were about 3,153,619 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2024 were those individuals 24 years old or younger, accounting for an unemployment rate of 28.7 percent for males and 24.7 percent for females. Overall, the unemployment rates were equal for males and females in the region, at 6.2 percent during 2024. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 18.7 percent. Those job seekers who identified as Native Hawaiian/Pacific Islander also had a difficult time finding employment with an unemployment rate of 12.4 percent. Asian job seekers had the lowest unemployment rate of 4.0 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,153,619	2,958,454	195,165	6.2%
Sex				
Male 16+	1,649,018	1,546,747	102,271	6.2%
16-19	66,236	54,426	11,810	17.8%
20-24	156,134	139,180	16,954	10.9%
25-54	1,035,614	980,145	55,469	5.4%
55-64	286,598	273,242	13,356	4.7%
65 Plus	104,436	99,754	4,682	4.5%
Female 16+	1,504,601	1,411,707	92,894	6.2%
16-19	70,695	61,062	9,633	13.6%
20-24	154,473	137,374	17,099	11.1%
25-54	931,156	879,757	51,399	5.5%
55-64	258,832	248,387	10,445	4.0%
65 Plus	89,445	85,127	4,318	4.8%
Race				
White	2,215,974	2,054,737	108,410	4.9%
Black / African American	521,857	455,001	64,907	12.4%
Native American	7,563	6,918	2,151	28.4%
Asian	156,080	149,783	6,247	4.0%
Native Hawaiian / Pacific Islander	1,103	925	206	18.7%
Some Other Race	54,790	49,950	4,244	7.7%
Two or More Races	199,215	181,577	14,883	7.5%
Ethnicity				
Hispanic	165,058	150,639	12,311	7.5%

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

POPULATION DEMOGRAPHICS

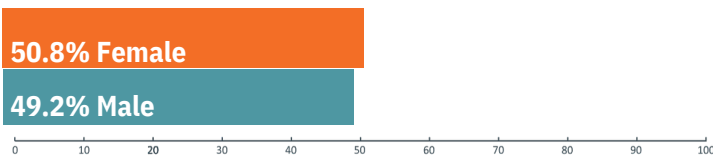
2024 Census Population

According to data from the most recent Census Bureau (2024, ACS five-year estimates), 6,274,804 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as White (65.1 percent) with the second largest number of individuals identifying as Black or African American (16.9 percent). The region is facing an aging populace; with 31.5 percent of the population over the age of 54, compared to 30.3 percent under the age of 25.

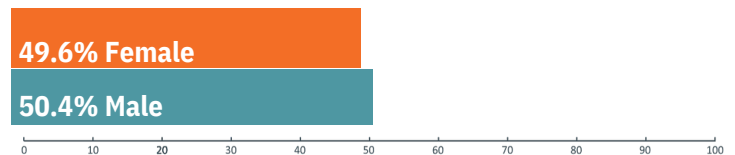
2026 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q2 2026, the workforce had a total of 2,762,937 individuals working in southeast Michigan. A slight majority, 50.4 percent (1,391,752 workers) were male, while 49.6 percent (1,367,161 workers) of the workforce was female. Most workers in the region identified as White, accounting for 73.1 percent of the workforce, while Black or African American workers totaled 15.1 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.8 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (62.5 percent), while 23.6 percent of workers are 55 and older.

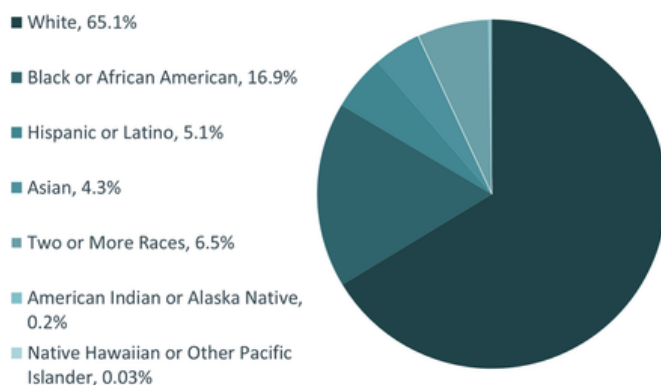
Population Gender Demographics



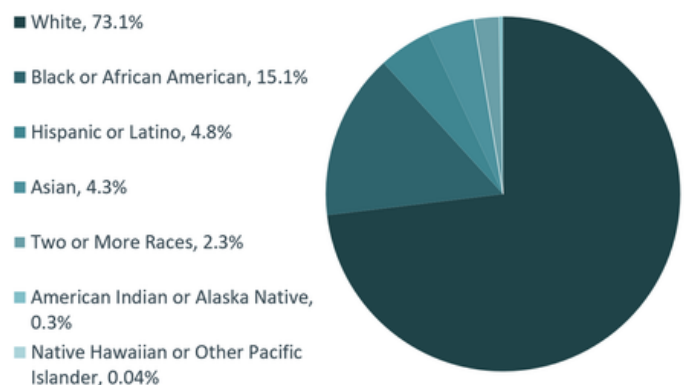
Workforce Gender Demographics



Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



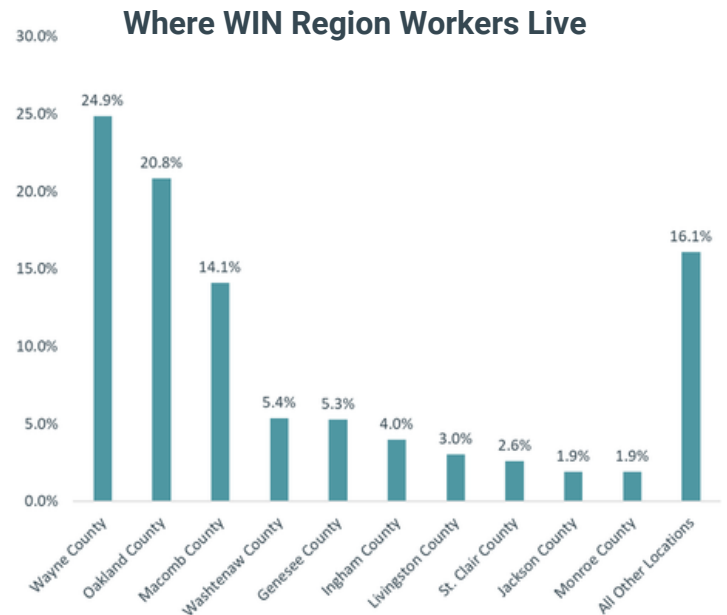
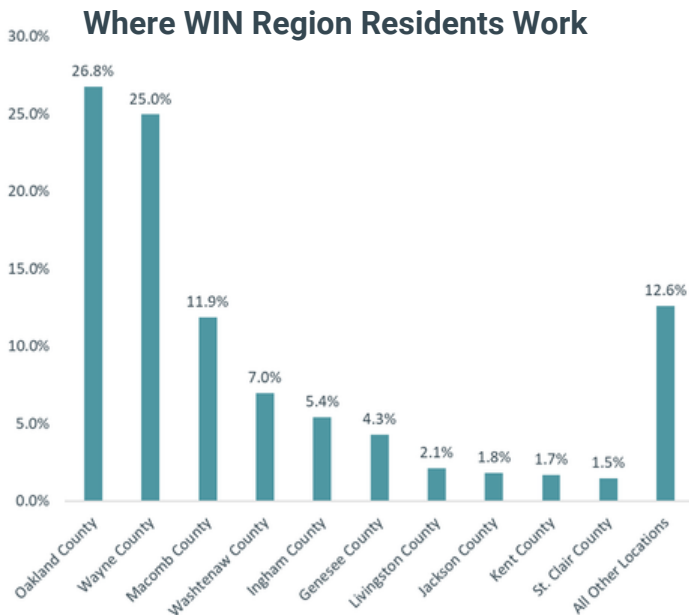
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

Data: Lightcast | Analysis: Workforce Intelligence Network

Q2 2026 REGIONAL COMMUTING PATTERNS

WIN REGION

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 2,424,140 individuals. There were 2,239,247 (92.4 percent) residents living and working within the 19-county region, while the remaining 184,893 residents (7.6 percent) traveled outside of the region for work. There were 2,438,135 workers employed in the region during 2021 with 198,888 workers (8.2 percent) residing outside of the border and commuting into the region. Based upon this information, it can be concluded that the southeast Michigan area is a net importer of jobs, with more workers commuting into the area for employment than commuting out for jobs.

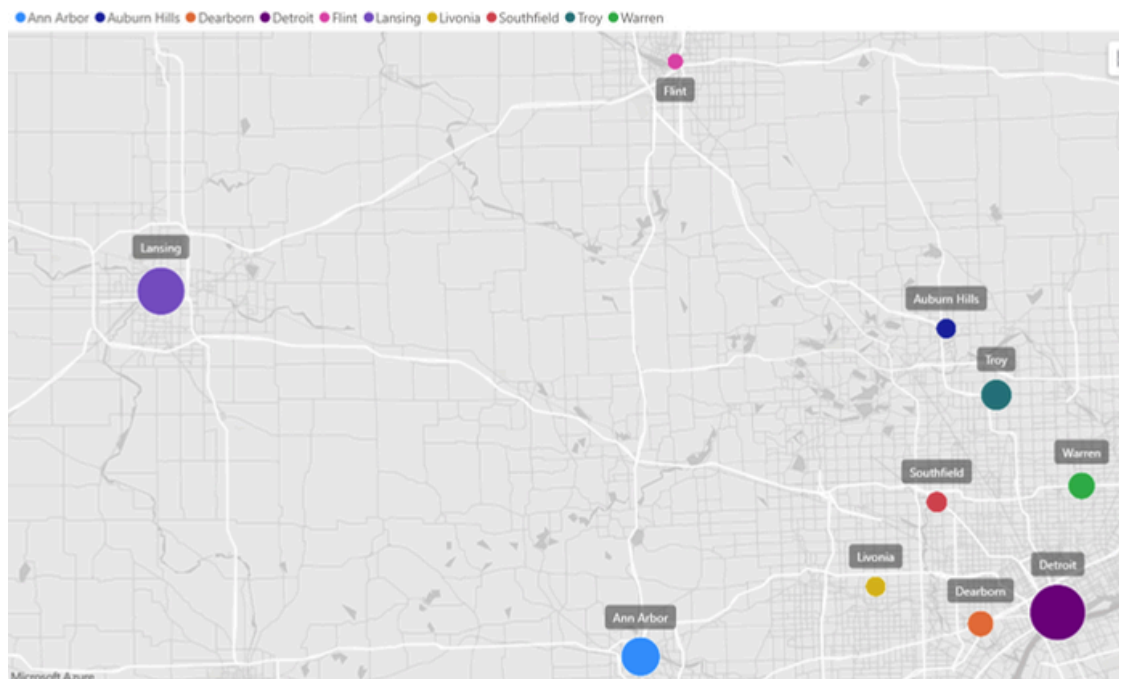


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

Job Postings by City

Detroit: 34,771 Postings
Lansing: 24,416 Postings
Ann Arbor: 15,382 Postings
Troy: 10,161 Postings
Warren: 8,533 Postings
Dearborn: 8,050 Postings
Southfield: 6,743 Postings
Livonia: 6,666 Postings
Auburn Hills: 6,651 Postings
Flint: 6,358 Postings

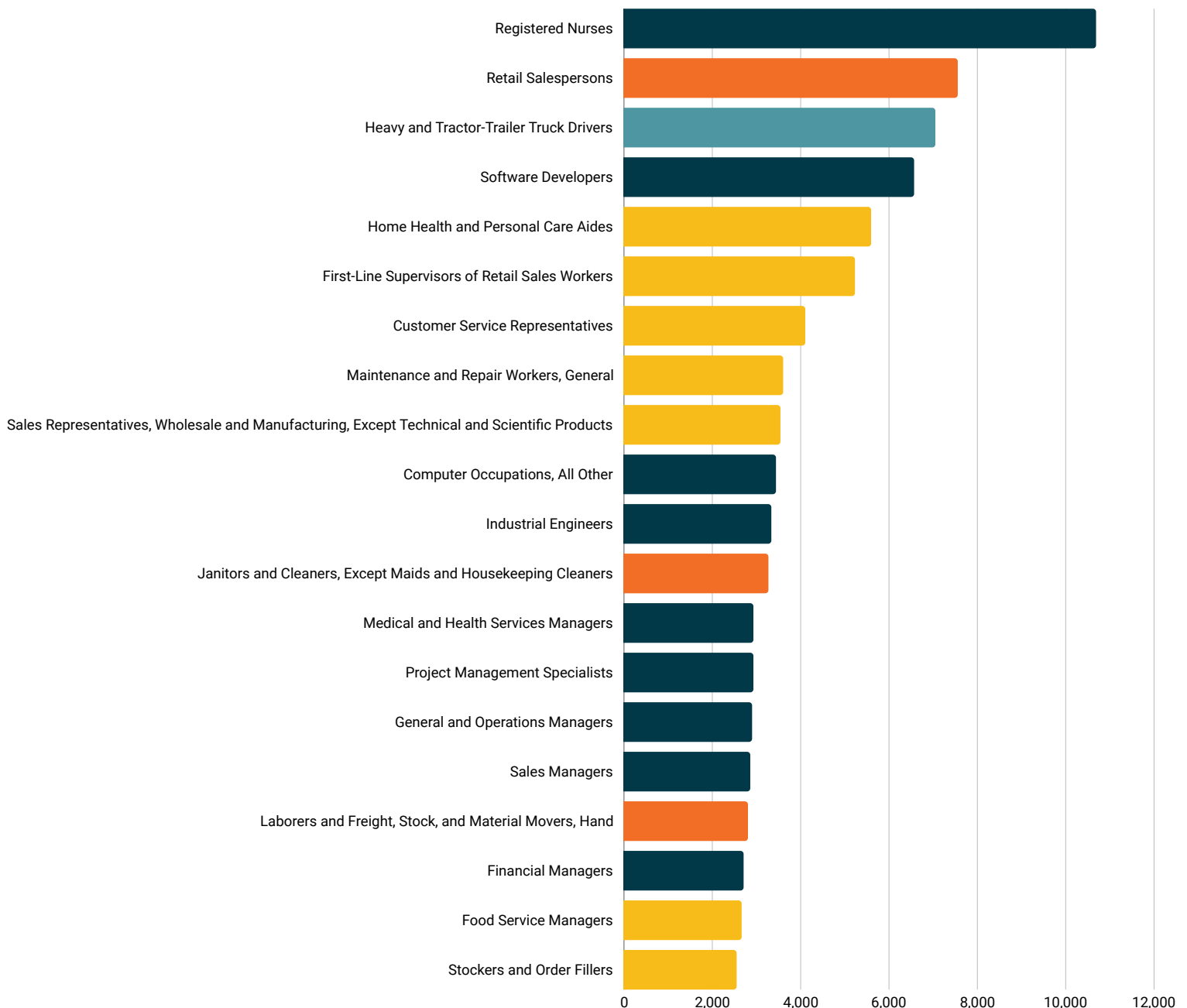


TOP POSTED JOBS

Top Posted Jobs

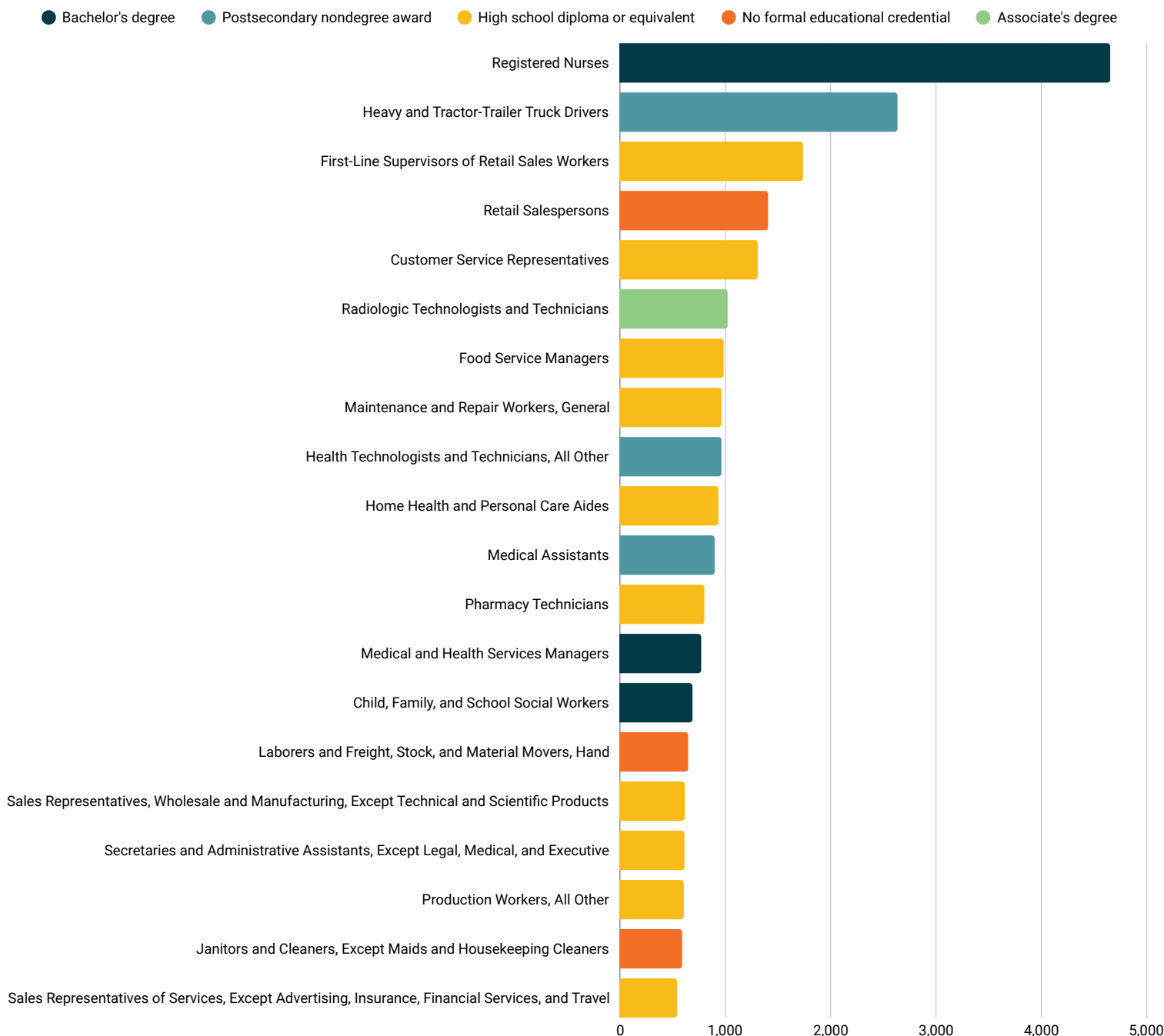
Registered Nurses is the top posted occupation for Q2 2026 with 10,687 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,556 postings) and Heavy and Tractor-Trailer Truck Drivers (7,049 postings) round out the top three demanded occupations, requiring no formal educational credential and a Postsecondary nondegree award, respectively. Among the top 10 in-demand jobs, only three require a Bachelor's degree, while six occupations required short-to moderate-term on-the-job training.

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



Top Posted Entry-Level Jobs

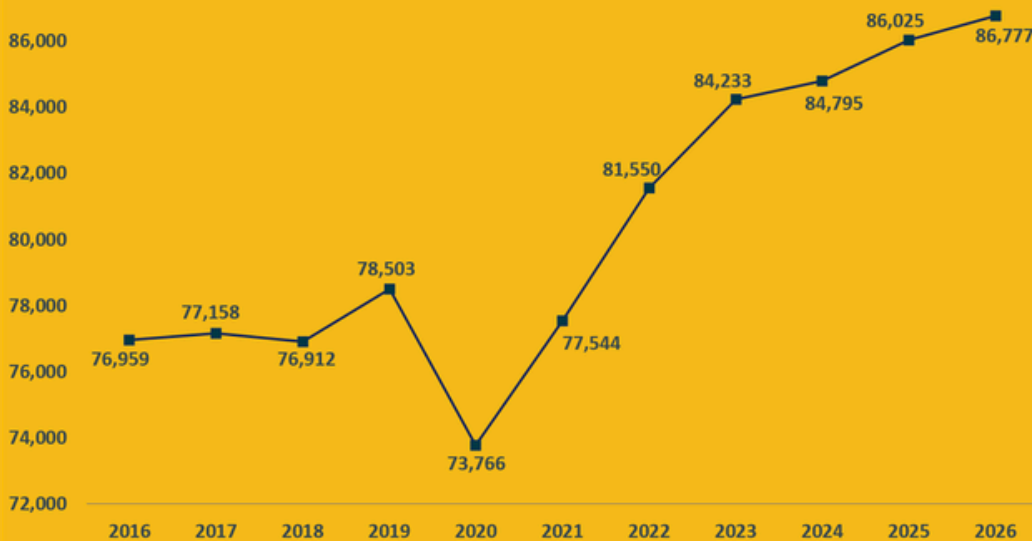
Entry-level jobs, which usually require zero to two years of previous experience, accounted for 22.4 percent (64,241 online job ads) of postings in WIN region. More than half of the top ten entry-level occupations require a High School diploma or equivalent, or no formal educational credential. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.8 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 4,654 postings, followed by Heavy and Tractor-Trailer Truck Drivers with 2,635 postings.



AGRICULTURE OCCUPATION GROUP

WIN's Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 11,800 openings for these positions each year in southeast Michigan.

Employment Over Time
2016-2026



751
Agriculture
Workers

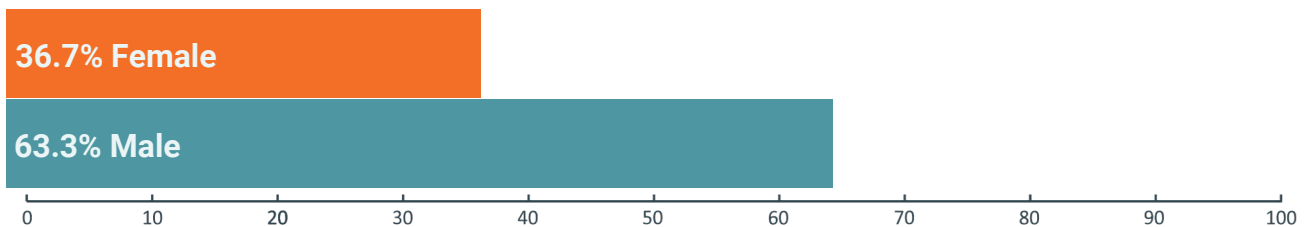
0.9% increase
from 2025



Agriculture Worker Demographics

According to Q2 2026 Lightcast data, the 86,777 workers in the Agriculture group are not particularly diverse. Just 13.8 percent of the related workforce is under 25. Female workers account for 36.7 percent of the current workforce and only 23.8 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.2% White | **7.6% Hispanic or Latino** | **11.0% Black or African-American**

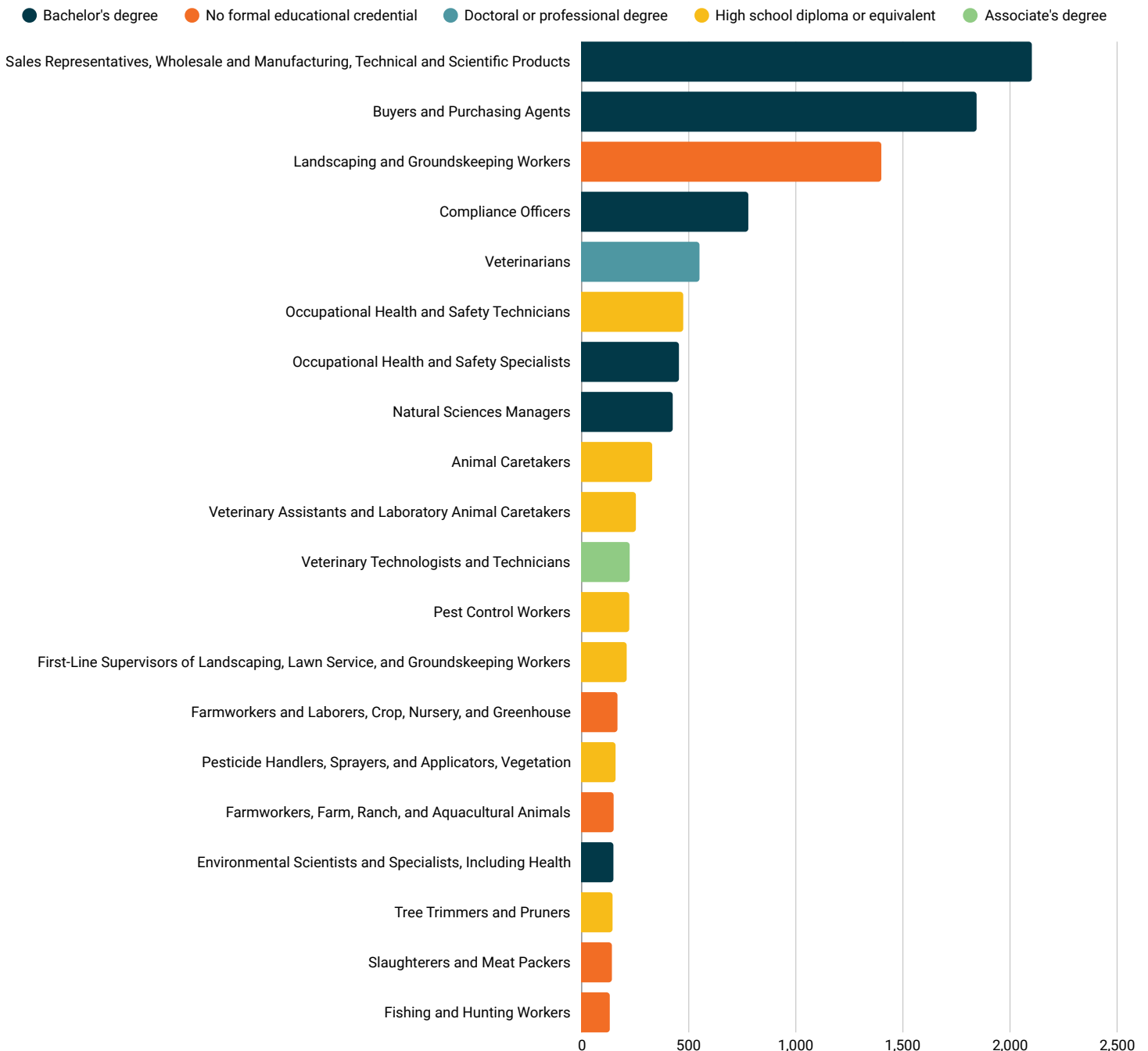
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q2 2026, there were a total of 11,542 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers during Q2 2026, with 2,102 postings. Buyers and Purchasing Agents was in the second position with 1,844 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (1,399 postings), Compliance Officers (778 postings), and Veterinarians (550 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. Over half of the top jobs pay over \$35 per hour. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, the top posted Agriculture job, offers a median hourly wage of \$61.22 per hour or an annual salary of about \$127,338.

Wage Overview for Top Posted Agriculture Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$29.07	\$39.76	\$61.22	\$78.38	\$96.89
13-1028	Buyers and Purchasing Agents	\$23.64	\$29.33	\$37.81	\$48.81	\$62.00
37-3011	Landscaping and Groundskeeping Workers	\$14.70	\$17.43	\$18.73	\$22.18	\$25.19
13-1041	Compliance Officers	\$23.32	\$29.61	\$38.28	\$50.22	\$58.51
29-1131	Veterinarians	\$36.71	\$47.50	\$60.68	\$77.42	\$93.52
19-5012	Occupational Health and Safety Technicians	\$23.65	\$25.86	\$30.95	\$39.08	\$53.68
19-5011	Occupational Health and Safety Specialists	\$27.56	\$32.39	\$41.56	\$51.10	\$60.75
11-9121	Natural Sciences Managers	\$32.60	\$44.26	\$60.66	\$76.98	\$109.18
39-2021	Animal Caretakers	\$13.29	\$14.22	\$15.22	\$17.76	\$21.93
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$15.10	\$16.75	\$18.43	\$20.91	\$23.16

In-Demand Technical Skills

- Lifting Ability
- Purchasing
- Auditing
- Landscaping
- Procurement

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Operations
- Customer Service

In-Demand Certifications

- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Veterinary License
- First Aid Certification
- Chauffeur License

In-Demand Education Level*

- High school or GED: 19.1%
- Associate degree: 4.8%
- Bachelor's degree: 33.8%
- Master's degree: 7.0%

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

Top Posting Employers

- Stellantis
- State of Michigan
- University Of Michigan
- Lap Of Love
- Veterinary United
- Michigan State University
- PetCo
- Banfield Pet Hospital
- The Davey Tree Expert Company
- General Motors

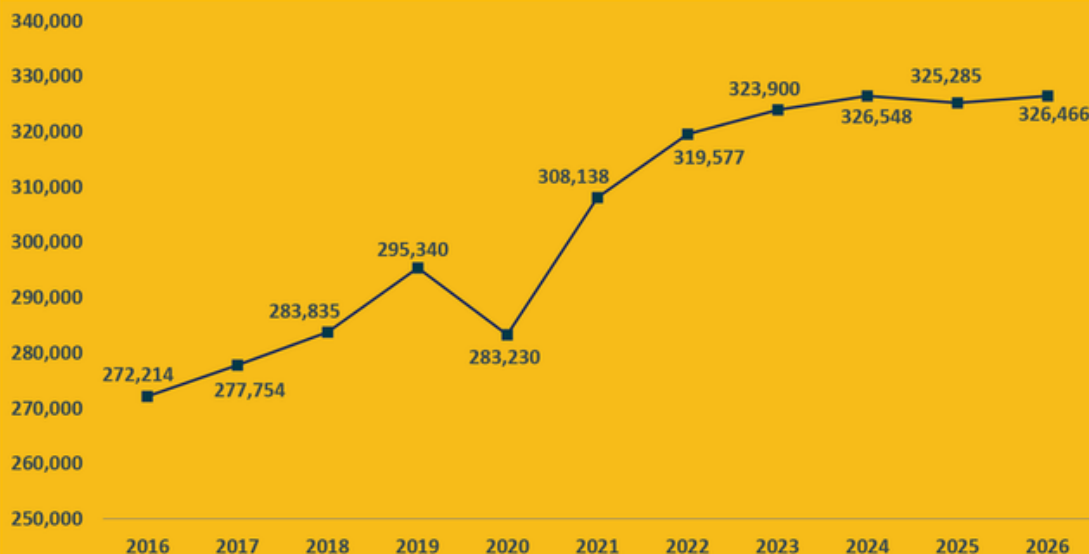
Job Postings by City

1. Detroit: 1,190 Postings
2. Lansing: 1,112 Postings
3. Ann Arbor: 772 Postings
4. Troy: 409 Postings
5. Auburn Hills: 334 Postings
6. Warren: 287 Postings
7. Livonia: 282 Postings
8. Novi: 244 Postings
9. Dearborn: 228 Postings
10. Southfield: 224 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment or firm 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 southeast Michigan, with about 34,800 job openings annually.

Employment Over Time
2016-2026



1,181
Business and
Finance Workers

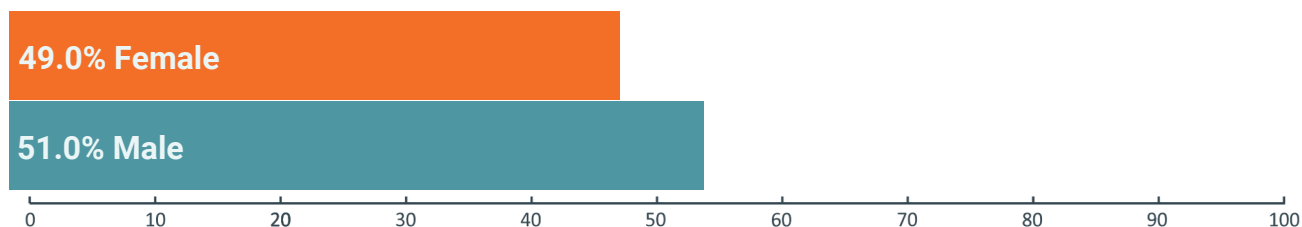
0.4% increase
from 2025



Business and Finance Worker Demographics

In Q2 2026, there were 326,466 workers in the Business and Finance occupation group. This group is primarily made up of males (51.0 percent) and between the ages of 25 and 54 (70.2 percent), with 49.0 percent of workers identifying as female and just 19.6 percent identifying as a racial minority. Also of note, 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 25.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.4% White | 4.1% Asian | 10.1% Black or African-American

Worker Age Demographics

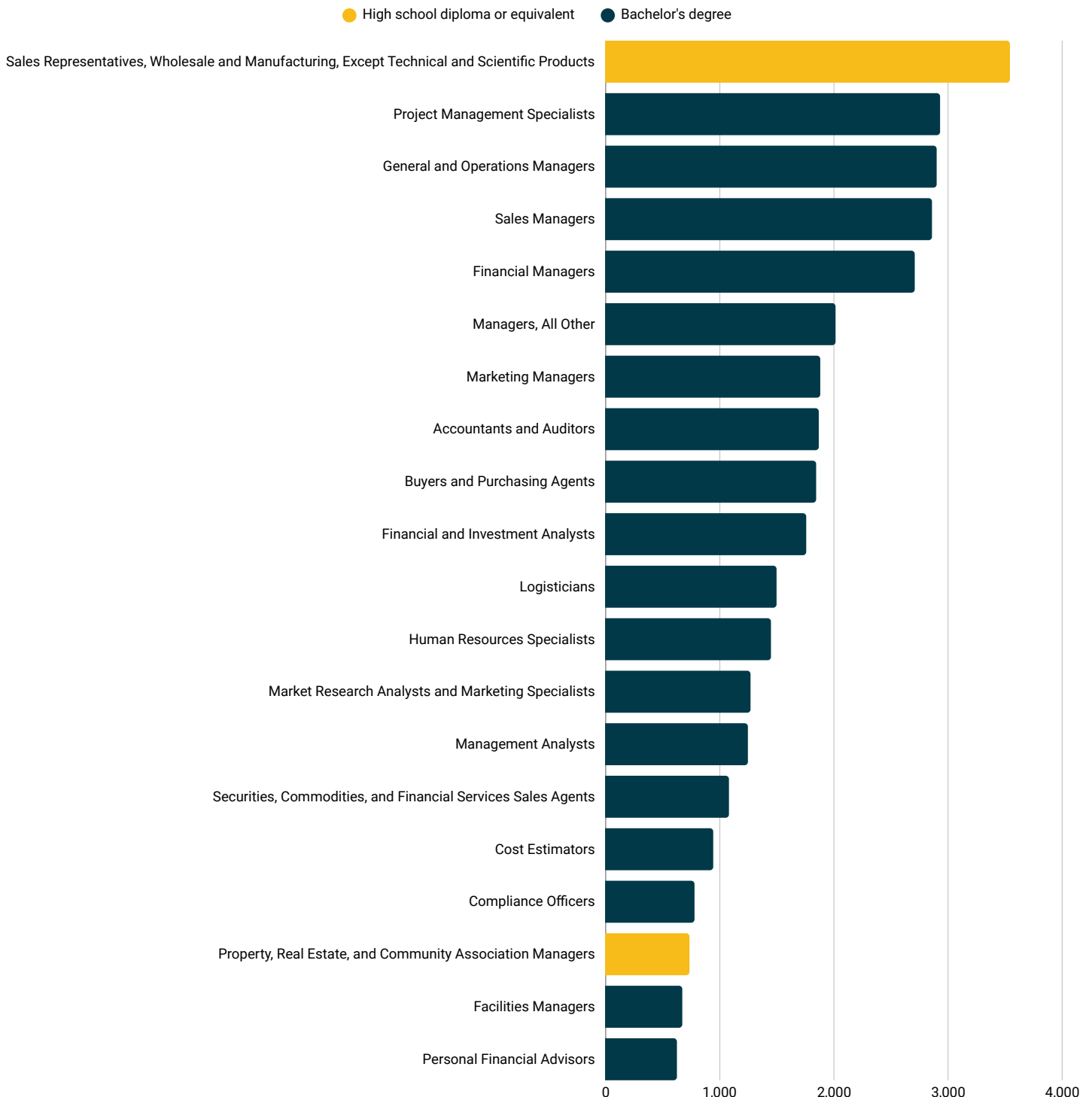


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q2 2026, there were a total of 40,650 job postings for Business and Finance workers, an increase of 2,293 postings or 6.0 percent since Q1. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q2 2026 with 3,542 postings. Project Management Specialists was in the second position with 2,930 postings. Other top posted jobs include General and Operations Managers (2,900 postings), Sales Managers (2,859 Postings), and Financial Managers (2,708 postings).



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Wages in the Business and Finance field tend to scale with both education and experience. The Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Over half of the top jobs pay over \$45 per hour. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, the top posted Business and Finance job, offers a median hourly wage of \$36.54 per hour or an annual salary of about \$76,003.

Wage Overview for Top Posted Business and Finance Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.84	\$26.84	\$36.54	\$49.77	\$67.56
13-1082	Project Management Specialists	\$30.58	\$38.77	\$49.78	\$62.82	\$76.11
11-1021	General and Operations Managers	\$24.39	\$33.59	\$49.72	\$77.84	\$117.56
11-2022	Sales Managers	\$36.85	\$48.92	\$72.39	\$95.26	\$118.49
11-3031	Financial Managers	\$42.96	\$54.91	\$73.92	\$96.90	\$129.26
11-9199	Managers, All Other	\$39.81	\$51.54	\$65.54	\$81.94	\$100.86
11-2021	Marketing Managers	\$40.85	\$52.45	\$70.33	\$91.96	\$112.78
13-2011	Accountants and Auditors	\$27.58	\$31.34	\$38.52	\$49.41	\$62.88
13-1028	Buyers and Purchasing Agents	\$23.64	\$29.33	\$37.81	\$48.81	\$62.00
13-2051	Financial and Investment Analysts	\$31.01	\$36.91	\$46.99	\$59.44	\$74.56

In-Demand Technical Skills

- Finance
- Project Management
- Marketing
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Sales
- Operations

In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- FINRA Series 7 (General Securities Representative)

In-Demand Education Level*

- High school or GED: 13.3%
- Associate degree: 6.1%
- Bachelor's degree: 60.2%
- Master's degree: 14.6%

Top Posting Employers

- Stellantis
- Robert Half
- General Motors
- Deloitte
- University Of Michigan
- Ford
- Ernst & Young
- GPAC
- Huntington Bancshares
- JPMorgan Chase

Job Postings by City

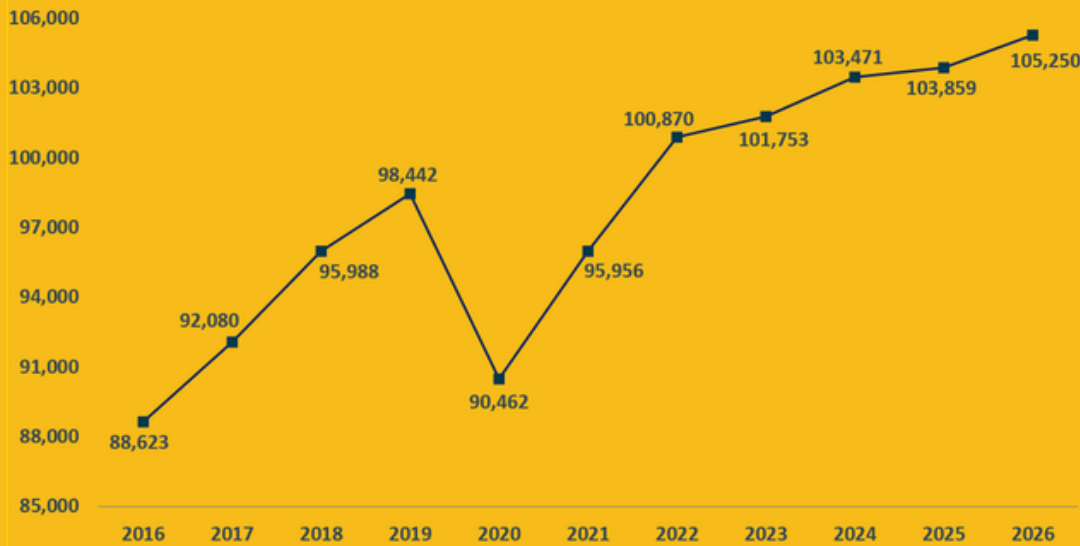
1. Detroit: 6,959 Postings
2. Lansing: 5,657 Postings
3. Ann Arbor: 2,240 Postings
4. Troy: 2,161 Postings
5. Auburn Hills: 1,598 Postings
6. Southfield: 1,509 Postings
7. Dearborn: 1,178 Postings
8. Warren: 1,166 Postings
9. Novi: 934 Postings
10. Livonia: 915 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN Construction occupation group are associated with 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 12,200 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time
2016-2026



1,390
Construction
Workers

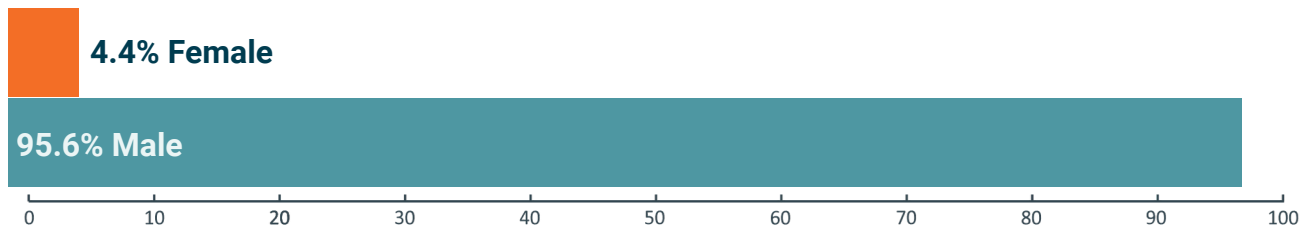
1.3% increase
from 2025



Construction Worker Demographics

According to Q2 2026 Lightcast data, the 105,250 workers in the Construction group are not particularly diverse. Just 11.4 percent of the related workforce is under 25. Female workers account for 4.4 percent of the current workforce and only 16.8 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

83.2% White | 7.6% Hispanic or Latino | 6.5% Black or African-American

Worker Age Demographics

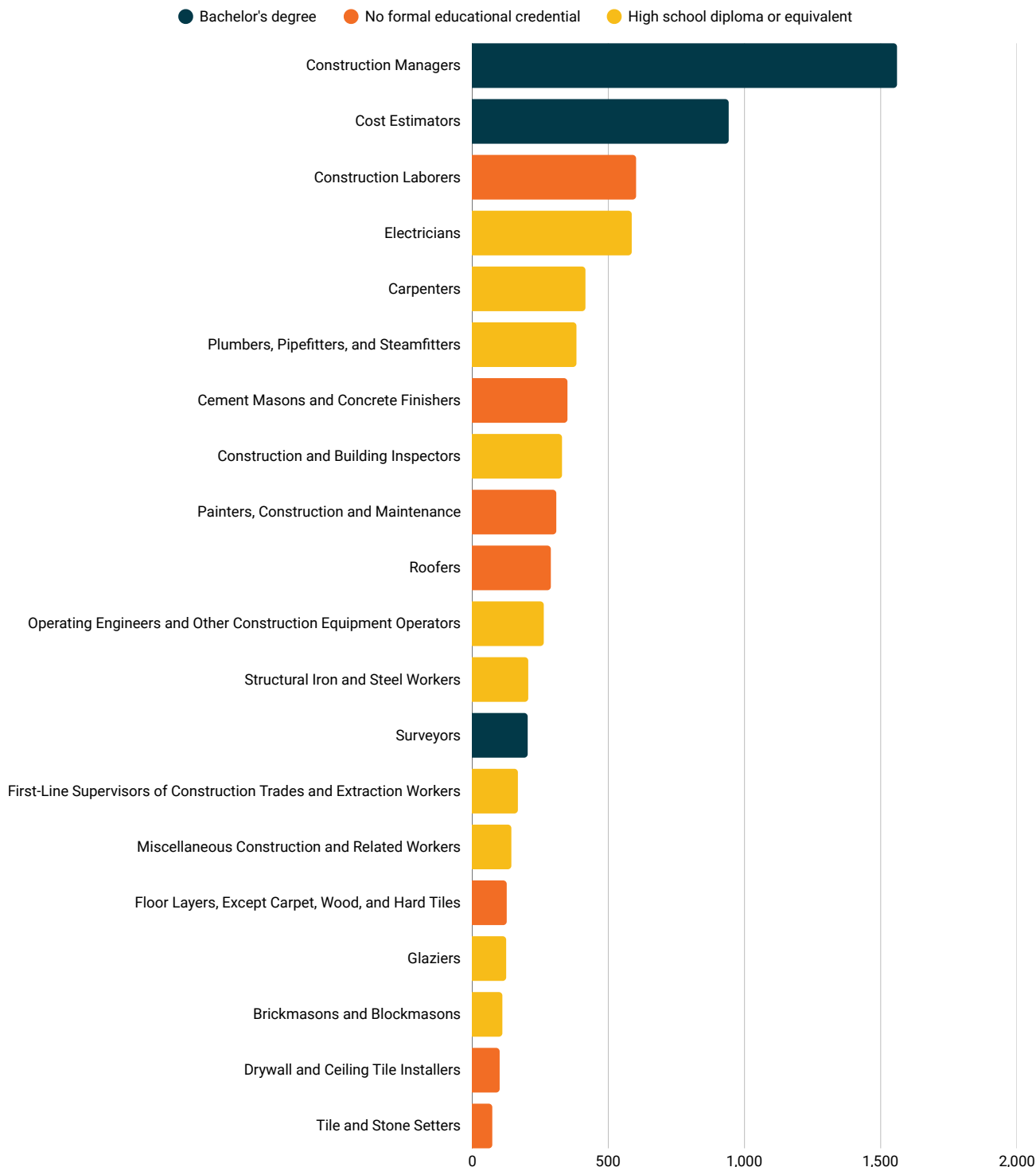


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 7,905 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q2 2026, with 1,560 postings. Cost Estimators was in the second position with 942 postings. Other top posted jobs include Construction Laborers (602 postings), Electricians (586 postings), and Carpenters (416 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent, or no formal educational credential. All of the top jobs pay over \$24 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$51.85 per hour or an annual salary of about \$107,848. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$40.29 per hour or \$83,803 annually.

Wage Overview for Top Posted Construction Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$31.57	\$39.99	\$51.85	\$66.36	\$83.88
13-1051	Cost Estimators	\$22.63	\$30.63	\$38.32	\$50.33	\$61.91
47-2061	Construction Laborers	\$18.25	\$21.88	\$26.87	\$30.39	\$34.26
47-2111	Electricians	\$22.02	\$28.39	\$38.55	\$45.46	\$51.11
47-2031	Carpenters	\$22.17	\$25.04	\$31.00	\$37.07	\$41.92
47-2152	Plumbers, Pipefitters, and Steamfitters	\$22.67	\$28.59	\$40.29	\$47.64	\$51.91
47-2051	Cement Masons and Concrete Finishers	\$21.82	\$24.10	\$28.99	\$33.73	\$37.22
47-4011	Construction and Building Inspectors	\$23.64	\$29.43	\$36.65	\$40.43	\$47.58
47-2141	Painters, Construction and Maintenance	\$18.66	\$21.42	\$27.09	\$34.36	\$38.14
47-2181	Roofers	\$22.00	\$24.23	\$30.03	\$37.43	\$40.48

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Lifting Ability
- Construction Management

In-Demand Foundational Skills

- Communication
- Leadership
- Operations
- Detail Oriented
- Management

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- Chauffeur License

In-Demand Education Level*

- High school or GED: 18.6%
- Associate degree: 5.1%
- Bachelor's degree: 19.0%
- Master's degree: 1.8%

Top Posting Employers

- GPAC
- Aerotek
- Actalent
- Acme International Enterprises
- Jobot
- PageGroup
- Stellantis
- Lake Erie Electric Of Michigan
- CDM Smith
- Fontanesi And Kann Company

Job Postings by City

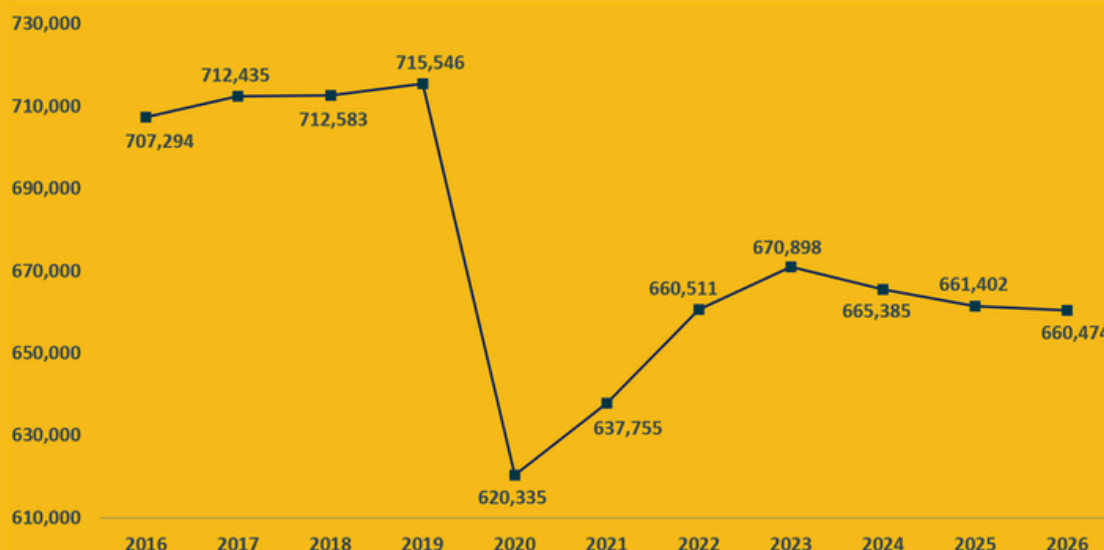
1. Detroit: 1,163 Postings
2. Lansing: 502 Postings
3. Ann Arbor: 355 Postings
4. Warren: 277 Postings
5. Livonia: 235 Postings
6. Sterling Heights: 205 Postings
7. Troy: 201 Postings
8. Flint: 165 Postings
9. Auburn Hills: 159 Postings
10. Farmington Hills: 137 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

CUSTOMER SERVICE OCCUPATION GROUP

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.

Employment Over Time
2016-2026



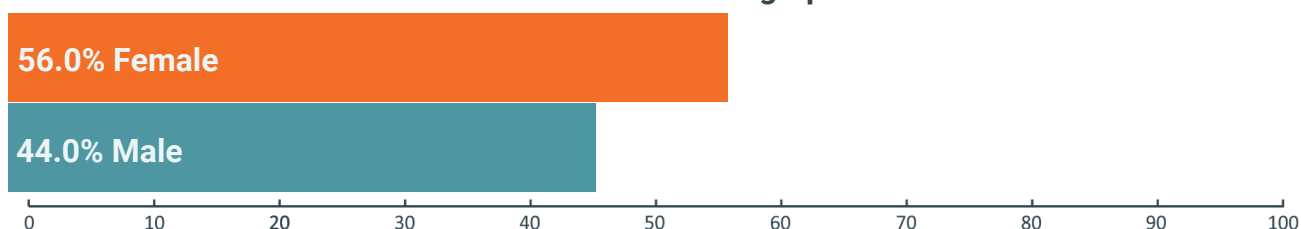
928
Customer
Service Workers
0.1% decrease
from 2025



Customer Service Worker Demographics

In Q2 2026, there were 660,474 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) and between the ages of 25 and 54 (52.7 percent), with 44.0 percent of workers identifying as male and 27.0 percent identifying as a racial minority. Roughly 26.6 percent of the workers were under the age of 25, compared to the 20.7 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | **5.4% Hispanic or Latino** | **15.4% Black or African-American**

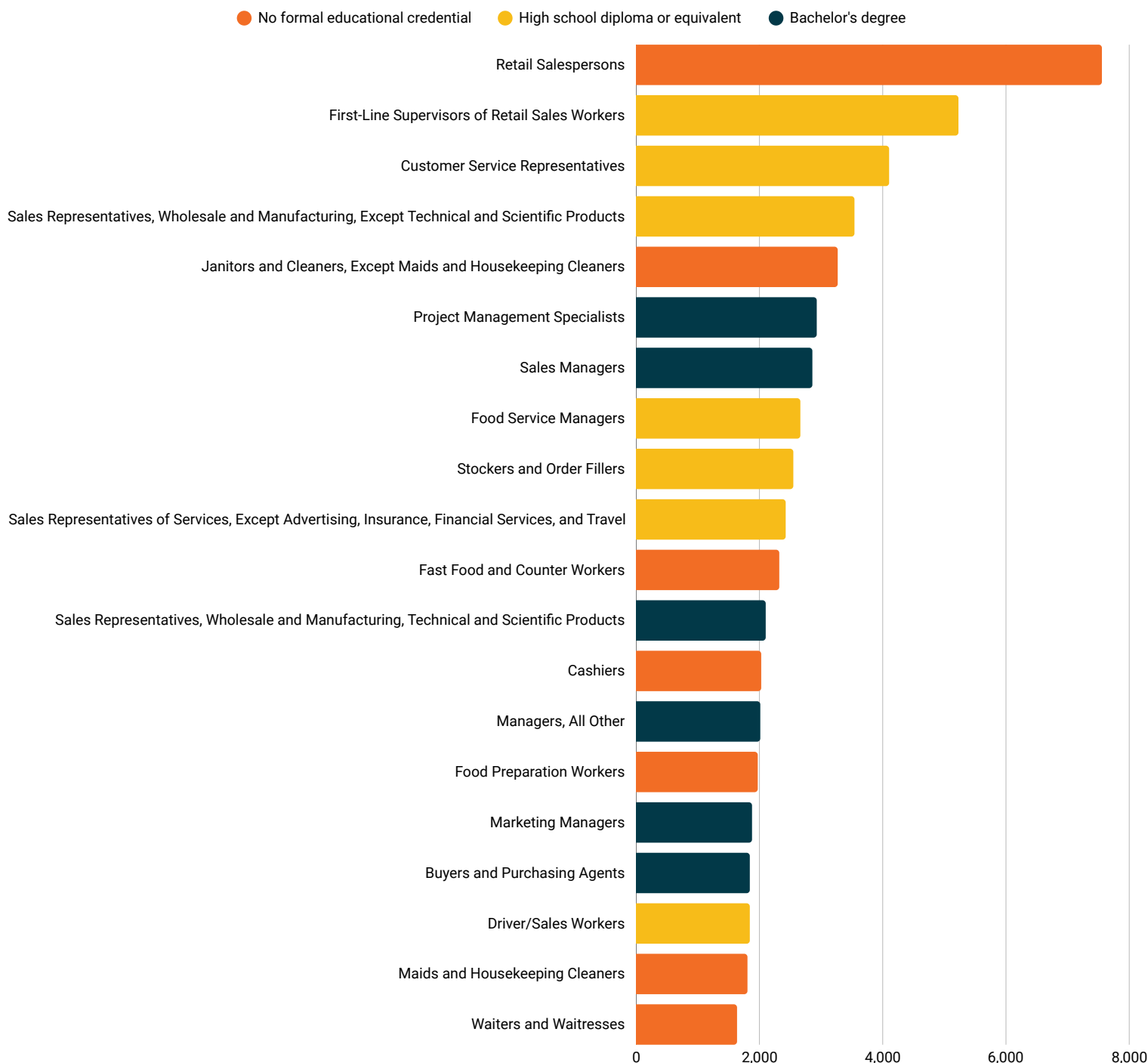
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q2 2026, there were a total of 69,508 job postings for Customer Service workers, a decrease of 63 or 0.1 percent since Q1. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q2 2026, with 7,556 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 5,229 postings. Other top posted jobs include Customer Service Representatives (4,104 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,542 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (3,270 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, the Customer Service occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top ten jobs pay over \$18 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$16.62 per hour or an annual salary of about \$34,570. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$22.75 per hour or \$47,320 annually.

Wage Overview for Top Posted Customer Service Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$13.45	\$14.35	\$16.62	\$18.52	\$23.09
41-1011	First-Line Supervisors of Retail Sales Workers	\$15.99	\$18.11	\$22.75	\$28.55	\$34.96
43-4051	Customer Service Representatives	\$14.98	\$17.38	\$21.04	\$24.43	\$30.27
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.84	\$26.84	\$36.54	\$49.77	\$67.56
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$14.34	\$15.48	\$17.56	\$19.05	\$22.29
13-1082	Project Management Specialists	\$30.58	\$38.77	\$49.78	\$62.82	\$76.11
11-2022	Sales Managers	\$36.85	\$48.92	\$72.39	\$95.26	\$118.49
11-9051	Food Service Managers	\$21.37	\$26.46	\$29.71	\$36.48	\$45.91
53-7065	Stockers and Order Fillers	\$14.58	\$15.87	\$17.64	\$20.70	\$23.56
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$18.91	\$24.02	\$35.79	\$50.01	\$70.29

In-Demand Technical Skills

- Merchandising
- Lifting Ability
- Selling Techniques
- Marketing
- Restaurant Operation

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Project Management Professional Certification
- ServSafe Certification
- Food Handler's Card

In-Demand Education Level*

- High school or GED: 26.2%
- Associate degree: 3.2%
- Bachelor's degree: 21.1%
- Master's degree: 4.1%

Top Posting Employers

- Kroger
- Meijer
- Walmart
- Domino's Pizza
- Dollar General
- Taco Bell
- Stellantis
- AutoZone
- Lowe's
- Starbucks

Job Postings by City

1. Detroit: 7,044 Postings
2. Lansing: 5,231 Postings
3. Ann Arbor: 3,596 Postings
4. Troy: 2,853 Postings
5. Novi: 1,864 Postings
6. Livonia: 1,712 Postings
7. Auburn Hills: 1,660 Postings
8. Southfield: 1,489 Postings
9. Dearborn: 1,478 Postings
10. Warren: 1,466 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

EDUCATION OCCUPATION GROUP

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 15,400 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.

Employment Over Time
2016-2026



48
Education
Workers

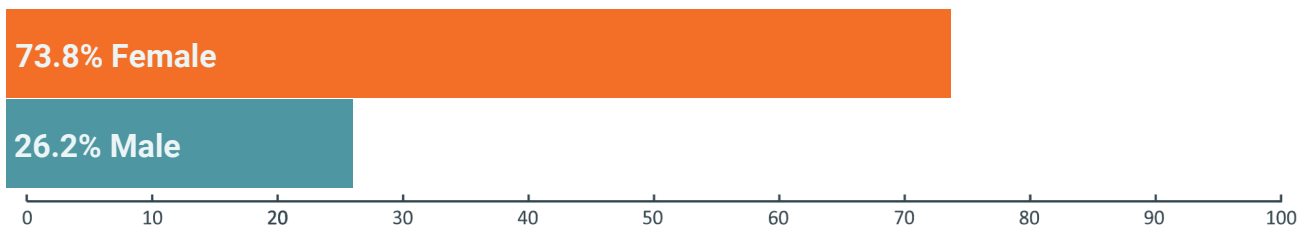
0.03% increase
from 2025



Education Worker Demographics

According to Q2 2026 Lightcast data, the 138,316 workers in the Education group are not particularly diverse. Just 10.1 percent of the related workforce is under 25. Male workers account for 26.2 percent of the current workforce and only 20.1 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

79.9% White | **4.5% Asian** | **8.5% Black or African-American**

Worker Age Demographics

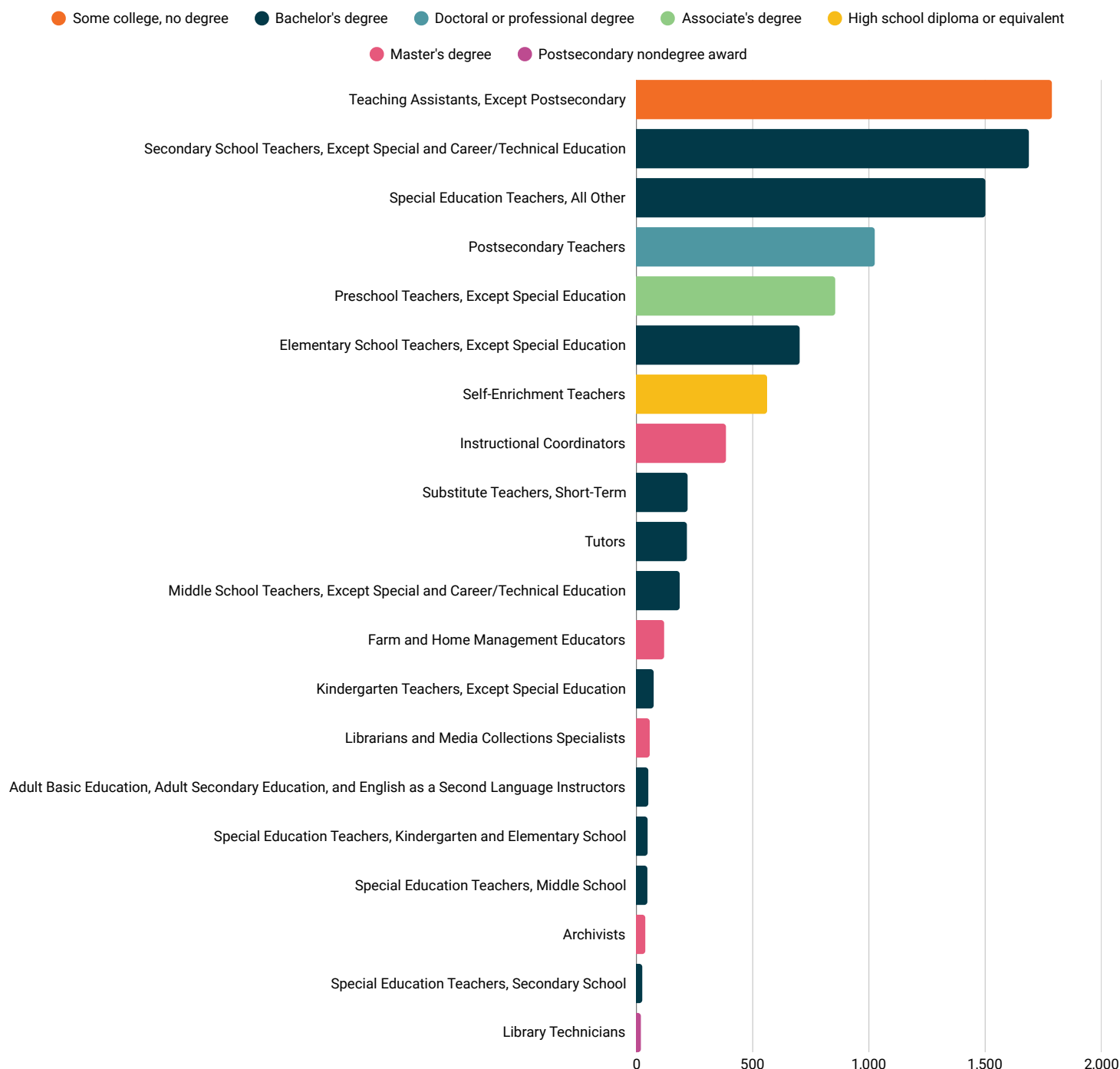


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 1,635 or 20.5 percent since Q1 2026, bringing Q2 2026 demand to 9,626 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,787 postings. Secondary School Teachers, Except Special and Career/Technical Education was in the second position with 1,688 postings. Other top posted jobs include Special Education Teachers, All Other (1,501 postings), Postsecondary Teachers (1,025 postings), and Preschool Teachers, Except Special Education (855 postings).



EDUCATION OCCUPATION GROUP

Wage Overview

Wages in the Education field tend to scale with both education and experience. Many Education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education occupation group offers a relatively broad array of entry requirements, though half of jobs require a Bachelor's degree. Half of the top jobs pay over \$30 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of \$16.84 per hour or an annual salary of about \$35,027.

Wage Overview for Top Posted Education Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	\$13.08	\$14.48	\$16.84	\$18.65	\$21.58
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$23.21	\$27.19	\$34.79	\$42.68	\$48.37
25-2059	Special Education Teachers, All Other	\$23.95	\$30.32	\$37.95	\$42.71	\$48.60
25-1099	Postsecondary Teachers	\$25.70	\$32.70	\$46.36	\$63.89	\$79.61
25-2011	Preschool Teachers, Except Special Education	\$14.69	\$16.18	\$18.10	\$21.36	\$24.91
25-2021	Elementary School Teachers, Except Special Education	\$23.04	\$27.50	\$31.83	\$38.40	\$46.57
25-3021	Self-Enrichment Teachers	\$13.73	\$15.39	\$19.02	\$25.12	\$35.22
25-9031	Instructional Coordinators	\$25.62	\$30.76	\$39.26	\$47.57	\$55.64
25-3031	Substitute Teachers, Short-Term	\$14.80	\$16.80	\$21.64	\$24.95	\$29.61
25-3041	Tutors	\$14.49	\$16.24	\$17.97	\$24.12	\$30.57

In-Demand Technical Skills

- Special Education
- Lesson Planning
- Classroom Management
- Individualized Education Programs (IEP)
- Child Development

In-Demand Foundational Skills

- Teaching
- Communication
- Planning
- Mathematics
- Leadership

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Valid Driver's License
- Alternative Teacher Certification

In-Demand Education Level*

- High school or GED: 13.6%
- Associate degree: 10.9%
- Bachelor's degree: 35.1%
- Master's degree: 16.6%

Top Posting Employers

- West Bloomfield School District
- Tomlinson Middle School
- Michigan Association Of School Boards
- Soliant Health
- University Of Michigan
- National Heritage Academies
- Wayne County Schools
- Learning Care Group
- Michigan State University
- KinderCare Education

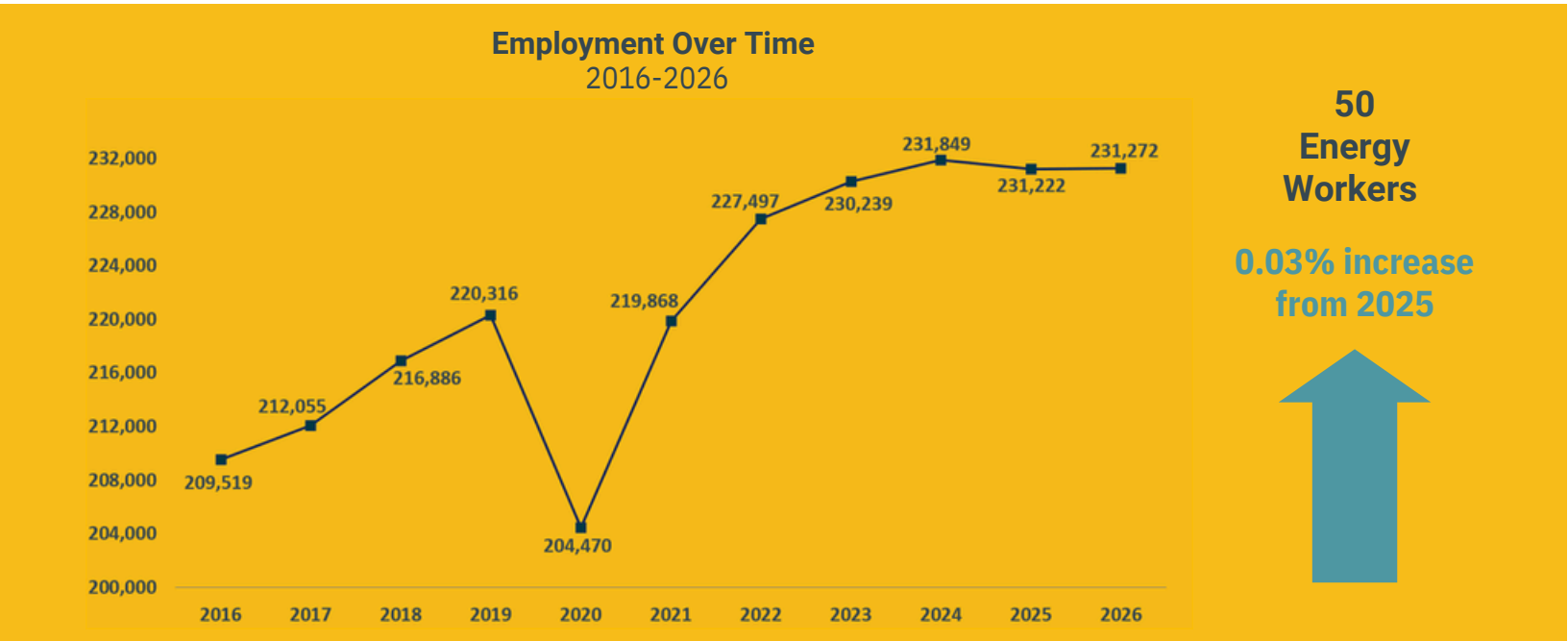
Job Postings by City

1. Detroit: 911 Postings
2. Ann Arbor: 746 Postings
3. Lansing: 440 Postings
4. Flint: 341 Postings
5. East Lansing: 251 Postings
6. Dearborn: 249 Postings
7. Warren: 203 Postings
8. Ypsilanti: 200 Postings
9. Canton: 181 Postings
10. Sterling Heights: 167 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

ENERGY OCCUPATION GROUP

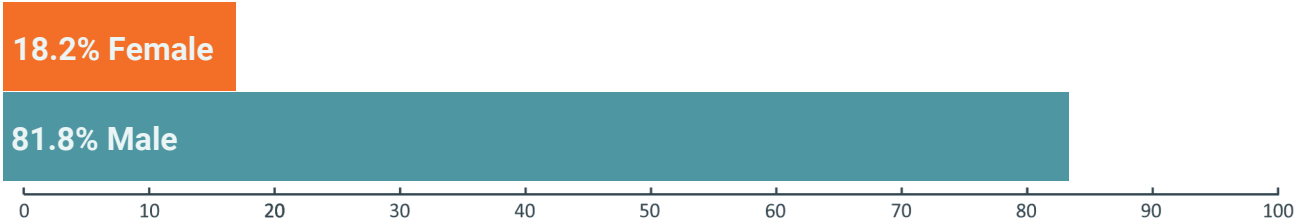
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation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



Energy Worker Demographics

In Q2 2026, there were 231,272 workers in the Energy occupation group. This group is primarily made up of males (81.8 percent) and between the ages of 25 and 54 (69.8 percent), with 18.2 percent of workers identifying as female and just 21.2 percent identifying as a racial minority. Also of note was that 5.4 percent of the workers in the occupation group were under the age of 25, compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

78.8% White | 5.7% Asian | 9.7% Black or African-American

Worker Age Demographics

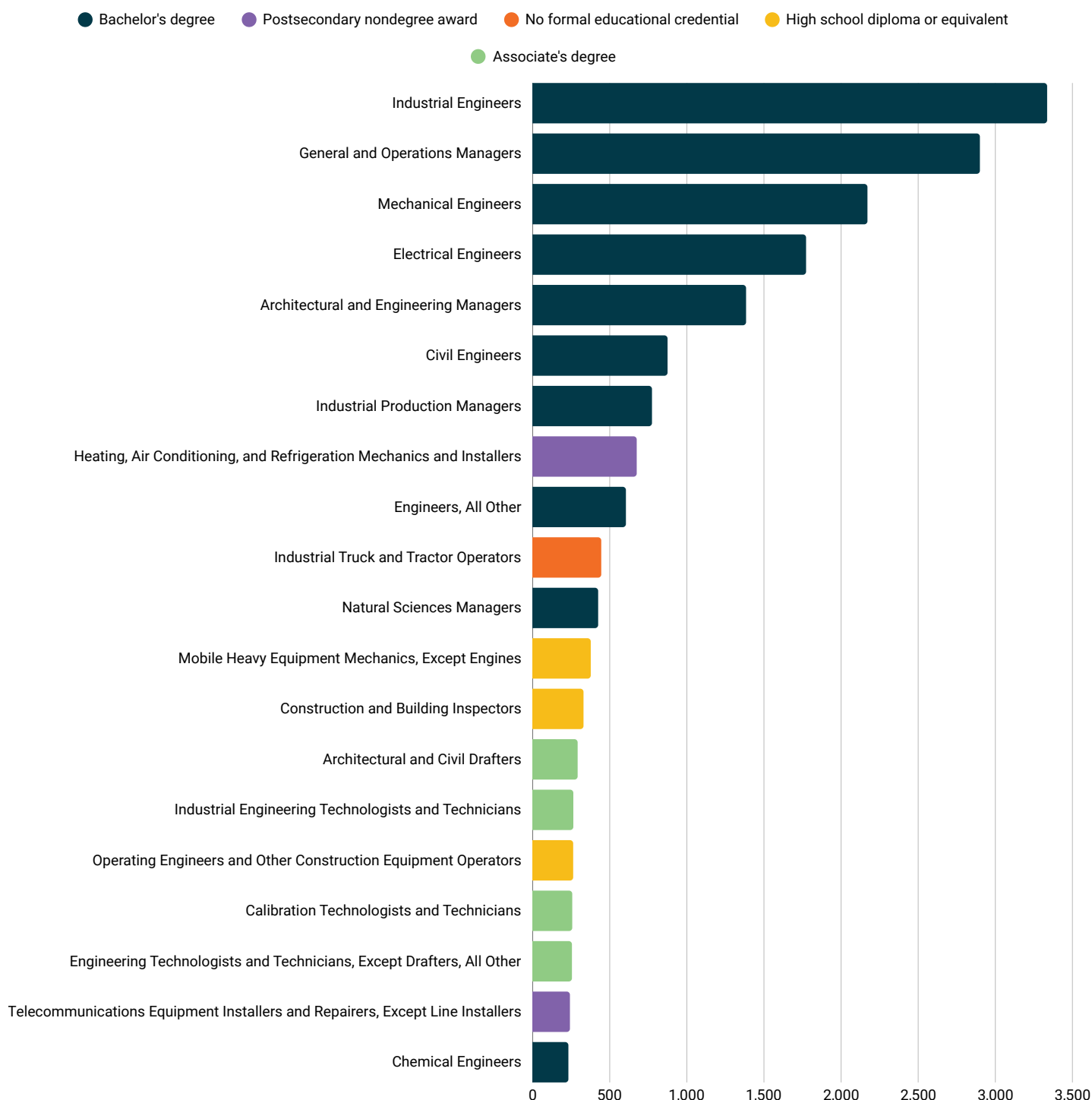


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 22,160 job postings for Energy workers, an increase of 2,365 postings or 11.9 percent from Q1 2026. Industrial Engineers was the most sought-after occupation by Energy industry employers during Q2 2026, with 3,336 postings. General and Operations Managers was in the second position with 2,900 postings. Other top posted jobs include Mechanical Engineers (2,171 postings), Electrical Engineers (1,773 postings), and Architectural and Engineering Managers (1,384 postings).



ENERGY OCCUPATION GROUP

Wage Overview

The demand for engineers and highly specialized trades in the Energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. The Energy occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a Bachelor's degree. At least half of the top jobs pay over \$48 per hour. Industrial Engineers, the top posted Energy job, offers a median hourly wage of \$49.75 per hour or an annual salary of about \$103,480.

Wage Overview for Top Posted Energy Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$37.49	\$41.37	\$49.75	\$62.48	\$72.19
11-1021	General and Operations Managers	\$24.39	\$33.59	\$49.72	\$77.84	\$117.56
17-2141	Mechanical Engineers	\$37.89	\$46.74	\$53.21	\$63.71	\$77.17
17-2071	Electrical Engineers	\$37.55	\$45.08	\$54.36	\$64.39	\$75.98
11-9041	Architectural and Engineering Managers	\$61.39	\$66.27	\$80.03	\$97.16	\$105.65
17-2051	Civil Engineers	\$30.91	\$36.21	\$44.40	\$53.10	\$63.33
11-3051	Industrial Production Managers	\$38.45	\$47.64	\$58.89	\$75.39	\$93.14
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.49	\$23.42	\$30.23	\$39.12	\$47.02
17-2199	Engineers, All Other	\$36.71	\$47.29	\$60.04	\$66.78	\$79.35
53-7051	Industrial Truck and Tractor Operators	\$17.51	\$19.15	\$22.37	\$28.67	\$37.76

In-Demand Technical Skills

- Continuous Improvement Process
- Project Management
- Mechanical Engineering
- Electrical Engineering
- Automation

In-Demand Foundational Skills

- Communication
- Leadership
- Operations
- Problem Solving
- Management

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Master Of Business Administration (MBA)
- Commercial Driver's License (CDL)
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 14.3%
- Associate degree: 6.4%
- Bachelor's degree: 54.1%
- Master's degree: 17.5%

Top Posting Employers

- General Motors
- Stellantis
- Actalent
- Ford
- Gm Cruise
- Insight Global
- GPAC
- CDM Smith
- ADP
- University Of Michigan

Job Postings by City

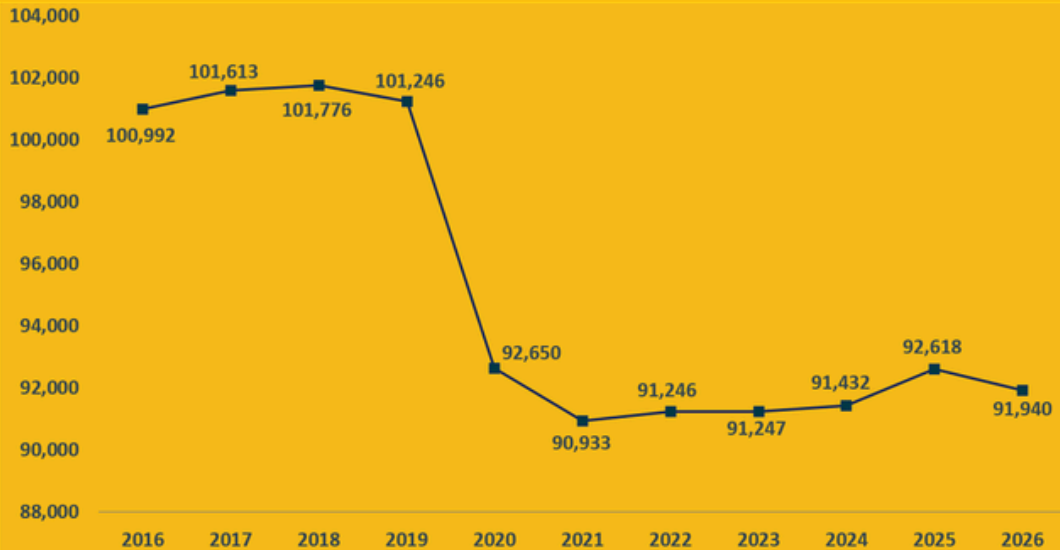
1. Detroit: 2,708 Postings
2. Lansing: 1,742 Postings
3. Warren: 1,357 Postings
4. Ann Arbor: 1,242 Postings
5. Auburn Hills: 1,108 Postings
6. Dearborn: 897 Postings
7. Troy: 827 Postings
8. Sterling Heights: 690 Postings
9. Lake Angelus: 504 Postings
10. Livonia: 502 Postings

*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, 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 10,149 openings annually for engineers in southeast Michigan.

Employment Over Time
2016-2026



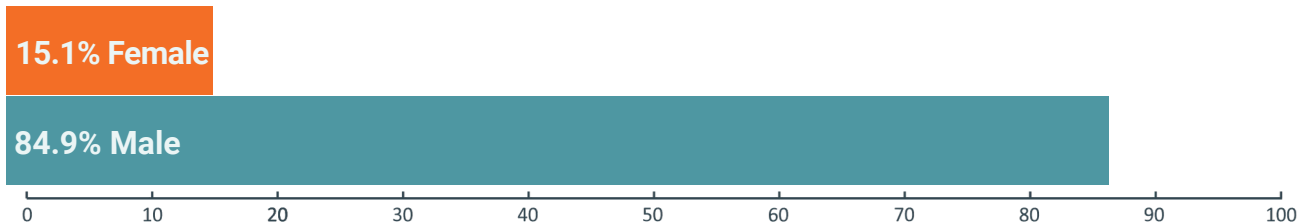
678
Engineers and
Designers Workers
0.7% decrease
from 2025



Engineers and Designers Worker Demographics

According to Q2 2026 Lightcast data, the 91,940 workers in the Engineering and Design group are not particularly diverse. Just 5.5 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.1 percent of the current workforce and only 23.7 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.3% White | 10.4% Asian | 8.0% Black or African-American

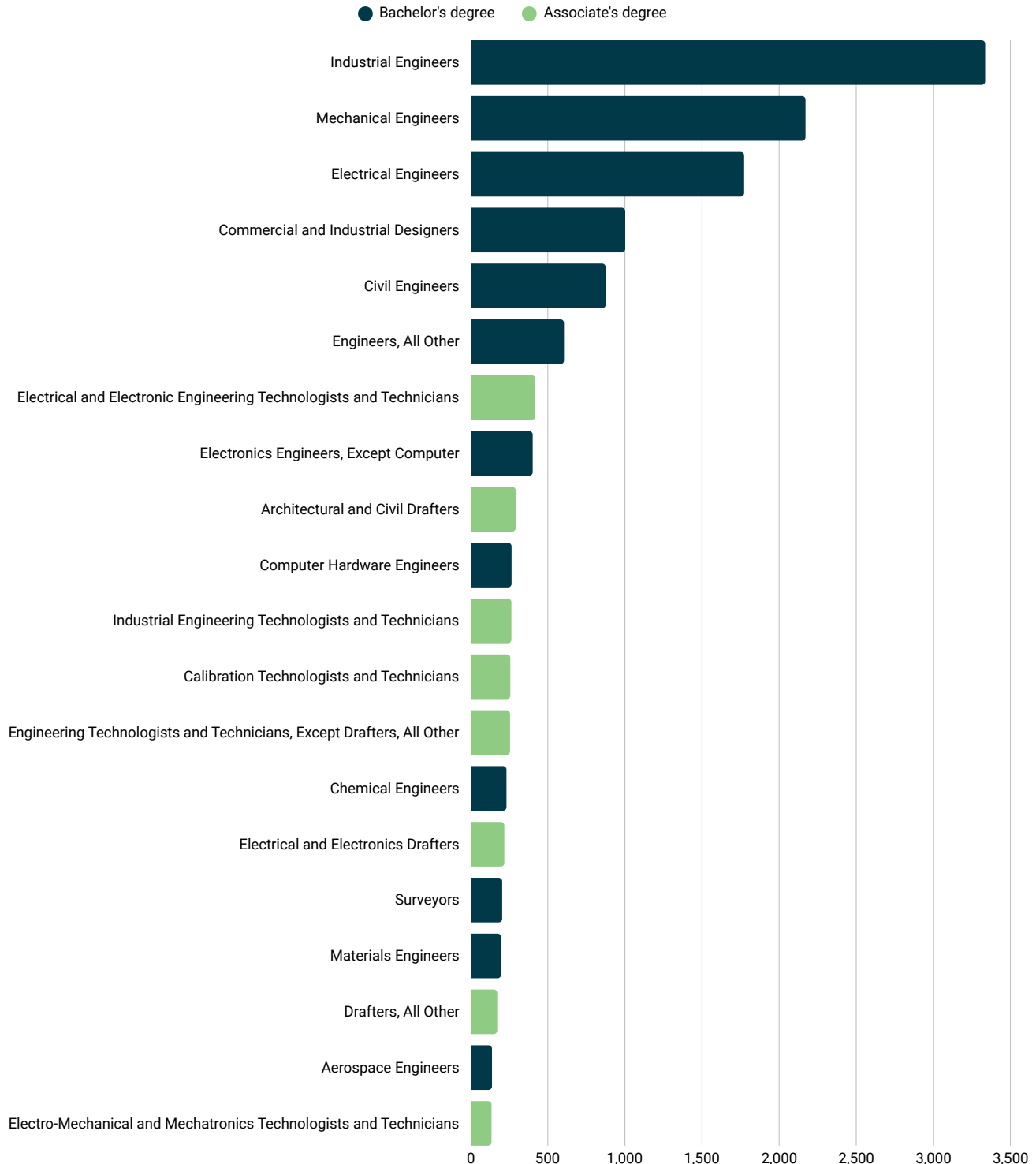
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 13,767 postings in Q2 2026, an increase of 2,894 postings from Q1. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q2 2026, with 3,336 postings. Mechanical Engineers was in the second position with 2,171 postings. Other top posted jobs include Electrical Engineers (1,773 postings), Commercial and Industrial Designers (1,002 postings), and Civil Engineers (875 postings).



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Seven of the top jobs pay over \$49 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$49.75 per hour or an annual salary of about \$103,480.

Wage Overview for Top Posted Engineers and Designers Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$37.49	\$41.37	\$49.75	\$62.48	\$72.19
17-2141	Mechanical Engineers	\$37.89	\$46.74	\$53.21	\$63.71	\$77.17
17-2071	Electrical Engineers	\$37.55	\$45.08	\$54.36	\$64.39	\$75.98
27-1021	Commercial and Industrial Designers	\$25.79	\$37.05	\$49.77	\$60.79	\$71.96
17-2051	Civil Engineers	\$30.91	\$36.21	\$44.40	\$53.10	\$63.33
17-2199	Engineers, All Other	\$36.71	\$47.29	\$60.04	\$66.78	\$79.35
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$22.70	\$29.63	\$36.83	\$41.40	\$48.78
17-2072	Electronics Engineers, Except Computer	\$42.88	\$48.72	\$61.15	\$64.94	\$80.54
17-3011	Architectural and Civil Drafters	\$21.11	\$24.24	\$29.81	\$36.93	\$44.69
17-2061	Computer Hardware Engineers	\$41.21	\$48.14	\$61.66	\$79.90	\$85.70

In-Demand Technical Skills

- Mechanical Engineering
- Project Management
- Continuous Improvement Process
- Electrical Engineering
- New Product Development

In-Demand Education Level*

- High school or GED: 7.1%
- Associate degree: 7.1%
- Bachelor's degree: 68.3%
- Master's degree: 22.0%

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

In-Demand Foundational Skills

- Communication
- Problem Solving
- Troubleshooting (Problem Solving)
- Leadership
- Operations

Top Posting Employers

- General Motors
- Actalent
- Stellantis
- Ford
- Gm Cruise
- Insight Global
- Ford Global Career Site
- GPAC
- ADP
- CDM Smith

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Six Sigma Green Belt
- Six Sigma Black Belt
- Security Clearance

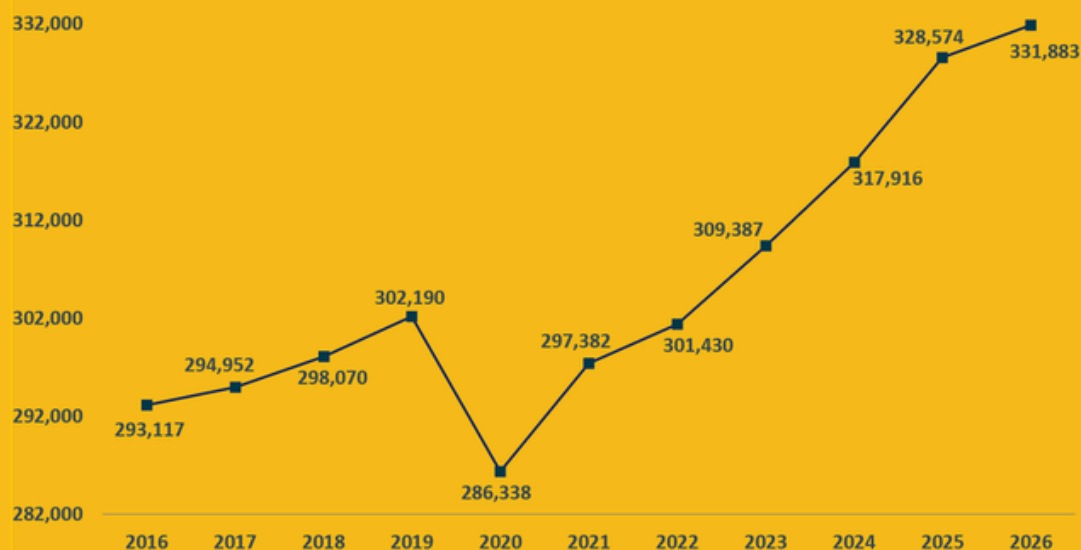
Job Postings by City

1. Detroit: 1,242 Postings
2. Warren: 1,174 Postings
3. Auburn Hills: 1,008 Postings
4. Dearborn: 849 Postings
5. Lansing: 780 Postings
6. Ann Arbor: 727 Postings
7. Troy: 578 Postings
8. Sterling Heights: 521 Postings
9. Lake Angelus: 465 Postings
10. Novi: 375 Postings

HEALTH CARE OCCUPATION GROUP

The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, with 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 31,700 job openings for these positions, and this is projected to continue increasing.

Employment Over Time
2016-2026



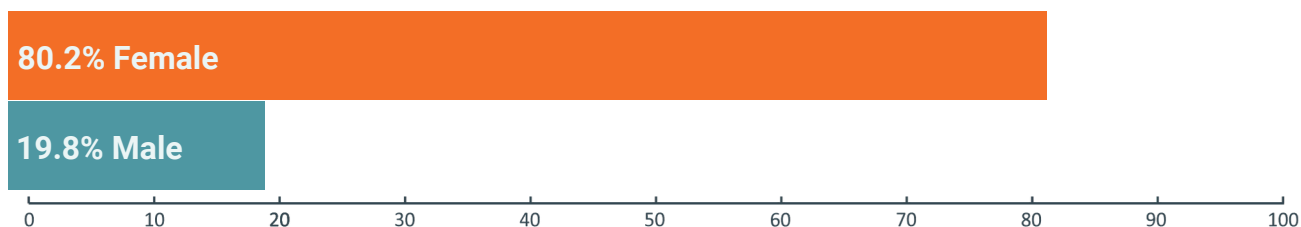
3,309
Health Care
Workers

1.0% increase
from 2025

Health Care Worker Demographics

The Health Care occupation group employs 331,883 workers, an overwhelming number of whom are females (80.2 percent) and between the ages of 25 and 54 (67.6 percent). Just 19.8 percent of workers identify as male, although 32.8 percent identifying as a racial minority. Also of note was that 9.6 percent of the workers in the occupation group were under the age of 25, compared to the 22.9 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

67.2% White | 5.7% Asian | 20.7% Black or African-American

Worker Age Demographics

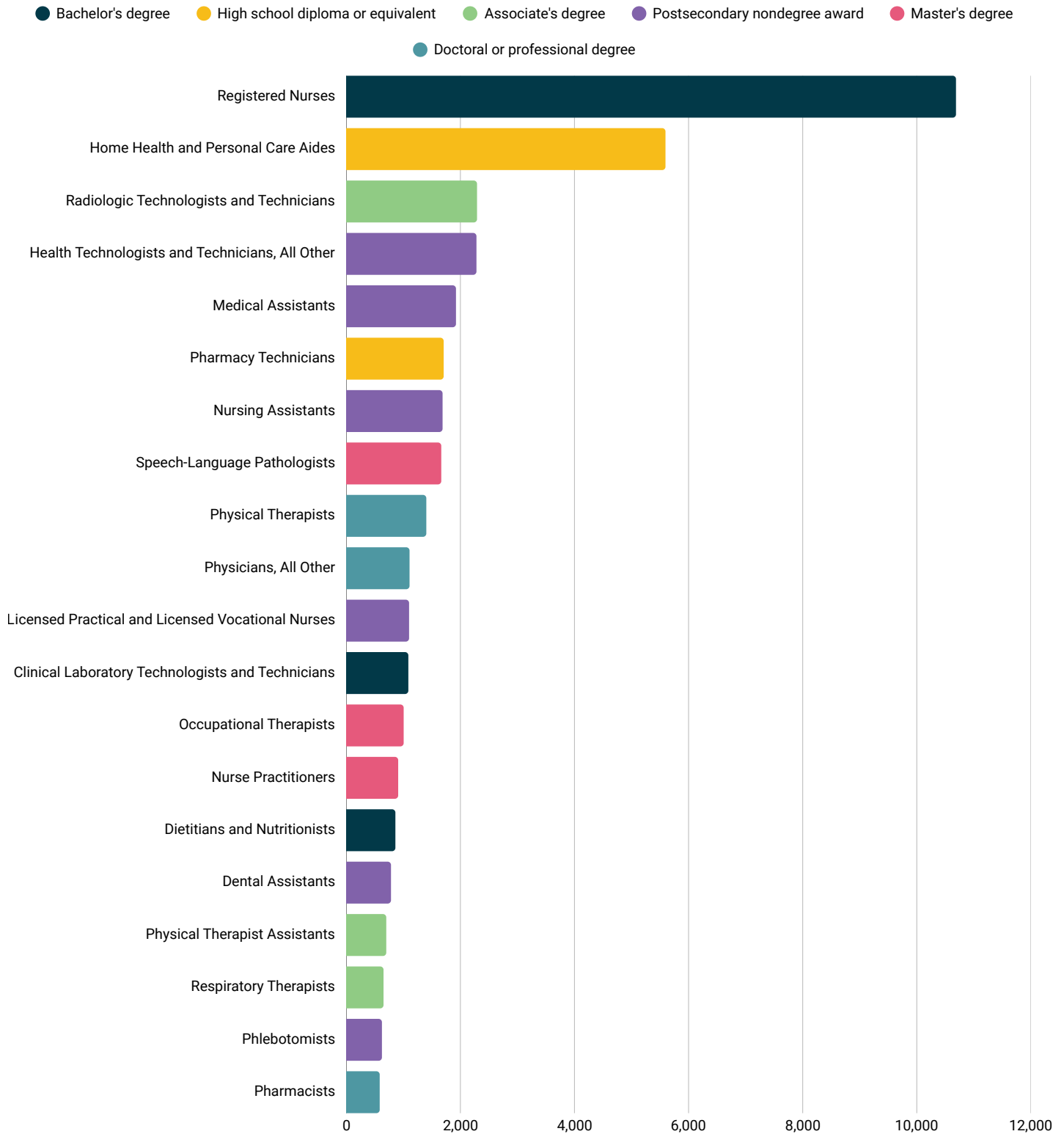


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q2 2026, there were a total of 49,133 job postings for Health Care workers, a decrease of 4,213 from Q1. Registered Nurses was the most sought-after occupation by Health Care industry employers with 10,687 postings. Home Health and Personal Care Aides was in the second position with 5,595 postings. Other top posted jobs include Radiologic Technologists and Technicians (2,292 postings), Health Technologists and Technicians, All Other (2,282 postings), and Medical Assistants (1,923 postings).



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the 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 the state's median wage of \$23.69 per hour. Seven of the top ten jobs pay over \$20 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$46.48 per hour or an annual salary of about \$96,678.

Wage Overview for Top Posted Health Care Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$37.81	\$40.13	\$46.48	\$50.87	\$56.37
31-1128	Home Health and Personal Care Aides	\$12.87	\$14.75	\$16.85	\$18.40	\$20.34
29-2034	Radiologic Technologists and Technicians	\$27.97	\$30.76	\$37.27	\$41.02	\$47.75
29-2099	Health Technologists and Technicians, All Other	\$18.54	\$21.28	\$24.09	\$30.16	\$37.87
31-9092	Medical Assistants	\$16.43	\$17.99	\$19.20	\$22.15	\$23.62
29-2052	Pharmacy Technicians	\$16.75	\$18.22	\$21.32	\$23.51	\$25.88
31-1131	Nursing Assistants	\$17.95	\$18.51	\$19.37	\$21.85	\$22.87
29-1127	Speech-Language Pathologists	\$30.61	\$36.61	\$43.05	\$49.19	\$54.47
29-1123	Physical Therapists	\$38.48	\$42.34	\$49.13	\$53.93	\$61.55
29-1229	Physicians, All Other	\$30.87	\$31.73	\$46.68	\$146.80	\$227.76

In-Demand Technical Skills

- Nursing
- Medical Records
- Treatment Planning
- Home Health Care
- Nursing Care

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Compassion

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High school or GED: 23.4%
- Associate degree: 13.2%
- Bachelor's degree: 14.2%
- Master's degree: 6.7%

Top Posting Employers

- Henry Ford Health
- Corewell Health
- Soliant Health
- Trinity Health
- Incredible Health
- University Of Michigan
- McLaren Health Care
- Expertcare
- AMN Healthcare
- CVS Health

Job Postings by City

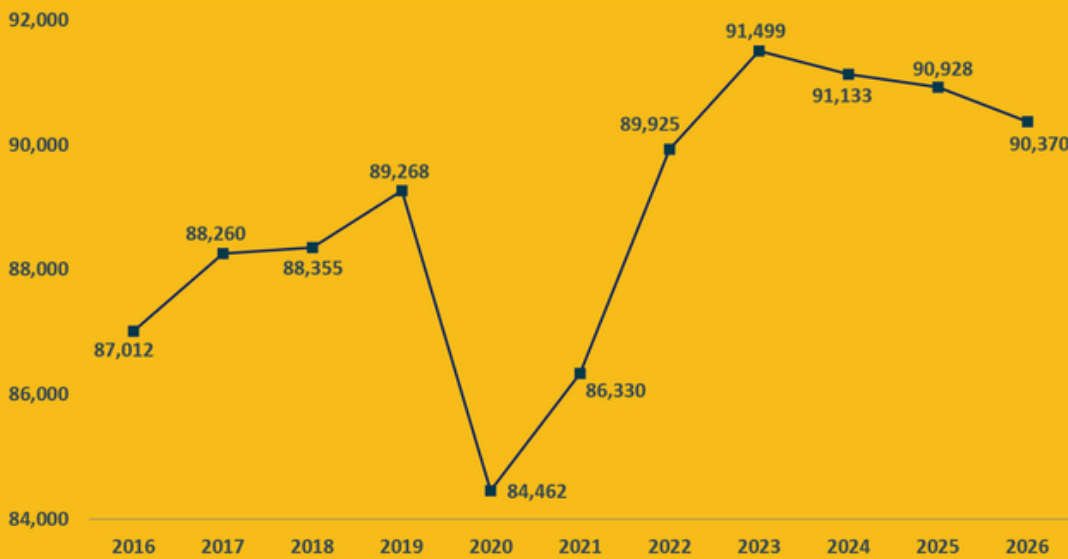
1. Detroit: 6,075 Postings
2. Ann Arbor: 2,804 Postings
3. Lansing: 2,712 Postings
4. Flint: 1,513 Postings
5. Dearborn: 1,246 Postings
6. Troy: 1,177 Postings
7. Jackson: 1,174 Postings
8. Livonia: 1,129 Postings
9. Southfield: 1,091 Postings
10. Warren: 1,054 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

INFORMATION TECHNOLOGY OCCUPATION GROUP

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 8,800 job openings are reported in the region annually.

Employment Over Time
2016-2026



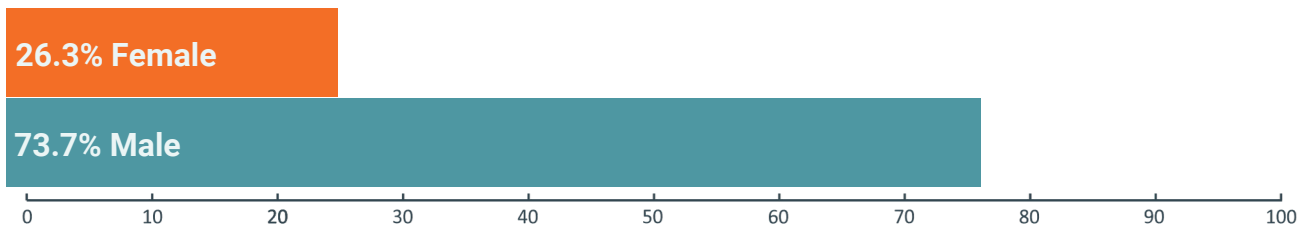
558
Information
Technology Workers
0.6% decrease
from 2025



Information Technology Worker Demographics

In Q2 2026, there were 90,370 workers in the IT occupation group. This group is primarily made up of males (73.7 percent) and between the ages of 25 and 54 (76.6 percent), with 26.3 percent of workers identifying as female and 31.0 percent identifying as a racial minority. Also of note was that 5.7 percent of the workers in the occupation group were under the age of 25, compared to the 17.7 percent 55 years of age or older.

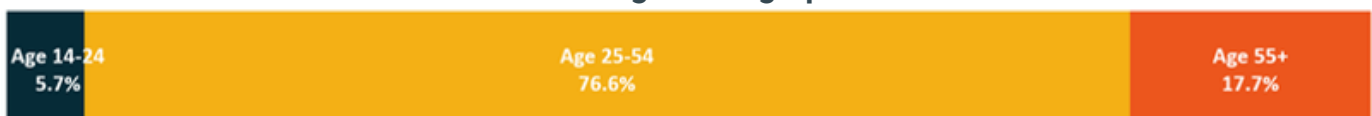
Worker Gender Demographics



Race and Ethnicity Demographics

69.0% White | **16.4% Asian** | **9.4% Black or African-American**

Worker Age Demographics

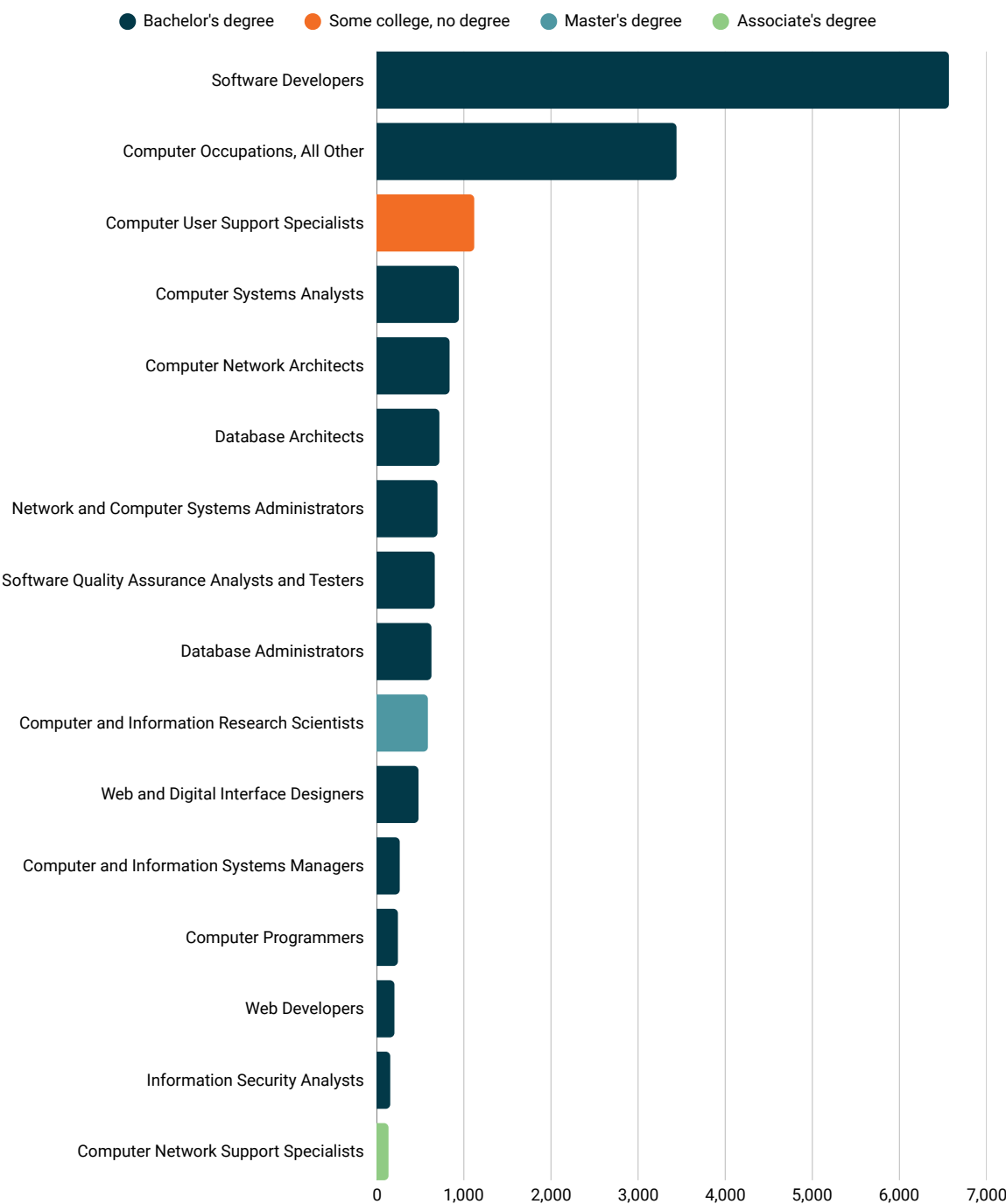


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q2 2026, there were a total of 17,683 job postings for IT workers, an increase of 2,871 postings from Q1. Software Developers was the most sought-after occupation by IT industry employers during Q2 2026, with 6,568 postings. Computer Occupations, All Other was in the second position with 3,441 postings. Other top posted jobs include Computer User Support Specialists (1,119 postings), Computer Systems Analysts (943 postings), and Computer Network Architects (836 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. Seven of the top jobs pay over \$48 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$60.64 per hour or an annual salary of about \$126,131.

Wage Overview for Top Posted Information Technology Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$38.75	\$47.11	\$60.64	\$72.23	\$80.37
15-1299	Computer Occupations, All Other	\$25.07	\$35.99	\$50.68	\$65.43	\$78.68
15-1232	Computer User Support Specialists	\$18.31	\$21.34	\$27.45	\$35.11	\$43.20
15-1211	Computer Systems Analysts	\$32.27	\$39.81	\$49.07	\$61.69	\$75.29
15-1241	Computer Network Architects	\$36.53	\$46.82	\$61.62	\$75.14	\$82.48
15-1243	Database Architects	\$38.89	\$50.31	\$62.49	\$73.18	\$83.04
15-1244	Network and Computer Systems Administrators	\$32.04	\$38.16	\$46.26	\$55.16	\$65.85
15-1253	Software Quality Assurance Analysts and Testers	\$29.56	\$37.96	\$47.97	\$61.52	\$66.30
15-1242	Database Administrators	\$30.31	\$38.09	\$51.94	\$62.47	\$71.66
15-1221	Computer and Information Research Scientists	\$32.46	\$32.47	\$59.66	\$70.83	\$80.79

In-Demand Technical Skills

- Computer Science
- Automation
- Workflow Management
- Scalability
- Python (Programming Language)

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Valid Driver's License
- Secret Clearance
- Security Clearance
- CompTIA Security+

In-Demand Education Level*

- High school or GED: 4.5%
- Associate degree: 5.5%
- Bachelor's degree: 58.1%
- Master's degree: 19.8%

Top Posting Employers

- General Motors
- Deloitte
- Ford
- Accenture
- Stellantis
- TEKsystems
- Technologies Global Connect
- Ernst & Young
- Cognizant Technology Solutions
- ASGN

Job Postings by City

1. Lansing: 4,005 Postings
2. Detroit: 2,821 Postings
3. Dearborn: 1,374 Postings
4. Ann Arbor: 1,010 Postings
5. Troy: 770 Postings
6. Warren: 767 Postings
7. Auburn Hills: 682 Postings
8. Southfield: 528 Postings
9. Sterling Heights: 354 Postings
10. Farmington Hills: 332 Postings

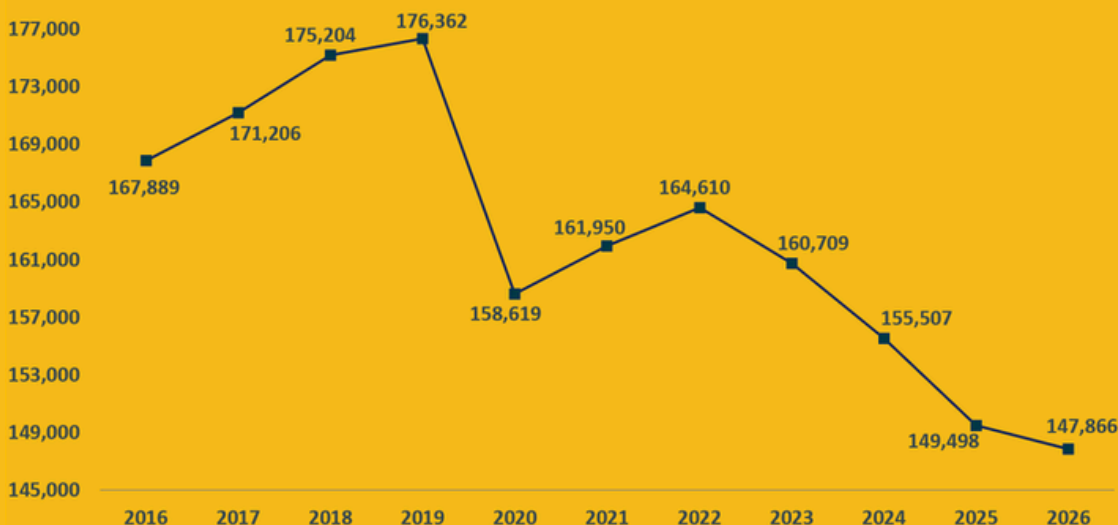
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The WIN Region 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 22,000 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.

Employment Over Time
2016-2026



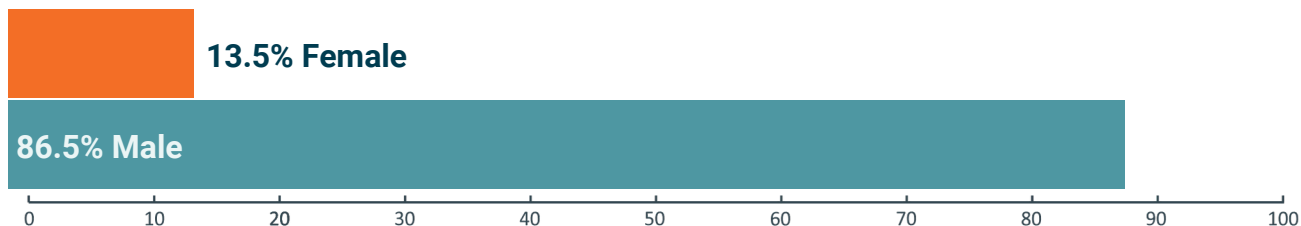
1,632
Skilled Trades
Workers
1.1% decrease
from 2025



Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 147,866 workers during Q2 2026 in southeast Michigan. This group is primarily made up of males (86.5 percent) and between the ages of 25 and 54 (64.5 percent), with 13.5 percent of workers identifying as female and just 22.7 percent identifying as a racial minority. Also of note was that 6.0 percent of the workers in the occupation group were under the age of 25, compared to the 29.5 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

77.3% White | **4.8% Hispanic or Latino** | **12.9% Black or African-American**

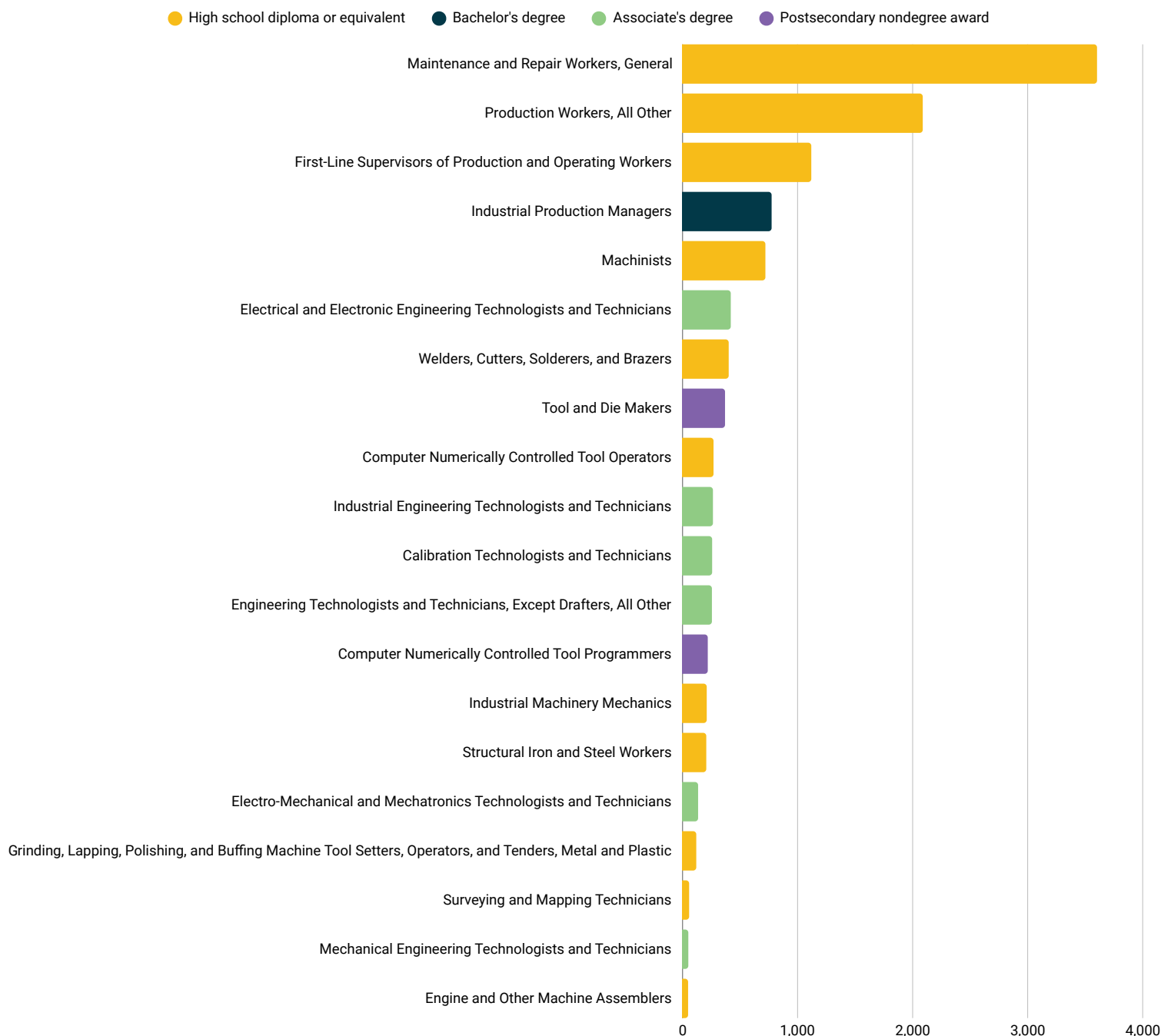
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 11,877 job postings for Skilled Trades workers in Q2 2026, an 11.5 percent increase (1,224 postings) from Q1. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q2 2026, with 3,603 postings. Production Workers, All Other was in the second position with 2,088 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,119 postings), Industrial Production Managers (774 postings), and Machinists (720 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs that are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$27 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$23.24 per hour or an annual salary of about \$48,339.

Wage Overview for Top Posted Skilled Trades Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$17.33	\$19.95	\$23.24	\$29.01	\$34.34
51-9199	Production Workers, All Other	\$15.37	\$16.97	\$19.15	\$22.17	\$25.98
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.88	\$27.78	\$35.59	\$43.05	\$50.24
11-3051	Industrial Production Managers	\$38.45	\$47.64	\$58.89	\$75.39	\$93.14
51-4041	Machinists	\$18.65	\$22.47	\$27.94	\$31.12	\$37.30
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$22.70	\$29.63	\$36.83	\$41.40	\$48.78
51-4121	Welders, Cutters, Solderers, and Brazers	\$18.75	\$22.16	\$24.85	\$29.12	\$35.62
51-4111	Tool and Die Makers	\$22.78	\$27.87	\$34.66	\$41.50	\$46.14
51-9161	Computer Numerically Controlled Tool Operators	\$17.75	\$19.13	\$22.59	\$28.84	\$32.04
17-3026	Industrial Engineering Technologists and Technicians	\$23.72	\$28.01	\$35.98	\$40.00	\$47.45

In-Demand Technical Skills

- Lifting Ability
- Continuous Improvement Process
- Machinery
- Machining
- Hand Tools

In-Demand Foundational Skills

- Communication
- Troubleshooting (Problem Solving)
- Operations
- Problem Solving
- Detail Oriented

In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- HVAC Certification
- 10-Hour OSHA General Industry Card
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High school or GED: 37.8%
- Associate degree: 7.9%
- Bachelor's degree: 14.7%
- Master's degree: 3.5%

Top Posting Employers

- Aerotek
- ManpowerGroup
- Stellantis
- General Motors
- Adecco
- Ford
- Zak Welding & Custom Work
- Actalent
- ADP
- TEC Group

Job Postings by City

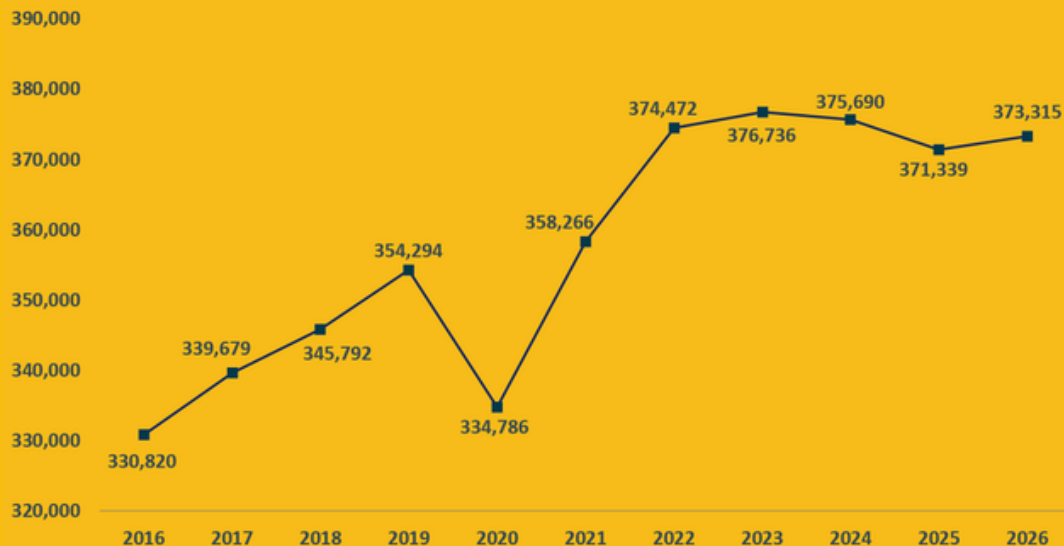
1. Detroit: 981 Postings
2. Lansing: 624 Postings
3. Warren: 543 Postings
4. Auburn Hills: 503 Postings
5. Sterling Heights: 454 Postings
6. Livonia: 434 Postings
7. Troy: 344 Postings
8. Ann Arbor: 323 Postings
9. Plymouth: 258 Postings
10. Flint: 235 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

Q2 2026 WIN REGION TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

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 50,500 job openings in southeast Michigan.

Employment Over Time
2016-2026

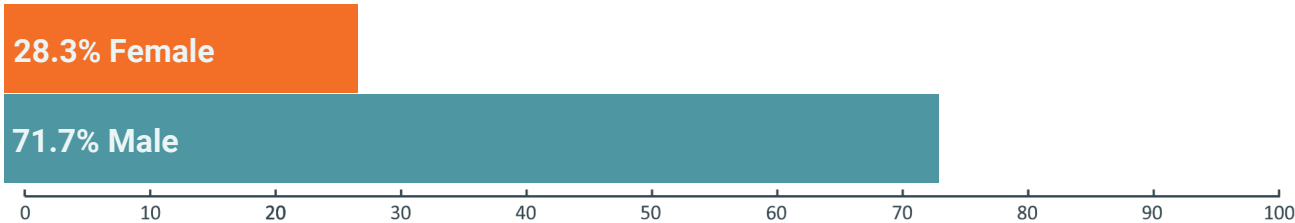


1,977
TDL Workers
0.5% increase
from 2025

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 373,315 workers during Q2 2026. This group is primarily made up of males (71.7 percent) and between the ages of 25 and 54 (62.5 percent), with 28.3 percent of workers identifying as female and 29.3 percent identifying as a racial minority. Also, 12.7 percent of the workers in the occupation group were under the age of 25, compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

70.7% White | 5.3% Hispanic or Latino | 18.7% Black or African-American

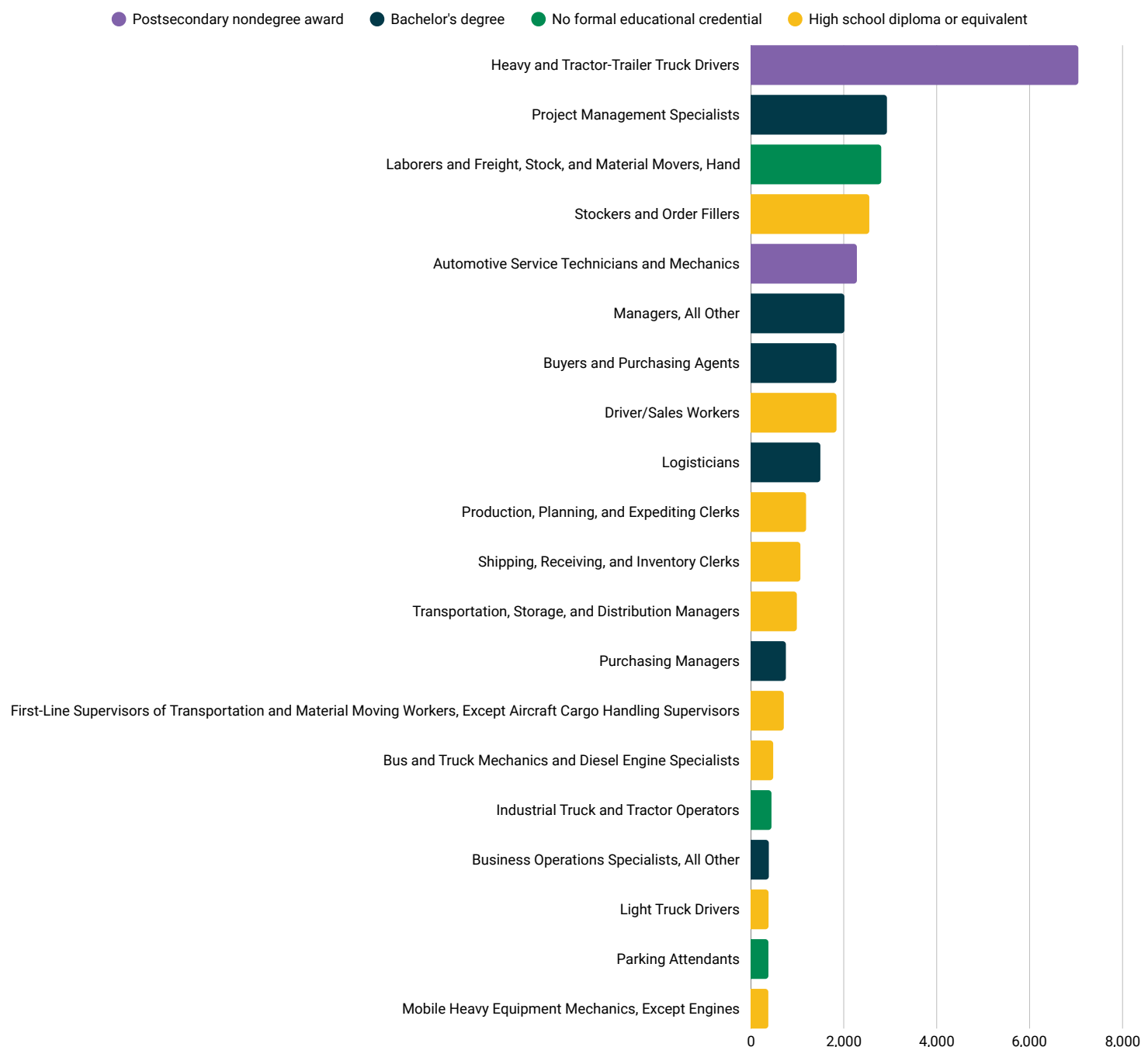
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 36,851 job postings in Q2 2026, up 12.0 percent (3,945 postings) from Q1. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q2 2026, with 7,049 postings. Project Management Specialists was in the second position with 2,930 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (2,807 postings), Stockers and Order Fillers (2,550 postings), and Automotive Service Technicians and Mechanics (2,283 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

The TDL occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$23 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$26.42 per hour or an annual salary of about \$54,954.

Wage Overview for Top Posted TDL Jobs in Q2 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$18.27	\$23.00	\$26.42	\$30.09	\$34.99
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.44
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$15.69	\$17.22	\$19.12	\$22.12	\$26.26
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.17
49-3023	Automotive Service Technicians and Mechanics	\$15.41	\$18.41	\$23.93	\$31.50	\$39.59
11-9199	Managers, All Other	\$38.74	\$51.00	\$64.93	\$81.14	\$98.29
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.76	\$47.57	\$58.99
53-3031	Driver/Sales Workers	\$10.71	\$15.24	\$21.58	\$25.26	\$29.07
13-1081	Logisticians	\$25.34	\$30.26	\$39.19	\$50.41	\$63.92
43-5061	Production, Planning, and Expediting Clerks	\$19.83	\$22.89	\$28.87	\$36.37	\$42.58

In-Demand Technical Skills

- Lifting Ability
- Warehousing
- Project Management
- Loading And Unloading
- Good Driving Record

In-Demand Foundational Skills

- Communication
- Customer Service
- Operations
- Management
- Detail Oriented

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- CDL Class A License
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High school or GED: 23.3%
- Associate degree: 3.6%
- Bachelor's degree: 22.2%
- Master's degree: 5.2%

Top Posting Employers

- Kroger
- Meijer
- Stellantis
- Roehl Transport
- Ryder
- Aerotek
- Domino's Pizza
- Walmart
- Lowe's
- Ford

Job Postings by City

1. Detroit: 4,067 Postings
2. Lansing: 2,655 Postings
3. Ann Arbor: 1,508 Postings
4. Warren: 1,240 Postings
5. Troy: 1,115 Postings
6. Auburn Hills: 1,089 Postings
7. Livonia: 1,033 Postings
8. Flint: 923 Postings
9. Dearborn: 919 Postings
10. Sterling Heights: 841 Postings

**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SEMCA Workforce Intelligence Network (WIN) for Southeast Michigan is a nonprofit organization committed to workforce and economic development in Southeast Michigan. EIN #: 38-2675191



☎ +313.744.2946

✉ info@winintelligence.org

📍 25363 Eureka Rd,
Taylor, MI 48180

🌐 winintelligence.org

📘 @workforce intelligence network

🐦 @win-semich

🌐 @workforce intelligence network (WIN)

The logo for Advance Michigan features a stylized white figure with arms raised, positioned above the text "ADVANCE MICHIGAN" in bold, white, uppercase letters. Below this, the text "CENTER FOR APPRENTICESHIP INNOVATION" is written in a smaller, white, uppercase font.

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

The logo for MI Apprenticeship features a stylized white figure with arms raised, positioned above the text "MI APPRENTICESHIP" in bold, white, uppercase letters.

MI APPRENTICESHIP

The logo for the Health Careers Alliance (HCA) features the letters "HCA" in large, bold, white capital letters. To the right of "HCA" are three small white icons: a graduation cap, a handshake, and a medical cross. Below the icons, the text "HEALTH CAREERS ALLIANCE" is written in white, uppercase letters, and "FOR SOUTHEAST MICHIGAN" is written in a smaller, white, uppercase font below that.

HCA
HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

The logo for MAGMA features a stylized white figure with arms raised, positioned above the text "MAGMA" in bold, white, uppercase letters. Below this, the text "Michigan Alliance for Greater Mobility Advancement" is written in a smaller, white, uppercase font.

MAGMA
Michigan Alliance for Greater Mobility Advancement