

WIN

WORKFORCE
INTELLIGENCE
NETWORK



Research. Engagement. Solutions.

LABOR MARKET REPORT WIN REGION

Q3 2022

July - September

INTRODUCTION

WIN Region

Q3 2022



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 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, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report 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 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, demographic, and commuting data. WIN's 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 third quarter 2022 labor market information from the WIN Region for all eleven occupation groups.

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

REPORT CONTENTS

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 7 - Real-Time Demand Overview

Occupation Groups

- 8 - Agriculture
- 11 - Business and Finance
- 14 - Construction
- 17 - Customer Service
- 20 - Education
- 23 - Energy
- 26 - Engineers and Designers
- 29 - Healthcare
- 32 - Information Technology
- 35 - Skilled Trades and Technicians
- 38 - Transportation, Distribution, and Logistics

VISIT

winintelligence.org

EMAIL

info@winintelligence.org

FOLLOW



@workforce
intelligence
network



@win-semich



@workforce
intelligence
network (win)

ANNUAL STATE OF THE LABOR MARKET

WIN Region

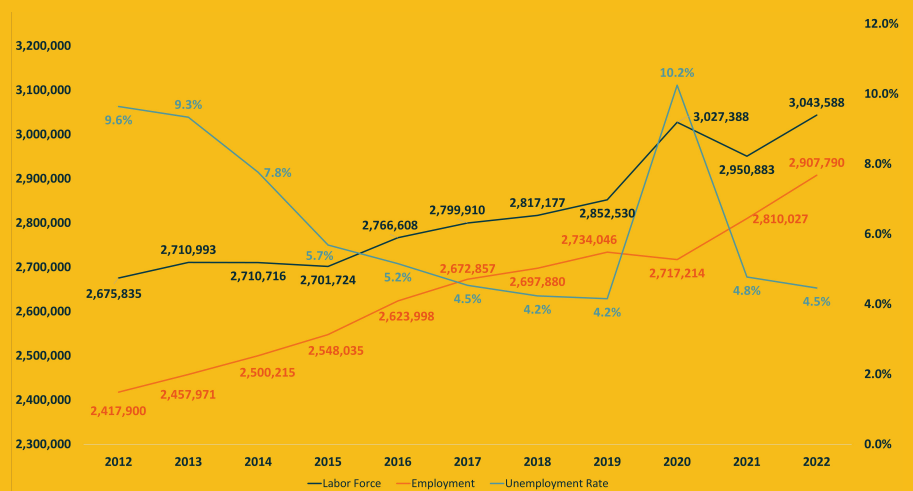
During the third quarter of 2022, the labor force and employment figures and unemployment figures all slightly decreased from Q2 2022 in southeast Michigan. The number of unemployed workers decreased by 17.8 percent, with the size of the labor force increasing by .04 percent and the number of employed individuals decreasing by 1.4 percent. These trends demonstrate decreased hiring rates as the economic recovery levels off from the COVID-19 pandemic.

Overall employer demand for the occupation groups analyzed by WIN has decreased during Q3 2022. Only Education and Skilled Trades experienced marginal growth while all other occupation groups saw moderate decline.

Annual Labor Market Information

The labor force in southeast Michigan continues to rise in 2022, adding 92,705 individuals from 2021, or 3.1 percent. Employment tracked proportionately to the labor force, reporting an increase of 3.5 percent, or 97,764 more workers, in the third quarter of 2022. The unemployment rate remained stable during the same period for a rate of 4.5 percent.

Annual Labor Force, Employment, Unemployment Rate
2012–2022

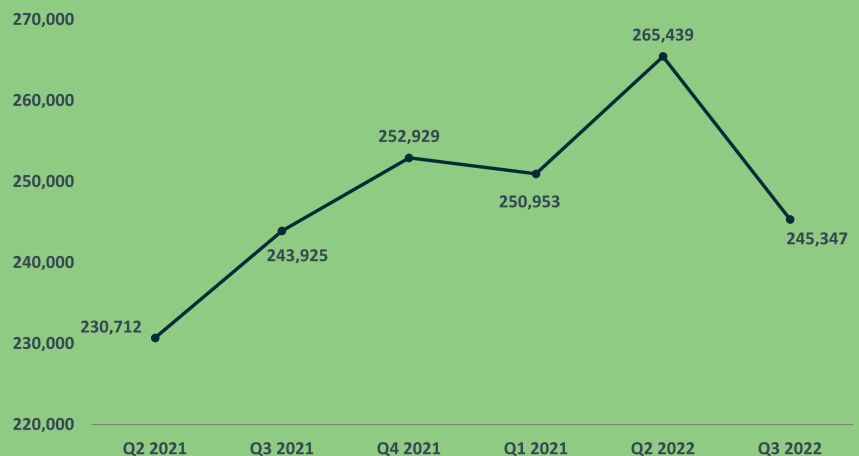


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Job Posting data from the third quarter of 2022 showed a decrease in demand levels in Southeast Michigan, down by 20,092 postings or 7.6 percent since Q2 2022. Over the past year, postings have increased by 1,422 over Q3 2021, an increase of 0.6 percent. However, employer demand within the quarter showed a steady decline month over month.

Average Quarterly Posting Analysis WIN Region
Q2 2021 - Q3 2022



Data: Lightcast | Analysis: Workforce Intelligence Network

Key Findings

10%

Decrease in employer demand, a loss of 47,798 job postings from Q2 2022

Bachelor's Degree

Most in-demand minimum education level during Q3 2022.

In Q3 2022, employment totaled

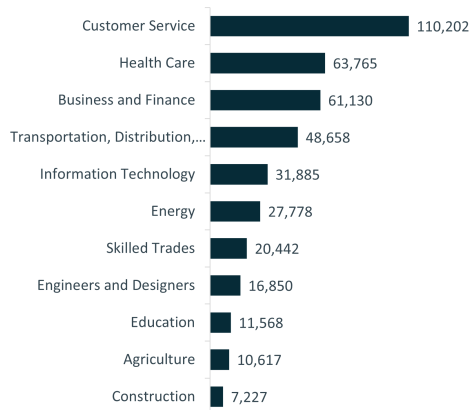
2,931,851

an increase of 39,083 workers since Q2 2022

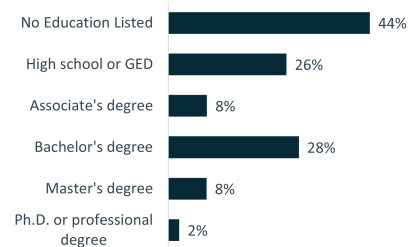
During Q3 2022, there were 409,691 unique job postings, 47,798 (10.4 percent) less than the 457,489 postings made during Q2 2022 in the 19-county WIN region. Most occupation groups this quarter saw an decrease in postings, indicative of slowing demand in the region. The Customer Service Occupation group had the greatest demand with 110,202 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Software Developers, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 409,691 unique postings in the WIN Region during Q3 2022, 104,822 (25.6 percent) required a high school diploma or equivalent, while 115,800 postings (28.3 percent) required a Bachelor's degree. An additional 43,760 postings (10.7 percent) required an advanced degree.

Top 11 Posting Occupation Groups Q3 2022



In-Demand Education Levels Q3 2022



The quarterly labor market in southeast Michigan slightly increased in both the labor force and employment. During Q3 2022, labor force figures were 0.5 percent higher (15,739 individuals) and employment is 1.4 percent higher (39,083 individuals) than in Q2 2022. The unemployment rate decreased to 3.8 percent in Q3 2022, a 0.8 percentage point decrease from Q2 2022. Concurrently, both the labor force and the employment figures show annual growth of 2.3 percent in the labor force and 3.6 percent in the employment from Q3 2021. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	3rd Quarter 2021	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	Change from 2nd Quarter 2022	Percent Change from 2nd Quarter 2022	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021
Labor Force	2,978,065	2,997,528	3,050,856	3,032,084	3,047,823	15,739	0.5%	69,758	2.3%
Employment	2,831,276	2,868,100	2,898,752	2,892,768	2,931,851	39,083	1.4%	100,576	3.6%
Unemployment	146,789	129,428	152,105	139,316	115,972	-23,344	-16.8%	-30,818	-21.0%
Unemployment Rate	4.9%	4.3%	5.0%	4.6%	3.8%	-0.8%	na	-1.1%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics Data: Lightcast | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the third quarter of 2022, the labor force in southeast Michigan has seen steady growth as individuals return to the job market. The labor force is up by 92,705 individuals (3.1 percent) since 2021, while employment in the 19-county area increased by 97,764 workers (3.5 percent). With both the labor force and employment increasing, unemployment decreased by 5,059 individuals. The unemployment rate also decreased, for a Q3 2022 unemployment rate of 4.5 percent.

Annual Labor Market Data 2011-2022

	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 YTD	Change from 2021	Percent Change 2021
Labor Force	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	3,027,388	2,950,883	3,043,588	92,705	3.1%
Employment	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	2,717,214	2,810,027	2,907,790	97,764	3.5%
Unemployment	292,593	257,935	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	135,797	-5,059	-3.6%
Unemployment Rate	10.9%	9.6%	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.5%	-0.3%	n/a

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 3,116,877 people in the labor force, either working or looking for work in the 19-county WIN Region. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 33.2 percent for males and 27.1 percent for females. Overall, males in the region have a slightly higher unemployment rate than females, with 6.7 percent and 6.0 percent respectively. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 11.2 percent. Native Hawaiian or Pacific Islander job seekers also face difficulty, with an unemployment rate of 7.9 percent. Asian job seekers have the lowest unemployment rate of 4.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,116,877	2,918,637	197,940	6.4%
Sex				
Male 16+	1,623,443	1,515,228	108,215	6.7%
16-19	67,168	52,905	14,263	21.2%
20-24	164,173	144,609	19,564	11.9%
25-54	1,022,463	965,404	57,059	5.6%
55-64	281,665	268,361	13,304	4.7%
65 Plus	87,974	83,949	4,025	4.6%
Female 16+	1,493,434	1,403,409	89,725	6.0%
16-19	70,792	59,240	11,552	16.3%
20-24	160,491	143,144	17,347	10.8%
25-54	925,515	876,667	48,548	5.2%
55-64	260,866	251,407	9,459	3.6%
65 Plus	75,770	72,951	2,819	3.7%
Race				
White	2,306,489	2,193,107	113,382	4.9%
Black/African American	548,570	487,159	61,411	11.2%
Native American	9,351	8,892	459	4.9%
Asian	1,309,088	1,250,455	58,633	4.5%
Native Hawaiian/Pacific Islander	935	861	74	7.9%
Some Other Race	34,286	31,516	2,770	8.1%
Two or More Races	84,156	76,338	7,818	9.3%
Ethnicity				
Hispanic	124,675	114,845	9,830	7.9%

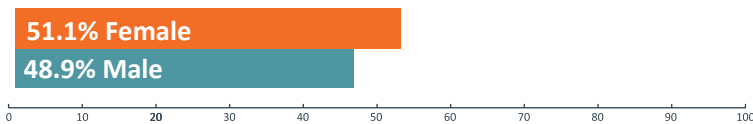
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

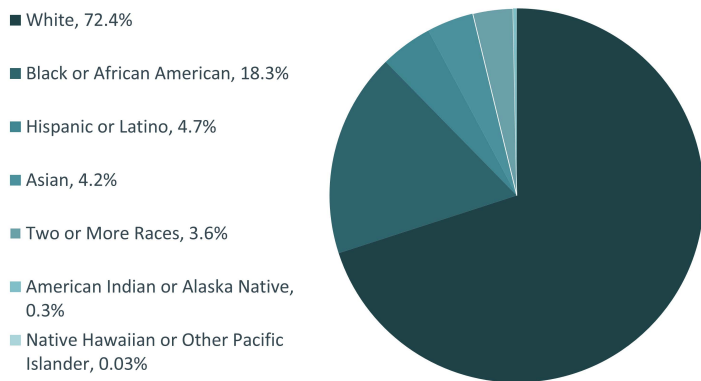
2020 Census Population

According to the data from the Census Bureau's ACS Five Year estimates, during 2020, 6,217,483 people were living in the 19-county WIN Region. The sex of the populace was split almost evenly, with 51.1 percent identifying as female, and the other 48.9 percent identifying as male. A majority of the population identified as white (72.4 percent) with the second largest number of individuals identifying as Black or African American (18.3 percent). The region has a strong middle-aged population between the ages of 25-54, accounting for 38.4 percent of the total population. The region's population skews older with 30.4 percent over the age of 55 as compared to 13.2 percent between the ages of 14 -25.

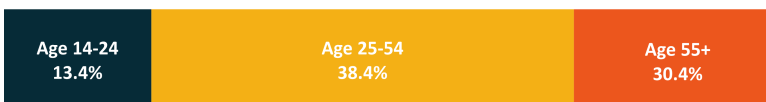
Population Gender Demographics



Population Race Demographics



Population Age Demographics

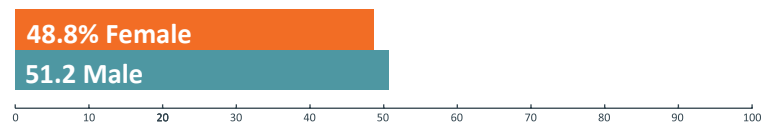


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

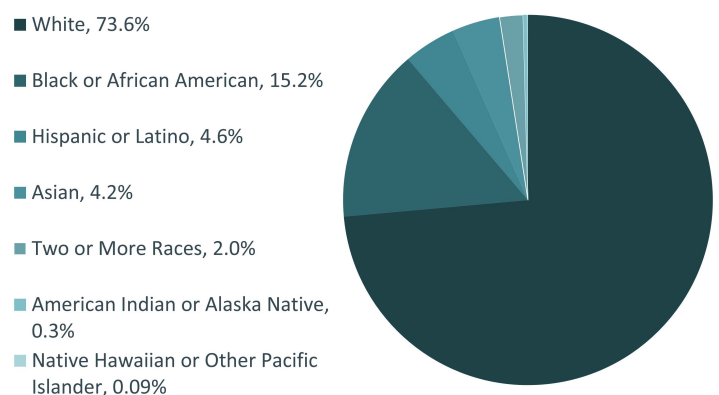
2022 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q3 2022, there were a total of 2,619,604 individuals working in southeast Michigan. A slight majority were male (51.2 percent or 1,346,289 workers), while 48.8 percent (1,284,241 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.6 percent of the workforce, while African American or black workers accounted for 15.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.6 percent. Only 13.3 percent of workers were under the age of 25 compared to 23.6 percent over the age of 55, indicating an aging workforce in southeast Michigan.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

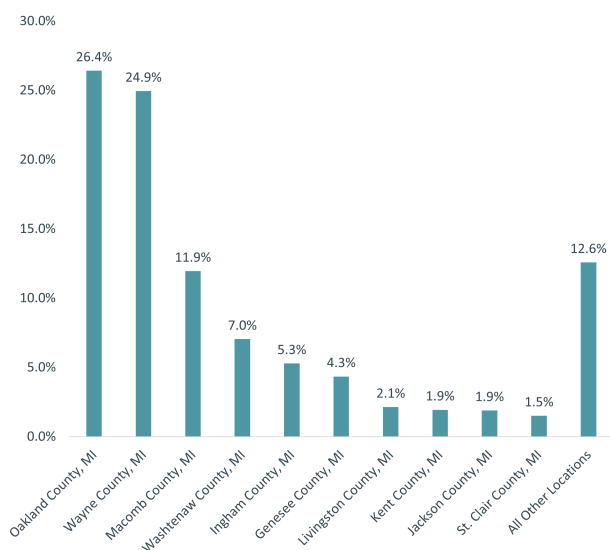


Data: Lightcast | Analysis: Workforce Intelligence Network

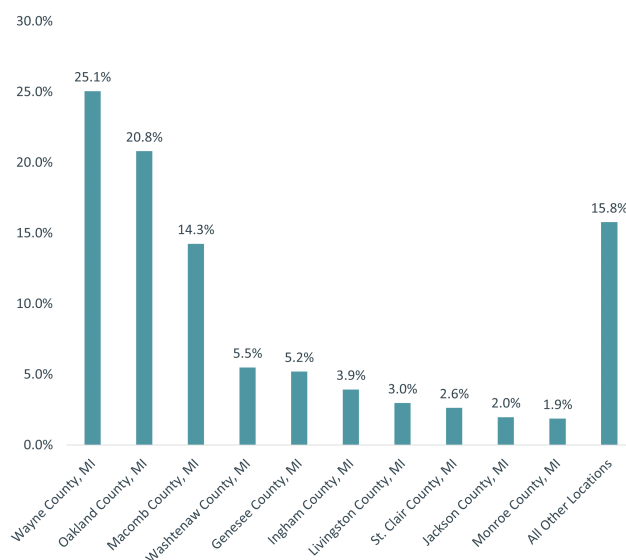
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the region's workforce consisted of 2,591,658 residents and 2,588,567 employed workers. 92.2 percent of residents (2,390,564 workers) lived and worked within the 19-county region, while the remaining 201,094 residents (7.8 percent) traveled from outside of the region for work. Of the employed individuals, 198,003 workers (7.6 percent) lived outside of the region's borders and commuted in. From this information, we can see that southeast Michigan is a net exporter of labor, with more workers leaving the area for employment than inwardly commuting.

Where Michigan Residents Work



Where Michigan Workers Live

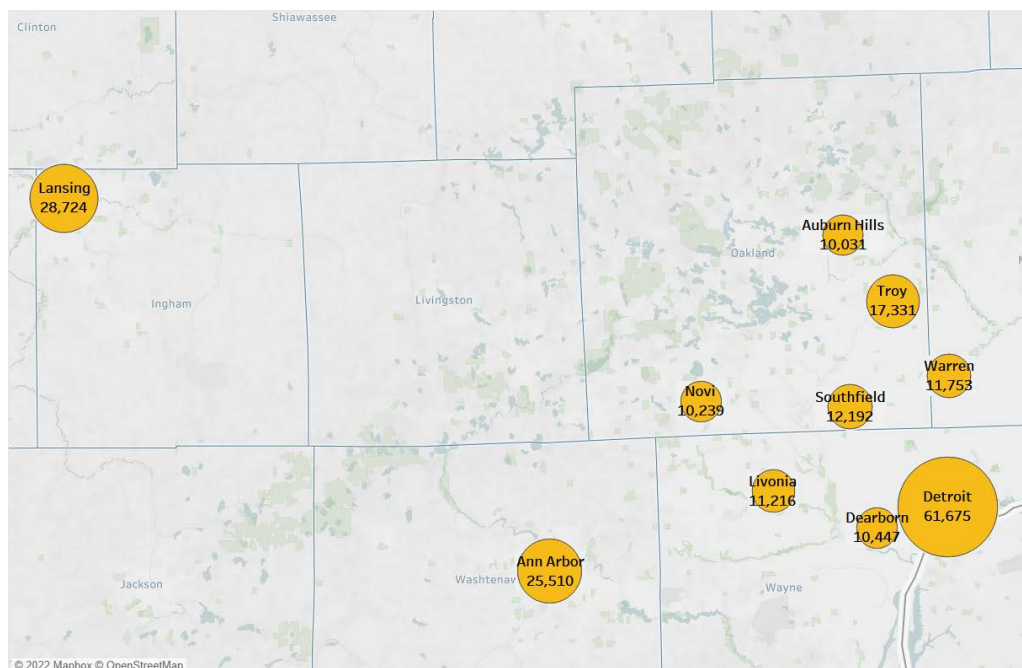


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

Job Postings by City

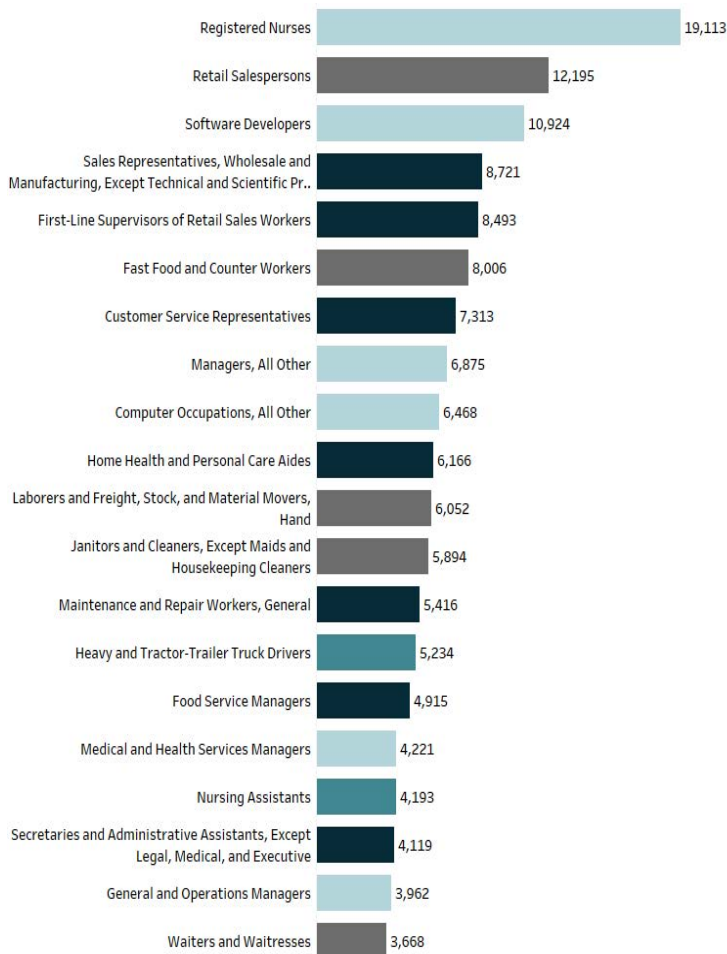
1. Detroit: 61,675 Postings
2. Lansing: 28,724 Postings
3. Ann Arbor: 25,510 Postings
4. Troy: 17,331 Postings
5. Southfield: 12,192 Postings
6. Warren: 11,753 Postings
7. Livonia: 11,216 Postings
8. Dearborn: 10,447 Postings
9. Novi: 10,239 Postings
10. Auburn Hills: 10,031 Postings



TOP POSTED JOBS

Top Posted Jobs: Q3 2022

Registered Nurses was the highest in-demand occupation in the third quarter of 2022, with 19,113 online job postings, this corresponds to the high demand for healthcare workers in general. Of the top ten overall in-demand occupations, only four require a bachelor's degree for entry. Retail Salesperson (12,195 postings) and Software Developers (10,924 postings) are also highly demanded in Q3. Rounding out the remaining top five posted jobs are Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (8,721 postings) and First-Line Supervisors of Retail Sales Workers (8,493 postings).

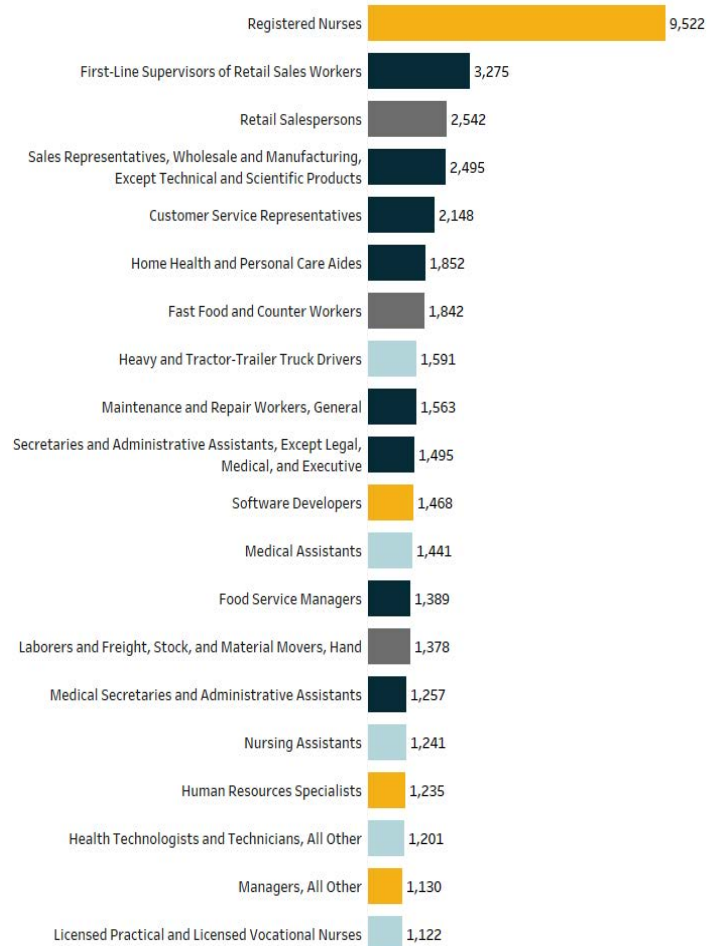


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q3 2022

There were 109,163 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs such as Registered Nurses (9,522 postings) and First-Line Supervisors of Retail Sales Workers (3,275 postings) represent the top posted occupations for this experience level, and many reflect the overall top jobs. Over half of the top 20 occupations require candidates to have no formal education or a high school diploma, coupled with short to moderate-term on-the-job training. Many applicants for these entry level occupations, regardless of the education requirement, could benefit from taking some coursework to develop the skills requested in job postings.



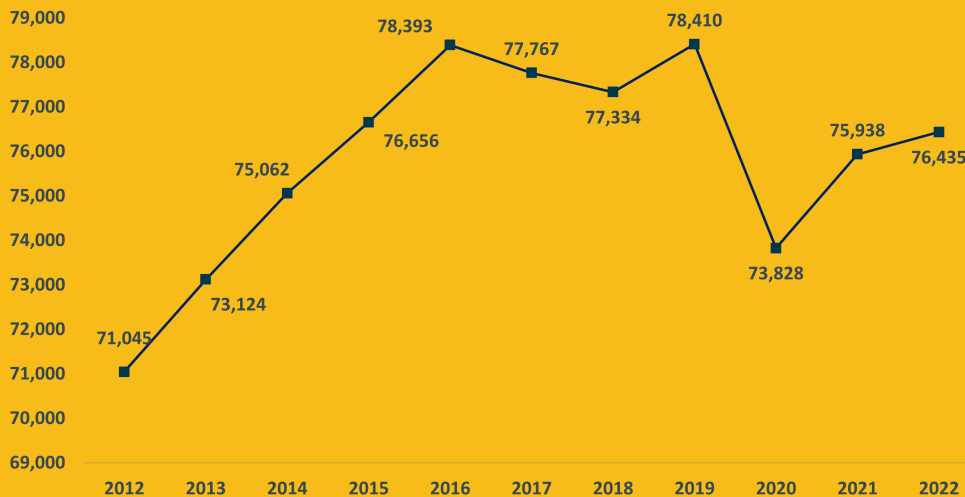
Typical Entry Education

- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree

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 10,700 openings for these positions each year in Southeast Michigan.

Employment Over Time
2012-2022

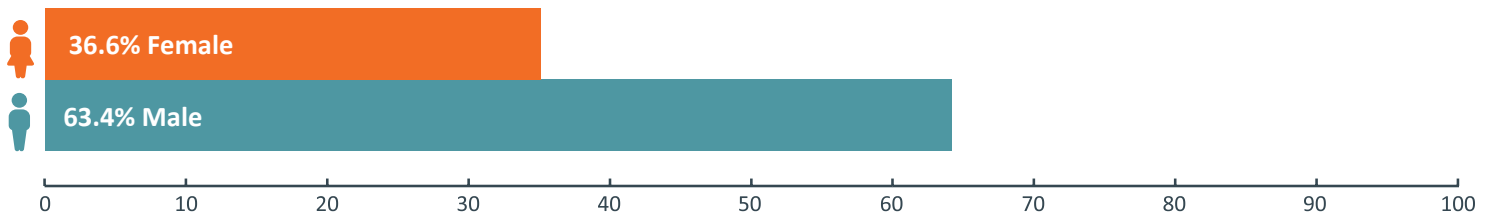


497 Agriculture Workers
0.7% Increase from 2021

Agriculture Worker Demographics

According to 2022 Lightcast data, the 76,435 workers in agriculture occupations are not very diverse. A majority of workers are male (63.4 percent) between the ages of 25 and 54 (62.7 percent). Only 36.6 percent of agriculture workers identify as female, while 14.1 percent of workers were under the age of 25, compared to 23.2 percent of workers are age 55 or older.

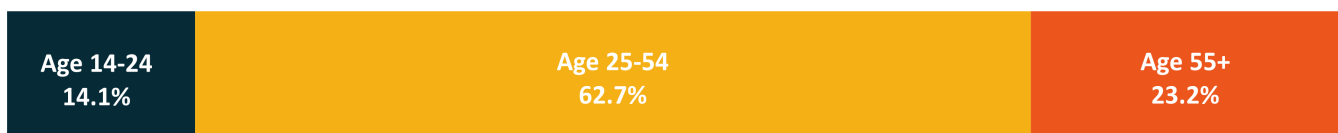
Worker Gender Demographics



Race and Ethnicity Demographics

76.7 % White | 7.5% Hispanic or Latino | 10.9% Black or African-American

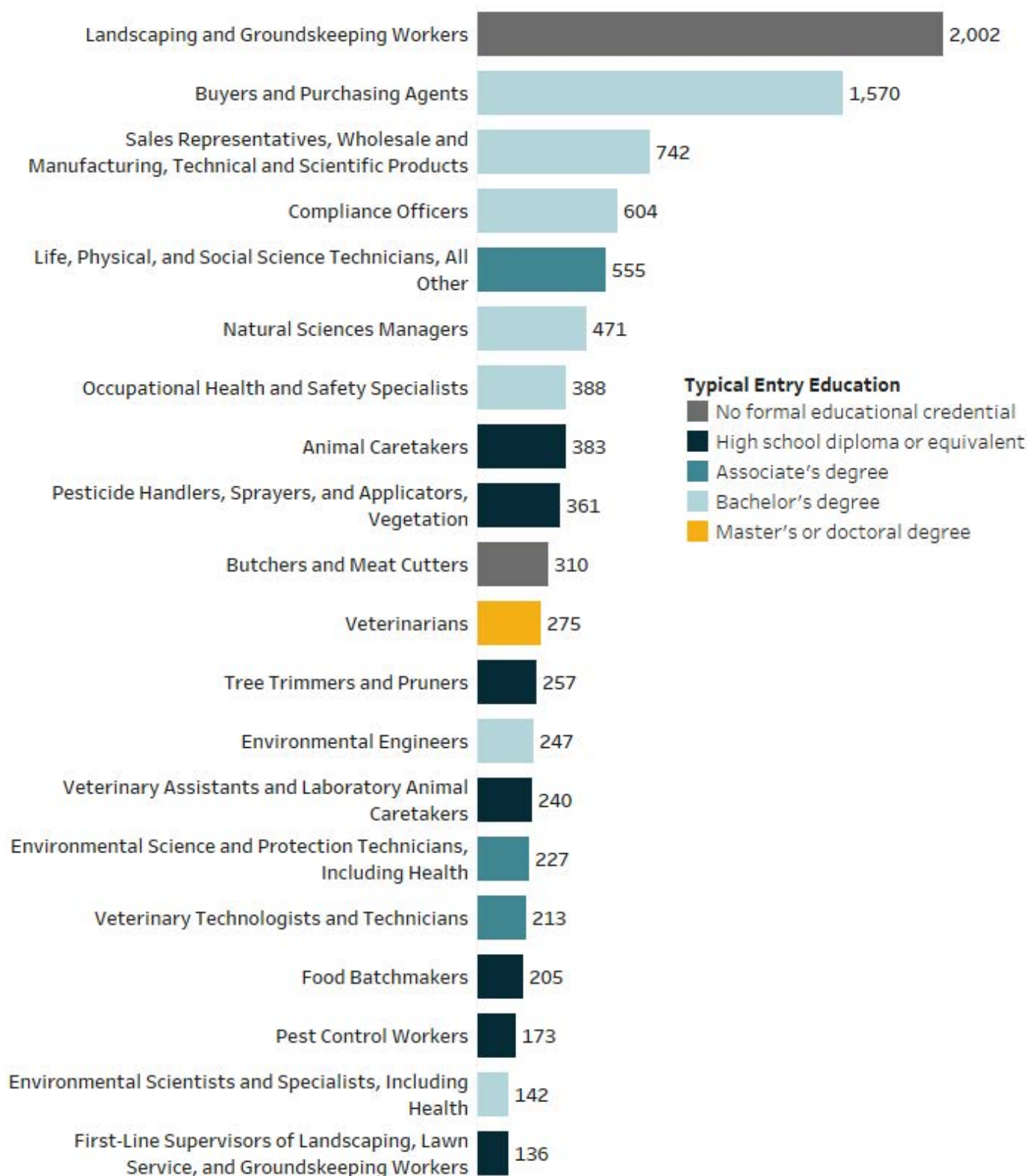
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 10,617 ads during Q3 2022, a decrease of 1,481 postings or 12.2 percent since Q2 2022. With 2,002 online job postings, Landscaping and Groundskeeping Workers is the top demanded occupation this quarter. Buyers and Purchasing Agents (1,570 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (742 postings) were also in high demand during Q3. Other top posted occupations include Compliance Officers (604 postings) and Life, Physical, and Social Science Technicians, All Other (555 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, exactly half of the top ten occupations in Q3 offer median wages of more than \$21 per hour. The top posted job, Landscaping and Groundskeeping Workers, offers median hourly earnings of \$14.92, which translates to annual earnings of approximately \$31,034. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$11.82	\$14.12	\$14.92	\$18.36	\$22.59
13-1028	Buyers and Purchasing Agents	\$22.36	\$24.34	\$32.55	\$45.08	\$51.52
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$23.85	\$35.30	\$48.41	\$66.36	\$80.35
13-1041	Compliance Officers	\$19.76	\$25.16	\$33.98	\$46.91	\$49.43
19-4099	Life, Physical, and Social Science Technicians, All Other	\$13.66	\$15.35	\$20.62	\$27.13	\$33.66
11-9121	Natural Sciences Managers	\$41.36	\$48.20	\$57.93	\$77.34	\$103.67
19-5011	Occupational Health and Safety Specialists	\$24.06	\$30.23	\$38.00	\$47.10	\$50.96
39-2021	Animal Caretakers	\$11.04	\$11.55	\$12.88	\$14.90	\$18.26
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$15.73	\$16.87	\$19.17	\$20.98	\$23.62
51-3021	Butchers and Meat Cutters	\$11.16	\$12.95	\$15.08	\$18.36	\$22.77

In-Demand Technical Skills

- Landscaping
- Purchasing
- Irrigation (Landscaping and Agriculture)
- Selling Techniques
- Invoicing

In-Demand Foundational Skills

- Communications
- Management
- Valid Driver's License
- Sales
- Customer Service

In-Demand Certifications

- Bachelor of Science in Business
- Commercial Driver's License (CDL)
- Doctor of Veterinary Medicine (DVM/VMD)
- Bachelor of Science in Business Administration
- Pesticide Applicator License

In-Demand Education Level*

- High School Diploma: 19.9%
- Associate Degree: 6.4%
- Bachelor's Degree: 32.4%
- Master's Degree: 6.5%

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

Top Posting Employers

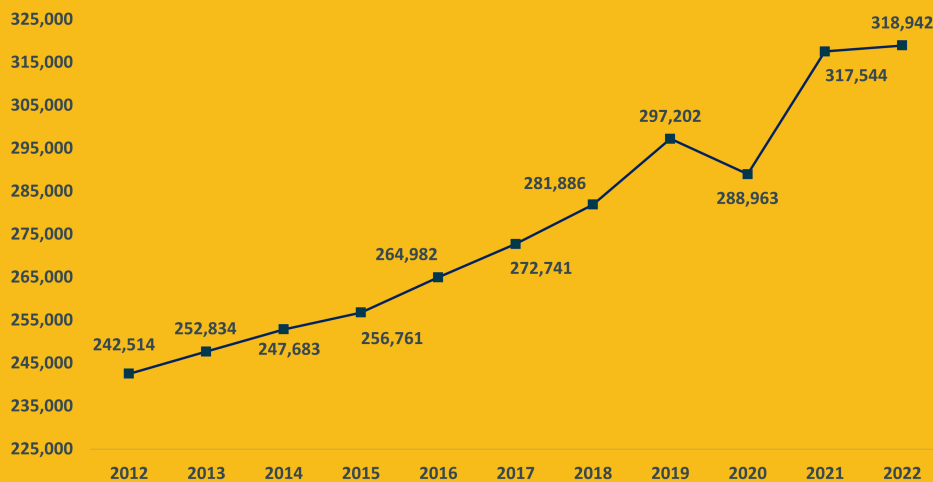
- TruGreen
- University Of Michigan
- Banfield Pet Hospital
- VCA Animal Hospitals
- The Davey Tree Expert Company
- Michigan State University
- Rutgers University
- Kelly Services
- Carrols Restaurant Group
- Comerica

1. Detroit: 1,408 Postings
2. Ann Arbor: 748 Postings
3. Lansing: 701 Postings
4. Troy: 419 Postings
5. Auburn Hills: 334 Postings
6. Southfield: 316 Postings
7. Livonia: 315 Postings
8. Farmington: 260 Postings
9. Warren: 257 Postings
10. Rochester: 252 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the business and finance occupation group can be found in nearly every type of establishment/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
2012-2022



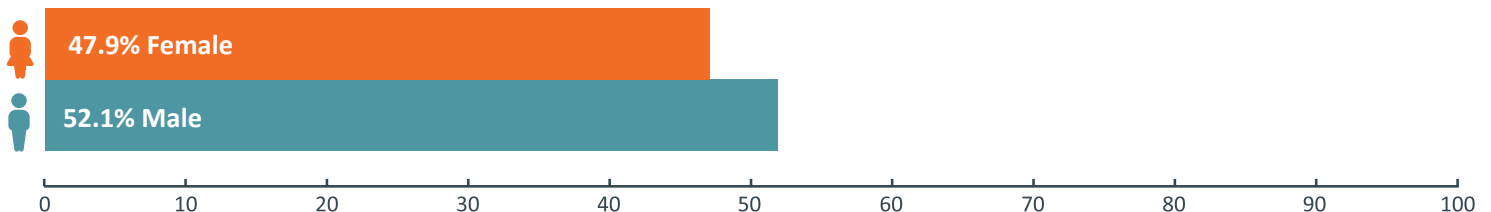
**1,398 Business
and Finance
Workers**
0.4% Increase
from 2021



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 318,942 workers. Almost half the working population identify as female (47.9 percent), however 80.6 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.4 percent of the working population in business and finance is under the age of 25, compared to 24.9 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.

Worker Gender Demographics



Race and Ethnicity Demographics

80.6% White | 10.3% Black or African-American | 4.1% Asian

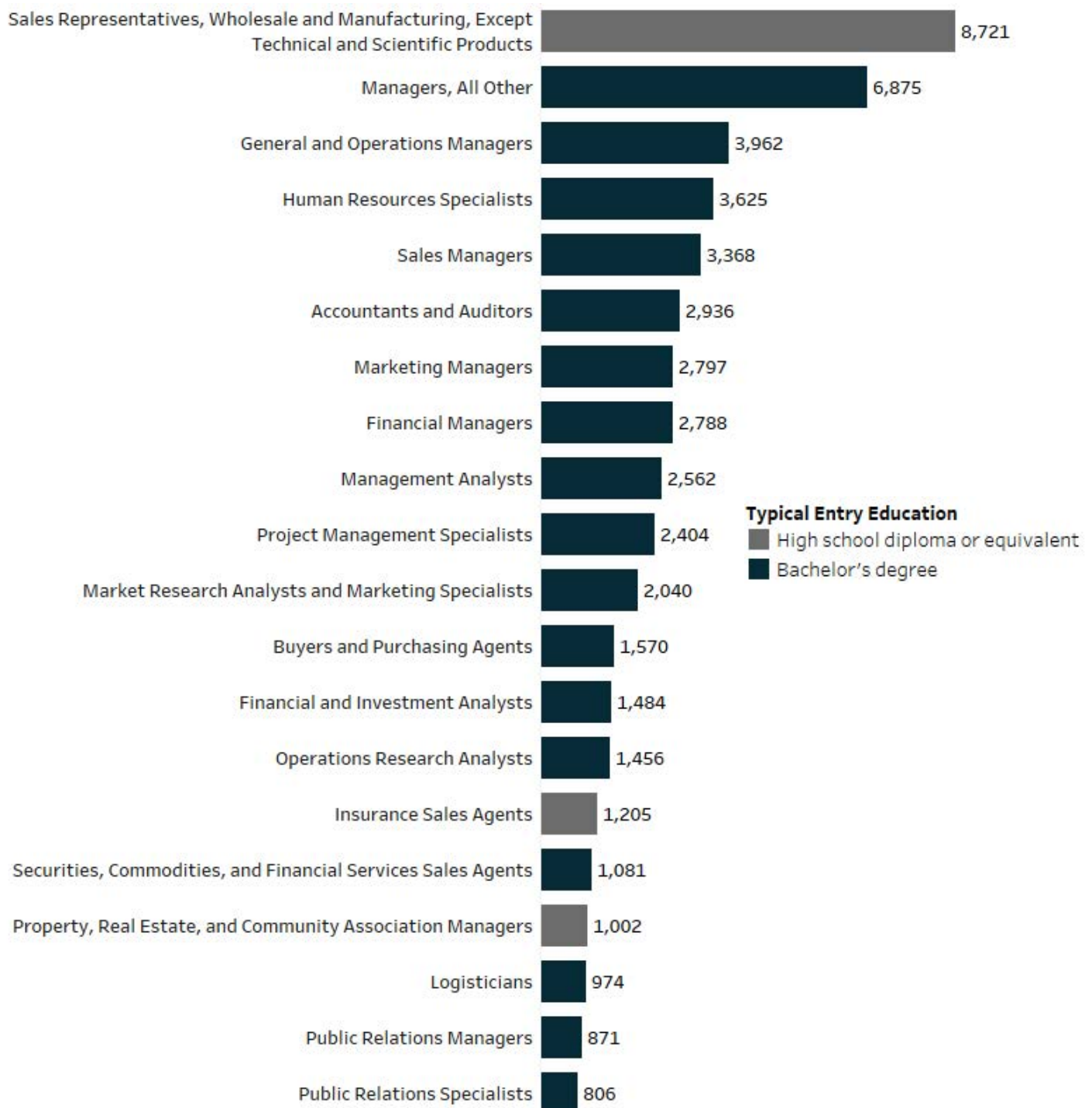
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 61,130 business and finance postings during Q3 2022, a decrease of 11,704 postings or 16.1 percent since Q2 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation, with 8,721 postings. Managers, All Other (6,875 postings) is the second highest demanded occupation, while General and Operations Managers (3,962 postings), Human Resources Specialists (3,625 postings), and Sales Managers (3,368 postings) round out the top demanded occupations.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$30.88, translating to annual earnings of approximately \$64,230. All the top business occupations offer median wages over \$23 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in Q3 2022

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	\$15.49	\$22.48	\$30.88	\$45.51	\$61.62
11-9199	Managers, All Other	\$25.48	\$37.29	\$52.37	\$64.40	\$80.12
11-1021	General and Operations Managers	\$22.48	\$30.30	\$48.13	\$74.43	\$103.22
13-1071	Human Resources Specialists	\$19.04	\$23.45	\$29.77	\$37.97	\$46.82
11-2022	Sales Managers	\$31.14	\$45.75	\$61.30	\$80.61	\$112.22
13-2011	Accountants and Auditors	\$23.17	\$28.73	\$36.17	\$46.36	\$57.98
11-2021	Marketing Managers	\$31.53	\$46.12	\$60.85	\$78.63	\$105.97
11-3031	Financial Managers	\$37.33	\$47.10	\$60.14	\$78.08	\$110.78
13-1111	Management Analysts	\$24.61	\$30.76	\$39.26	\$50.23	\$63.93
13-1082	Project Management Specialists	\$25.09	\$31.06	\$44.40	\$58.70	\$63.84

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

In-Demand Certifications

- Bachelor Of Science in Business
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Bachelor Of Science in Business Administration

In-Demand Education Level*

- High School Diploma: 16.0%
- Associate Degree: 7.2%
- Bachelor's Degree: 59.7%
- Master's Degree: 13.7%

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

Top Posting Employers

- Deloitte
- University Of Michigan
- Kelly Services
- CBRE Group
- PricewaterhouseCoopers
- Comerica
- Robert Half
- State Farm
- KPMG
- General Dynamics

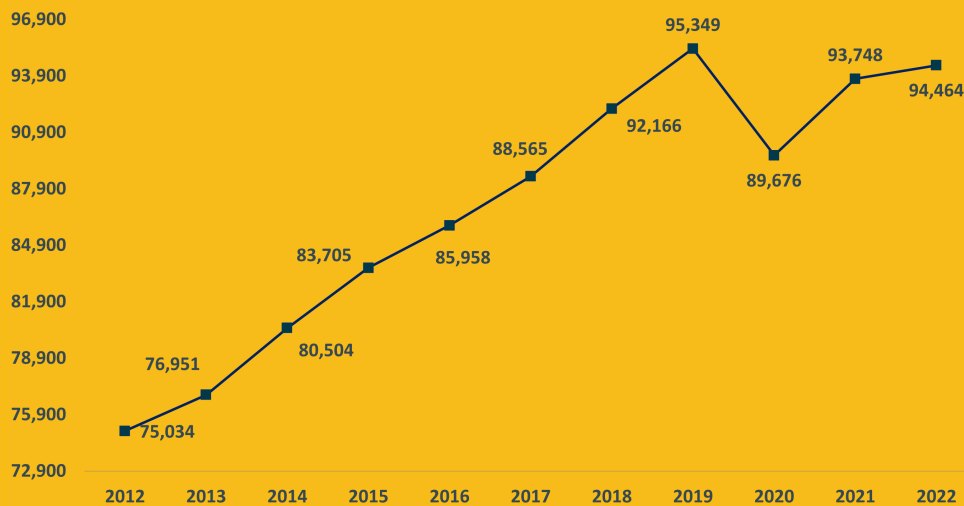
Job Postings by City

1. Detroit: 13,908 Postings
2. Lansing: 6,921 Postings
3. Ann Arbor: 4,433 Postings
4. Troy: 3,725 Postings
5. Southfield: 2,591 Postings
6. Auburn Hills: 1,967 Postings
7. Farmington: 1,698 Postings
8. Livonia: 1,583 Postings
9. Novi: 1,510 Postings
10. Warren: 1,382 Postings

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
2012-2022



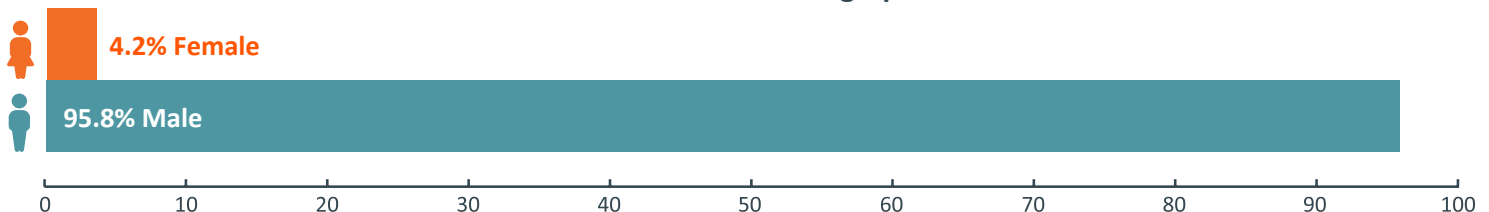
717 Construction Workers
0.8% Increase from 2021



Construction Worker Demographics

According to 2022 Lightcast data, the construction occupation group is not very diverse, despite having over 94,000 workers. A large majority of workers are male (95.8 percent) between the ages of 25 and 54 (68.4 percent). Only 4.2 percent of agriculture workers identify as women, while 11.1 percent of workers were under the age of 25, compared to 20.5 percent of workers who are age 55 or older.

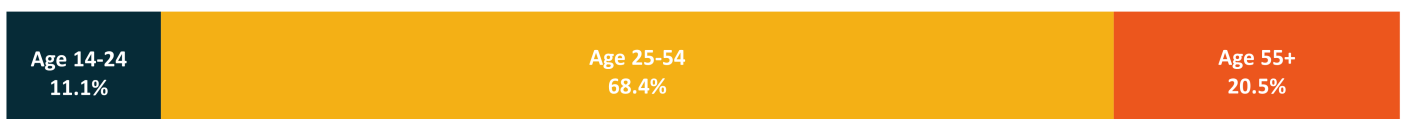
Worker Gender Demographics



Race and Ethnicity Demographics

83.5% White | **7.4% Hispanic or Latino** | **6.5% Black or African-American**

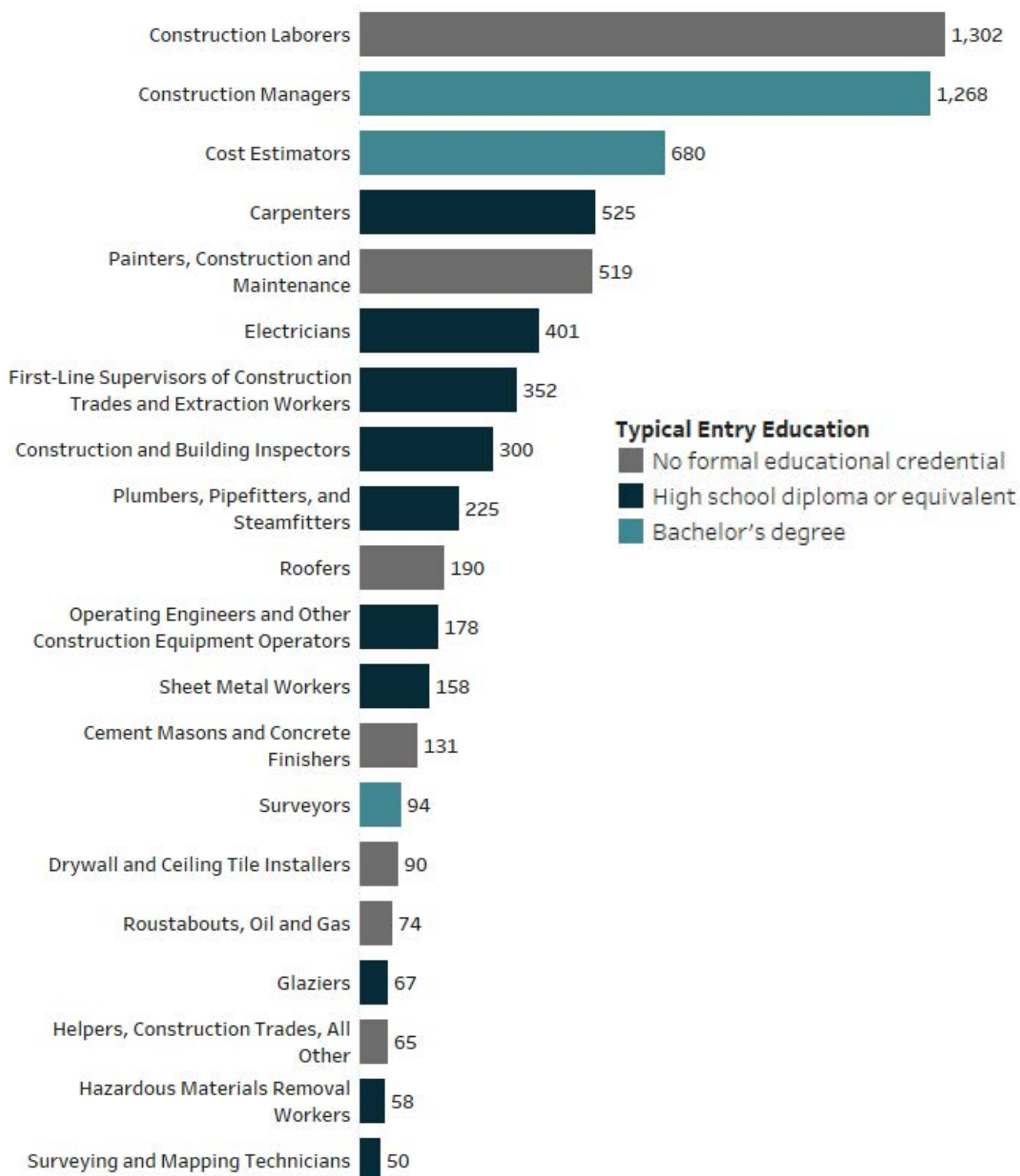
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The construction occupation group had 7,227 postings in Q3 2022, a decrease of 585 postings or 7.5 percent since Q2 2022. Construction Laborers is the top-posted occupation during the quarter, with 1,302 postings. Other top posted jobs include Construction Managers (1,268 postings), Cost Estimators (680 postings), Carpenters (525 postings), Painters, Construction and Maintenance (519 postings), and Electricians (401 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Laborers, offers a median wage of \$21.64 per hour or \$45,011 per year. Six of the top ten occupations offer median wages of more than \$25.00 per hour. Those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$35.44 per hour or \$73,715 annually.

Wage Overview for Top Posted Construction Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
47-2061	Construction Laborers	\$14.47	\$17.44	\$21.64	\$23.86	\$28.56
11-9021	Construction Managers	\$29.94	\$37.81	\$48.71	\$61.44	\$77.57
13-1051	Cost Estimators	\$18.59	\$23.87	\$32.88	\$44.57	\$58.03
47-2031	Carpenters	\$17.47	\$19.21	\$23.90	\$29.78	\$36.11
47-2141	Painters, Construction and Maintenance	\$14.56	\$17.47	\$22.23	\$24.21	\$28.83
47-2111	Electricians	\$18.09	\$23.56	\$35.31	\$38.92	\$44.22
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$23.45	\$28.96	\$35.98	\$45.06	\$49.40
47-4011	Construction and Building Inspectors	\$15.44	\$20.04	\$28.69	\$31.37	\$38.12
47-2152	Plumbers, Pipefitters, and Steamfitters	\$17.71	\$23.27	\$35.44	\$38.96	\$45.60
47-2181	Roofers	\$16.95	\$19.56	\$23.91	\$32.60	\$38.79

In-Demand Technical Skills

- Construction
- Subcontracting
- Carpentry
- Painting
- Construction Management

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- LEED Accredited Professional (AP)
- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 20.5%
- Associate Degree: 5.0%
- Bachelor's Degree: 17.8%
- 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*

Top Posting Employers

- Michael Page
- Aerotek
- CBRE Group
- Tradesmen International
- GPAC
- Sawyer Services
- Walbridge
- DTE Energy
- CDM Smith
- General Motors

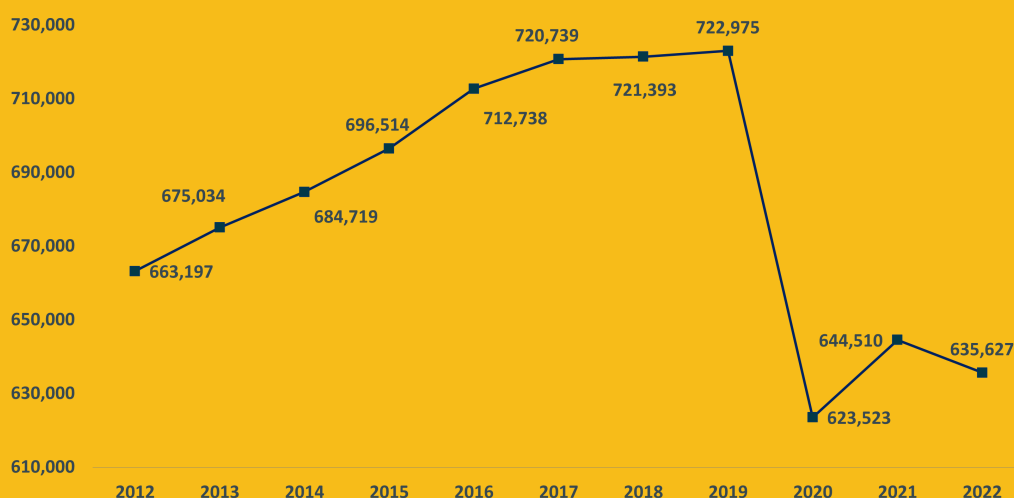
Job Postings by City

1. Detroit: 1,327 Postings
2. Lansing: 450 Postings
3. Ann Arbor: 342 Postings
4. Novi: 253 Postings
5. Livonia: 250 Postings
6. Warren: 232 Postings
7. Troy: 192 Postings
8. Farmington: 181 Postings
9. Flint: 174 Postings
10. Sterling Heights: 167 Postings

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
2012-2022

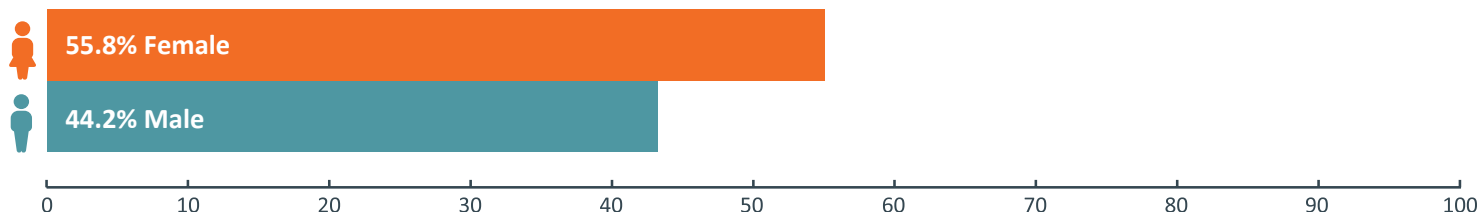


**8,883 Customer
Service Workers**
**1.4% Decrease
from 2021**

Customer Service Worker Demographics

In Q3 2022, there were 635,627 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the quarter, 55.8 percent of workers identified as female, while 26.8 percent of workers in customer service identified as a racial minority. Almost a quarter of the customer service workers (25.4 percent) were under the age of 24, as compared to the 55 and older age group which was 20.9 percent.

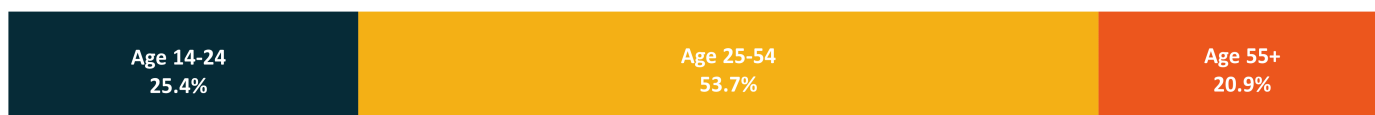
Worker Gender Demographics



Race and Ethnicity Demographics

73.2% White | **15.6% Black or African-American** | **5.1% Hispanic or Latino**

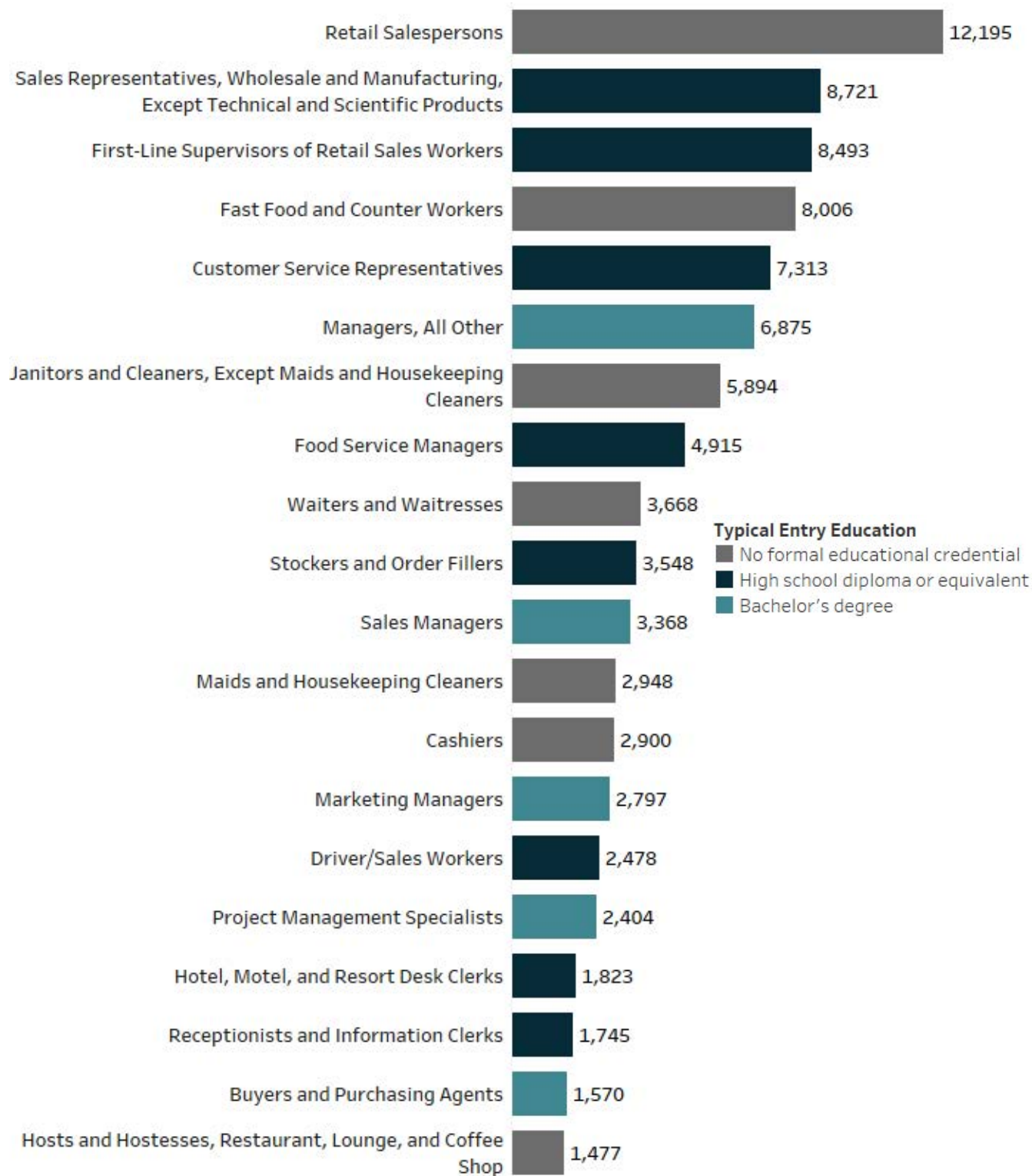
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 110,202 postings in Q3 2022, a decrease of 13,977 postings or 11.2 percent since Q2 2022. Retail Salespersons retained the highest in-demand customer service occupation during the quarter, with 12,195 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (8,721 postings), First-Line Supervisors of Retail Sales Workers (8,493 postings), Fast Food and Counter Workers (8,006 postings), and Customer Service Representatives (7,313 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, seven of the top twenty posted occupations report median wages over the state's median wage of \$21.73 per hour, many of which are management roles requiring both education and experience. The top posted occupation this quarter, Retail Salespersons earn a median hourly wage of \$13.87. 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 \$18.86 per hour or \$39,228 annually.

Wage Overview for Top Posted Customer Service Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$11.04	\$11.69	\$13.87	\$17.31	\$22.75
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.49	\$22.48	\$30.88	\$45.51	\$61.62
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.07	\$15.21	\$18.86	\$25.22	\$36.35
35-3023	Fast Food and Counter Workers	\$10.96	\$11.31	\$11.65	\$12.78	\$14.20
43-4051	Customer Service Representatives	\$11.79	\$14.23	\$17.82	\$22.63	\$28.19
11-9199	Managers, All Other	\$25.48	\$37.29	\$52.37	\$64.40	\$80.12
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.32	\$12.03	\$14.46	\$17.66	\$18.77
11-9051	Food Service Managers	\$21.86	\$24.18	\$29.17	\$36.19	\$45.59
35-3031	Waiters and Waitresses	\$10.82	\$11.73	\$13.91	\$19.17	\$23.49
53-7065	Stockers and Order Fillers	\$11.27	\$13.08	\$14.92	\$17.80	\$23.01

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Marketing
- Cash Register

In-Demand Foundational Skills

- Customer Service
- Communications
- Sales
- Management
- Leadership

In-Demand Certifications

- Bachelor Of Science in Business
- Master Of Business Administration (MBA)
- ServSafe Certification
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 29.2%
- Associate Degree: 4.1%
- Bachelor's Degree: 20.5%
- Master's Degree: 4.0%

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

Top Posting Employers

- Meijer
- Walmart
- Dollar General
- Panera Bread
- Marriott International
- Taco Bell
- Applebee's
- Lowe's
- TJX
- University Of Michigan

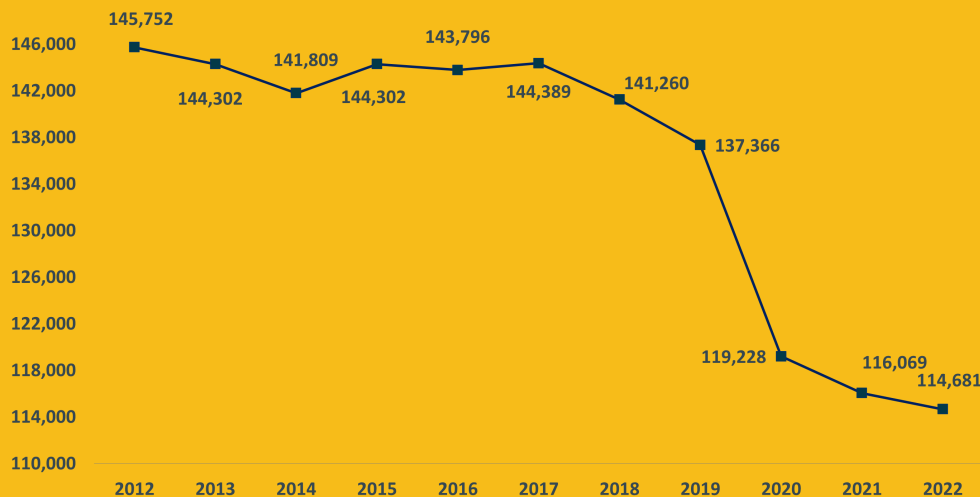
Job Postings by City

- Detroit: 13,404 Postings
- Lansing: 6,625 Postings
- Ann Arbor: 6,078 Postings
- Troy: 5,329 Postings
- Novi: 3,590 Postings
- Livonia: 3,219 Postings
- Southfield: 2,887 Postings
- Warren: 2,815 Postings
- Farmington: 2,532 Postings
- Rochester: 2,522 Postings

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.

Employment Over Time
2012-2022

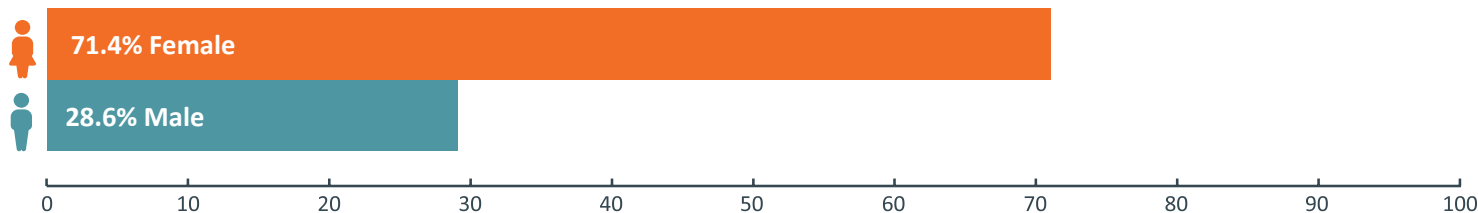


1,388 Education Workers
1.2% Decrease from 2021

Education Worker Demographics

According to 2022 Lightcast data, employment decreased by 1,388 or 1.2 percent since 2021, for a total of 114,681 workers in 2022. This occupation group is composed primarily of females (71.4 percent) between the ages of 25 and 54 (65.6 percent). Only 28.6 percent of workers are males, and only 18.9 percent of workers identify as a racial minority.

Worker Gender Demographics



Race and Ethnicity Demographics

81.1% White | **8.7% Black or African-American** | **3.7% Asian**

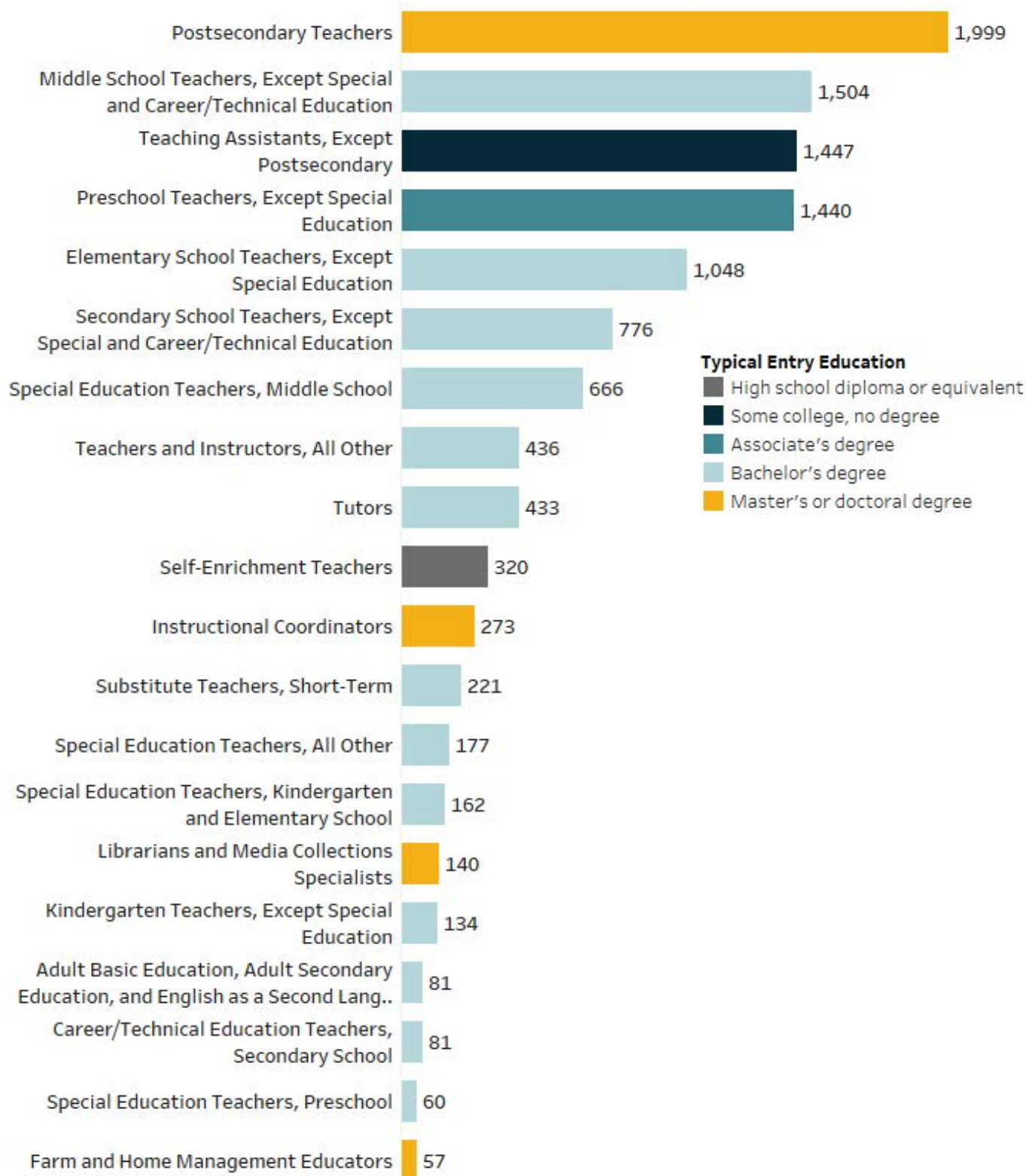
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 978 postings or 9.2 percent since Q2 2022, bringing Q3 2022 demand to 11,568 postings. Postsecondary Teachers remained the highest in-demand education occupation throughout the quarter, with 1,999 postings. Middle School Teachers, Except Special and Career/Technical Education (1,504 postings), Teaching Assistants, Except Postsecondary (1,447 postings), Preschool Teachers, Except Special Education (1,440 postings), and Elementary School Teachers, Except Special Education (1,048 postings) were also among the top five occupations this quarter.



EDUCATION OCCUPATION GROUP

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. Six of the top ten posted education jobs offer median wages of over \$29 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$42.32 hourly, translating to annual earnings of about \$88,026.

Wage Overview for Top Posted Education Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$23.81	\$31.51	\$42.32	\$56.07	\$73.62
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$18.56	\$23.25	\$29.30	\$37.03	\$43.56
25-9045	Teaching Assistants, Except Postsecondary	\$10.89	\$11.68	\$13.95	\$17.15	\$18.52
25-2011	Preschool Teachers, Except Special Education	\$11.96	\$13.85	\$14.89	\$18.78	\$25.83
25-2021	Elementary School Teachers, Except Special Education	\$18.89	\$23.81	\$30.72	\$37.75	\$46.52
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$19.11	\$23.10	\$29.44	\$36.99	\$43.44
25-2057	Special Education Teachers, Middle School	\$23.00	\$24.40	\$30.38	\$37.51	\$40.87
25-3099	Teachers and Instructors, All Other	\$17.16	\$22.75	\$30.70	\$36.67	\$42.13
25-3041	Tutors	\$11.44	\$11.69	\$14.49	\$17.63	\$28.02
25-3021	Self-Enrichment Teachers	\$11.00	\$13.61	\$18.12	\$23.84	\$30.46

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communications
- Planning
- Leadership
- Mathematics

In-Demand Certifications

- No Child Left Behind Act (NCLB) Standards
- Board Certified/Board Eligible
- Bachelor Of Science in Nursing (BSN)
- Basic Life Support (BLS) Certification
- Security Clearance

In-Demand Education Level*

- High School Diploma: 18.1%
- Associate Degree: 9.8%
- Bachelor's Degree: 35.0%
- Master's Degree: 15.0%

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

Top Posting Employers

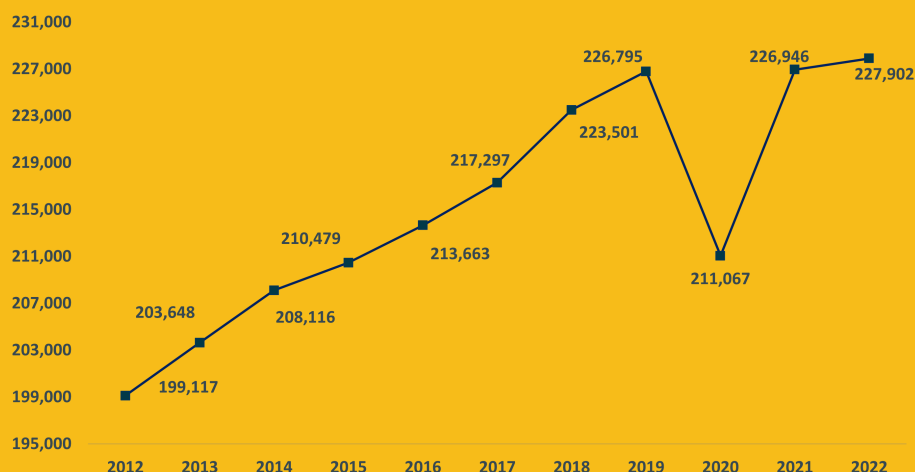
- Stanford University
- University Of Michigan
- KinderCare
- Michigan State University
- Rutgers University
- Chippewa Valley Schools
- ATX Learning
- Wayne-Westland Community Schools
- Leona
- Stride

Job Postings by City

1. Detroit: 1,746 Postings
2. Ann Arbor: 849 Postings
3. Rochester: 509 Postings
4. Flint: 400 Postings
5. Lansing: 323 Postings
6. Wayne: 309 Postings
7. Macomb: 303 Postings
8. East Lansing: 292 Postings
9. Southfield: 291 Postings
10. Dearborn: 270 Postings

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.

Employment Over Time
2012-2022



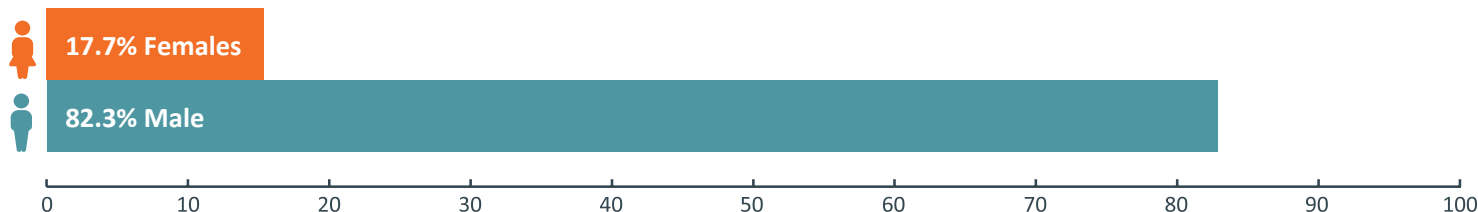
956 Energy Workers
0.4% Increase from 2021



Energy Worker Demographics

For Q3 2022, there were 227,902 workers in the energy occupation group. This group is primarily made up of males (82.3 percent) between the ages of 25 and 54 (70.0 percent), with 17.7 percent of workers identifying as female and 21.5 percent identifying as a racial minority. In this quarter, 5.2 percent of the workers in the occupation group are under the age of 25 compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

78.5% White | 10.1% Black or African-American | 6.0% Asian

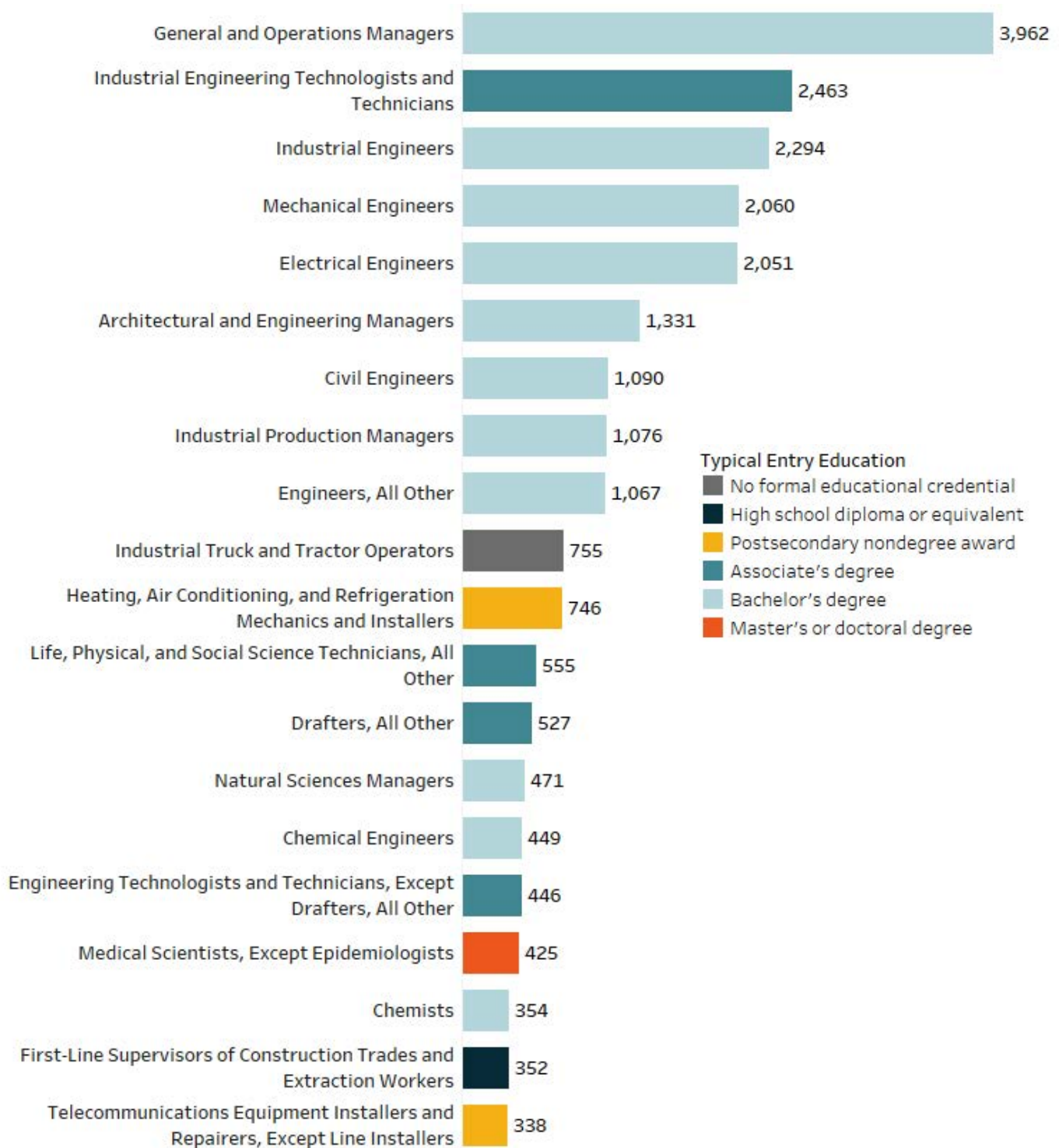
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw 27,778 unique postings for energy workers, a decrease of 3,288 postings or 10.6 percent from Q2 2022. General and Operations Managers is the most sought-after occupation with 3,962 postings by energy industry employers. Industrial Engineering Technologists and Technicians is in the second position with 2,463 postings. Other top posted jobs include Industrial Engineers(2,294 postings), Mechanical Engineers (2,060 postings), and Mechanical Engineers (2,238 postings).



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. Eight of the top ten energy occupations have median wages over \$36 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$48.13, or annual earnings of approximately \$100,110. 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 Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$22.48	\$30.30	\$48.13	\$74.43	\$103.22
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.07
17-2112	Industrial Engineers	\$29.68	\$36.97	\$41.13	\$48.73	\$61.32
17-2141	Mechanical Engineers	\$29.46	\$37.09	\$46.73	\$49.99	\$61.42
17-2071	Electrical Engineers	\$30.44	\$37.99	\$47.59	\$58.50	\$63.39
11-9041	Architectural and Engineering Managers	\$47.51	\$59.23	\$63.47	\$77.69	\$97.81
17-2051	Civil Engineers	\$27.93	\$29.88	\$36.55	\$47.59	\$58.38
11-3051	Industrial Production Managers	\$31.37	\$42.64	\$51.88	\$63.25	\$79.96
17-2199	Engineers, All Other	\$29.20	\$37.01	\$47.47	\$60.78	\$63.48
53-7051	Industrial Truck and Tractor Operators	\$14.66	\$16.86	\$20.22	\$25.43	\$30.88

In-Demand Technical Skills

- Electrical Engineering
- Mechanical Engineering
- Auditing
- Automation
- New Product Development

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 18.6%
- Associate Degree: 9.0%
- Bachelor's Degree: 49.3%
- Master's Degree: 14.2%

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

Top Posting Employers

- General Motors
- University Of Michigan
- Aerotek
- DTE Energy
- ZF
- Chrysler
- Kelly Services
- Dollar Tree
- CBRE Group
- Actalent

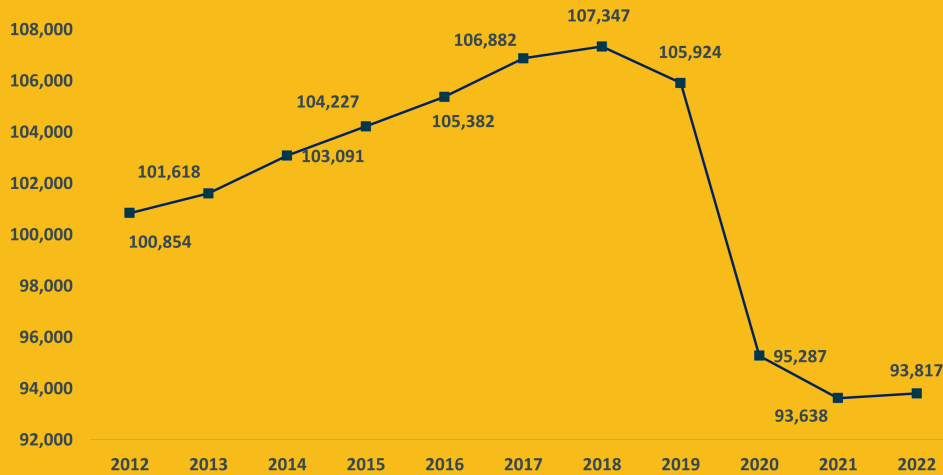
Job Postings by City

1. Detroit: 4,418 Postings
2. Lansing: 2,119 Postings
3. Ann Arbor: 1,975 Postings
4. Auburn Hills: 1,526 Postings
5. Warren: 1,154 Postings
6. Troy: 1,133 Postings
7. Sterling Heights: 831 Postings
8. Livonia: 827 Postings
9. Southfield: 785 Postings
10. Farmington: 759 Postings

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 10,100 openings annually for engineers in southeast Michigan.

Employment Over Time
2012-2022



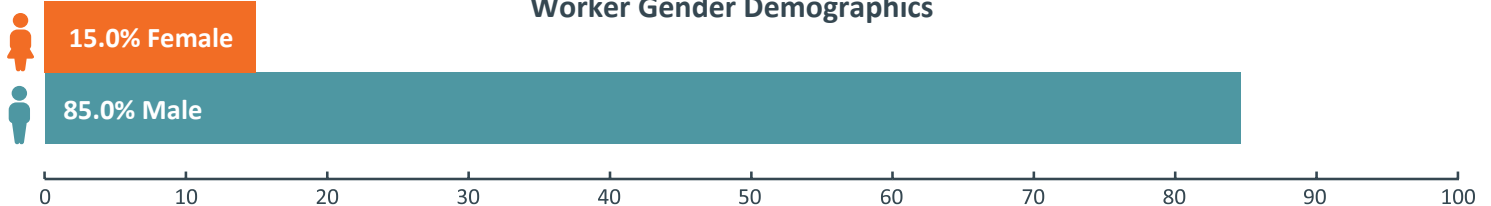
179 Engineers
and Designers
Workers
0.2% Increase
from 2021



Engineers and Designers Worker Demographics

According to Q3 2022 Lightcast data, the 93,817 workers in the engineering and design group are not particularly diverse. Just 5.2 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.0 percent of the current workforce and only 23.2 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

76.8% White | 10.5% Asian | 7.9% Black or African-American

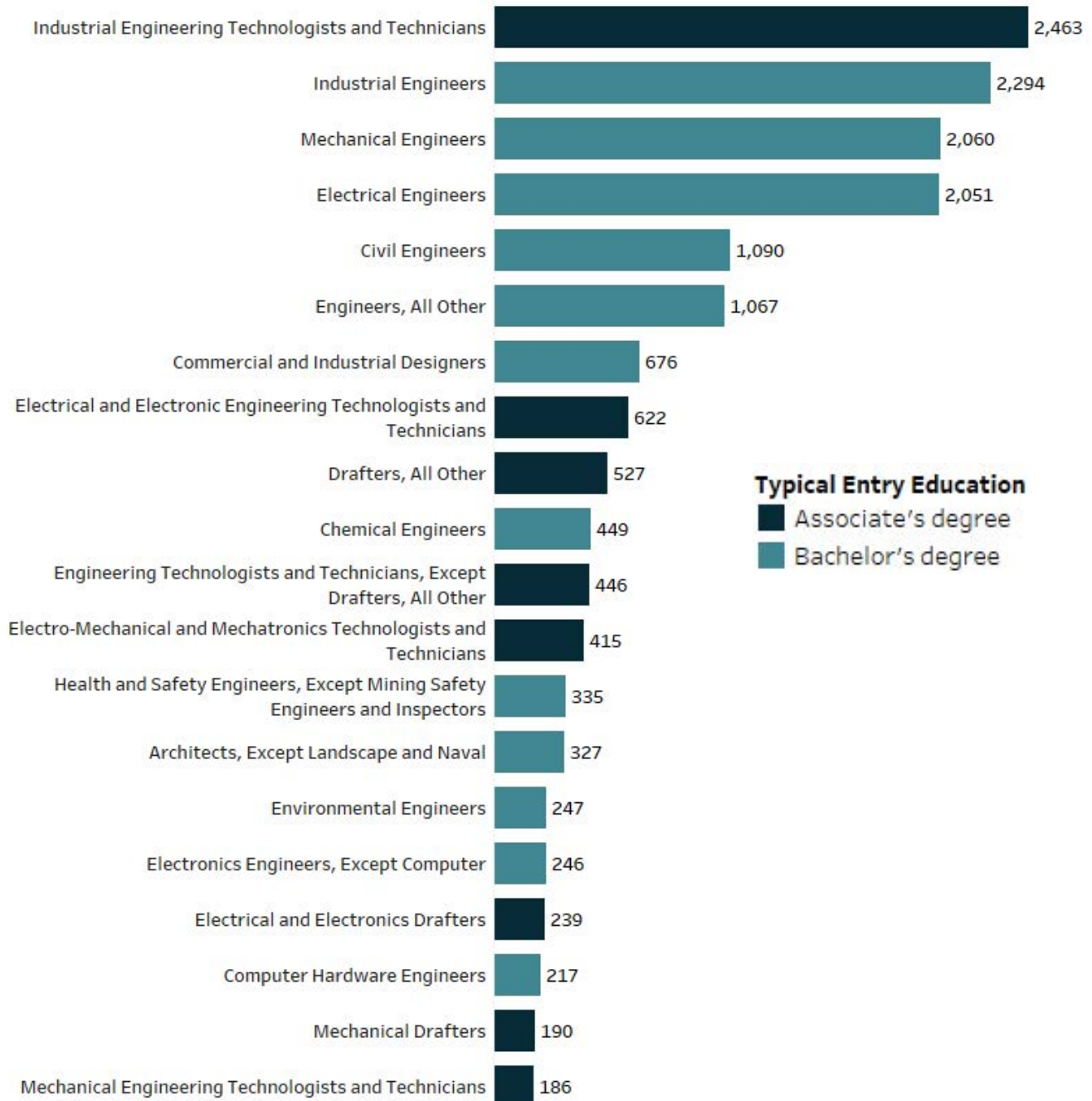
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for engineers and designers equaled 16,850 postings in Q3 2022, a decrease of 12.6 percent (2,427 postings). Industrial Engineering Technologists and Technicians are the highest in-demand engineering and design occupation this quarter, having 2,463 postings. Industrial Engineers garnered 2,294 postings, ranking second place within the occupation group. Seven of the top ten in-demand occupations typically require a bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERS AND DESIGNERS OCCUPATION GROUP

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 required for these jobs. Nine of the top ten in-demand occupations have median wages above \$28 per hour, and the top posted engineering and design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$28.79, equating to an annual salary of approximately \$59,883.

Wage Overview for Top Posted Engineers and Designers Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.07
17-2112	Industrial Engineers	\$29.68	\$36.97	\$41.13	\$48.73	\$61.32
17-2141	Mechanical Engineers	\$29.46	\$37.09	\$46.73	\$49.99	\$61.42
17-2071	Electrical Engineers	\$30.44	\$37.99	\$47.59	\$58.50	\$63.39
17-2051	Civil Engineers	\$27.93	\$29.88	\$36.55	\$47.59	\$58.38
17-2199	Engineers, All Other	\$29.20	\$37.01	\$47.47	\$60.78	\$63.48
27-1021	Commercial and Industrial Designers	\$24.26	\$30.17	\$46.41	\$48.05	\$49.72
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.67	\$24.05	\$30.54	\$38.96	\$47.58
17-3019	Drafters, All Other	\$14.71	\$18.00	\$19.45	\$36.08	\$38.00
17-2041	Chemical Engineers	\$27.80	\$38.52	\$49.34	\$63.06	\$77.83

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Six Sigma Green Belt Certification
- Security Clearance
- Engineer in Training

In-Demand Education Level*

- High School Diploma: 12.8%
- Associate Degree: 10.0%
- Bachelor's Degree: 55.4%
- Master's Degree: 16.3%

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

Top Posting Employers

- General Motors
- ZF
- DTE Energy
- Aerotek
- Chrysler
- Actalent
- CDM Smith
- Magna
- Ford
- General Dynamics

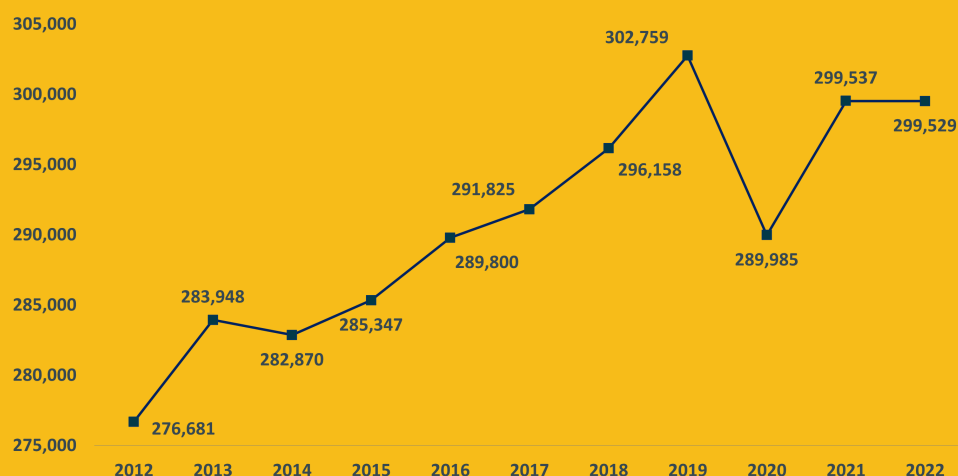
Job Postings by City

1. Detroit: 2209 Postings
2. Auburn Hills: 1377 Postings
3. Ann Arbor: 1181 Postings
4. Lansing: 986 Postings
5. Warren: 864 Postings
6. Troy: 751 Postings
7. Farmington: 610 Postings
8. Plymouth: 610 Postings
9. Sterling Heights: 605 Postings
10. Novi: 570 Postings

HEALTHCARE OCCUPATION GROUP

WIN's healthcare occupation group includes jobs related to healthcare support and practitioners. Employment in this group has been consistently growing, more healthcare 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
2012-2022

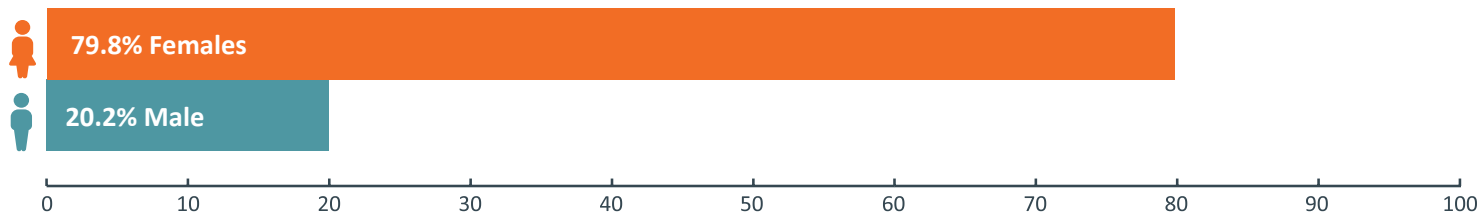


8
Healthcare
Workers
0.0% Decrease
from 2021

Healthcare Worker Demographics

The healthcare occupation group employs around 299,529 workers, who are overwhelmingly female (79.8 percent) and between the ages of 25 and 54 (68.4 percent), although 22.7 percent of workers are 55 years of age or older. The racial composition of this group is somewhat more diverse than others, with 67.9 percent of workers identifying as white, 20.7 percent identifying as Black or African American, and 11.4 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

67.9% White | 20.7% Black or African-American | 5.7% Hispanic or Latino

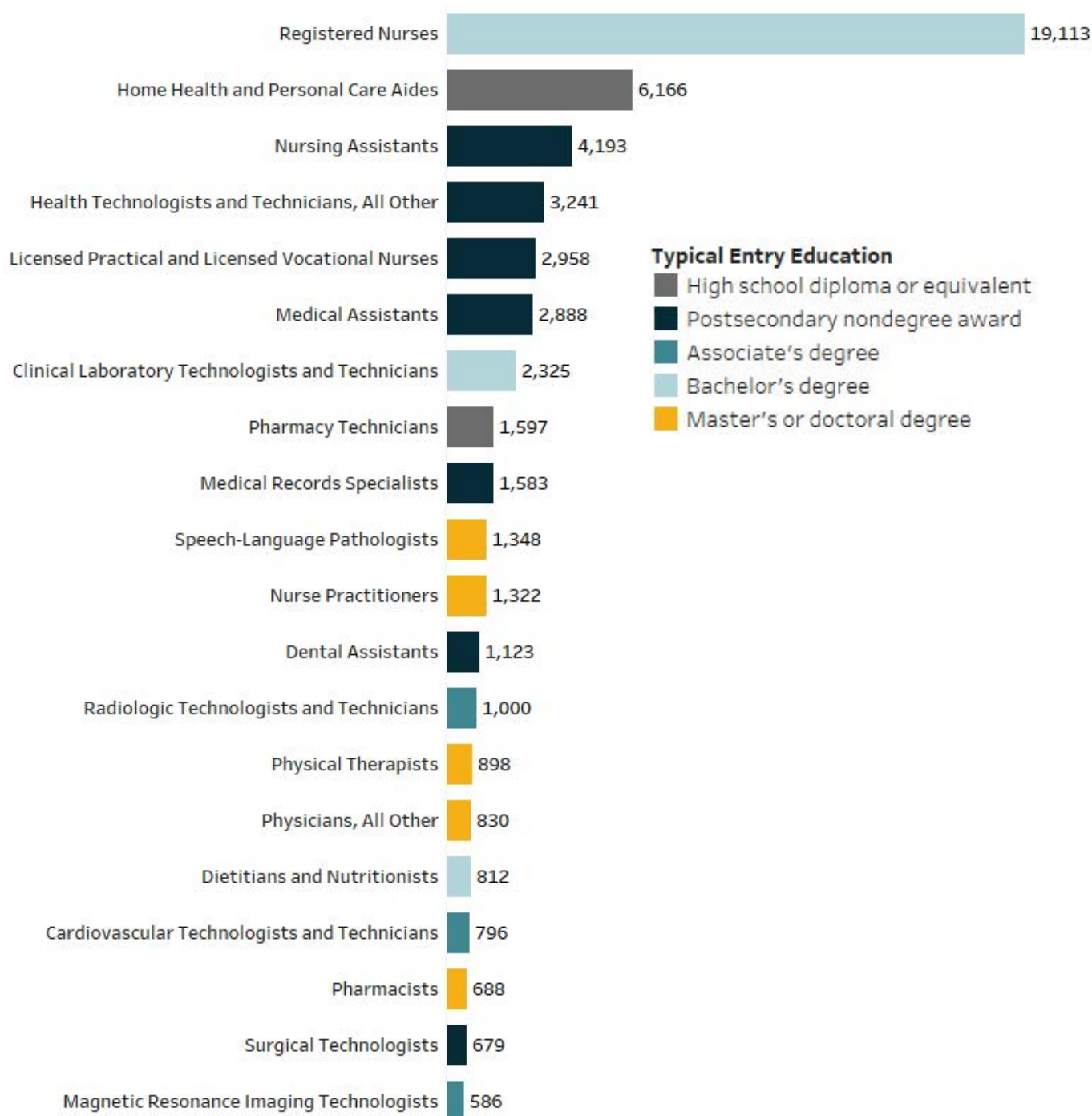
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Healthcare postings totaled 63,765 ads, a decrease of 2,054 postings or 3.1 percent from Q2 2022. Registered Nurses, the perennial top in-demand healthcare occupation, had 19,113 postings this quarter. Home Health and Personal Care Aides, the second most demanded occupation, had 6,166 postings. Nursing Assistants (4,193 postings), Health Technologists and Technicians, All Other (3,241 postings), and Licensed Practical and Licensed Vocational Nurses (2,958 postings) round out the top five demanded occupations this quarter.



HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand healthcare field tend to scale with both education and experience. The healthcare occupation group offers a relatively broad array of entry-level requirements and include a high volume of jobs 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 \$21.73 per hour. Licensed Practical and Licensed Vocational Nurses, which require a Postsecondary nondegree award for entry, earn a median hourly wage of \$27.91 per hour or annual salary of about \$58,053.

Wage Overview for Top Posted Healthcare Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$29.70	\$31.05	\$37.71	\$39.98	\$48.78
31-1128	Home Health and Personal Care Aides	\$11.00	\$11.67	\$13.36	\$14.47	\$15.31
31-1131	Nursing Assistants	\$14.24	\$14.68	\$17.35	\$18.34	\$18.65
29-2099	Health Technologists and Technicians, All Other	\$14.39	\$17.97	\$22.46	\$28.39	\$33.56
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.64	\$23.88	\$27.91	\$29.53	\$30.07
31-9092	Medical Assistants	\$14.15	\$14.84	\$17.82	\$18.71	\$21.06
29-2018	Clinical Laboratory Technologists and Technicians	\$14.52	\$18.25	\$28.08	\$35.79	\$38.18
29-2052	Pharmacy Technicians	\$13.59	\$14.49	\$17.19	\$21.88	\$23.18
29-2072	Medical Records Specialists	\$15.01	\$17.65	\$20.13	\$25.38	\$30.59
29-1127	Speech-Language Pathologists	\$25.04	\$30.76	\$37.67	\$46.77	\$49.27

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Cardiopulmonary Resuscitation (CPR)
- Home Health Care

In-Demand Foundational Skills

- Communications
- Leadership
- Customer Service
- Management
- Teaching

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Bachelor Of Science in Nursing (BSN)
- Licensed Practical Nurse
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant

In-Demand Education Level*

- High School Diploma: 26.6%
- Associate Degree: 18.9%
- Bachelor's Degree: 18.1%
- Master's Degree: 8.6%

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

Top Posting Employers

- Beaumont Health
- Trinity Health
- Henry Ford Health System
- Ascension
- University Of Michigan
- ProMedica
- McLaren Health Care
- CareInHomes
- Tenet Healthcare
- Aya Healthcare

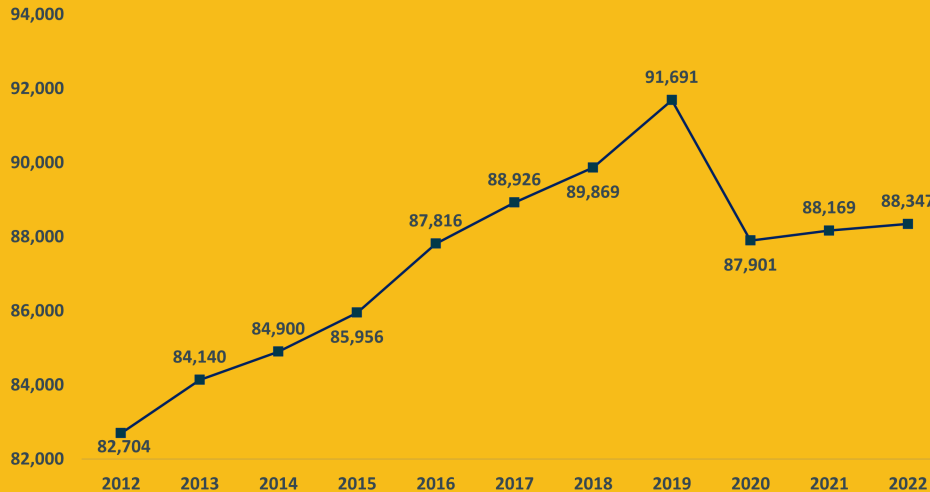
Job Postings by City

1. Detroit: 9,224 Postings
2. Ann Arbor: 4,493 Postings
3. Lansing: 2,554 Postings
4. Dearborn: 1,986 Postings
5. Southfield: 1,888 Postings
6. Troy: 1,741 Postings
7. Pontiac: 1,643 Postings
8. Livonia: 1,626 Postings
9. Warren: 1,584 Postings
10. Royal Oak: 1,454 Postings

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
2012-2022



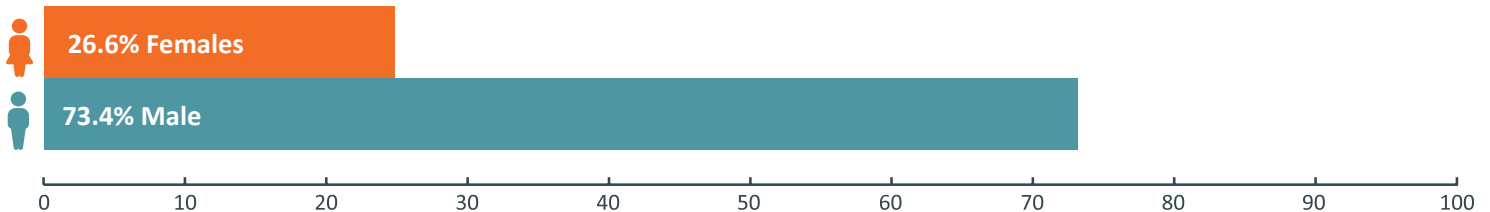
**178 Information
Technology
Workers**
**0.2% Increase
from 2021**



Information Technology Worker Demographics

In Q3 2022, the IT occupation group had 88,347 workers who are primarily male (73.4 percent). Roughly 77.6 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.9 percent, while only 5.5 percent are 24 years old or younger. Around 68.7 percent of the workforce identify as white, with workers who identify as Black or African American making up 9.5 percent of the workforce.

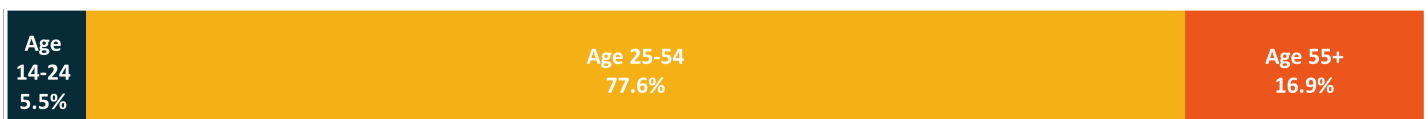
Worker Gender Demographics



Race and Ethnicity Demographics

68.7% White | 17.0% Asian | 9.5% Black or African-American

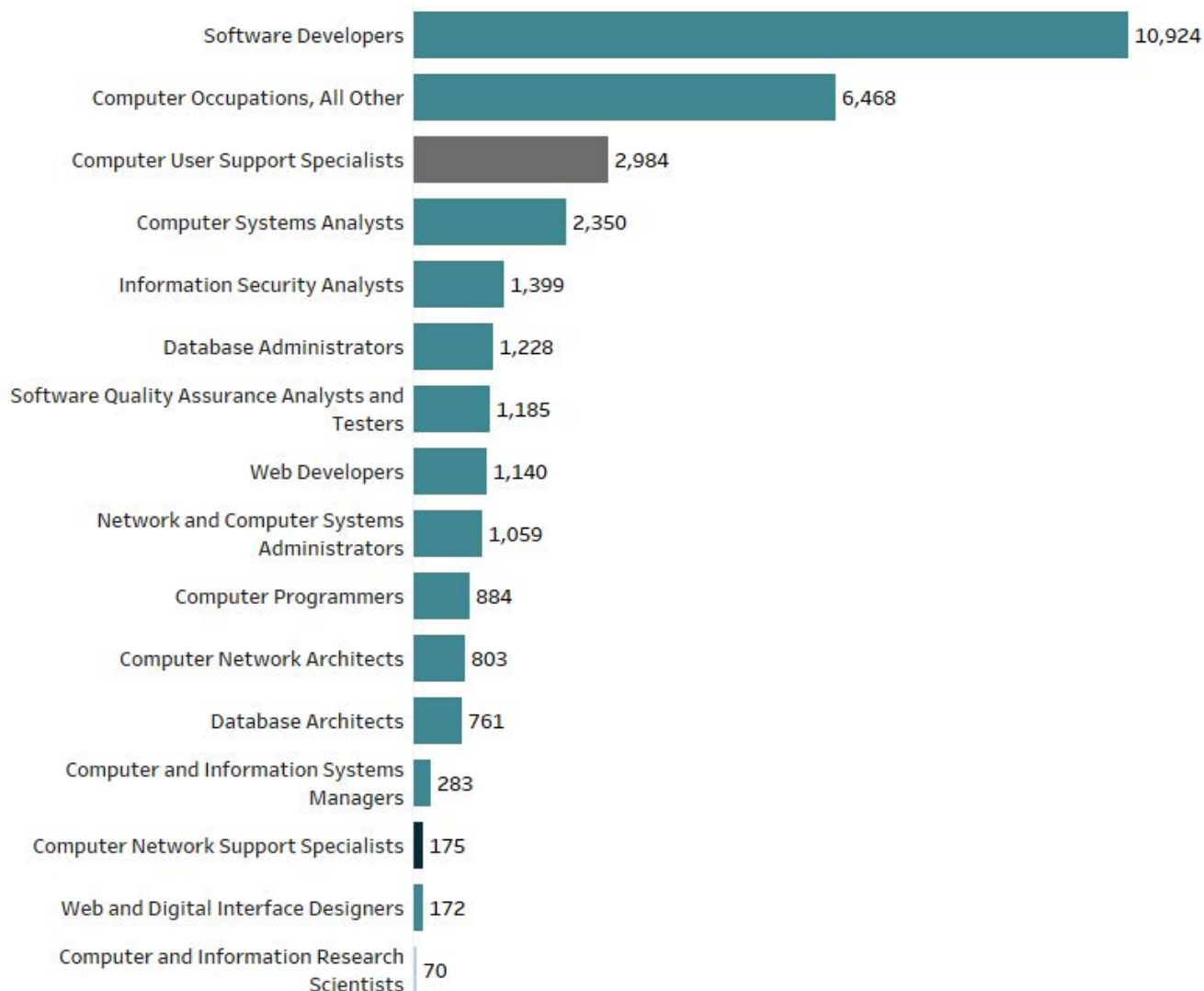
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

There were 31,885 postings for IT workers in Q3 2022, a decrease of 7,816 postings or 19.7 percent since Q2 2022. Software Developers is the top demanded occupation this quarter, with 10,924 postings. Other top posted jobs include Computer Occupations, All Other (6,468 postings), Computer User Support Specialists (2,984 postings), Computer Systems Analysts (2,350 postings), and Information Security Analysts (1,399 postings).



Typical Entry Education

- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Computer User Support Specialists, the third most in-demand occupation, offers a median hourly wage of \$23.26 per hour or \$48,381 per year. Software Developers, the most in-demand occupation of the group, earn a median wage of \$47.14 per hour or nearly \$98,051 per year. Other occupations that have fewer qualifications, such as Computer Network Support Specialists, make over \$28.85 per hour.

Wage Overview for Top Posted Information Technology Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$30.05	\$36.90	\$47.14	\$60.64	\$64.23
15-1299	Computer Occupations, All Other	\$22.21	\$28.87	\$41.52	\$49.41	\$61.40
15-1232	Computer User Support Specialists	\$14.90	\$18.23	\$23.26	\$29.59	\$37.00
15-1211	Computer Systems Analysts	\$31.17	\$37.77	\$46.77	\$59.48	\$75.32
15-1212	Information Security Analysts	\$22.71	\$30.13	\$44.57	\$58.69	\$64.41
15-1242	Database Administrators	\$23.75	\$30.02	\$39.73	\$50.66	\$61.57
15-1253	Software Quality Assurance Analysts and Testers	\$21.02	\$29.78	\$38.40	\$48.15	\$50.71
15-1254	Web Developers	\$20.98	\$30.76	\$39.00	\$48.01	\$58.87
15-1244	Network and Computer Systems Administrators	\$28.78	\$30.65	\$38.09	\$47.78	\$57.16
15-1251	Computer Programmers	\$22.37	\$29.43	\$38.13	\$49.00	\$62.36

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Software Development
- Automation

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Security Clearance
- Secret Clearance
- CompTIA A+

In-Demand Education Level*

- High School Diploma: 6.5%
- Associate Degree: 5.9%
- Bachelor's Degree: 62.2%
- Master's Degree: 16.5%

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

Top Posting Employers

- Deloitte
- General Dynamics
- General Motors
- University Of Michigan
- TEKsystems
- Chrysler
- Ford
- Accenture
- V2Soft
- Bosch

Job Postings by City

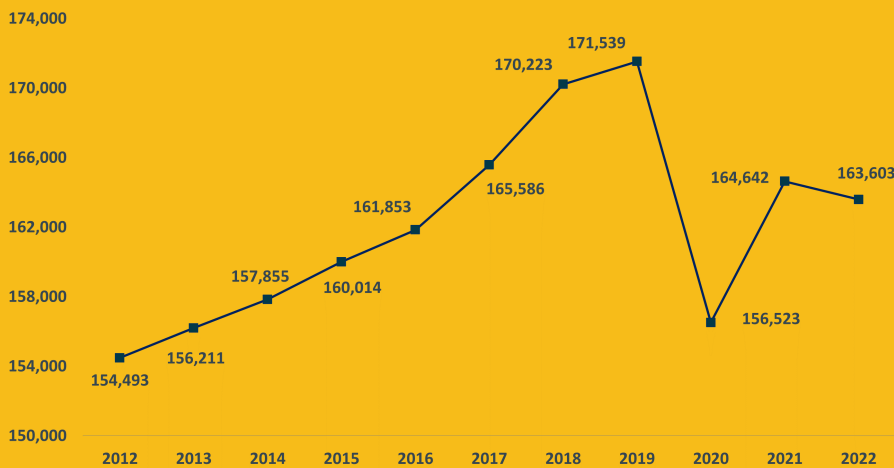
- Detroit: 7,683 Postings
- Lansing: 5,201 Postings
- Ann Arbor: 2,285 Postings
- Troy: 1,985 Postings
- Auburn Hills: 1,983 Postings
- Dearborn: 1,461 Postings
- Warren: 1,333 Postings
- Southfield: 1,165 Postings
- Farmington: 1,083 Postings
- Novi: 820 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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 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
2012-2022

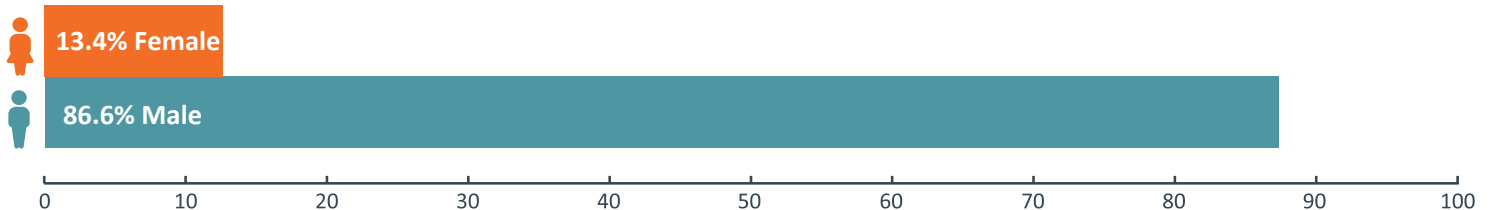


**1,039 Skilled
Trades Workers**
0.6% Decrease
from 2021

Skilled Trades Worker Demographics

The skilled trades occupation group employed 163,603 workers in southeast Michigan in Q3 2022. A majority of skilled trades workers are males (86.6 percent) between the ages of 25 and 54 (65.2 percent). The 55 and older age group, which accounts for 28.9 percent of the workforce, shows a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

77.5% White | **13.0% Black or African-American** | **4.6% Hispanic or Latino**

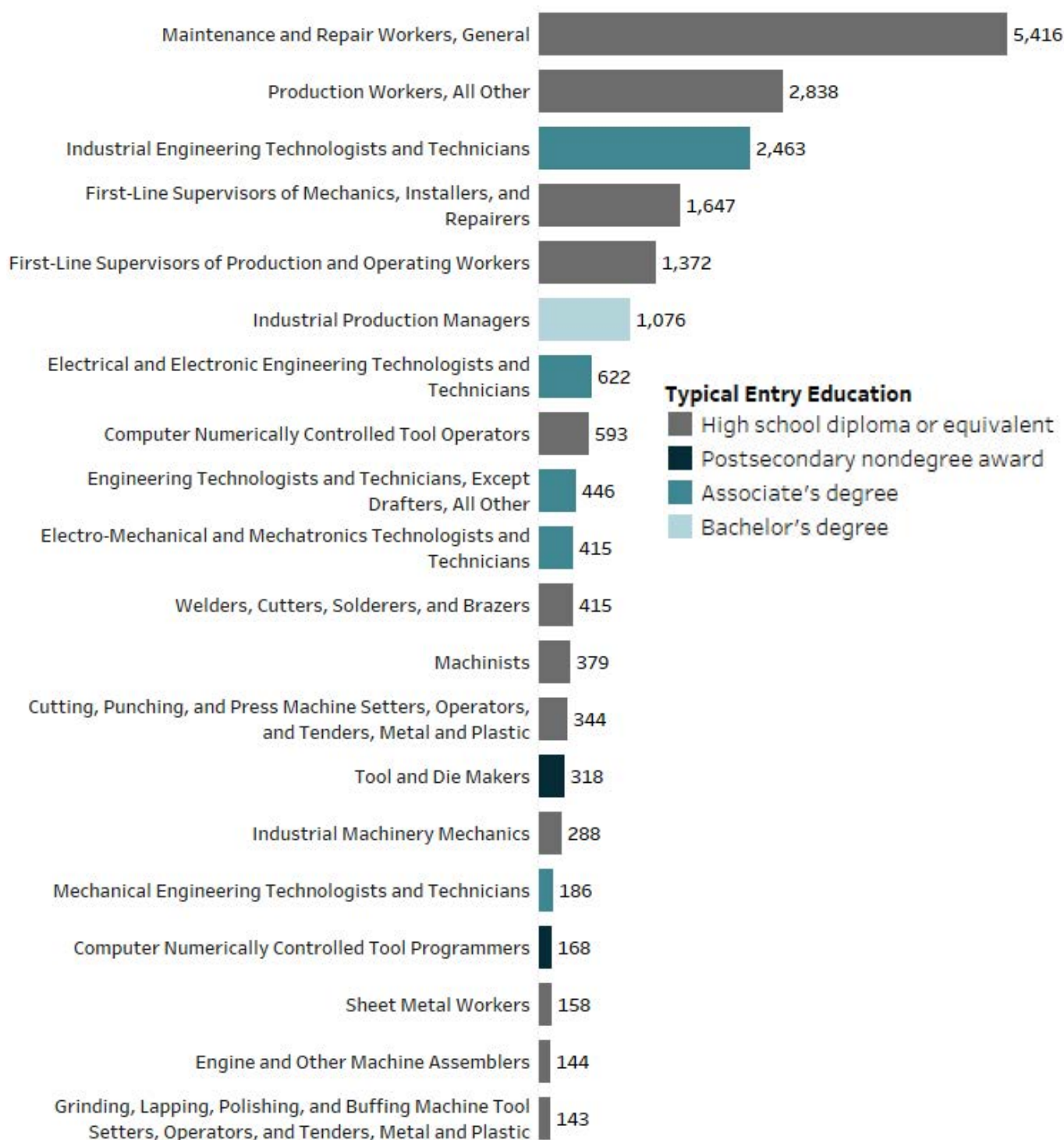
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Demand for Skilled Trades occupations totaled 20,442 postings in Q3 2022, a 3.2% increase (640 postings) from Q2 2022. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the first quarter, with 5,416 postings. Other top posted jobs include Production Workers, All Other (2,838 postings), Industrial Engineering Technologists and Technicians (2,463 postings), First-Line Supervisors of Mechanics, Installers, and Repairers (1,647 postings), and First-Line Supervisors of Production and Operating Workers (1,372 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Seven of the top ten in-demand skilled trades occupations have wages above the state median of \$21.73 per hour. Management and technician roles requiring additional education and training earn even more. Maintenance and Repair Workers, General, the top posted skilled trades job this quarter, offers a median hourly wage of \$18.19, or an annual salary of about \$37,835.

Wage Overview for Top Posted Skilled Trades Jobs in Q3 2022

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	\$13.91	\$14.72	\$18.19	\$23.53	\$29.45
51-9199	Production Workers, All Other	\$10.99	\$13.19	\$14.52	\$17.28	\$21.90
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.07
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$22.48	\$28.45	\$36.75	\$46.10	\$49.98
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.55	\$23.42	\$30.26	\$38.29	\$48.82
11-3051	Industrial Production Managers	\$31.37	\$42.64	\$51.88	\$63.25	\$79.96
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.67	\$24.05	\$30.54	\$38.96	\$47.58
51-9161	Computer Numerically Controlled Tool Operators	\$14.30	\$17.54	\$20.47	\$24.51	\$29.50
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.96	\$21.89	\$32.81	\$45.96	\$55.01
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.69	\$22.85	\$24.34	\$36.41	\$38.75

In-Demand Technical Skills

- Plumbing
- Machinery
- HVAC
- Hand Tools
- Carpentry

In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Management
- Operations
- Valid Driver's License

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 40.0%
- Associate Degree: 9.4%
- Bachelor's Degree: 11.4%
- Master's Degree: 2.0%

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

Top Posting Employers

- Aerotek
- Orchid Orthopedic Solutions
- General Motors
- Kelly Services
- Randstad
- McDonald's
- Edward Rose & Sons
- Sentech Services
- The Salvation Army
- Cintas

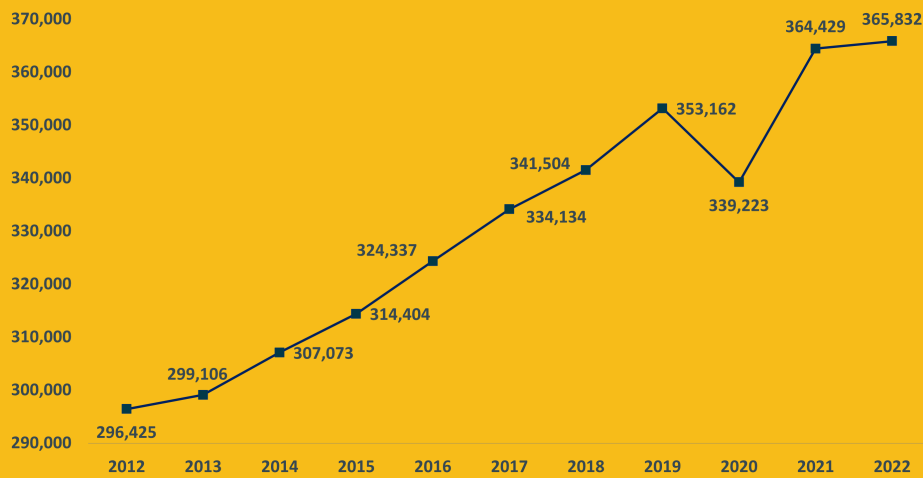
Job Postings by City

- Detroit: 2,158 Postings
- Lansing: 977 Postings
- Warren: 780 Postings
- Sterling Heights: 718 Postings
- Ann Arbor: 664 Postings
- Livonia: 650 Postings
- Troy: 633 Postings
- Auburn Hills: 622 Postings
- Plymouth: 533 Postings
- Farmington: 447 Postings

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
2012-2022



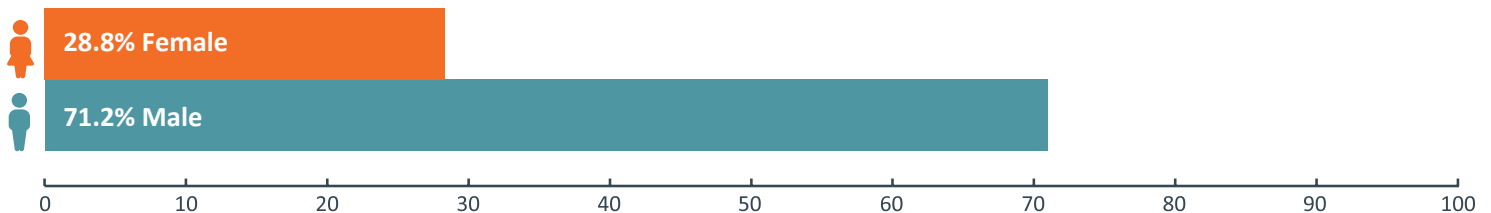
1,404 TDL Workers
0.4% Increase from 2021



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 365,832 individuals in the third quarter of 2022. These workers are 71.2 percent male and 70.7 percent white, with a majority (63.3 percent) of the workforce between the ages of 25 and 54.

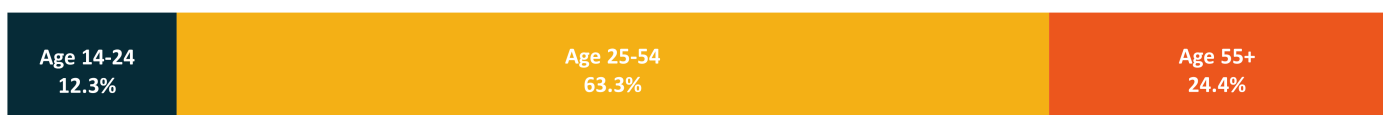
Worker Gender Demographics



Race and Ethnicity Demographics

70.7% White | **19.1% Black or African-American** | **5.0% Hispanic or Latino**

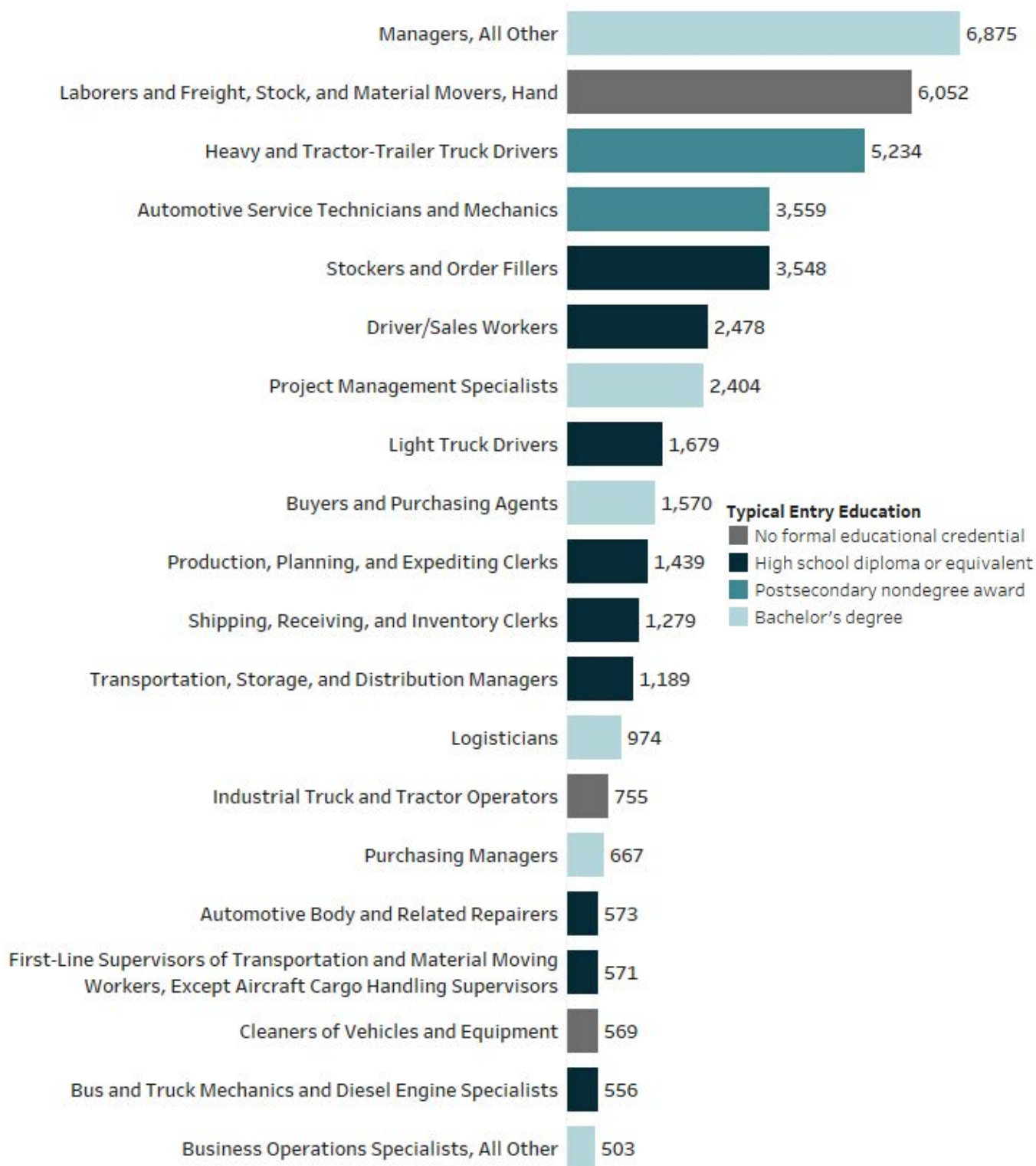
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 48,658 postings in Q3 2022, down 16.4 percent (9,516 postings) from Q2. Managers, All Other was the highest in-demand TDL occupation during the first quarter, with 6,875 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (6,052 postings), Heavy and Tractor-Trailer Truck Drivers (5,234 postings), Automotive Service Technicians and Mechanics (3,559 postings), and Stockers and Order Fillers (3,548 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand TDL occupations offer wages above the state median wage of \$21.73 per hour. Managers, All Other, the top posted TDL job this quarter, earn a median hourly wage of \$52.37, or an annual salary of nearly \$108,929. Logistics roles that require additional education, such as Project Management Specialists and Business Operations Specialists, All Other, also offer higher wages.

Wage Overview for Top Posted TDL Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$25.48	\$37.29	\$52.37	\$64.40	\$80.12
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.98	\$13.77	\$15.18	\$18.13	\$22.96
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$14.77	\$18.86	\$23.60	\$29.78	\$30.97
49-3023	Automotive Service Technicians and Mechanics	\$13.93	\$14.83	\$22.51	\$29.03	\$35.75
53-7065	Stockers and Order Fillers	\$11.27	\$13.08	\$14.92	\$17.80	\$23.01
53-3031	Driver/Sales Workers	\$10.86	\$11.36	\$11.94	\$17.62	\$23.00
13-1082	Project Management Specialists	\$25.09	\$31.06	\$44.40	\$58.70	\$63.84
53-3033	Light Truck Drivers	\$12.05	\$14.47	\$18.90	\$23.80	\$36.45
13-1028	Buyers and Purchasing Agents	\$22.36	\$24.34	\$32.55	\$45.08	\$51.52
43-5061	Production, Planning, and Expediting Clerks	\$17.54	\$19.19	\$26.34	\$30.67	\$36.70

In-Demand Technical Skills

- Warehousing
- Merchandising
- Purchasing
- Forklift Truck
- Supply Chain

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class A License
- Project Management Professional Certification
- Bachelor Of Science in Business
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 27.6%
- Associate Degree: 4.2%
- Bachelor's Degree: 22.9%
- Master's Degree: 5.5%

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

Top Posting Employers

- Walmart
- Amazon
- Meijer
- Roehl Transport
- TruGreen
- Aerotek
- Penske Automotive Group
- Kelly Services
- University Of Michigan
- Deloitte

Job Postings by City

1. Detroit: 6,572 Postings
2. Lansing: 3,182 Postings
3. Ann Arbor: 2,266 Postings
4. Troy: 1,841 Postings
5. Warren: 1,794 Postings
6. Livonia: 1,626 Postings
7. Auburn Hills: 1,437 Postings
8. Sterling Heights: 1,270 Postings
9. Romulus: 1,222 Postings
10. Novi: 1,137 Postings

Website

www.WINintelligence.org

Email

info@WINintelligence.org

Phone

313.744.2946

Address

25363 Eureka Rd.
Taylor, MI 48180

Facebook

[@workforceintelligencenetwork](https://www.facebook.com/workforceintelligencenetwork)

Twitter

[@WIN-semich](https://twitter.com/WIN-semich)