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 first quarter 2023 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.
During the first quarter of 2023, the labor force and employment figures both declined slightly, while unemployment increased moderately from Q4 2022 in Southeast Michigan. The number of unemployed workers increased by 16.3 percent, with the size of the labor force also decreasing by 0.3 percent and the number of employed individuals decreasing by 0.9 percent. These trends demonstrate decreased hiring rates and suggest possible layoffs as COVID-19 recovery tapers off and more systemic economic uncertainty increases.

Overall employer demand for the occupation groups analyzed by WIN has decreased during Q1 2023. Posting decreases in the double digits were common, with only Healthcare, Agriculture, and Engineering and Design experiencing more modest decreases.
During Q1 2023, there were 328,796 unique job postings, 44,926 (12.0 percent) less than the 373,722 postings made during Q4 2022 in the 19-county WIN region. All occupation groups this quarter saw a decrease in postings, indicative of slowing demand in the region. The Customer Service Occupation group had the greatest demand with 83,943 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 328,796 unique postings in the WIN Region during Q1 2023, nearly 83,700 (25.5 percent) required a high school diploma or equivalent, while 96,342 postings (29.3 percent) required a Bachelor’s degree. An additional 38,324 postings (11.7 percent) required an advanced degree.

The latest quarterly labor market data from southeast Michigan highlighted a mild contraction in both the labor force and employment. During Q1 2023, labor force figures were 0.3 percent lower (9,702 individuals) and employment is 0.9 percent lower (26,621 individuals) than in Q4 2022. The unemployment rate increased to 4.0 percent in Q1 2023, a 0.6 percentage point increase from Q4 2022. Concurrently, the labor force decreased by 0.8 percent from Q1 2022 while employment figures showed annual growth of 0.2 percent during the same time period. For more information about this year’s unemployment rate and other labor market indicators, see page 4.
Through the first quarter of 2023, the labor force in Southeast Michigan experienced decline. This may signal that COVID-19 economic recovery has peaked. The labor force is down by 16,084 individuals (0.5 percent) since 2022, while employment in the 19-county area decreased by 9,223 workers (0.3 percent). Despite these losses, unemployment demonstrated a net decrease of 6,861 individuals. The unemployment rate also decreased year-over-year, for a Q1 2023 unemployment rate of 4.0 percent.

### Annual Labor Market Data 2013-2023

<table>
<thead>
<tr>
<th>Year</th>
<th>Labor Force</th>
<th>Employment</th>
<th>Unemployment</th>
<th>Unemployment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2,715,993</td>
<td>2,710,716</td>
<td>255,277</td>
<td>9.3%</td>
</tr>
<tr>
<td>2014</td>
<td>2,709,910</td>
<td>2,706,692</td>
<td>253,220</td>
<td>7.8%</td>
</tr>
<tr>
<td>2015</td>
<td>2,701,924</td>
<td>2,698,860</td>
<td>253,064</td>
<td>7.6%</td>
</tr>
<tr>
<td>2016</td>
<td>2,695,827</td>
<td>2,691,176</td>
<td>253,651</td>
<td>7.3%</td>
</tr>
<tr>
<td>2017</td>
<td>2,689,388</td>
<td>2,681,777</td>
<td>253,611</td>
<td>7.2%</td>
</tr>
<tr>
<td>2018</td>
<td>2,682,530</td>
<td>2,673,406</td>
<td>253,124</td>
<td>7.3%</td>
</tr>
<tr>
<td>2019</td>
<td>2,675,883</td>
<td>2,663,027</td>
<td>252,856</td>
<td>7.5%</td>
</tr>
<tr>
<td>2020</td>
<td>3,001,429</td>
<td>2,993,592</td>
<td>253,837</td>
<td>8.3%</td>
</tr>
<tr>
<td>2021</td>
<td>3,015,345</td>
<td>2,996,369</td>
<td>252,976</td>
<td>8.2%</td>
</tr>
<tr>
<td>2022</td>
<td>3,029,184</td>
<td>2,996,369</td>
<td>252,976</td>
<td>8.3%</td>
</tr>
<tr>
<td>2023</td>
<td>3,043,255</td>
<td>2,996,369</td>
<td>252,976</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

**Change from 2022 to 2023:**
- Labor Force: +14,062 (+0.5%)
- Employment: +173 (+0.3%)
- Unemployment: -6,861 (-2.2%)
- Unemployment Rate: 4.0% (-0.2%)

### CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 3,154,713 people in the labor force, either working or looking for work in the 19-county WIN Region. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 31.9 percent for males and 26.3 percent for females. Overall, males in the county have a higher unemployment rate than females, with 6.8 percent and 6.3 percent respectively, for 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 13.2 percent. Native Hawaiian/Pacific Islander job seekers also have a more difficult time finding employment and have an unemployment rate of 8.7 percent. Asian job seekers have the lowest unemployment rate of 4.1 percent.
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, there were 6,288,901 people were living in the 19-county WIN Region. The sex of the populace was split almost 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 (68.3 percent) with the second largest number of individuals identifying as Black or African American (17.3 percent). The region is facing an aging populace; with 26.3 percent of the population over the age of 54, compared to 34.6 percent under the age of 25.

2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2023, there were a total of 2,708,353 individuals working in Southeast Michigan. A slight majority were male (51.1 percent or 1,368,871 workers), while 48.9 percent (1,311,469 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.3 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 4.8 percent. Only 13.6 percent of workers were under the age of 25 compared to 23.3 percent over the age of 55, indicating an aging workforce in Southeast Michigan.
According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 2,373,409 residents. There were 2,195,582 (92.5 percent) residents living and working within the 19-county region, while the remaining 178,827 residents (7.5 percent) traveled outside of the region for work. There were 2,386,183 workers employed in the region during 2020. Of those, 190,601 workers (8.0 percent) lived outside of the region’s borders and commuted in. From this information, we can see that the Southeast Michigan area is a net importer of jobs, with more workers leaving the area for employment than inwardly commuting.

**Where Michigan Residents Work**

1. Detroit: 45,030 Postings
2. Lansing: 28,192 Postings
3. Ann Arbor: 21,851 Postings
4. Troy: 13,668 Postings
5. Southfield: 9,325 Postings
6. Warren: 8,786 Postings
7. Auburn Hills: 8,758 Postings
8. Dearborn: 8,730 Postings
9. Livonia: 8,217 Postings
10. Farmington: 7,763 Postings

**Where Michigan Workers Live**

1. Wayne County: 25.0%
2. Oakland County: 24.9%
3. Macomb County: 20.8%
4. Kent County: 16.3%
5. Washtenaw County: 14.1%
6. Livingston County: 12.6%
7. Kent County: 11.9%
8. Ingham County: 7.8%
9. Genesee County: 5.4%
10. Eaton County: 4.3%
11. Ingham County: 2.1%
12. Kent County: 1.8%
13. Wayne County: 1.7%
14. Livingston County: 1.5%
15. Macomb County: 1.5%
16. Hillsdale County: 1.5%
17. Washtenaw County: 1.3%
18. Kent County: 1.0%
19. Ingham County: 1.0%
20. Oakland County: 1.0%

**Job Postings by City**

1. Detroit: 45,030 Postings
2. Lansing: 28,192 Postings
3. Ann Arbor: 21,851 Postings
4. Troy: 13,668 Postings
5. Southfield: 9,325 Postings
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7. Auburn Hills: 8,758 Postings
8. Dearborn: 8,730 Postings
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Top Posted Jobs: Q1 2023

Registered Nurses was the highest in-demand occupation in the first quarter of 2023, with 21,023 online job postings and requires a Bachelor's degree for entry. Of the top ten overall in-demand occupations, only four require a bachelor’s degree for entry. Retail Salesperson (8,804 postings) and Software Developers (8,052 postings) are also highly demanded in Q1. Rounding out the remaining top five posted jobs are Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,033 postings) and First-Line Supervisors of Retail Sales Workers (6,318 postings).

Top Posted Entry-Level Jobs: Q1 2023

There were 89,095 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs such as Registered Nurses (10,943 postings) and First-Line Supervisors of Retail Sales Workers (2,373 postings) represent the top posted occupations for this experience level, and many reflect the overall top jobs. Half of the top 10 occupations require candidates to have a high school diploma or equivalent and only two required 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

Typical Entry Education

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

Agriculture Worker Demographics

According to Q1 2023 Lightcast data, the 79,136 workers in agriculture occupations are not very diverse. A majority of workers are male (63.5 percent) between the ages of 25 and 54 (63.0 percent). Only 36.5 percent of agriculture workers identify as female, while 14.2 percent of workers were under the age of 25, compared to 22.8 percent of workers are age 55 or older.

Race and Ethnicity Demographics

76.4 % White  |  7.5% Hispanic or Latino  |  10.9% Black or African-American

Worker Age Demographics

Age 14-24  
14.2%  
Age 25-54  
63.0%  
Age 55+  
22.8%
Agriculture postings totaled 7,990 ads during Q1 2023, a decrease of 784 postings or 8.9 percent since Q4 2022. With 1,188 online job postings, Buyers and Purchasing Agents are the top demanded occupation this quarter. Landscaping and Groundskeeping Workers (1,003 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (699 postings) were also in high demand during Q1. Other top posted occupations include Life, Physical, and Social Science Technicians, All Other (461 postings) and Natural Sciences Managers (459 postings).

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number of Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buyers and Purchasing Agents</td>
<td>1,188</td>
</tr>
<tr>
<td>Landscaping and Groundskeeping Workers</td>
<td>1,003</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing, Technical</td>
<td>699</td>
</tr>
<tr>
<td>and Scientific Products</td>
<td></td>
</tr>
<tr>
<td>Life, Physical, and Social Science Technicians, All Other</td>
<td>461</td>
</tr>
<tr>
<td>Natural Sciences Managers</td>
<td>459</td>
</tr>
<tr>
<td>Compliance Officers</td>
<td>429</td>
</tr>
<tr>
<td>Occupational Health and Safety Specialists</td>
<td>326</td>
</tr>
<tr>
<td>Animal Caretakers</td>
<td>311</td>
</tr>
<tr>
<td>Veterinarians</td>
<td>279</td>
</tr>
<tr>
<td>Food Batchmakers</td>
<td>277</td>
</tr>
<tr>
<td>Environmental Engineers</td>
<td>222</td>
</tr>
<tr>
<td>Butchers and Meat Cutters</td>
<td>208</td>
</tr>
<tr>
<td>Pest Control Workers</td>
<td>170</td>
</tr>
<tr>
<td>Veterinary Assistants and Laboratory Animal Caretakers</td>
<td>161</td>
</tr>
<tr>
<td>Environmental Science and Protection Technicians, Including</td>
<td>150</td>
</tr>
<tr>
<td>Health</td>
<td></td>
</tr>
<tr>
<td>Pesticide Handlers, Sprayers, and Applicators, Vegetation</td>
<td>141</td>
</tr>
<tr>
<td>Tree Trimmers and Pruners</td>
<td>140</td>
</tr>
<tr>
<td>Environmental Scientists and Specialists, Including Health</td>
<td>136</td>
</tr>
<tr>
<td>Veterinary Technologists and Technicians</td>
<td>130</td>
</tr>
<tr>
<td>First-Line Supervisors of Landscaping, Lawn Service, and</td>
<td>127</td>
</tr>
<tr>
<td>Groundskeeping Workers</td>
<td></td>
</tr>
</tbody>
</table>

**Typical Entry Education**

- No formal educational credential
- High school diploma or equivalent
- Associate’s degree
- Bachelor’s degree
- Doctoral or professional degree
Wage Overview

Of the top posted agriculture-related jobs, six of the top ten occupations in Q1 offer median wages of more than $30 per hour. The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of $32.56, which translates to annual earnings of approximately $67,724. With such a broad array of skill sets represented, Agriculture wages tend to scale with education and experience.

### Wage Overview for Top Posted Agriculture Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>13-1028</td>
<td>Buyers and Purchasing Agents</td>
<td>$22.36</td>
<td>$24.34</td>
<td>$32.56</td>
<td>$45.08</td>
<td>$51.51</td>
</tr>
<tr>
<td>37-3011</td>
<td>Landscaping and Groundskeeping Workers</td>
<td>$11.82</td>
<td>$14.13</td>
<td>$14.92</td>
<td>$18.36</td>
<td>$22.59</td>
</tr>
<tr>
<td>41-4011</td>
<td>Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products</td>
<td>$23.86</td>
<td>$35.33</td>
<td>$48.43</td>
<td>$66.43</td>
<td>$80.38</td>
</tr>
<tr>
<td>19-4099</td>
<td>Life, Physical, and Social Science Technicians, All Other</td>
<td>$13.62</td>
<td>$15.37</td>
<td>$20.65</td>
<td>$27.18</td>
<td>$33.73</td>
</tr>
<tr>
<td>11-9121</td>
<td>Natural Sciences Managers</td>
<td>$41.33</td>
<td>$48.21</td>
<td>$57.90</td>
<td>$77.30</td>
<td>$103.51</td>
</tr>
<tr>
<td>13-1041</td>
<td>Compliance Officers</td>
<td>$19.75</td>
<td>$25.15</td>
<td>$33.98</td>
<td>$46.93</td>
<td>$49.41</td>
</tr>
<tr>
<td>19-5011</td>
<td>Occupational Health and Safety Specialists</td>
<td>$24.05</td>
<td>$30.22</td>
<td>$37.99</td>
<td>$47.09</td>
<td>$50.94</td>
</tr>
<tr>
<td>29-1131</td>
<td>Veterinarians</td>
<td>$29.36</td>
<td>$38.33</td>
<td>$48.34</td>
<td>$60.07</td>
<td>$77.34</td>
</tr>
<tr>
<td>51-3092</td>
<td>Food Batchmakers</td>
<td>$13.08</td>
<td>$14.16</td>
<td>$15.49</td>
<td>$18.82</td>
<td>$22.79</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Purchasing
- Auditing
- Landscaping
- Procurement
- Mowing

### In-Demand Foundational Skills
- Communications
- Management
- Customer Service
- Sales
- Operations

### In-Demand Education Level*
- High school or GED: 22.8%
- Associate degree: 6.5%
- Bachelor’s degree: 36.7%
- Master’s degree: 7.8%

*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
- University Of Michigan
- Carrolls Restaurant Group
- State Of Michigan
- Icon Medical Imaging
- The Davey Tree Expert Company
- Banfield Pet Hospital
- TruGreen
- Aston Carter
- Michigan Department Of Labor And Economic Opportunity (leo)
- Michigan State University

### Job Postings by City
1. Detroit: 987 Postings
2. Lansing: 859 Postings
3. Ann Arbor: 721 Postings
4. Troy: 292 Postings
5. Auburn Hills: 266 Postings
6. Farmington: 214 Postings
7. Novi: 202 Postings
8. Southfield: 185 Postings
9. Livonia: 181 Postings
10. Warren: 179 Postings
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.

Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 328,029 workers. Almost half the working population identify as female (47.9 percent), however 80.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 24.8 percent age 55 and older. In some ways, this indicates an aging business and finance workforce.
There were 49,355 business and finance postings during Q1 2023, a decrease of 7,766 postings or 13.6 percent since Q4 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation, with 7,033 postings. Managers, All Other (5,282 postings) is the second highest demanded occupation, while General and Operations Managers (3,096 postings), Sales Managers (2,639 postings), and Accountants and Auditors (2,489) round out the top demanded occupations.
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 $30.89, translating to annual earnings of approximately $64,251. Six of the top ten business occupations offer median wages over $44 per hour, and most prefer a bachelor’s degree for entry.

### Wage Overview for Top Posted Business and Finance Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>41-4012</td>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>$15.50</td>
<td>$22.49</td>
<td>$30.89</td>
<td>$45.52</td>
<td>$61.63</td>
</tr>
<tr>
<td>11-9199</td>
<td>Managers, All Other</td>
<td>$25.46</td>
<td>$37.27</td>
<td>$52.37</td>
<td>$64.39</td>
<td>$80.11</td>
</tr>
<tr>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td>$22.48</td>
<td>$30.30</td>
<td>$48.14</td>
<td>$74.43</td>
<td>$103.22</td>
</tr>
<tr>
<td>11-2022</td>
<td>Sales Managers</td>
<td>$31.14</td>
<td>$45.76</td>
<td>$61.30</td>
<td>$80.61</td>
<td>$112.24</td>
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<tr>
<td>13-2011</td>
<td>Accountants and Auditors</td>
<td>$23.17</td>
<td>$28.73</td>
<td>$36.16</td>
<td>$46.36</td>
<td>$57.99</td>
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<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>$25.09</td>
<td>$31.06</td>
<td>$44.41</td>
<td>$58.72</td>
<td>$63.83</td>
</tr>
<tr>
<td>11-3031</td>
<td>Financial Managers</td>
<td>$37.33</td>
<td>$47.10</td>
<td>$60.14</td>
<td>$78.07</td>
<td>$110.78</td>
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<tr>
<td>13-1111</td>
<td>Management Analysts</td>
<td>$24.61</td>
<td>$30.77</td>
<td>$36.26</td>
<td>$50.23</td>
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<tr>
<td>11-2021</td>
<td>Marketing Managers</td>
<td>$31.52</td>
<td>$46.13</td>
<td>$60.86</td>
<td>$78.62</td>
<td>$106.03</td>
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<td>13-1071</td>
<td>Human Resources Specialists</td>
<td>$19.03</td>
<td>$23.44</td>
<td>$29.76</td>
<td>$37.96</td>
<td>$46.81</td>
</tr>
</tbody>
</table>

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### In-Demand Technical Skills
- Marketing
- Accounting
- Finance
- Auditing
- Sales Prospecting

### In-Demand Foundational Skills
- Communications
- Management
- Sales
- Leadership
- Customer Service

### In-Demand Certifications
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Security Clearance
- Certified Internal Auditor

### Top Posting Employers
- University Of Michigan
- Deloitte
- Robert Half
- State Farm
- State Of Michigan
- Comerica
- CBRE
- PricewaterhouseCoopers
- Altitude Development Group
- KPMG

### Job Postings by City
1. Detroit: 9,612 Postings
2. Lansing: 6,286 Postings
3. Ann Arbor: 3,602 Postings
4. Troy: 2,706 Postings
5. Southfield: 1,914 Postings
6. Auburn Hills: 1,488 Postings
7. Farmington: 1,299 Postings
8. Novi: 1,178 Postings
9. Livonia: 1,134 Postings
10. Dearborn: 1,121 Postings

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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.

Construction Worker Demographics

According to Q1 2023 Lightcast data, the construction occupation group is not very diverse, despite having over 98,000 workers. A large majority of workers are male (95.7 percent) between the ages of 25 and 54 (68.3 percent). Only 4.3 percent of construction workers identify as women, while 11.3 percent of workers were under the age of 25, compared to 20.4 percent of workers who are age 55 or older.

Worker Gender Demographics

4.3% Female
95.7% Male

Race and Ethnicity Demographics

83.2% White | 7.6% Hispanic or Latino | 6.6% Black or African-American

Worker Age Demographics

Age 14-24 11.3%
Age 25-54 68.3%
Age 55+ 20.4%

Data: Lightcast | Analysis: Workforce Intelligence Network
The construction occupation group had 4,627 postings in Q1 2023, a decrease of 1,136 postings or 19.7 percent since Q4 2022. Construction Managers is the top-posted occupation during the quarter, with 896 postings. Other top posted jobs include Construction Laborers (622 postings), Cost Estimators (596 postings), Electricians (417 postings), and Construction and Building Inspectors (315 postings).

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Managers</td>
<td>896</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>622</td>
</tr>
<tr>
<td>Cost Estimators</td>
<td>596</td>
</tr>
<tr>
<td>Electricians</td>
<td>417</td>
</tr>
<tr>
<td>Construction and Building Inspectors</td>
<td>315</td>
</tr>
<tr>
<td>First-Line Supervisors of Construction</td>
<td>232</td>
</tr>
<tr>
<td>Trades and Extraction Workers</td>
<td>213</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>200</td>
</tr>
<tr>
<td>Painters, Construction and Maintenance</td>
<td>168</td>
</tr>
<tr>
<td>Carpenters</td>
<td>141</td>
</tr>
<tr>
<td>Surveyors</td>
<td>105</td>
</tr>
<tr>
<td>Sheet Metal Workers</td>
<td>102</td>
</tr>
<tr>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>74</td>
</tr>
<tr>
<td>Roofers</td>
<td>60</td>
</tr>
<tr>
<td>Cement Masons and Concrete Finishers</td>
<td>55</td>
</tr>
<tr>
<td>Roustabouts, Oil and Gas</td>
<td>55</td>
</tr>
<tr>
<td>Surveying and Mapping Technicians</td>
<td>48</td>
</tr>
<tr>
<td>Hazardous Materials Removal Workers</td>
<td>43</td>
</tr>
<tr>
<td>Glaziers</td>
<td>40</td>
</tr>
<tr>
<td>Solar Photovoltaic Installers</td>
<td>22</td>
</tr>
<tr>
<td>Paving, Surfacing, and Tamping Equipment Operators</td>
<td>20</td>
</tr>
</tbody>
</table>
CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Managers, offers a median wage of $48.71 per hour or $101,316 per year. Six of the top ten occupations offer median wages of more than $30.00 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 $35.46 per hour or $73,757 annually.

Wage Overview for Top Posted Construction Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-9021</td>
<td>Construction Managers</td>
<td>$29.94</td>
<td>$37.82</td>
<td>$48.71</td>
<td>$61.43</td>
<td>$77.59</td>
</tr>
<tr>
<td>47-2061</td>
<td>Construction Laborers</td>
<td>$14.47</td>
<td>$17.44</td>
<td>$21.68</td>
<td>$23.81</td>
<td>$28.58</td>
</tr>
<tr>
<td>13-1051</td>
<td>Cost Estimators</td>
<td>$18.59</td>
<td>$23.87</td>
<td>$32.88</td>
<td>$44.57</td>
<td>$58.03</td>
</tr>
<tr>
<td>47-2111</td>
<td>Electricians</td>
<td>$18.09</td>
<td>$23.56</td>
<td>$35.32</td>
<td>$38.92</td>
<td>$44.23</td>
</tr>
<tr>
<td>47-4011</td>
<td>Construction and Building Inspectors</td>
<td>$15.44</td>
<td>$20.06</td>
<td>$28.62</td>
<td>$31.49</td>
<td>$38.11</td>
</tr>
<tr>
<td>47-1011</td>
<td>First-Line Supervisors of Construction Trades and Extraction Workers</td>
<td>$23.46</td>
<td>$28.96</td>
<td>$35.98</td>
<td>$45.08</td>
<td>$49.36</td>
</tr>
<tr>
<td>47-2152</td>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$17.71</td>
<td>$23.27</td>
<td>$35.46</td>
<td>$38.96</td>
<td>$45.59</td>
</tr>
<tr>
<td>47-2141</td>
<td>Painters, Construction and Maintenance</td>
<td>$14.55</td>
<td>$17.45</td>
<td>$22.22</td>
<td>$24.21</td>
<td>$28.82</td>
</tr>
<tr>
<td>47-2031</td>
<td>Carpenters</td>
<td>$17.50</td>
<td>$19.21</td>
<td>$23.92</td>
<td>$29.78</td>
<td>$36.11</td>
</tr>
<tr>
<td>17-1022</td>
<td>Surveyors</td>
<td>$22.70</td>
<td>$28.07</td>
<td>$30.54</td>
<td>$38.11</td>
<td>$46.97</td>
</tr>
</tbody>
</table>

In-Demand Technical Skills
- Construction
- Subcontracting
- Construction Management
- Painting
- Hand Tools

In-Demand Foundational Skills
- Communications
- Management
- Customer Service
- Operations
- Problem Solving

In-Demand Education Level*
- High school or GED: 26.7%
- Associate degree: 7.2%
- Bachelor’s degree: 22.6%
- Master’s degree: 2.4%

In-Demand Certifications
- Commercial Driver’s License (CDL)
- 30-Hour OSHA General Industry Card
- Project Management Professional Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- 10-Hour OSHA General Industry Card

Top Posting Employers
- GPAC
- Tradesmen International
- Aerotek
- Actalent
- Black & Veatch
- CDM Smith
- State Of Michigan
- ICF International
- CyberCoders
- Walbridge

Job Postings by City
1. Detroit: 908 Postings
2. Lansing: 390 Postings
3. Ann Arbor: 220 Postings
4. Livonia: 195 Postings
5. Warren: 162 Postings
6. Novi: 142 Postings
7. Sterling Heights: 138 Postings
8. Troy: 123 Postings
9. Pontiac: 110 Postings
10. Farmington: 109 Postings

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

Customer Service Worker Demographics

In Q1 2023, there were 665,644 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the quarter, 56.0 percent of workers identified as female, while 27.1 percent of workers in customer service identified as a racial minority. Almost a quarter of the customer service workers (25.9 percent) were under the age of 25, as compared to the 55 and older age group which was 20.7 percent.
Demand for customer service occupations reached 83,943 postings in Q1 2023, a decrease of 18,649 postings or 18.2 percent since Q4 2022. Retail Salespersons retained the highest in-demand customer service occupation during the quarter, with 8,804 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,033 postings), First-Line Supervisors of Retail Sales Workers (6,318 postings), Fast Food and Counter Workers (5,883 postings), and Customer Service Representatives (6,828 postings).
**CUSTOMER SERVICE OCCUPATION GROUP**

**Wage Overview**

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four of the top ten posted occupations report median wages over the state’s median wage of $21.88 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 $13.88. 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 Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>41-2031</td>
<td>Retail Salespersons</td>
<td>$11.04</td>
<td>$11.69</td>
<td>$13.88</td>
<td>$17.31</td>
<td>$22.75</td>
</tr>
<tr>
<td>41-4012</td>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>$15.50</td>
<td>$22.49</td>
<td>$30.89</td>
<td>$45.52</td>
<td>$61.63</td>
</tr>
<tr>
<td>41-1011</td>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>$14.08</td>
<td>$15.21</td>
<td>$18.88</td>
<td>$25.22</td>
<td>$38.35</td>
</tr>
<tr>
<td>35-3023</td>
<td>Fast Food and Counter Workers</td>
<td>$10.96</td>
<td>$11.31</td>
<td>$11.65</td>
<td>$12.78</td>
<td>$14.20</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>$11.79</td>
<td>$14.23</td>
<td>$17.82</td>
<td>$22.83</td>
<td>$28.19</td>
</tr>
<tr>
<td>11-0199</td>
<td>Managers, All Other</td>
<td>$25.48</td>
<td>$37.27</td>
<td>$52.37</td>
<td>$64.39</td>
<td>$80.11</td>
</tr>
<tr>
<td>11-0051</td>
<td>Food Service Managers</td>
<td>$21.88</td>
<td>$24.18</td>
<td>$29.17</td>
<td>$36.19</td>
<td>$45.59</td>
</tr>
<tr>
<td>37-2011</td>
<td>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</td>
<td>$11.32</td>
<td>$12.03</td>
<td>$14.45</td>
<td>$17.65</td>
<td>$18.77</td>
</tr>
<tr>
<td>11-2022</td>
<td>Sales Managers</td>
<td>$31.14</td>
<td>$45.76</td>
<td>$61.30</td>
<td>$80.61</td>
<td>$112.24</td>
</tr>
<tr>
<td>53-7085</td>
<td>Stockers and Order Fillers</td>
<td>$11.27</td>
<td>$13.08</td>
<td>$14.92</td>
<td>$17.80</td>
<td>$23.01</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Merchandising
- Restaurant Operation
- Selling Techniques
- Marketing
- Cash Register

### In-Demand Foundational Skills
- Customer Service
- Sales
- Communications
- Management
- Leadership

### In-Demand Education Level*
- High school or GED: 29.0%
- Associate degree: 4.5%
- Bachelor’s degree: 21.1%
- Master’s degree: 3.8%

*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
- Domino’s Pizza
- Marriott International
- Taco Bell
- Walgreens Boots Alliance
- Aston Carter
- University Of Michigan
- Panera Bread

### In-Demand Certifications
- Project Management Professional Certification
- ServSafe Certification
- Barber License
- Food Handlers Card
- Cardiopulmonary Resuscitation (CPR) Certification

### Job Postings by City
1. Detroit: 9,385 Postings
2. Lansing: 6,118 Postings
3. Ann Arbor: 5,041 Postings
4. Troy: 3,649 Postings
5. Novi: 2,503 Postings
6. Livonia: 2,358 Postings
7. Southfield: 2,076 Postings
8. Warren: 2,060 Postings
9. Auburn Hills: 1,935 Postings
10. Dearborn: 1,851 Postings
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.

Education Worker Demographics

According to Q1 2023 Lightcast data, employment increased by 2,304 or 1.9 percent since Q4 2022, for a total of 117,822 workers in Q1 2023. This occupation group is composed primarily of females (72.8 percent) between the ages of 25 and 54 (68.4 percent). Only 27.2 percent of workers are males, and only 18.9 percent of workers identify as a racial minority.

Worker Gender Demographics

- 72.8% Female
- 27.2% Male

Race and Ethnicity Demographics

- 81.1% White
- 8.7% Black or African-American
- 4.3% Asian

Worker Age Demographics

- Age 14-24: 8.4%
- Age 25-54: 68.4%
- Age 55+: 23.2%

Data: Lightcast | Analysis: Workforce Intelligence Network
Online job ads decreased by 1,945 postings or 20.9 percent since Q4 2022, bringing Q1 2023 demand to 7,365 postings. Postsecondary Teachers remained the highest in-demand education occupation throughout the quarter, with 1,554 postings. Preschool Teachers, Except Special Education (1,164 postings), Teaching Assistants, Except Postsecondary (1,018 postings), Middle School Teachers, Except Special and Career/Technical Education (697 postings) and Elementary School Teachers, Except Special Education (486 postings) were also among the top five occupations this quarter.

<table>
<thead>
<tr>
<th>EDUCATION OCCUPATION GROUP</th>
<th>Top Posted Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIN Region Q1 2023</td>
<td></td>
</tr>
</tbody>
</table>

### Typical Entry Education
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Associate’s degree
- Bachelor’s degree
- Doctoral or professional degree
- Master’s degree
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 $42.19 hourly, translating to annual earnings of about $87,755.

### Wage Overview for Top Posted Education Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>25-1099</td>
<td>Postsecondary Teachers</td>
<td>$23.86</td>
<td>$31.38</td>
<td>$42.19</td>
<td>$55.87</td>
<td>$73.29</td>
</tr>
<tr>
<td>25-2011</td>
<td>Preschool Teachers, Except Special Education</td>
<td>$11.94</td>
<td>$13.85</td>
<td>$14.86</td>
<td>$18.76</td>
<td>$25.81</td>
</tr>
<tr>
<td>25-9045</td>
<td>Teaching Assistants, Except Postsecondary</td>
<td>$10.89</td>
<td>$11.68</td>
<td>$13.95</td>
<td>$17.16</td>
<td>$18.52</td>
</tr>
<tr>
<td>25-2022</td>
<td>Middle School Teachers, Except Special and Career/Technical Education</td>
<td>$18.56</td>
<td>$23.25</td>
<td>$29.29</td>
<td>$37.03</td>
<td>$43.66</td>
</tr>
<tr>
<td>25-2021</td>
<td>Elementary School Teachers, Except Special Education</td>
<td>$18.89</td>
<td>$23.62</td>
<td>$30.73</td>
<td>$37.74</td>
<td>$46.51</td>
</tr>
<tr>
<td>25-2057</td>
<td>Special Education Teachers, Middle School</td>
<td>$23.00</td>
<td>$24.40</td>
<td>$30.38</td>
<td>$37.52</td>
<td>$40.87</td>
</tr>
<tr>
<td>25-3041</td>
<td>Tutors</td>
<td>$11.44</td>
<td>$11.70</td>
<td>$14.49</td>
<td>$17.60</td>
<td>$26.01</td>
</tr>
<tr>
<td>25-2031</td>
<td>Secondary School Teachers, Except Special and Career/Technical Education</td>
<td>$19.11</td>
<td>$23.10</td>
<td>$29.44</td>
<td>$36.99</td>
<td>$43.44</td>
</tr>
<tr>
<td>25-3021</td>
<td>Self-Enrichment Teachers</td>
<td>$11.01</td>
<td>$13.62</td>
<td>$18.12</td>
<td>$23.85</td>
<td>$30.44</td>
</tr>
<tr>
<td>25-3099</td>
<td>Teachers and Instructors, All Other</td>
<td>$17.16</td>
<td>$22.76</td>
<td>$30.09</td>
<td>$36.65</td>
<td>$42.16</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Classroom Management

### In-Demand Foundational Skills
- Teaching
- Communications
- Leadership
- Writing
- Research

### In-Demand Certifications
- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Registered Nurse (RN)
- Board Certified/Board Eligible

### In-Demand Education Level*
- High school or GED: 21.3%
- Associate degree: 11.1%
- Bachelor’s degree: 32.6%
- Master’s degree: 14.0%

*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
- University Of Michigan
- KinderCare
- Stanford University
- Michigan State University
- Wayne State University
- Chippewa Valley Schools
- Learning Care Group
- Lansing School District
- Catholic Diocese Of Lansing
- University Prep Schools

### Job Postings by City
1. Detroit: 1,174 Postings
2. Ann Arbor: 718 Postings
3. Lansing: 351 Postings
4. Flint: 304 Postings
5. East Lansing: 249 Postings
6. Troy: 223 Postings
7. Macomb: 184 Postings
8. Southfield: 168 Postings
9. Canton: 154 Postings
10. Sterling Heights: 153 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.

Energy Worker Demographics

For Q1 2023, there were 235,071 workers in the energy occupation group. This group is primarily made up of males (82.2 percent) between the ages of 25 and 54 (70.1 percent), with 17.8 percent of workers identifying as female and 21.8 percent identifying as a racial minority. In the first quarter, 5.3 percent of the workers in the occupation group are under the age of 25 compared to the 24.6 percent 55 years of age or older.

Worker Gender Demographics

17.8% Females
82.2% Male

Race and Ethnicity Demographics

78.2% White | 10.2% Black or African-American | 6.1% Asian

Worker Age Demographics

Age 14-24 5.3%
Age 25-54 70.1%
Age 55+ 24.6%

Data: Lightcast | Analysis: Workforce Intelligence Network
This quarter saw 23,915 unique postings for energy workers, a decrease of 3,326 postings or 12.2 percent from Q4 2022. General and Operations Managers is the most sought-after occupation with 3,096 postings by energy industry employers. Industrial Engineering Technologists and Technicians is in the second position with 2,171 postings. Other top posted jobs include Electrical Engineers (2,143 postings), Mechanical Engineers (1,976 postings), and Industrial Engineers (1,925 postings).
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. Six of the top ten jobs pay over $47 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of $48.14, or annual earnings of approximately $100,131. 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 Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td>$22.48</td>
<td>$30.30</td>
<td>$48.14</td>
<td>$74.43</td>
<td>$103.22</td>
</tr>
<tr>
<td>17-3028</td>
<td>Industrial Engineering Technologists and Technicians</td>
<td>$18.31</td>
<td>$23.52</td>
<td>$28.79</td>
<td>$31.66</td>
<td>$37.08</td>
</tr>
<tr>
<td>17-2071</td>
<td>Electrical Engineers</td>
<td>$30.44</td>
<td>$37.96</td>
<td>$47.59</td>
<td>$58.42</td>
<td>$65.43</td>
</tr>
<tr>
<td>17-2141</td>
<td>Mechanical Engineers</td>
<td>$29.46</td>
<td>$37.08</td>
<td>$46.67</td>
<td>$50.21</td>
<td>$61.37</td>
</tr>
<tr>
<td>17-2112</td>
<td>Industrial Engineers</td>
<td>$29.67</td>
<td>$36.98</td>
<td>$41.13</td>
<td>$48.73</td>
<td>$61.32</td>
</tr>
<tr>
<td>11-9041</td>
<td>Architectural and Engineering Managers</td>
<td>$47.52</td>
<td>$59.11</td>
<td>$63.46</td>
<td>$77.57</td>
<td>$97.79</td>
</tr>
<tr>
<td>17-2051</td>
<td>Civil Engineers</td>
<td>$27.74</td>
<td>$29.83</td>
<td>$36.43</td>
<td>$47.51</td>
<td>$58.21</td>
</tr>
<tr>
<td>11-3051</td>
<td>Industrial Production Managers</td>
<td>$31.37</td>
<td>$42.64</td>
<td>$51.88</td>
<td>$63.24</td>
<td>$79.96</td>
</tr>
<tr>
<td>17-2199</td>
<td>Engineers, All Other</td>
<td>$29.21</td>
<td>$37.00</td>
<td>$47.47</td>
<td>$60.73</td>
<td>$63.58</td>
</tr>
<tr>
<td>49-9021</td>
<td>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</td>
<td>$18.03</td>
<td>$22.14</td>
<td>$24.56</td>
<td>$30.75</td>
<td>$37.71</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Mechanical Engineering
- Electrical Engineering
- Auditing
- New Product Development
- AutoCAD

### In-Demand Foundational Skills
- Communications
- Management
- Operations
- Leadership
- Problem Solving

### In-Demand Education Level*
- High school or GED: 18.2%
- Associate degree: 9.5%
- Bachelor’s degree: 50.5%
- Master’s degree: 14.3%

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

### In-Demand Certifications
- Professional Engineer (PE) License
- Commercial Driver’s License (CDL)
- Master Of Business Administration (MBA)
- Security Clearance
- Engineer in Training

### Top Posting Employers
- Actalent
- Black & Veatch
- University Of Michigan
- Ford
- Aerotek
- General Motors
- GPAC
- State Of Michigan
- Magna
- Advantage Resourcing

### Job Postings by City
1. Detroit: 3,488 Postings
2. Lansing: 2,332 Postings
3. Ann Arbor: 1,920 Postings
4. Auburn Hills: 1,531 Postings
5. Troy: 1,097 Postings
6. Warren: 840 Postings
7. Sterling Heights: 756 Postings
8. Novi: 679 Postings
9. Southfield: 651 Postings
10. Dearborn: 606 Postings
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**

2013-2023

982 Engineers and Designers Workers
1.0% Increase from 2022

**Engineers and Designers Worker Demographics**

According to Q1 2023 Lightcast data, the 95,809 workers in the engineering and design group are not particularly diverse. Just 5.3 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 23.6 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**

- 15.0% Female
- 85.0% Male

**Race and Ethnicity Demographics**

- 76.4% White
- 10.6% Asian
- 8.0% Black or African-American

**Worker Age Demographics**

- Age 14-24: 5.3%
- Age 25-54: 68.7%
- Age 55+: 26.0%

Data: Lightcast | Analysis: Workforce Intelligence Network
Online job ads for engineers and designers equaled 15,481 postings in Q1 2023, a decrease of 9.8 percent (1,695 postings). Industrial Engineering Technologists and Technicians are the highest in-demand engineering and design occupation this quarter, having 2,171 postings. Electrical Engineers garnered 2,143 postings, ranking second place within the occupation group. A majority 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.
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. Seven of the top ten in-demand occupations have median wages above $36 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 Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>17-3026</td>
<td>Industrial Engineering Technologists and Technicians</td>
<td>$18.31</td>
<td>$23.52</td>
<td>$28.79</td>
<td>$31.66</td>
<td>$37.06</td>
</tr>
<tr>
<td>17-2071</td>
<td>Electrical Engineers</td>
<td>$30.44</td>
<td>$37.96</td>
<td>$47.59</td>
<td>$58.42</td>
<td>$63.43</td>
</tr>
<tr>
<td>17-2141</td>
<td>Mechanical Engineers</td>
<td>$29.46</td>
<td>$37.08</td>
<td>$46.67</td>
<td>$50.21</td>
<td>$61.37</td>
</tr>
<tr>
<td>17-2112</td>
<td>Industrial Engineers</td>
<td>$29.67</td>
<td>$36.98</td>
<td>$41.13</td>
<td>$48.73</td>
<td>$61.32</td>
</tr>
<tr>
<td>17-2051</td>
<td>Civil Engineers</td>
<td>$27.74</td>
<td>$26.83</td>
<td>$36.43</td>
<td>$47.51</td>
<td>$58.21</td>
</tr>
<tr>
<td>17-2199</td>
<td>Engineers, All Other</td>
<td>$29.21</td>
<td>$37.00</td>
<td>$47.47</td>
<td>$60.73</td>
<td>$63.58</td>
</tr>
<tr>
<td>27-1021</td>
<td>Commercial and Industrial Designers</td>
<td>$24.26</td>
<td>$30.18</td>
<td>$46.45</td>
<td>$47.88</td>
<td>$49.74</td>
</tr>
<tr>
<td>17-3023</td>
<td>Electrical and Electronic Engineering Technologists</td>
<td>$19.67</td>
<td>$24.05</td>
<td>$30.53</td>
<td>$38.97</td>
<td>$47.57</td>
</tr>
<tr>
<td>17-3024</td>
<td>Electro-Mechanical and Mechatronics Technologists</td>
<td>$18.69</td>
<td>$22.83</td>
<td>$24.32</td>
<td>$36.41</td>
<td>$38.73</td>
</tr>
<tr>
<td>17-2041</td>
<td>Chemical Engineers</td>
<td>$27.80</td>
<td>$38.51</td>
<td>$49.35</td>
<td>$63.08</td>
<td>$77.83</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Mechanical Engineering
- Electrical Engineering
- New Product Development
- AutoCAD
- Computer-Aided Design

### In-Demand Foundational Skills
- Communications
- Management
- Problem Solving
- Troubleshooting (Problem Solving)
- Leadership

### In-Demand Certifications
- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- Secret Clearance
- LEED Accredited Professional (AP)

### Top Posting Employers
- Actalent
- Ford
- Black & Veatch
- Aerotek
- General Motors
- Advantage Resourcing
- Magna
- American Axle & Manufacturing
- Branex
- GPAC

### Job Postings by City
1. Detroit: 1,863 Postings
2. Auburn Hills: 1,457 Postings
3. Ann Arbor: 1,128 Postings
4. Lansing: 1,105 Postings
5. Troy: 866 Postings
6. Warren: 600 Postings
7. Sterling Heights: 598 Postings
8. Dearborn: 582 Postings
9. Novi: 578 Postings
10. Farmington: 515 Postings

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

Healthcare Worker Demographics

The healthcare occupation group employs around 302,888 workers, who are overwhelmingly female (80.3 percent) and between the ages of 25 and 54 (67.6 percent), although 22.9 percent of workers are 55 years of age or older. The racial composition of this group is somewhat more diverse than others, with 67.8 percent of workers identifying as white, 20.1 percent identifying as Black or African American, and 12.1 percent identifying otherwise.

Worker Gender Demographics

80.3% Females
19.7% Male

Race and Ethnicity Demographics

67.8% White  |  20.1% Black or African-American  |  6.0% Hispanic or Latino

Worker Age Demographics

Age 14-24: 9.5%
Age 25-54: 67.6%
Age 55+: 22.9%
Healthcare postings totaled 60,034 ads, decrease of 4,256 postings or 6.6 percent from Q4 2022. Registered Nurses, the perennial top in-demand health care occupation, had 21,023 postings this quarter. Home Health and Personal Care Aides, the second most demanded occupation, had 4,608 postings. Nursing Assistants (3,084 postings), Medical Assistants (2,853 postings), and Health Technologists and Technicians, All Other (2,782 postings) round out the top five demanded occupations this quarter.
Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry-level requirements and includes 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 21.88 per hour. Licensed Practical and Licensed Vocational Nurses, which require a Postsecondary nondegree award for entry, earn a median hourly wage of $27.92 per hour or annual salary of about $58,074.

### Wage Overview for Top Posted Healthcare Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>$29.67</td>
<td>$31.06</td>
<td>$37.70</td>
<td>$39.99</td>
<td>$48.80</td>
</tr>
<tr>
<td>31-1128</td>
<td>Home Health and Personal Care Aides</td>
<td>$11.00</td>
<td>$11.68</td>
<td>$13.37</td>
<td>$14.46</td>
<td>$15.33</td>
</tr>
<tr>
<td>31-1131</td>
<td>Nursing Assistants</td>
<td>$14.24</td>
<td>$14.69</td>
<td>$17.35</td>
<td>$18.34</td>
<td>$18.66</td>
</tr>
<tr>
<td>31-2092</td>
<td>Medical Assistants</td>
<td>$14.15</td>
<td>$14.84</td>
<td>$17.62</td>
<td>$18.71</td>
<td>$21.06</td>
</tr>
<tr>
<td>29-2070</td>
<td>Health Technologists and Technicians, All Other</td>
<td>$14.39</td>
<td>$17.97</td>
<td>$22.46</td>
<td>$28.38</td>
<td>$33.56</td>
</tr>
<tr>
<td>29-2059</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$22.64</td>
<td>$23.91</td>
<td>$27.62</td>
<td>$29.53</td>
<td>$30.08</td>
</tr>
<tr>
<td>29-2018</td>
<td>Clinical Laboratory Technologists and Technicians</td>
<td>$14.52</td>
<td>$18.24</td>
<td>$28.07</td>
<td>$35.76</td>
<td>$38.19</td>
</tr>
<tr>
<td>29-2072</td>
<td>Medical Records Specialists</td>
<td>$15.00</td>
<td>$17.64</td>
<td>$20.12</td>
<td>$25.36</td>
<td>$30.58</td>
</tr>
<tr>
<td>29-2052</td>
<td>Pharmacy Technicians</td>
<td>$13.58</td>
<td>$14.50</td>
<td>$17.19</td>
<td>$21.86</td>
<td>$23.19</td>
</tr>
<tr>
<td>29-1127</td>
<td>Speech-Language Pathologists</td>
<td>$25.05</td>
<td>$30.76</td>
<td>$37.08</td>
<td>$46.77</td>
<td>$49.28</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Nursing
- Nursing Care
- Medical Records
- Nursing Process
- Patient Assistance

### In-Demand Foundational Skills
- Communications
- Leadership
- Customer Service
- Teaching
- Management

### In-Demand Certifications
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification

### Top Posting Employers
- Beaumont Health
- ProMedica
- Henry Ford Health System
- Trinity Health
- Ascension
- McLaren Health Care
- University Of Michigan
- Tenet Healthcare
- TotalMed
- Toledo Hospital

### Job Postings by City
1. Detroit: 7,917 Postings
2. Ann Arbor: 4,144 Postings
3. Lansing: 2,842 Postings
4. Dearborn: 1,728 Postings
5. Southfield: 1,691 Postings
6. Troy: 1,645 Postings
7. Pontiac: 1,638 Postings
8. Flint: 1,536 Postings
9. Royal Oak: 1,462 Postings
10. Farmington: 1,455 Postings

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

Information Technology Worker Demographics

In Q1 2023, the IT occupation group had 90,464 workers who are primarily male (73.5 percent). Roughly 77.5 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.8 percent, while only 5.6 percent are 24 years old or younger. Around 68.4 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**

- **26.5% Females**
- **73.5% Male**

**Race and Ethnicity Demographics**

- **68.4% White**
- **17.3% Asian**
- **9.5% Black or African-American**

**Worker Age Demographics**

- **Age 14-24**: 5.6%
- **Age 25-54**: 77.5%
- **Age 55+**: 16.8%
Top Posted Jobs

There were 24,005 postings for IT workers in Q1 2023, a decrease of 5,978 postings or 19.9 percent since Q4 2022. Software Developers is the top demanded occupation this quarter, with 8,051 postings. Other top posted jobs include Computer Occupations, All Other (4,979 postings), Computer User Support Specialists (2,276 postings), Computer Systems Analysts (1,875 postings), and Information Security Analysts (932 postings).
In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation of the group, earn a median wage of $47.13 per hour or nearly $98,030 per year. Computer Occupations, All Other, the second highest in-demand occupation, offers a median hourly wage of $41.52 per hour or $86,362 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over $23.26 per hour.

### Wage Overview for Top Posted Information Technology Jobs in Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-1252</td>
<td>Software Developers</td>
<td>$30.05</td>
<td>$36.91</td>
<td>$47.13</td>
<td>$60.68</td>
<td>$64.17</td>
</tr>
<tr>
<td>15-1299</td>
<td>Computer Occupations, All Other</td>
<td>$22.21</td>
<td>$28.86</td>
<td>$41.52</td>
<td>$49.40</td>
<td>$61.40</td>
</tr>
<tr>
<td>15-1232</td>
<td>Computer User Support Specialists</td>
<td>$14.90</td>
<td>$18.23</td>
<td>$23.26</td>
<td>$29.59</td>
<td>$37.00</td>
</tr>
<tr>
<td>15-1211</td>
<td>Computer Systems Analysts</td>
<td>$31.17</td>
<td>$37.78</td>
<td>$46.78</td>
<td>$59.49</td>
<td>$75.34</td>
</tr>
<tr>
<td>15-1212</td>
<td>Information Security Analysts</td>
<td>$22.70</td>
<td>$30.13</td>
<td>$44.58</td>
<td>$58.70</td>
<td>$64.38</td>
</tr>
<tr>
<td>15-1253</td>
<td>Software Quality Assurance Analysts and Testers</td>
<td>$20.98</td>
<td>$26.76</td>
<td>$33.33</td>
<td>$43.13</td>
<td>$50.62</td>
</tr>
<tr>
<td>15-1242</td>
<td>Database Administrators</td>
<td>$23.73</td>
<td>$30.01</td>
<td>$39.71</td>
<td>$50.61</td>
<td>$61.56</td>
</tr>
<tr>
<td>15-1244</td>
<td>Network and Computer Systems Administrators</td>
<td>$28.77</td>
<td>$30.65</td>
<td>$38.08</td>
<td>$47.77</td>
<td>$57.15</td>
</tr>
<tr>
<td>15-1243</td>
<td>Database Architects</td>
<td>$38.07</td>
<td>$47.89</td>
<td>$60.06</td>
<td>$64.90</td>
<td>$76.71</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Software Engineering
- Automation

### In-Demand Foundational Skills
- Communications
- Management
- Problem Solving
- Troubleshooting (Problem Solving)
- Leadership

### In-Demand Certifications
- Certified Information Systems Security Professional
- Project Management Professional Certification
- Security Clearance
- Secret Clearance
- CompTIA A+

### Job Postings by City
1. Lansing: 5,064 Postings
2. Detroit: 4,500 Postings
3. Ann Arbor: 1,629 Postings
4. Auburn Hills: 1,549 Postings
5. Troy: 1,496 Postings
6. Dearborn: 1,218 Postings
7. Farmington: 913 Postings
8. Southfield: 840 Postings
9. Warren: 741 Postings
10. Sterling Heights: 716 Postings

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

Skilled Trades Worker Demographics

The skilled trades occupation group employed 167,828 workers in Southeast Michigan in Q1 2023. A majority of skilled trades workers are males (86.5 percent) between the ages of 25 and 54 (65.1 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

13.5% Female
86.5% Male

Race and Ethnicity Demographics

77.3% White  |  13.1% Black or African-American  |  4.7% Hispanic or Latino

Worker Age Demographics

Age 14-24  6.1%
Age 25-54  65.1%
Age 55+  28.9%

Data: Lightcast / Analysis: Workforce Intelligence Network
Demand for Skilled Trades occupations totaled 15,515 postings in Q1 2023, a 12.9% decrease (2,318 postings) from Q4 2022. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the first quarter, with 4,225 postings. Other top posted jobs include Production Workers, All Other (2,180 postings), Industrial Engineering Technologists and Technicians (2,171 postings), First-Line Supervisors of Production and Operating Workers (1,103 postings), and Industrial Production Managers (850 postings).

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td>4,225</td>
</tr>
<tr>
<td>Production Workers, All Other</td>
<td>2,180</td>
</tr>
<tr>
<td>Industrial Engineering Technologists and Technicians</td>
<td>2,171</td>
</tr>
<tr>
<td>First-Line Supervisors of Production and Operating Workers</td>
<td>1,103</td>
</tr>
<tr>
<td>Industrial Production Managers</td>
<td>850</td>
</tr>
<tr>
<td>Electrical and Electronic Engineering Technologists and Technicians</td>
<td>601</td>
</tr>
<tr>
<td>Computer Numerically Controlled Tool Operators</td>
<td>540</td>
</tr>
<tr>
<td>Electro-Mechanical and Mechatronics Technologists and Technicians</td>
<td>419</td>
</tr>
<tr>
<td>Engineering Technologists and Technicians, Except Drafters, All Other</td>
<td>381</td>
</tr>
<tr>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>358</td>
</tr>
<tr>
<td>Machinists</td>
<td>340</td>
</tr>
<tr>
<td>Tool and Die Makers</td>
<td>313</td>
</tr>
<tr>
<td>Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic</td>
<td>278</td>
</tr>
<tr>
<td>Industrial Machinery Mechanics</td>
<td>217</td>
</tr>
<tr>
<td>Computer Numerically Controlled Tool Programmers</td>
<td>186</td>
</tr>
<tr>
<td>Mechanical Engineering Technologists and Technicians</td>
<td>177</td>
</tr>
<tr>
<td>Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic</td>
<td>145</td>
</tr>
<tr>
<td>Engine and Other Machine Assemblers</td>
<td>128</td>
</tr>
<tr>
<td>Civil Engineering Technologists and Technicians</td>
<td>111</td>
</tr>
<tr>
<td>Sheet Metal Workers</td>
<td>105</td>
</tr>
</tbody>
</table>

**Typical Entry Education**
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate’s degree
- Bachelor’s degree
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand skilled trades occupations have wages above the state median of 21.88 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 Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>49-9071</td>
<td>Maintenance and Repair Workers, General</td>
<td>$13.90</td>
<td>$14.72</td>
<td>$18.19</td>
<td>$23.53</td>
<td>$29.44</td>
</tr>
<tr>
<td>51-9199</td>
<td>Production Workers, All Other</td>
<td>$10.99</td>
<td>$13.20</td>
<td>$14.52</td>
<td>$17.28</td>
<td>$21.90</td>
</tr>
<tr>
<td>17-3026</td>
<td>Industrial Engineering Technologists and Technicians</td>
<td>$18.31</td>
<td>$23.52</td>
<td>$28.79</td>
<td>$31.66</td>
<td>$37.08</td>
</tr>
<tr>
<td>51-1011</td>
<td>First-Line Supervisors of Production and Operating Workers</td>
<td>$18.55</td>
<td>$23.42</td>
<td>$30.28</td>
<td>$38.29</td>
<td>$48.82</td>
</tr>
<tr>
<td>11-3051</td>
<td>Industrial Production Managers</td>
<td>$31.37</td>
<td>$42.64</td>
<td>$51.88</td>
<td>$63.24</td>
<td>$79.96</td>
</tr>
<tr>
<td>17-3023</td>
<td>Electrical and Electronic Engineering Technologists and Technicians</td>
<td>$10.67</td>
<td>$24.05</td>
<td>$30.53</td>
<td>$38.97</td>
<td>$47.57</td>
</tr>
<tr>
<td>51-9161</td>
<td>Computer Numerically Controlled Tool Operators</td>
<td>$14.30</td>
<td>$17.53</td>
<td>$20.47</td>
<td>$24.51</td>
<td>$29.50</td>
</tr>
<tr>
<td>17-3024</td>
<td>Electro-Mechanical and Mechatronics Technologists and Technicians</td>
<td>$18.69</td>
<td>$22.83</td>
<td>$24.32</td>
<td>$36.41</td>
<td>$38.73</td>
</tr>
<tr>
<td>17-3029</td>
<td>Engineering Technologists and Technicians, Except Drafters, All Other</td>
<td>$17.95</td>
<td>$21.87</td>
<td>$32.80</td>
<td>$45.96</td>
<td>$55.01</td>
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<tr>
<td>51-4121</td>
<td>Welders, Cutters, Solderers, and Brazers</td>
<td>$14.68</td>
<td>$17.54</td>
<td>$19.57</td>
<td>$23.48</td>
<td>$29.30</td>
</tr>
</tbody>
</table>

In-Demand Technical Skills
- Machinery
- Hand Tools
- Plumbing
- Machining
- Preventive Maintenance

In-Demand Foundational Skills
- Communications
- Troubleshooting (Problem Solving)
- Operations
- Management
- Customer Service

In-Demand Certifications
- Commercial Driver’s License (CDL)
- Automotive Service Excellence (ASE) Certification
- HVAC Certification
- Forklift Certification
- Chauffeur License

Top Posting Employers
- Aerotek
- Taldeco
- Kelly Services
- Sentech Services
- Branex
- Qualified Staffing
- Actalent
- Express Employment Professionals
- Dana Incorporated
- McDonald’s

Job Postings by City
1. Detroit: 1,631 Postings
2. Lansing: 920 Postings
3. Warren: 680 Postings
4. Auburn Hills: 581 Postings
5. Sterling Heights: 574 Postings
6. Ann Arbor: 548 Postings
7. Troy: 529 Postings
8. Livonia: 491 Postings
9. Plymouth: 408 Postings
10. Novi: 338 Postings

In-Demand Education Level*
- High School Diploma: 39.9%
- Associate Degree: 10.2%
- Bachelor's Degree: 11.1%
- Master’s Degree: 1.9%

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

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 381,357 individuals in the first quarter of 2023. These workers are 70.8 percent male and 69.8 percent white, with a majority (63.1 percent) of the workforce between the ages of 25 and 54.

Worker Gender Demographics

- 29.2% Female
- 70.8% Male

Race and Ethnicity Demographics

- 69.8% White
- 19.6% Black or African-American
- 5.2% Hispanic or Latino

Worker Age Demographics

- Age 14-24: 12.5%
- Age 25-54: 63.1%
- Age 55+: 24.4%

Data: Lightcast | Analysis: Workforce Intelligence Network
Demand for TDL occupations totaled 37,648 postings in Q1 2022, down 17.4 percent (7,959 postings) from Q4. Managers, All Other was the highest in-demand TDL occupation during the first quarter, with 5,282 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (4,868 postings), Laborers and Freight, Stock, and Material Movers, Hand (3,960 postings), Automotive Service Technicians and Mechanics (2,811) and Stockers and Order Fillers (2,538 postings).
Six of the top ten in-demand TDL occupations offer wages above the state median wage of 21.88 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 Q1 2023

<table>
<thead>
<tr>
<th>Occupation Code</th>
<th>Occupation Name</th>
<th>10th Percentile Wages</th>
<th>25th Percentile Wages</th>
<th>Median Wages</th>
<th>75th Percentile Wages</th>
<th>90th Percentile Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-9199</td>
<td>Managers, All Other</td>
<td>$25.46</td>
<td>$37.27</td>
<td>$52.37</td>
<td>$64.39</td>
<td>$80.11</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$14.78</td>
<td>$18.86</td>
<td>$23.60</td>
<td>$29.78</td>
<td>$30.97</td>
</tr>
<tr>
<td>53-7062</td>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>$11.98</td>
<td>$13.78</td>
<td>$15.18</td>
<td>$18.13</td>
<td>$22.96</td>
</tr>
<tr>
<td>49-3023</td>
<td>Automotive Service Technicians and Mechanics</td>
<td>$13.93</td>
<td>$14.84</td>
<td>$22.50</td>
<td>$29.03</td>
<td>$35.75</td>
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<tr>
<td>53-7065</td>
<td>Stockers and Order Fillers</td>
<td>$11.27</td>
<td>$13.08</td>
<td>$14.92</td>
<td>$17.80</td>
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<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>$25.09</td>
<td>$31.06</td>
<td>$44.41</td>
<td>$58.72</td>
<td>$63.83</td>
</tr>
<tr>
<td>53-3031</td>
<td>Driver/Sales Workers</td>
<td>$10.66</td>
<td>$11.36</td>
<td>$11.94</td>
<td>$17.62</td>
<td>$23.00</td>
</tr>
<tr>
<td>13-1028</td>
<td>Buyers and Purchasing Agents</td>
<td>$22.36</td>
<td>$24.34</td>
<td>$32.56</td>
<td>$45.08</td>
<td>$51.51</td>
</tr>
<tr>
<td>43-5081</td>
<td>Production, Planning, and Expediting Clerks</td>
<td>$17.54</td>
<td>$18.18</td>
<td>$26.34</td>
<td>$30.66</td>
<td>$36.70</td>
</tr>
<tr>
<td>53-3033</td>
<td>Light Truck Drivers</td>
<td>$12.06</td>
<td>$14.48</td>
<td>$18.90</td>
<td>$23.80</td>
<td>$36.45</td>
</tr>
</tbody>
</table>

### In-Demand Technical Skills
- Warehousing
- Merchandising
- Forklift Truck
- Purchasing
- Supply Chain

### In-Demand Foundational Skills
- Communications
- Management
- Customer Service
- Operations
- Leadership

### In-Demand Education Level*
- High School Diploma: 28.4%
- Associate Degree: 4.9%
- Bachelor’s Degree: 22.8%
- Master’s Degree: 5.4%

*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
- Walmart
- Meijer
- Discount Tire
- Roehl Transport
- Aerotek
- University Of Michigan
- Domino’s Pizza
- The Home Depot
- Penske Automotive Group
- State Of Michigan

### Job Postings by City
1. Detroit: 4,578 Postings
2. Lansing: 3,096 Postings
3. Ann Arbor: 1,947 Postings
4. Troy: 1,403 Postings
5. Warren: 1,291 Postings
6. Livonia: 1,194 Postings
7. Auburn Hills: 1,045 Postings
8. Sterling Heights: 1,035 Postings
9. Dearborn: 997 Postings
10. Southfield: 835 Postings

### In-Demand Certifications
- Commercial Driver’s License (CDL)
- CDL Class A License
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Chauffeur License