

## High-Demand through 2032

### High School Diploma or Equivalent and Short-Term Training

| Occupation (Job Title)                            | Projected Annual Openings | Projected Growth | Hourly Wage Range |
|---|---------------------------|------------------|-------------------|
| Animal Caretakers                                 | 1,835                     | 11.5%            | \$13–\$16         |
| Bartenders  | 2,940                     | 1.6%             | \$12–\$22         |
| Bus Drivers, School                               | 1,615                     | 0.5%             | \$19–\$23         |
| Cargo & Freight Agents                            | 250                       | 8.6%             | \$22–\$29         |
| Community Health Workers                          | 200                       | 13.5%            | \$18–\$26         |
| Construction Laborers                             | 3,420                     | 1.8%             | \$19–\$28         |
| Dining Room & Cafeteria Attendants                | 2,150                     | 3.5%             | \$11–\$16         |
| Driver/Sales Workers                              | 1,795                     | 7.0%             | \$13–\$24         |
| Exercise Trainers & Group Fitness Instructors     | 1,185                     | 7.5%             | \$15–\$27         |
| Fast Food & Counter Workers                       | 26,385                    | 0.4%             | \$13–\$14         |
| Home Health & Personal Care Aides                 | 15,115                    | 17.4%            | \$14–\$17         |
| Laborers & Freight, Stock & Material Movers       | 9,975                     | 2.4%             | \$17–\$22         |
| Light Truck Drivers                               | 4,080                     | 9.2%             | \$15–\$23         |
| Property, Real Estate & Community Assoc. Managers | 805                       | 3.9%             | \$22–\$38         |
| Recreation Workers                                | 2,355                     | 2.3%             | \$14–\$18         |
| Refuse & Recyclable Material Collectors           | 620                       | 2.2%             | \$20–\$28         |
| Shuttle Drivers & Chauffeurs                      | 935                       | 5.3%             | \$14–\$18         |
| Social & Human Service Assistants                 | 1,395                     | 9.7%             | \$16–\$21         |
| Stockers & Order Fillers                          | 15,025                    | 1.4%             | \$15–\$19         |
| Vet. Assistants & Laboratory Animal Caretakers    | 930                       | 22.4%            | \$15–\$18         |

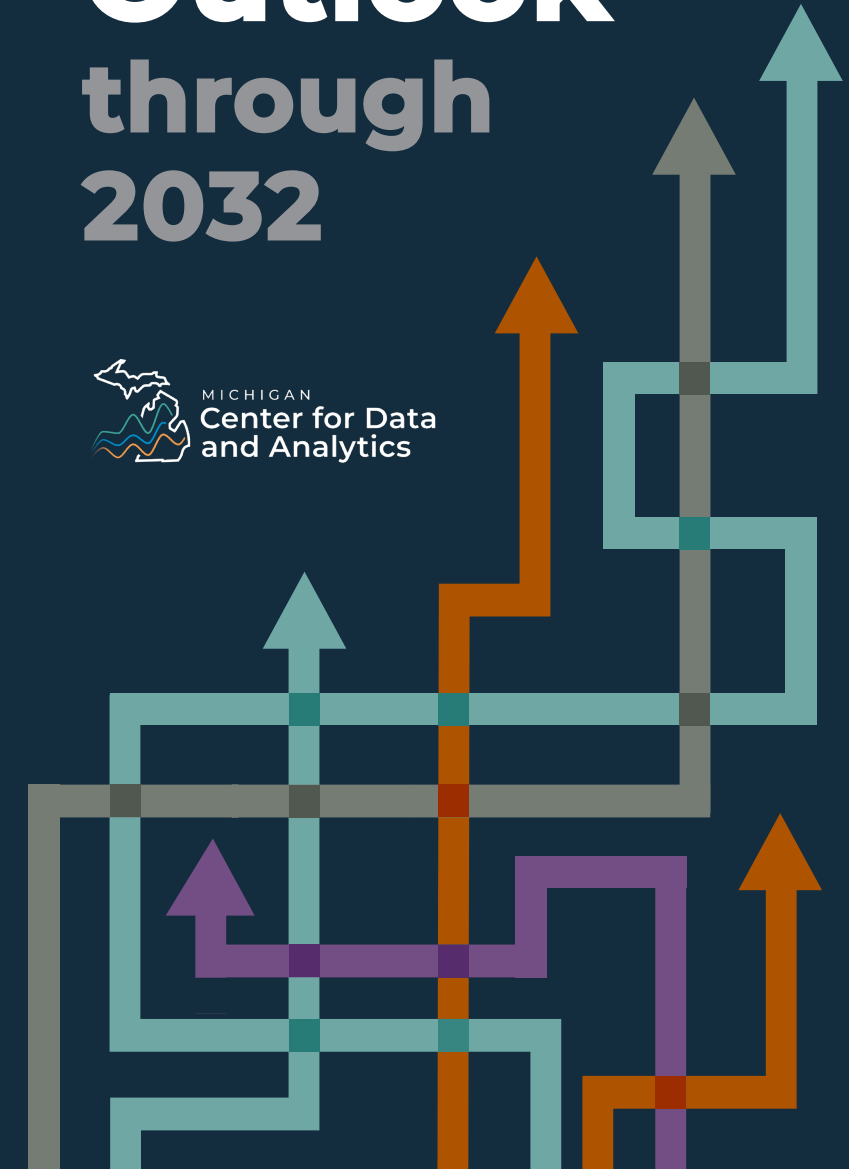
\* These occupational wages are typically published as annual wages. To calculate hourly wages for these occupations, annual wages were divided by 2,080 hours.

## High-Demand and High-Wage through 2032

### Science, Technology, Engineering, and Mathematics (STEM)

| Occupation (Job Title)                        | Projected Annual Openings | Projected Growth | Hourly Wage Range |
|---|---------------------------|------------------|-------------------|
| Architectural & Engineering Managers          | 835                       | 3.7%             | \$63–\$83         |
| Chemists                                      | 265                       | 7.3%             | \$31–\$63         |
| Civil Engineers                               | 475                       | 3.3%             | \$32–\$50         |
| Computer & Information Systems Managers       | 1,115                     | 12.4%            | \$58–\$84         |
| Computer Systems Analysts                     | 1,045                     | 6.8%             | \$38–\$58         |
| Computer User Support Specialists             | 1,530                     | 2.0%             | \$22–\$32         |
| Data Scientists                               | 420                       | 34.8%            | \$35–\$55         |
| Electrical Engineers                          | 560                       | 2.8%             | \$38–\$60         |
| Electronics Engineers, Except Computer        | 300                       | 4.5%             | \$41–\$62         |
| Engineering Teachers, Postsecondary           | 205                       | 9.9%             | \$48–\$78*        |
| Environmental Engineers                       | 190                       | 8.1%             | \$32–\$55         |
| Industrial Engineers                          | 1,785                     | 10.2%            | \$38–\$53         |
| Information Security Analysts                 | 255                       | 25.6%            | \$38–\$63         |
| Mechanical Engineering Technologists & Techs  | 740                       | 1.0%             | \$24–\$38         |
| Mechanical Engineers                          | 2,075                     | 8.2%             | \$38–\$58         |
| Operations Research Analysts                  | 110                       | 20.5%            | \$36–\$57         |
| Sales Reps., Goods, Technical & Scientific    | 580                       | 3.5%             | \$38–\$77         |
| Software Developers                           | 3,360                     | 20.4%            | \$39–\$63         |
| Software Quality Assurance Analysts & Testers | 230                       | 16.4%            | \$29–\$49         |
| Web & Digital Interface Designers             | 165                       | 12.1%            | \$24–\$48         |

# Michigan's Career Outlook through 2032



# High-Demand and High-Wage through 2032

## Postsecondary Certificate or Moderate-Term Training

| Occupation (Job Title)                          | Projected Annual Openings | Projected Growth | Hourly Wage Range |
|---|---------------------------|------------------|-------------------|
| Aircraft Mechanics & Service Technicians        | 250                       | 2.7%             | \$23–\$40         |
| CNC Tool Programmers                            | 255                       | 12.9%            | \$25–\$35         |
| Computer User Support Specialists               | 1,530                     | 2.0%             | \$22–\$32         |
| Eligibility Interviewers, Government Programs   | 475                       | 0.4%             | \$24–\$30         |
| Heavy & Tractor-Trailer Truck Drivers           | 6,420                     | 2.1%             | \$22–\$29         |
| Highway Maintenance Workers                     | 300                       | 2.5%             | \$22–\$27         |
| Insurance Sales Agents                          | 1,165                     | 7.6%             | \$22–\$40         |
| Licensed Practical & Licensed Vocational Nurses | 820                       | 1.3%             | \$27–\$32         |
| Massage Therapists                              | 425                       | 12.8%            | \$23–\$37         |
| Medical Records Specialists                     | 305                       | 6.3%             | \$19–\$28         |
| Operating Engineers                             | 855                       | -0.2%            | \$24–\$35         |
| Paramedics                                      | 150                       | 3.6%             | \$22–\$27         |
| Police & Sheriff's Patrol Officers              | 1,290                     | -2.1%            | \$28–\$38         |
| Production, Planning, & Expediting Clerks       | 920                       | 1.6%             | \$22–\$36         |
| Real Estate Sales Agents                        | 415                       | 0.8%             | \$18–\$40         |
| Sales Reps., Goods, Nontechnical                | 4,145                     | -0.6%            | \$24–\$48         |
| Sales Reps., Services                           | 2,555                     | 2.0%             | \$23–\$48         |
| Skincare Specialists                            | 210                       | 3.3%             | \$18–\$33         |
| Surgical Technologists                          | 250                       | 2.2%             | \$24–\$30         |
| Telecomm. Equipment Installers & Repairers      | 410                       | 7.9%             | \$22–\$31         |

**Note:** These lists include occupations that show a favorable mix of projected long-term job growth, projected annual job openings, and median wages. They do not necessarily reflect current hiring demand. Hourly wage represents the 25th to 75th percentiles.

# High-Demand and High-Wage through 2032

## Associate Degree/Long-Term Training/Apprenticeships

| Occupation (Job Title)                        | Projected Annual Openings | Projected Growth | Hourly Wage Range |
|---|---------------------------|------------------|-------------------|
| Dental Hygienists                             | 545                       | 7.2%             | \$36–\$39         |
| Diagnostic Medical Sonographers               | 195                       | 10.5%            | \$32–\$39         |
| Electrical Engineering Technologists & Techs  | 290                       | 1.4%             | \$23–\$38         |
| Electrical Power-Line Installers & Repairers  | 320                       | 1.2%             | \$37–\$55         |
| Electricians                                  | 2,595                     | 4.9%             | \$23–\$39         |
| HVAC & Refrigeration Mechanics & Installers   | 920                       | 4.6%             | \$22–\$32         |
| Industrial Engineering Technologists & Techs  | 470                       | 1.6%             | \$24–\$37         |
| Industrial Machinery Mechanics                | 2,000                     | 14.4%            | \$24–\$34         |
| Mechanical Engineering Technologists & Techs  | 740                       | 1.0%             | \$24–\$38         |
| Medical Equipment Repairers                   | 200                       | 11.4%            | \$22–\$36         |
| Millwrights                                   | 280                       | 5.6%             | \$32–\$39         |
| Mobile Heavy Equip. Mechanics, Except Engines | 345                       | 4.9%             | \$24–\$32         |
| Occupational Therapy Assistants               | 255                       | 27.0%            | \$27–\$32         |
| Paralegals & Legal Assistants                 | 770                       | 1.7%             | \$23–\$36         |
| Physical Therapist Assistants                 | 565                       | 21.1%            | \$25–\$31         |
| Plumbers, Pipefitters, & Steamfitters         | 1,310                     | 0.9%             | \$23–\$41         |
| Radiologic Technologists & Techs              | 365                       | 0.1%             | \$29–\$38         |
| Respiratory Therapists                        | 290                       | 9.4%             | \$31–\$38         |
| Telecomm. Line Installers & Repairers         | 200                       | 5.9%             | \$23–\$33         |
| Veterinary Technologists & Techs              | 435                       | 21.2%            | \$19–\$24         |

\* These occupational wages are typically published as annual wages. To calculate hourly wages for these occupations, annual wages were divided by 2,080 hours.

# High-Demand and High-Wage through 2032

## Bachelor's Degree or Higher

| Occupation (Job Title)                           | Projected Annual Openings | Projected Growth | Hourly Wage Range |
|--|---------------------------|------------------|-------------------|
| Accountants & Auditors                           | 3,210                     | 1.8%             | \$29–\$47         |
| Architectural & Engineering Managers             | 835                       | 3.7%             | \$63–\$83         |
| Computer & Information Systems Managers          | 1,115                     | 12.4%            | \$58–\$84         |
| Computer Systems Analysts                        | 1,045                     | 6.8%             | \$38–\$58         |
| Financial Managers                               | 1,760                     | 14.2%            | \$48–\$82         |
| General & Operations Managers                    | 7,150                     | 1.8%             | \$30–\$70         |
| Health Specialties Teachers, Postsecondary       | 415                       | 18.1%            | \$36–\$85*        |
| Human Resources Specialists                      | 1,990                     | 3.2%             | \$24–\$40         |
| Industrial Engineers                             | 1,785                     | 10.2%            | \$38–\$53         |
| Lawyers  | 810                       | 4.9%             | \$39–\$79         |
| Logisticians                                     | 805                       | 16.7%            | \$29–\$48         |
| Management Analysts                              | 1,725                     | 7.1%             | \$32–\$53         |
| Market Research Analysts & Marketing Specialists | 2,330                     | 12.2%            | \$23–\$43         |
| Mechanical Engineers                             | 2,075                     | 8.2%             | \$38–\$58         |
| Medical & Health Services Managers               | 1,510                     | 26.8%            | \$38–\$63         |
| Nurse Practitioners                              | 700                       | 41.2%            | \$51–\$63         |
| Physician Assistants                             | 455                       | 26.1%            | \$51–\$65         |
| Project Management Specialists                   | 1,715                     | 3.8%             | \$36–\$61         |
| Registered Nurses                                | 5,950                     | 2.7%             | \$37–\$47         |
| Software Developers                              | 3,360                     | 20.4%            | \$39–\$63         |

Source: Michigan Center for Data and Analytics