

# Hot and Cold Skills by Job Postings

Lightcast Q4 2022 Data Set

November 2022

Michigan

# Parameters

Select Timeframe: Jan 2020 - Oct 2022

Occupations:

Code	Description	Code	Description
11-0000	Management Occupations	41-0000	Sales and Related Occupations
13-0000	Business and Financial Operations Occupations	43-0000	Office and Administrative Support Occupations
39-0000	Personal Care and Service Occupations		

Minimum Experience Required: Any

Education Level:

Description
Bachelor's degree

Part-Time / Full-Time :

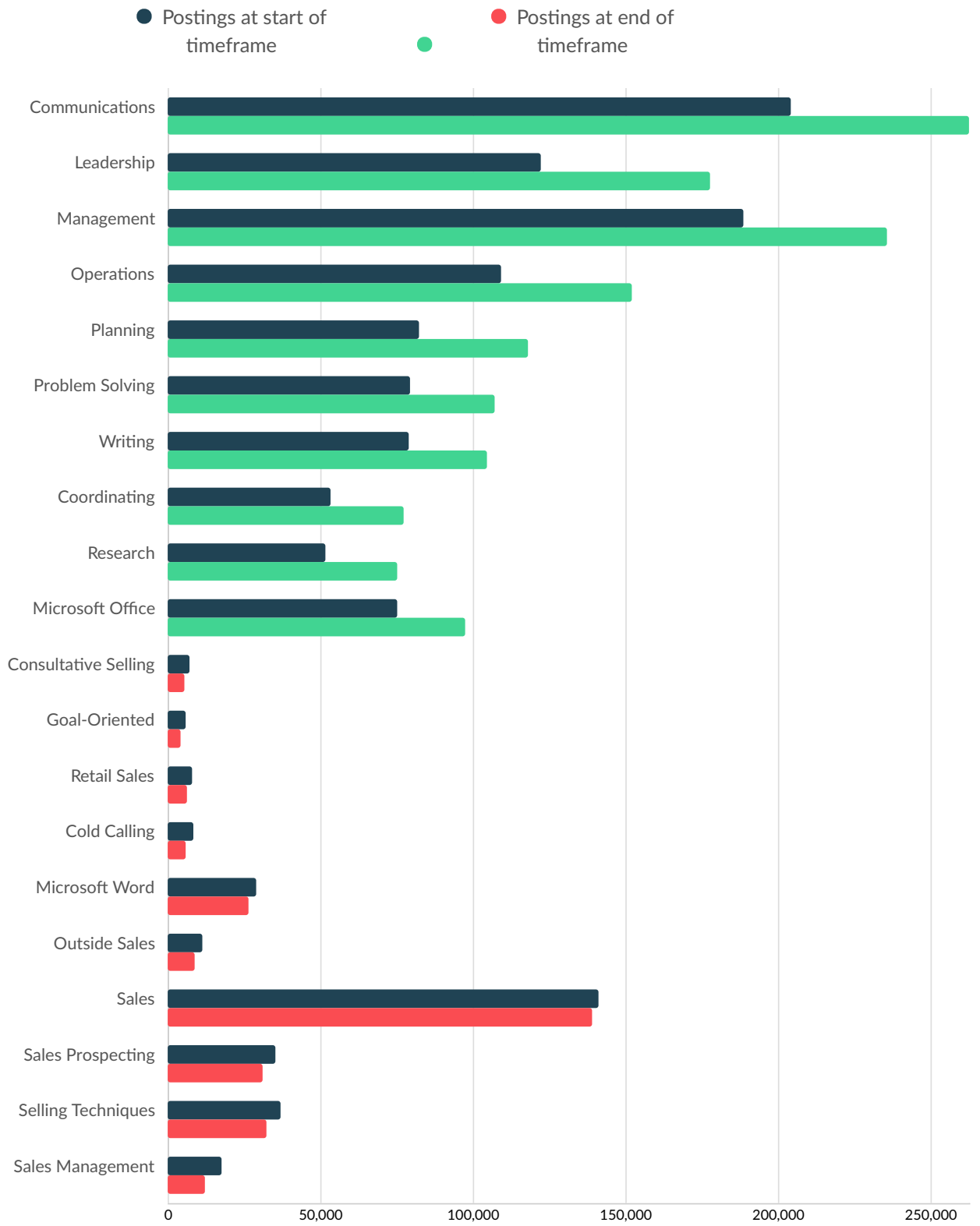
Full-time (> 32 hours)
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Company Type:

Non-Staffing Companies
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Keyword Search:

Posting Type: Newly Posted

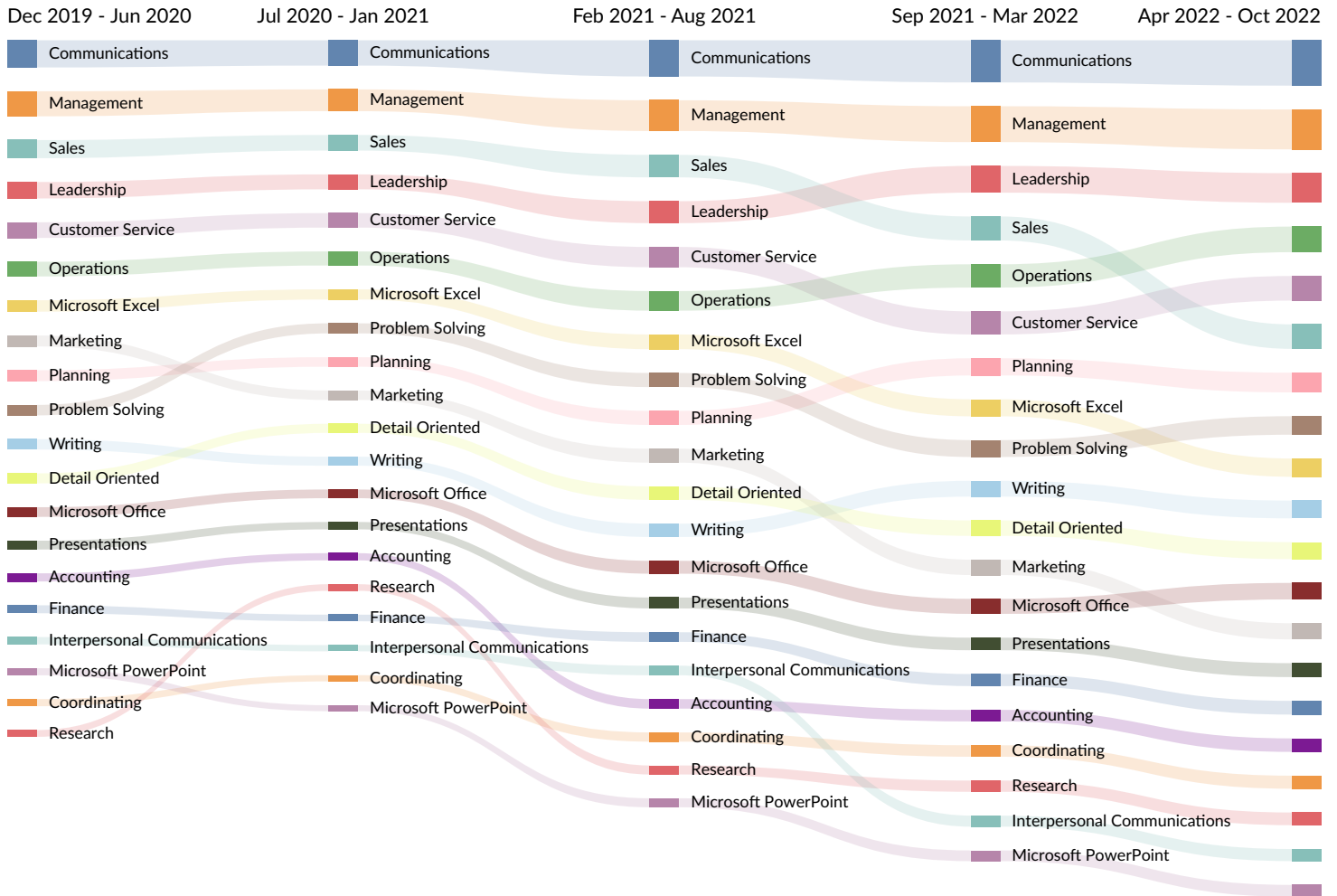


Skill	Postings in Jan 2020	Postings in Oct 2022	Change	Percent Change
Communications	204,314	262,571	+58,257	+29%
Leadership	122,196	177,880	+55,684	+46%
Management	188,530	235,699	+47,169	+25%
Operations	109,400	152,288	+42,888	+39%
Planning	82,268	118,154	+35,886	+44%
Problem Solving	79,494	107,144	+27,650	+35%
Writing	79,100	104,504	+25,404	+32%
Coordinating	53,166	77,223	+24,057	+45%
Research	51,814	74,993	+23,179	+45%
Microsoft Office	75,000	97,509	+22,509	+30%
Microsoft Excel	86,328	107,122	+20,794	+24%
Auditing	47,023	67,746	+20,723	+44%
Customer Service	122,202	142,261	+20,059	+16%
Innovation	31,196	50,171	+18,975	+61%
Detail Oriented	76,959	95,109	+18,150	+24%
Accounting	60,404	78,277	+17,873	+30%
Finance	59,644	76,876	+17,232	+29%
Decision Making	30,329	47,186	+16,857	+56%
Influencing Skills	35,242	52,035	+16,793	+48%
Interpersonal Communications	56,241	71,878	+15,637	+28%

# Skill Volatility Over Time

## Top 20 Skills for Your Selected Job Types Sought by Your Selected Companies by Quarter

Skills help us understand not only where a company is trying to go, but how they intend to get there.



# Appendix A - Data Sources and Calculations

## Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

## State Data Sources

This report uses state data from the following agencies: Alabama Department of Labor; Alaska Department of Labor and Workforce Development; Arizona Commerce Authority; Arkansas Division of Workforce Services; California Employment Development Department; Colorado Department of Labor and Employment; Connecticut Department of Labor; Delaware Office of Occupational and Labor Market Information; District of Columbia Department of Employment Services; Florida Department of Economic Opportunity; Georgia Labor Market Explorer; Hawaii Workforce Infonet; Idaho Department of Labor; Illinois Department of Employment Security; Indiana Department of Workforce Development; Iowa Workforce Development; Kansas Department of Labor; Kentucky Center for Statistics; Louisiana Workforce Commission; Maine Department of Labor; Maryland Department of Labor; Commonwealth of Massachusetts, Mass.gov; Michigan Department of Technology, Management and Budget; Minnesota Department of Employment and Economic Development; Mississippi Department of Employment Security; Missouri Economic Research and Information Center; Montana Department of Labor and Industry; Nebraska Department of Labor, NEworks; Nevada Department of Employment, Training and Rehabilitation; New Hampshire Employment Security; New Jersey Department of Labor and Workforce Development; New Mexico Department of Workforce Solutions; New York Department of Labor; North Carolina Department of Commerce; North Dakota Job Service; Ohio Department of Job and Family Services; Oklahoma Employment Security Commission; Oregon Employment Department; Pennsylvania Department of Labor and Industry, Center for Workforce Information and Analysis; Rhode Island Department of Labor and Training; South Carolina Department of Employment and Workforce; South Dakota Department of Labor and Regulation; Tennessee Department of Labor & Workforce Development; Texas Workforce Commission; Utah Department of Workforce Services; Vermont Department of Labor; Virginia Employment Commission; Washington State Employment Security Department; West Virginia Department of Commerce; Wisconsin Department of Workforce Development; Wyoming Department of Workforce Services