

# Job Posting Analytics

Lightcast Q4 2022 Data Set

November 2022

Michigan

# Parameters

Select Timeframe: Jan 2018 - Oct 2022

Occupations:

Code	Description
11-0000	Management Occupations
13-0000	Business and Financial Operations Occupations
41-0000	Sales and Related Occupations

Code	Description
39-0000	Personal Care and Service Occupations
43-0000	Office and Administrative Support Occupations

Skills (Has All):

Results should Include all of the selected skills

Code	Skills (Has All)
Common Skill	Communications
Common Skill	Critical Thinking

Code	Skills (Has All)
Common Skill	Leadership
Common Skill	Problem Solving

Minimum Experience Required: Any

Education Level:

Description
Bachelor's degree

Part-Time / Full-Time :

Full-time (> 32 hours)
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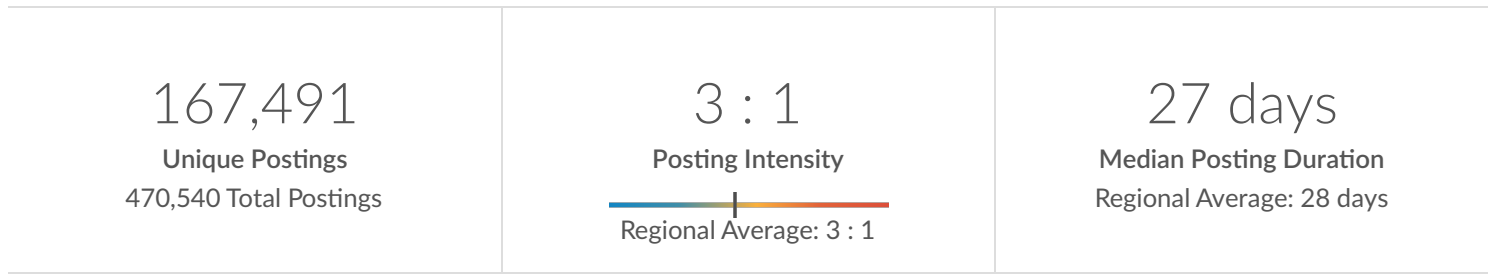
Company Type:

Non-Staffing Companies
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Keyword Search:

Posting Type: Newly Posted

# Job Postings Summary



There were 470,540 total job postings for your selection from January 2018 to October 2022, of which 167,491 were unique. These numbers give us a Posting Intensity of 3-to-1, meaning that for every 3 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

## Advertised Salary

There are 21,962 advertised salary observations (13% of the 167,491 matching postings).

**\$86.5K**  
Median Advertised Salary



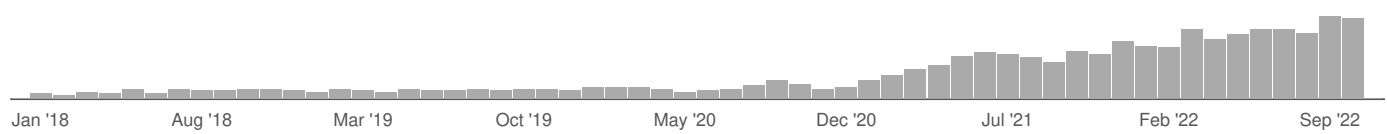
# Advertised Wage Trend

▲ 27.2% Jan 2018 - Oct 2022

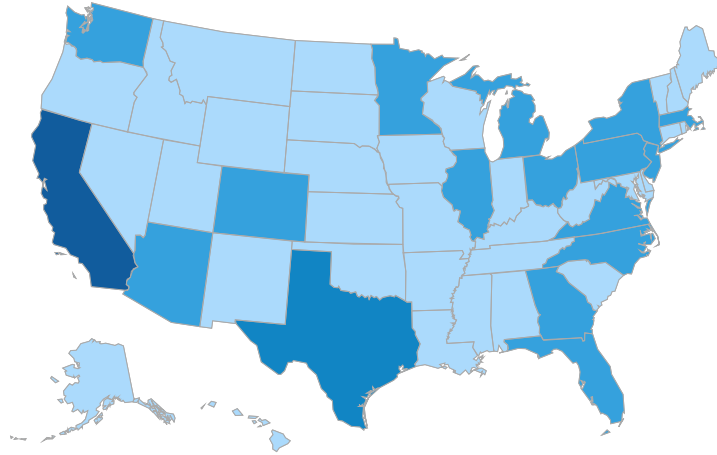
\$86.5k Median



21,962 Job Postings

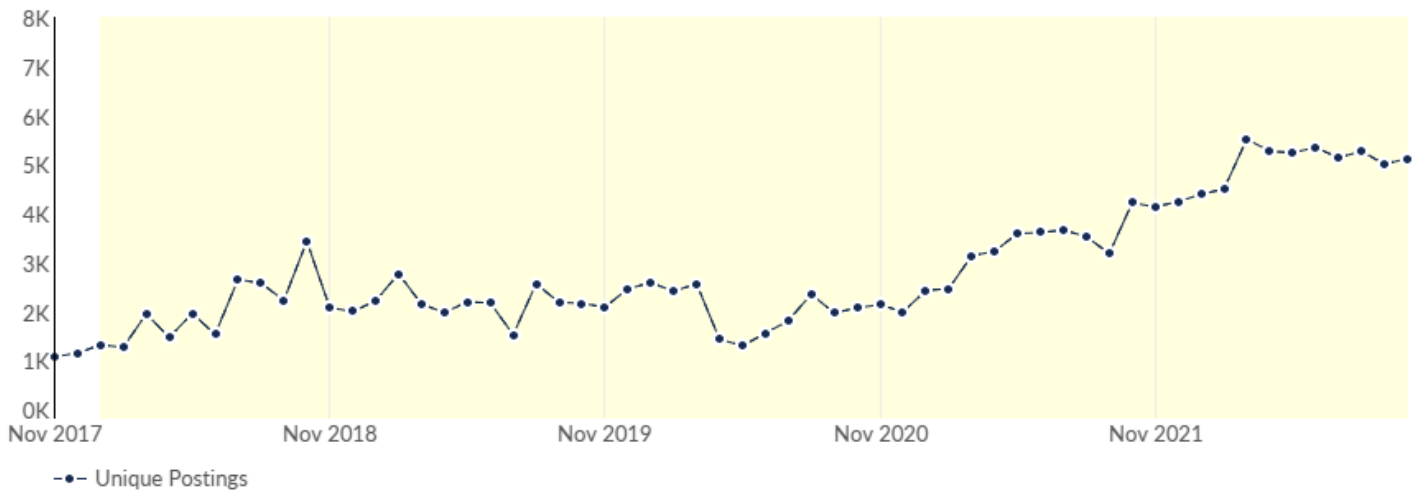


## Job Postings Regional Breakdown



State	Unique Postings (Jan 2018 - Oct 2022)
California	24,338
Texas	15,314
Florida	8,955
New York	7,706
Illinois	7,555

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Oct 2022	5,120	2 : 1
Sep 2022	5,010	2 : 1
Aug 2022	5,272	2 : 1
Jul 2022	5,141	2 : 1
Jun 2022	5,348	3 : 1
May 2022	5,244	2 : 1
Apr 2022	5,270	3 : 1
Mar 2022	5,522	2 : 1
Feb 2022	4,498	2 : 1
Jan 2022	4,397	2 : 1
Dec 2021	4,242	3 : 1
Nov 2021	4,139	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	13,942	8%
Associate degree	13,095	8%
Bachelor's degree	167,491	100%
Master's degree	53,905	32%
Ph.D. or professional degree	5,782	3%











## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	13,942	0	8%
Associate degree	11,266	0	7%
Bachelor's degree	142,283	22,215	85%
Master's degree	0	48,978	0%
Ph.D. or professional degree	0	5,782	0%











## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	29,946	18%
0 - 1 Years	12,461	7%
2 - 3 Years	36,196	22%
4 - 6 Years	50,423	30%
7 - 9 Years	20,290	12%
10+ Years	18,175	11%

## Top Companies Posting











	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Bank of America	21,675 / 6,474	3 : 1 	28 days
Deloitte	10,924 / 5,160	2 : 1 	21 days
Elevance Health	5,599 / 3,666	2 : 1 	22 days
USAA	11,786 / 2,534	5 : 1 	25 days
Republic Services	8,196 / 1,846	4 : 1 	30 days
PricewaterhouseCoopers	3,060 / 1,426	2 : 1 	25 days
PNC	6,953 / 1,158	6 : 1 	23 days
University of California	3,386 / 1,141	3 : 1 	27 days
ADP	6,557 / 1,126	6 : 1 	30 days
JPMorgan Chase	4,465 / 1,084	4 : 1 	27 days

## Top Cities Posting














City	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
New York, NY	15,594 / 5,276	3 : 1 	30 days
Chicago, IL	11,414 / 4,045	3 : 1 	27 days
Atlanta, GA	8,707 / 3,227	3 : 1 	27 days
San Francisco, CA	9,633 / 2,992	3 : 1 	25 days
Boston, MA	7,497 / 2,665	3 : 1 	26 days
Houston, TX	9,017 / 2,613	3 : 1 	26 days
Los Angeles, CA	8,569 / 2,559	3 : 1 	30 days
Dallas, TX	7,615 / 2,521	3 : 1 	25 days
Minneapolis, MN	6,413 / 2,237	3 : 1 	25 days
Seattle, WA	6,840 / 2,219	3 : 1 	26 days



# Top Posted Occupations

Occupation (SOC)	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Managers, All Other	54,609 / 19,561	3 : 1 	27 days
General and Operations Managers	39,960 / 12,913	3 : 1 	30 days
Medical and Health Services Managers	30,795 / 11,487	3 : 1 	28 days
Financial Managers	31,996 / 10,925	3 : 1 	26 days
Marketing Managers	22,334 / 8,749	3 : 1 	26 days
Management Analysts	21,984 / 8,590	3 : 1 	22 days
Project Management Specialists	16,675 / 6,370	3 : 1 	28 days
Sales Managers	16,193 / 6,090	3 : 1 	28 days
Accountants and Auditors	14,748 / 5,688	3 : 1 	26 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16,972 / 5,368	3 : 1 	30 days








# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Managers, All Other	49,972 / 17,981	3 : 1 	27 days
General and Operations Managers	39,960 / 12,913	3 : 1 	30 days
Medical and Health Services Managers	30,795 / 11,487	3 : 1 	28 days
Financial Managers	28,222 / 9,474	3 : 1 	26 days
Marketing Managers	22,334 / 8,749	3 : 1 	26 days
Management Analysts	21,984 / 8,590	3 : 1 	22 days
Project Management Specialists	16,675 / 6,370	3 : 1 	28 days
Sales Managers	16,193 / 6,090	3 : 1 	28 days
Accountants and Auditors	14,748 / 5,688	3 : 1 	26 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16,972 / 5,368	3 : 1 	30 days
Human Resources Specialists	14,560 / 5,179	3 : 1 	33 days
First-Line Supervisors of Office and Administrative Support Workers	13,327 / 4,293	3 : 1 	30 days
Financial and Investment Analysts	10,990 / 3,958	3 : 1 	28 days
Human Resources Managers	11,174 / 3,928	3 : 1 	29 days
Market Research Analysts and Marketing Specialists	9,018 / 3,424	3 : 1 	29 days
First-Line Supervisors of Retail Sales Workers	7,864 / 2,869	3 : 1 	27 days
Public Relations Managers	6,045 / 2,592	2 : 1 	27 days
Financial Risk Specialists	10,043 / 2,315	4 : 1 	22 days
Architectural and Engineering Managers	5,297 / 2,068	3 : 1 	25 days
Education Administrators, Postsecondary	5,584 / 2,055	3 : 1 	29 days
Administrative Services Managers	5,672 / 1,934	3 : 1 	27 days
Customer Service Representatives	7,002 / 1,850	4 : 1 	28 days
Quality Control Systems Managers	4,057 / 1,698	2 : 1 	29 days
Executive Secretaries and Executive Administrative Assistants	5,149 / 1,415	4 : 1 	26 days

Property, Real Estate, and Community Association Managers	4,483 / 1,347	3 : 1		30 days
Treasurers and Controllers	3,387 / 1,332	3 : 1		29 days
Computer and Information Systems Managers	3,753 / 1,312	3 : 1		20 days
Compliance Managers	3,697 / 1,286	3 : 1		28 days
Regulatory Affairs Specialists	3,317 / 1,272	3 : 1		25 days
Purchasing Managers	2,814 / 1,126	2 : 1		33 days
Industrial Production Managers	2,689 / 1,114	2 : 1		28 days
Supply Chain Managers	2,851 / 1,092	3 : 1		26 days
Purchasing Agents, Except Wholesale, Retail, and Farm Products	3,190 / 1,089	3 : 1		29 days
Transportation, Storage, and Distribution Managers	3,505 / 1,073	3 : 1		27 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,417 / 1,065	3 : 1		30 days
Training and Development Specialists	2,711 / 1,011	3 : 1		26 days
Construction Managers	2,330 / 1,010	2 : 1		28 days
Clinical Research Coordinators	2,338 / 958	2 : 1		23 days
Compensation, Benefits, and Job Analysis Specialists	2,143 / 854	3 : 1		28 days
Education Administrators, Kindergarten through Secondary	1,799 / 731	2 : 1		31 days
First-Line Supervisors of Non-Retail Sales Workers	2,161 / 723	3 : 1		24 days
Natural Sciences Managers	1,693 / 647	3 : 1		27 days
Facilities Managers	1,585 / 625	3 : 1		31 days
Training and Development Managers	1,691 / 613	3 : 1		32 days
Logistics Analysts	1,431 / 606	2 : 1		23 days
Bookkeeping, Accounting, and Auditing Clerks	2,090 / 606	3 : 1		27 days
Production, Planning, and Expediting Clerks	1,614 / 603	3 : 1		27 days
Retail Salespersons	1,423 / 600	2 : 1		26 days
Compensation and Benefits Managers	1,684 / 586	3 : 1		29 days












# Top Posted Occupations











Occupation	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Operations Manager / Supervisor	28,186 / 9,029	3 : 1 	27 days
Business / Management Analyst	19,603 / 8,100	2 : 1 	22 days
Project Manager	20,221 / 7,593	3 : 1 	29 days
Human Resources Manager	14,477 / 5,166	3 : 1 	34 days
Financial Manager	15,022 / 5,017	3 : 1 	28 days
Banking Branch Manager	16,825 / 4,896	3 : 1 	26 days
Healthcare Administrator	12,424 / 4,775	3 : 1 	25 days
Business Development / Sales Manager	9,511 / 3,712	3 : 1 	29 days
Marketing Manager	9,089 / 3,647	2 : 1 	31 days
Product Manager	8,956 / 3,646	2 : 1 	26 days
Human Resources / Labor Relations Specialist	8,272 / 3,053	3 : 1 	30 days
Financial Analyst	8,698 / 2,928	3 : 1 	28 days
Program Manager	8,408 / 2,865	3 : 1 	24 days
Customer Service Manager	9,501 / 2,696	4 : 1 	28 days
Sales Representative	8,781 / 2,601	3 : 1 	29 days
Risk Manager / Analyst	10,971 / 2,520	4 : 1 	23 days
IT Manager / Director	6,027 / 2,346	3 : 1 	28 days
Account Manager / Representative	5,260 / 2,020	3 : 1 	23 days
Auditor	5,663 / 1,985	3 : 1 	27 days
Treasurer / Controller	4,591 / 1,849	2 : 1 	29 days
General Manager	4,683 / 1,832	3 : 1 	26 days
Accountant	4,224 / 1,757	2 : 1 	31 days
Communications / Public Relations Manager	4,297 / 1,711	3 : 1 	32 days
Property / Real Estate / Community Manager	5,532 / 1,695	3 : 1 	28 days

Quality Control Systems Manager	3,558 / 1,459	2 : 1		31 days
Customer Service Representative	4,501 / 1,374	3 : 1		25 days
IT Project Manager	3,418 / 1,248	3 : 1		22 days
Procurement / Sourcing Manager	3,119 / 1,236	3 : 1		33 days
Supply Chain / Logistics Manager	3,297 / 1,224	3 : 1		29 days
Office / Administrative Assistant	3,747 / 1,200	3 : 1		27 days
Executive Assistant	4,178 / 1,187	4 : 1		25 days
Nursing Manager / Supervisor	4,055 / 1,156	4 : 1		28 days
Training and Development Specialist	2,908 / 1,129	3 : 1		26 days
Personal Financial Advisor	3,070 / 1,117	3 : 1		15 days
Engineering Manager	2,778 / 1,106	3 : 1		27 days
Marketing Specialist	2,959 / 1,091	3 : 1		29 days
Clinical Research Coordinator / Manager	2,864 / 1,062	3 : 1		25 days
Account Executive	2,917 / 1,034	3 : 1		29 days
Compliance Manager	2,699 / 1,020	3 : 1		28 days
Operations and Maintenance Specialist	2,591 / 1,005	3 : 1		26 days
Contract Administrator	2,882 / 992	3 : 1		27 days
Compliance Officer / Analyst	3,178 / 968	3 : 1		36 days
Production Plant Manager	2,464 / 952	3 : 1		28 days
College / University Administrator	2,825 / 947	3 : 1		30 days
Administrative Supervisor	3,348 / 941	4 : 1		29 days
Compensation / Benefits Manager	2,519 / 933	3 : 1		32 days
Media / Talent Director	2,322 / 880	3 : 1		26 days
Database Architect	1,795 / 848	2 : 1		28 days
Compensation / Benefits Analyst	1,943 / 785	2 : 1		25 days
Retail Store Manager / Supervisor	2,048 / 743	3 : 1		27 days

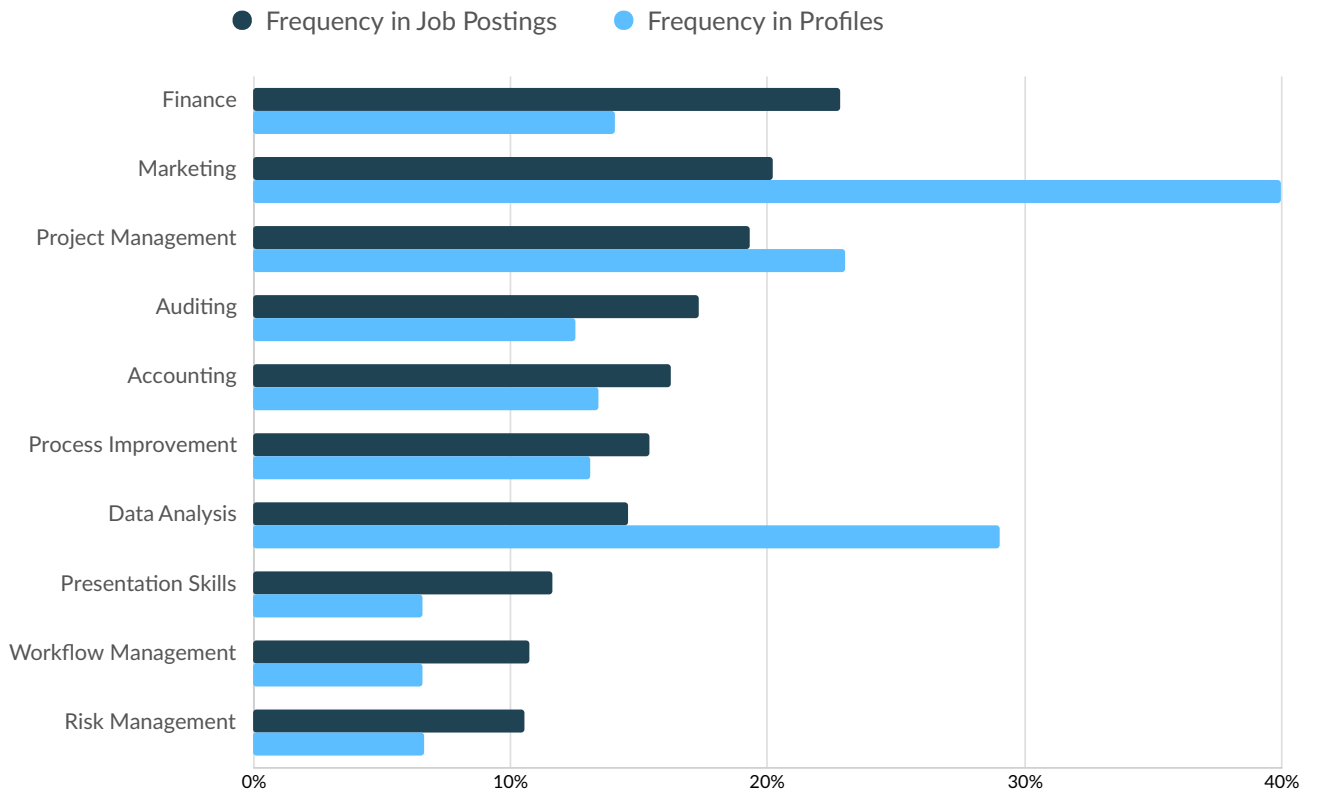
## Top Posted Job Titles

	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Relationship Managers - Financial Center Sales	8,088 / 2,189	4 : 1 	31 days
Project Managers	4,967 / 1,862	3 : 1 	29 days
Program Managers	4,426 / 1,395	3 : 1 	25 days
Human Resources Business Partners	4,819 / 1,368	4 : 1 	26 days
Hauling Operations Supervisors	5,392 / 1,141	5 : 1 	28 days
Financial Center Managers	4,033 / 1,128	4 : 1 	20 days
Financial Analysts	3,444 / 1,104	3 : 1 	28 days
Business Relationship Managers	2,723 / 1,065	3 : 1 	34 days
Business Analysts	3,034 / 1,040	3 : 1 	26 days
Human Resources Managers	2,830 / 1,027	3 : 1 	26 days

## Top Industries

	Total/Unique (Jan 2018 - Oct 2022)	Posting Intensity	Median Posting Duration
Finance and Insurance	98,328 / 31,565	3 : 1 	25 days
Professional, Scientific, and Technical Services	63,232 / 25,045	3 : 1 	26 days
Manufacturing	53,151 / 19,884	3 : 1 	26 days
Health Care and Social Assistance	48,987 / 16,509	3 : 1 	27 days
Educational Services	27,507 / 9,098	3 : 1 	29 days
Retail Trade	25,212 / 7,814	3 : 1 	26 days
Information	20,098 / 7,131	3 : 1 	26 days
Wholesale Trade	14,508 / 5,424	3 : 1 	29 days
Administrative and Support and Waste Management and Remediation Services	16,919 / 4,950	3 : 1 	30 days
Transportation and Warehousing	7,396 / 2,616	3 : 1 	28 days

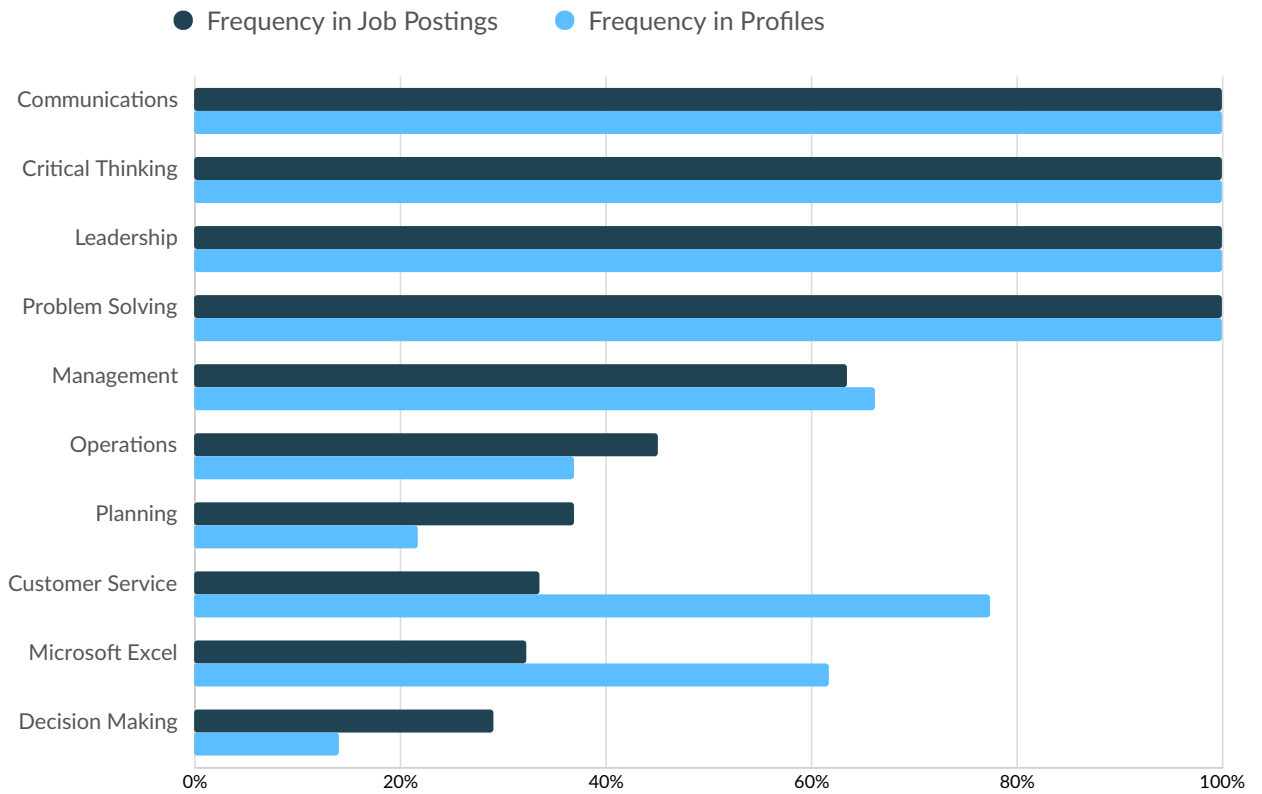
# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Finance	38,262	23%	6,160	14%
Marketing	33,866	20%	17,486	40%
Project Management	32,366	19%	10,065	23%
Auditing	29,068	17%	5,480	13%
Accounting	27,265	16%	5,877	13%
Process Improvement	25,851	15%	5,742	13%
Data Analysis	24,414	15%	12,688	29%
Presentation Skills	19,482	12%	2,872	7%
Workflow Management	17,998	11%	2,887	7%
Risk Management	17,677	11%	2,919	7%

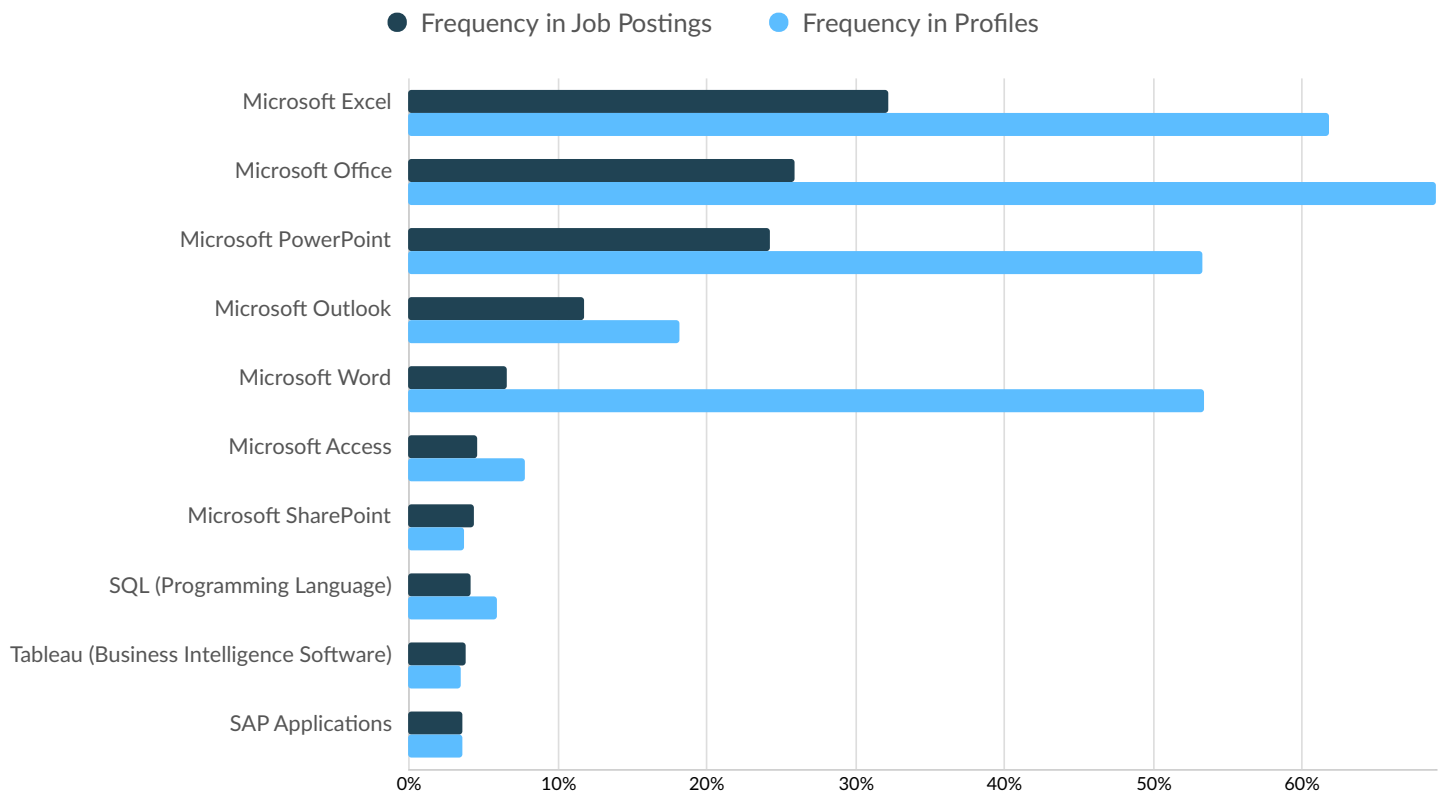


# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	167,491	100%	43,694	100%
Critical Thinking	167,491	100%	43,694	100%
Leadership	167,491	100%	43,694	100%
Problem Solving	167,491	100%	43,694	100%
Management	106,416	64%	28,911	66%
Operations	75,621	45%	16,182	37%
Planning	61,849	37%	9,530	22%
Customer Service	56,294	34%	33,841	77%
Microsoft Excel	54,021	32%	27,003	62%
Decision Making	48,731	29%	6,127	14%

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Excel	54,021	32%	27,003	62%
Microsoft Office	43,542	26%	30,163	69%
Microsoft PowerPoint	40,755	24%	23,287	53%
Microsoft Outlook	19,761	12%	7,974	18%
Microsoft Word	11,098	7%	23,344	53%
Microsoft Access	7,715	5%	3,427	8%
Microsoft SharePoint	7,473	4%	1,661	4%
SQL (Programming Language)	7,107	4%	2,606	6%
Tableau (Business Intelligence Software)	6,527	4%	1,534	4%
SAP Applications	6,168	4%	1,608	4%

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	2,515
Certified Information System Auditor (CISA)	2,405
Certified Information Systems Security Professional	1,771
Certified Internal Auditor	2,872
Certified Public Accountant	4,701
Institute Of Internal Auditors (IIA)	2,254
Professional in Human Resources	2,438
Project Management Professional Certification	7,909
Security Clearance	2,113
Senior Professional In Human Resources	2,018

# 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