MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY | WORKFORCE DEVELOPMENT

In Demand Criteria
Occupations having above the median annual openings (150) in the Statewide Long-Term 2022-2032 projections. New data should be available July 2026.

High Wage Criteria:
Occupations paying at or above the median annual wage of $48,300 (OES 2024). New data should be available each March.

High Skill Criteria:
Using BLS table 5.4 (Education and training assignments by detailed occupation, 2023) any occupation with a post-secondary non-degree award was labeled high skill. Occupations below this level of education were also labeled high skill if they required at least long-term training or an apprenticeship. These education/training assignments are updated irregularly.

SOC-CIP Crosswalk
After identifying which, if any, of the H-DWS definitions fit an occupation they are linked to CIP codes. If a CIP code crosswalks to even one occupation that meets all three criteria that CIP code will have all three designations as well. If a CIP code only crosswalks to one SOC code and that SOC was designated only as high wage, then that CIP code would only be designated high wage.

Source:
Michigan Center for Data and Analytics, Department of Technology, Management, and Budget

Updated: 05/05/2025