



Michigan Mobility

Industry Workforce Analysis



December 2025

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About this Report

The Michigan Center for Data and Analytics (MCDA) Mobility Report is the product of a partnership between the Michigan Center for Data and Analytics and the Michigan Department of Labor and Economic Opportunity. It is designed to provide a broad overview of current labor market trends across various forms of mobility (automotive, plane, train, etc.). Its goal is to inform readers about the current state of the mobility sector and its directly related industries.

At the same time, the State of Michigan is developing a complementary report through the [Department of Labor and Economic Opportunity's MI Auto Workforce Hub](#). This report will offer a deep dive into employment trends across Michigan's extended automotive supply chain. It will feature both retrospective data and forecasts, drawing insights from employer surveys and interviews.

While the MCDA report takes a wide-angle view of the mobility landscape, the MI Auto Workforce Hub report offers a more in-depth analysis of all facets of the automotive supply chain in Michigan.

Executive Summary

- In 2024, average annual employment in Mobility was just over 495,600, accounting for **13.0 percent of jobs** statewide.
- The non-inflation-adjusted average annual salary in Mobility (\$82,300) was substantially **higher than the statewide average** (\$68,400) in 2024. However, between 2015 and 2024, **average wages in Mobility grew slower** compared to the state.
- The number of new participants in Mobility Registered Apprenticeship programs has trended upwards since 2014. In 2024, there were **2,900 active Mobility registered apprentices** and just over **400 completers**.
- Individuals ages 45 to 64 accounted for **42.8 percent** of Mobility employment, nearly six percentage points higher than the group's share of statewide employment.
- During the 2022–2023 academic year, Michigan was a **top 10 state** for postsecondary completions in several Mobility-related programs like mechanical engineering and logistics, materials, and supply chain management.



Introduction

Industry sectors consist of related employers, suppliers, and support institutions in a product or service field. Sectors that are prevalent in a particular area fuel the regional economy, generate payrolls, and create innovation by leveraging knowledge and resources.

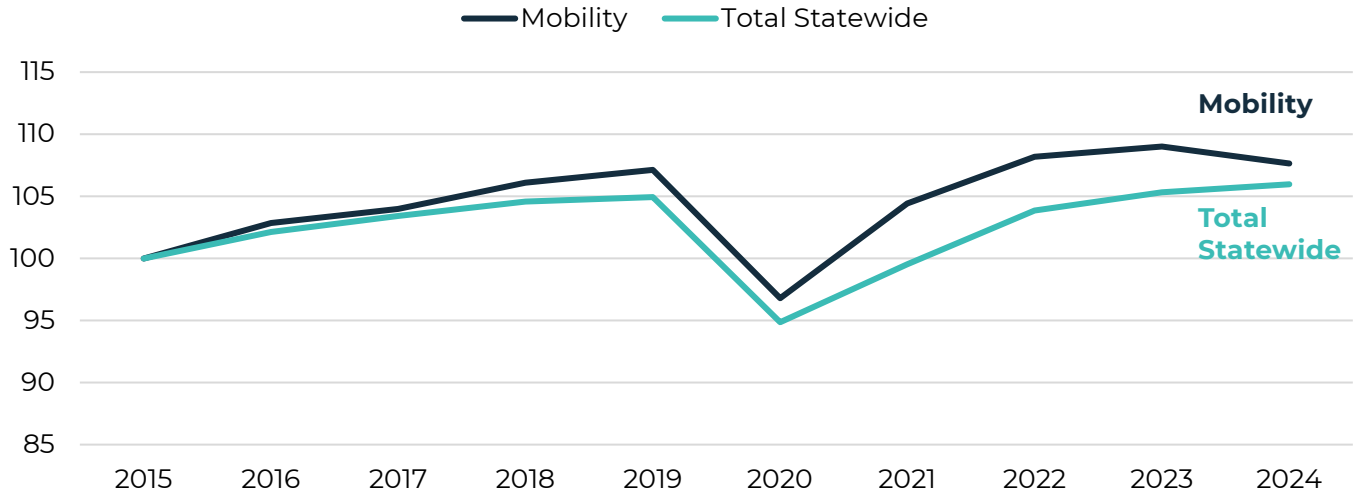
In Michigan, Mobility has long been vital to the statewide economy and has offered a diverse range of careers and opportunities to Michigan residents. With an increased focus in recent years on remaining a nationwide leader in Mobility innovation, the opportunities in this sector will continue to evolve.

The definition of Mobility used in this report includes three subsectors: Manufacturing, Service, and Transportation. These subsectors capture everything from the development, production and sale of transportation equipment to the physical movement of people and goods.

Employment and Wages

Mobility employment has followed similar growth trends as the state overall.

Figure 1: Employment Index, Michigan Mobility (Index Year: 2015)*

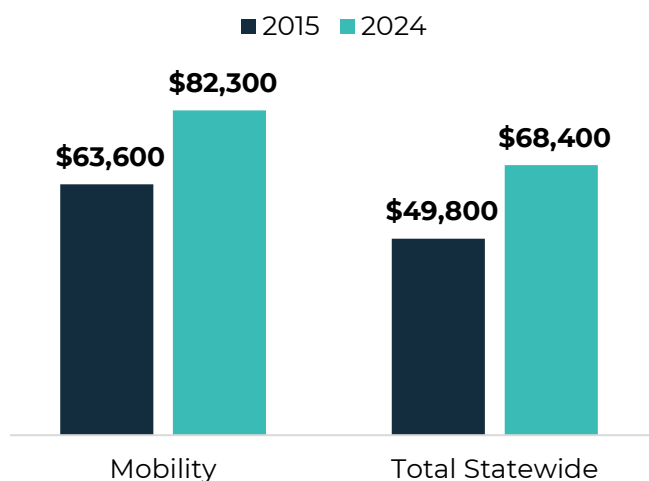


Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics

* An index year of 2015 means that labor force numbers were set equal to 100 in 2015 and percent changes were calculated from there

Although wages across the state are growing faster than in the Mobility sector, Mobility wages remain higher overall.

Figure 2: Wage Change (Current Dollars), Michigan Mobility, 2015–2024



Average annual employment in Mobility was just over 495,600 in 2024, approximately 13.0 percent of statewide jobs. Since 2015, employment in Mobility has grown by 7.7 percent, outpacing statewide employment growth (6.0 percent). However, average annual employment in the sector declined from 2023 to 2024, with the decrease largely driven by the *Manufacturing* subsector.

From 2015 to 2024, non-inflation-adjusted wages in Mobility grew more slowly (29.3 percent) compared to statewide wages (37.4 percent). Despite this slower growth, 2024 average annual wages in Mobility remained substantially higher (+\$13,900) than the statewide average.

Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics

Subsectors

The Mobility sector in this report is made up of three primary subsectors that include a variety of industries.

Figure 3: Subsectors Employment Distribution, Michigan Mobility, 2024



Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics

Service

- Automotive Repair and Maintenance
- Couriers and Express Delivery Services
- Gasoline Stations and Fuel Dealers
- Motor Vehicle Parts and Supplies Merchant Wholesalers
- Motor Vehicle and Parts Dealers
- Petroleum and Petroleum Products Merchant Wholesalers
- Research and Development in Physical, Engineering, and Life Sciences
- Testing Laboratories and Services

The *Service* subsector includes a diverse set of industries ranging from *Couriers and express delivery services* to *Research and development in physical, engineering, and life sciences*. With just over 214,900 jobs in 2024, the *Service* subsector accounted for the largest share of Mobility employment at 43.4 percent. *Motor vehicle and parts dealers* was the largest industry in the subsector with 63,000 jobs while employment for most other industries ranged from around 20,000 to 30,000. *Petroleum and petroleum products merchant wholesalers* was much smaller at 3,850. The average annual wage for *Service* was \$77,000, the lowest among the three subsectors. However, this varied widely from \$32,700 for *Gasoline stations and fuel dealers* to \$144,200 for *Testing laboratories and services*.

Manufacturing

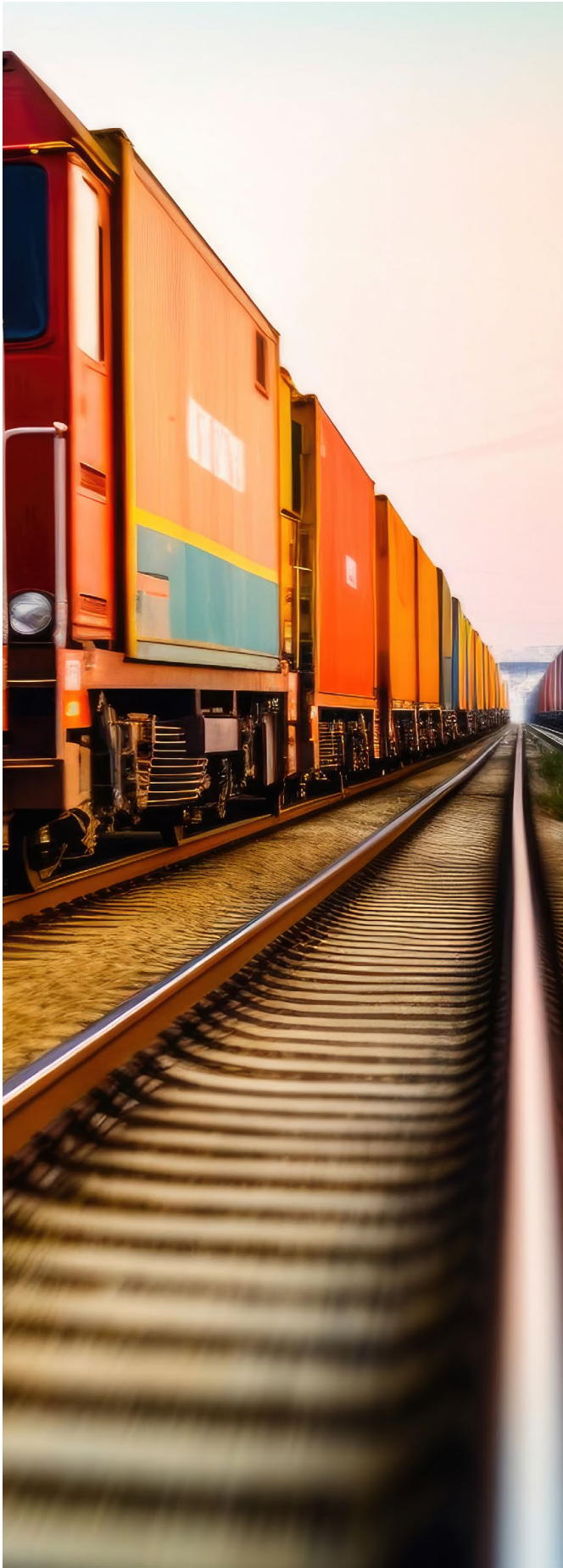
- Transportation Equipment Manufacturing

Manufacturing was the second largest subsector in 2024, accounting for 36.8 percent of Mobility employment. Consisting solely of *Transportation equipment manufacturing*, this industry had 182,300 jobs with an annual average wage of \$91,350.

Transportation

- Air Transportation
- Highway, Street, and Bridge Construction
- Rail Transportation
- Scenic and Sightseeing Transportation
- Support Activities for Transportation
- Transit and Ground Passenger Transportation
- Truck Transportation
- Water Transportation

In 2024, employment in the *Transportation* subsector was just under 98,400. Nearly half of this employment was in *Truck transportation*. Average wages in *Transportation* varied widely with *Air transportation* (\$120,900) among the highest in Mobility and *Transit and ground passenger transportation* (\$42,150) on the lower end.



Key Occupations

Occupational analysis plays a vital role in understanding an industry. Key occupations are chosen by a favorable mix of criteria such as Mobility's share of statewide employment for the occupation, the occupation's projected outlook, and the occupation's share of total Mobility employment. Because key occupations have high employment within Mobility, they are generally representative of the expected wages, education, and skills within the industry sector.

- Most key occupations in the Mobility sector have a median hourly wage greater than the statewide median of \$23.22.
- Just over one-third of Mobility key occupations require some form of postsecondary education, reflecting the range of opportunities in Mobility across education levels.
- Annual openings for an occupation occur for a variety of reasons such as labor force exits, occupational transfers, or expansion of the occupation. On average, there are projected to be 59,900 openings annually among the 25 key occupations between 2022 and 2032.

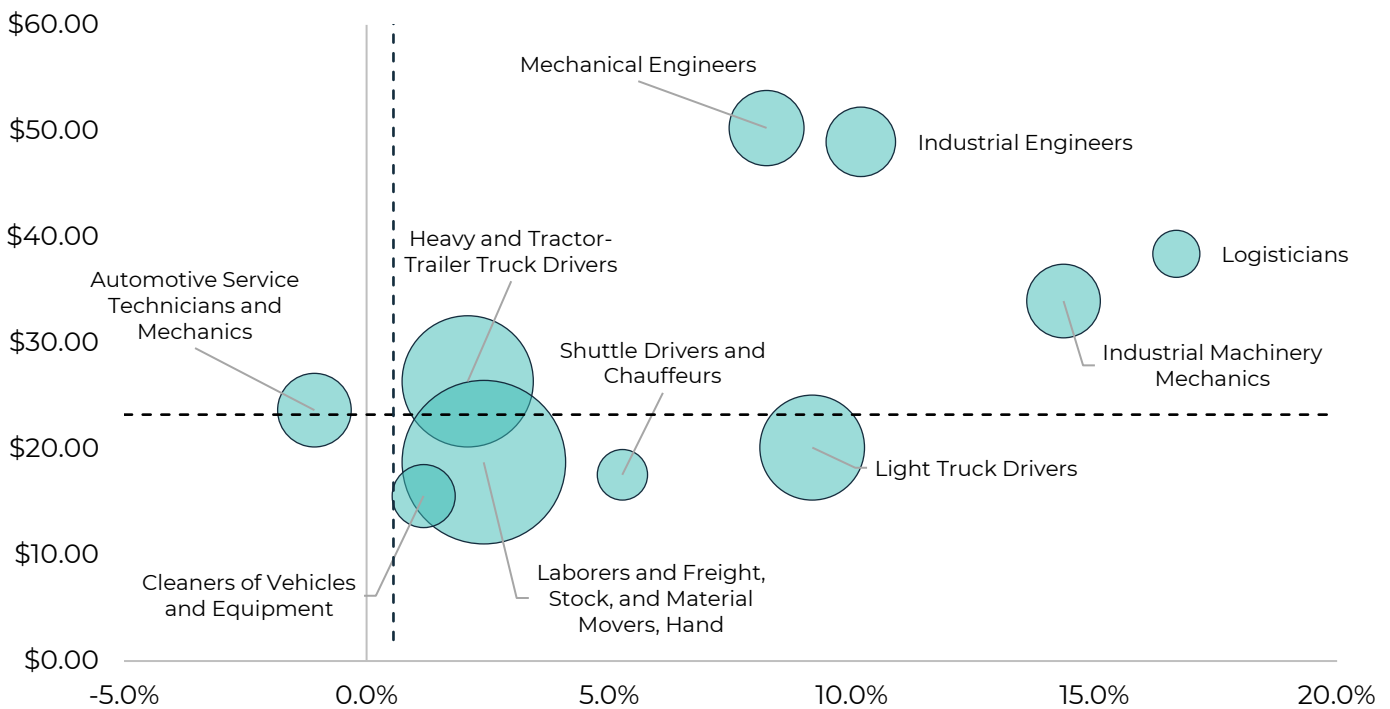
Figure 4: Key Occupations, Michigan Mobility, 2024

Key Occupation	Mobility Employ.	Michigan Employ.	Mobility Wage Range	Annual Openings	Typical Education and Training
Miscellaneous Assemblers and Fabricators	70,250	124,340	\$19–\$35	11,445	High School Diploma or Equivalent and Moderate-term OJT
Heavy and Tractor-Trailer Truck Drivers	36,260	59,910	\$23–\$30	6,420	Postsecondary Nondegree Award and Short-term OJT
Automotive Service Technicians and Mechanics	17,780	20,650	\$18–\$31	2,000	Postsecondary Nondegree Award and Short-term OJT
Laborers and Freight, Stock, and Material Movers, Hand	15,890	68,080	\$18–\$22	9,975	No Formal Educational Credential and Short-term OJT
Light Truck Drivers	15,140	29,110	\$15–\$26	4,080	High School Diploma or Equivalent and Short-term OJT
Mechanical Engineers	11,170	31,830	\$45–\$63	2,075	Bachelor's Degree
Industrial Engineers	10,450	31,850	\$42–\$61	1,785	Bachelor's Degree
Cleaners of Vehicles and Equipment	8,060	9,760	\$14–\$18	1,475	No Formal Educational Credential and Short-term OJT
Parts Salespersons	7,460	8,540	\$14–\$23	870	No Formal Educational Credential and Moderate-term OJT
Inspectors, Testers, Sorters, Samplers, and Weighers	7,430	29,370	\$19–\$28	3,130	High School Diploma or Equivalent and Moderate-term OJT
Industrial Truck and Tractor Operators	6,600	25,120	\$19–\$35	2,425	No Formal Educational Credential and Short-term OJT
Supervisors of Production and Operating Workers	5,900	28,050	\$30–\$41	2,600	High School Diploma or Equivalent
Supervisors of Mechanics, Installers, and Repairers	4,960	15,970	\$27–\$47	1,100	High School Diploma or Equivalent
Industrial Machinery Mechanics	4,590	18,850	\$29–\$38	2,000	High School Diploma or Equivalent and Long-term OJT
Industrial Production Managers	4,170	14,400	\$49–\$67	985	Bachelor's Degree
Architectural and Engineering Managers	4,150	14,030	\$65–\$87	835	Bachelor's Degree
Supervisors of Transportation and Material-Moving Workers	3,900	13,660	\$23–\$36	1,550	High School Diploma or Equivalent
Counter and Rental Clerks	3,300	11,610	\$18–\$28	1,340	No Formal Educational Credential and Short-term OJT
Shuttle Drivers and Chauffeurs	3,160	6,640	\$15–\$20	935	No Formal Educational Credential and Short-term OJT
Logisticians	2,970	11,000	\$29–\$46	805	Bachelor's Degree
Mechanical Engineering Technologists and Technicians	2,630	5,470	\$22–\$38	740	Associate Degree
Transportation, Storage, and Distribution Managers	2,560	8,020	\$37–\$60	585	High School Diploma or Equivalent
Aircraft Mechanics and Service Technicians	2,540	2,930	\$29–\$41	250	Postsecondary Nondegree Award
Cargo and Freight Agents	2,230	2,650	\$19–\$27	250	High School Diploma or Equivalent and Short-term OJT
Millwrights	1,370	2,510	\$39–\$43	280	High School Diploma or Equivalent and Apprenticeship

Source: 2024 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics (Wages and employment); 2022–2032 Long-term Occupational Projections, Michigan Center for Data and Analytics (Annual openings); U.S. Bureau of Labor Statistics (Typical education and training)

Several Mobility key occupations have median wages and projected growth rates exceeding statewide levels.

Figure 5: Key Occupations, Michigan Mobility, 2024



Source: 2024 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics (Wages); 2022-2032 Long-term Occupational Projections, Michigan Center for Data and Analytics (Projected Growth Rate and Annual Openings)

Several key occupations within Mobility are displayed in Figure 5 and show a mix of projected long-term growth, projected annual openings, and statewide median wages. The circle sizes are determined by projected annual openings. The lines at 0.6 percent and \$23.22 indicate statewide projected employment growth through 2032 and the statewide median wage for 2024.

Among the key occupations displayed, only *Automotive service technicians and mechanics* (-1.1 percent) are projected to have a lower employment growth rate through 2032 than the state overall. Despite the modest expected decline in employment, there is projected to be an average of 2,000 openings annually for the occupation. Meanwhile, *Logisticians* and *Industrial*

machinery mechanics are expected to have the highest growth rates at 16.7 and 14.4 percent, respectively, while several other occupations have projected growth rates near 10 percent.

Just over half of the occupations displayed have median wages higher than the statewide median. Of these, four exceed the statewide median wage by more than \$10 per hour. *Mechanical engineers* has the highest median wage at \$50.27 followed by *Industrial engineers* at \$48.98. While several occupations like *Laborers and freight, stock, and material movers, hand* and *Light truck drivers* have median wages below the statewide median, they are also projected to have many openings annually and could offer wages near or exceeding the state median.

Career Pathway

High School Diploma or Equivalent and Short-term Training

- Automotive and Watercraft Service Attendants
- Cargo and Freight Agents
- Industrial Truck and Tractor Operators
- Light Truck Drivers
- Tire Repairers and Changers

There are many opportunities in Mobility for individuals with a high school diploma or equivalent and short-term training (one month or less). For example, occupations like *Light truck drivers* and *Industrial truck and tractor operators* are among the largest in the sector and are projected to have thousands of openings annually. The median hourly wages for the occupations listed range from \$15.08 to \$22.95, and three of the highlighted occupations have the potential to pay wages exceeding the statewide median of \$23.22.

Postsecondary Certificate or Moderate-term Training

- Automotive Service Technicians and Mechanics
- Heavy and Tractor-Trailer Truck Drivers
- Miscellaneous Assemblers and Fabricators
- Production, Planning, and Expediting Clerks
- Welders, Cutters, Solderers, and Brazers

Many Mobility jobs requiring a postsecondary certificate or moderate-term training (more than one month and up to 12 months) are in *Installation, maintenance, and repair* or *Production* occupations. *Miscellaneous assemblers and fabricators* is the largest occupation in Mobility with 70,250 employed in the industry sector. Three out of the five occupations highlighted require a high school diploma or equivalent and all of them have median wages exceeding the statewide median.

Associate Degree or Long-term Training or Apprenticeships

- Automotive Body and Related Repairers
- Industrial Machinery Mechanics
- Mechanical Engineering Technologists and Technicians
- Millwrights
- Tool and Die Makers

While *Installation, maintenance, and repair* and *Production* jobs are still common among Mobility occupations requiring an associate degree or long-term training, this level of education is also required for entry into many engineering technologist and technician occupations. *Mechanical engineering technologists and technicians* is the largest of this type of occupation in Mobility with just over 2,600 employed, nearly half of statewide employment for this occupation. Median wages for the occupations listed range from \$23.33 to \$40.21.

Bachelor's Degree or Higher

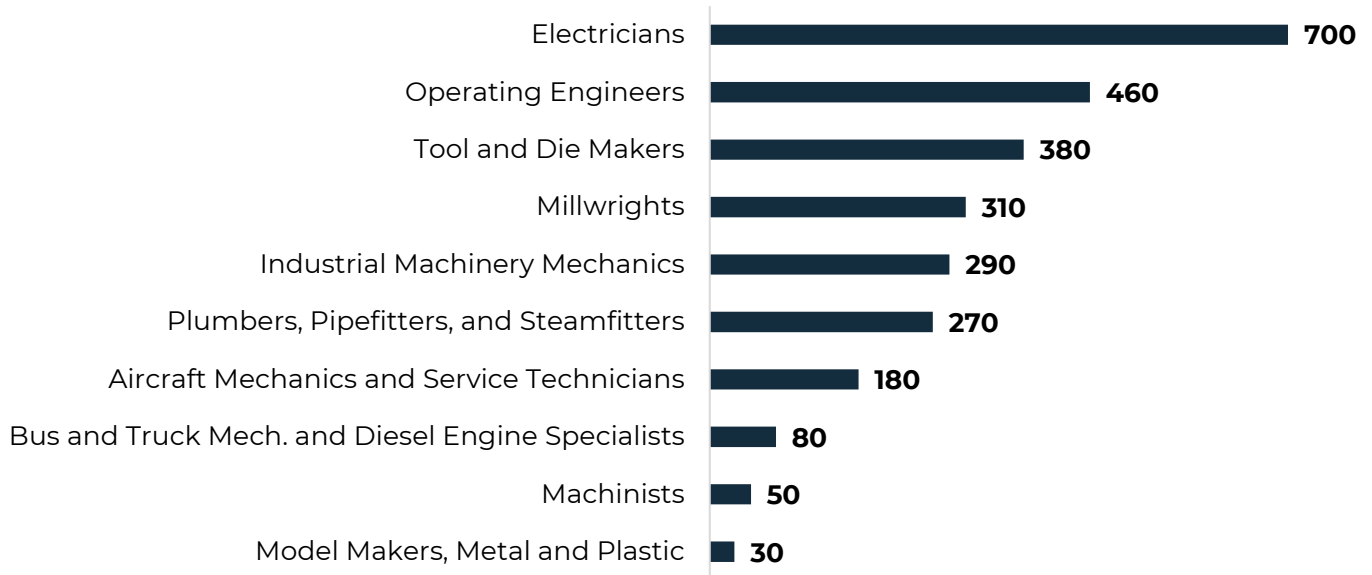
- Industrial Production Managers
- Logisticians
- Mechanical Engineers
- Purchasing Managers
- Software Developers

Mobility occupations requiring a bachelor's degree or higher are largely aligned with engineering, business, or management roles within the sector. As a result, some of the jobs in this category require years of experience in addition to a bachelor's degree and on-the-job training. These occupations are typically high paying with median wages for those listed ranging from \$38.40 to \$67.83.

Apprenticeships

In 2024, seven occupations had more than 100 active registered apprentices in the Mobility sector.

Figure 6: Top 10 Occupations with the Most Active Registered Apprentices, Michigan Mobility, 2024



Source: Registered Apprenticeship Partners Information Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor

In 2024, there were just under 2,900 active registered apprentices in Mobility statewide. Approximately 75 percent of active Mobility registered apprentices were in the *Transportation equipment manufacturing* industry while 17.3 percent were in *Highway, street, and bridge construction*. Together, this accounted for more than 90 percent of active Mobility registered apprentices. *Air transportation* (6.1 percent), *Automotive repair and maintenance* (0.9 percent), and *Truck transportation* (0.7 percent) had the next most active registered apprentices.

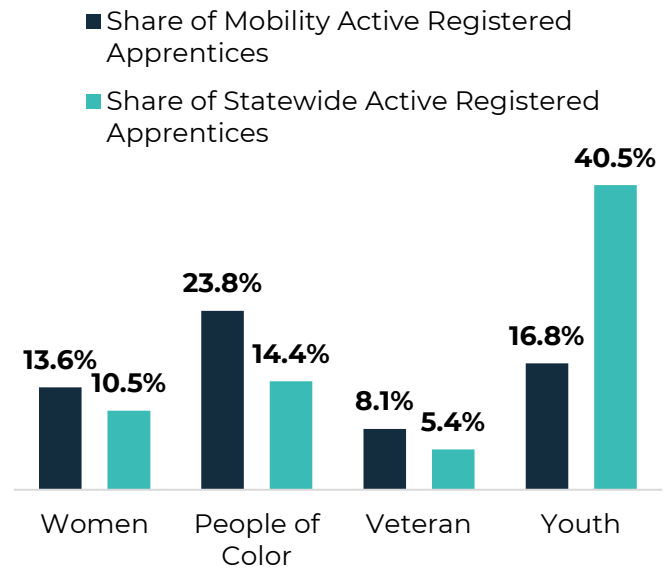
While just two industries accounted for more than 90 percent of Mobility registered apprentices, these active registered apprentices were spread across a variety of occupations. In 2024, seven occupations had more than 100 active registered apprentices throughout Mobility. *Electricians* had the most with just under 700 followed by *Operating engineers* with around 460.

Demographically, the Mobility sector had a larger share of registered apprentices who were women (13.6 percent), people of color (23.8 percent), or veterans (8.1 percent) compared to the state overall. However, only 16.8 percent were youth (ages 16 to 24) compared to 40.5 statewide. These Mobility registered apprentices were largely concentrated in the Detroit Metro (58.2 percent) and Southeast Michigan (17.9 percent) prosperity regions. Notably, the Northeast Michigan Prosperity Region accounted for 6.4 percent of Mobility registered apprentices despite only making up 1.0 percent of total registered apprentices.

The number of new registered apprentices and completers in Mobility has generally trended upwards for the last decade. In recent years, the leveling off or slight decline in completers likely reflects the substantial drop in new registered apprentices that occurred during the pandemic-affected 2020 year. However, since 2020, there have been more than 400 completers each year and new Mobility apprentices peaked at 1,020 in 2023.

A greater share of Mobility active registered apprentices were women, people of color, or veterans compared to the state overall.

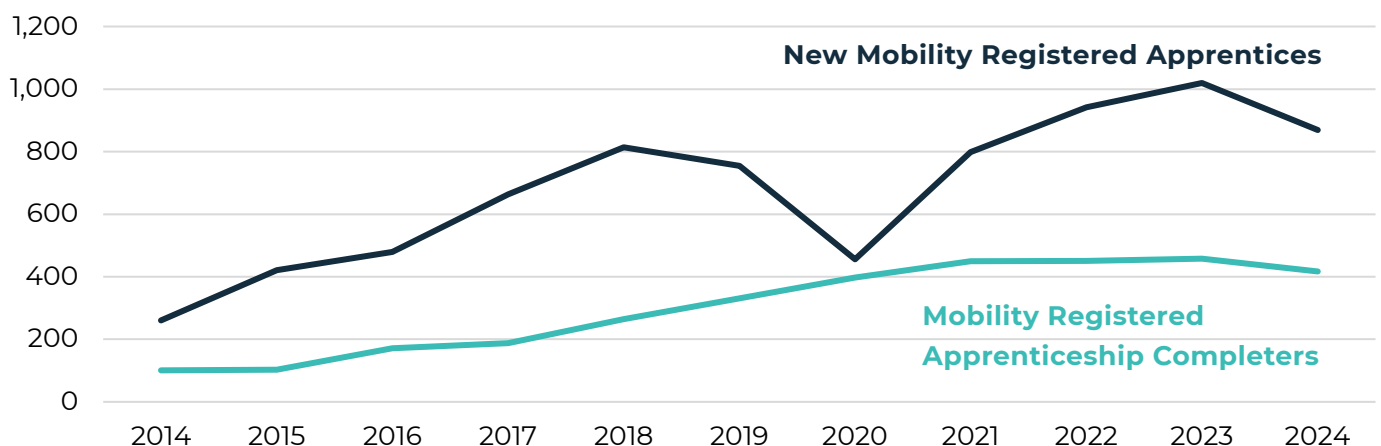
Figure 7: Share of Active Registered Apprentices by Demographic Group, 2024



Source: Registered Apprenticeship Partners Information Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor

New Mobility registered apprentices and completers have largely trended upwards for much of the past decade, though completers have leveled off in recent years.

Figure 8: New Michigan Mobility Registered Apprentices and Completers, 2014–2024



Source: Registered Apprenticeship Partners Information Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor

Real-Time Demand

After seeing a high number of online ads in 2021 and 2022, Mobility job ads were near 2015 levels in 2024.

Figure 9a: Online Job Advertisements Index, Michigan Mobility (Index Year: 2015)

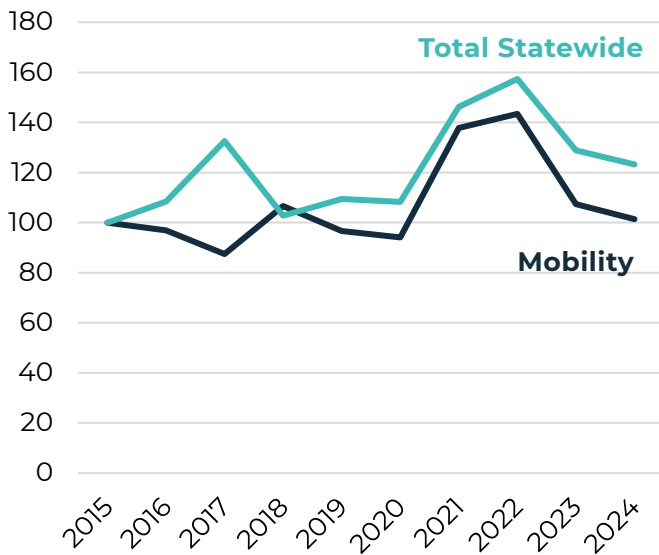
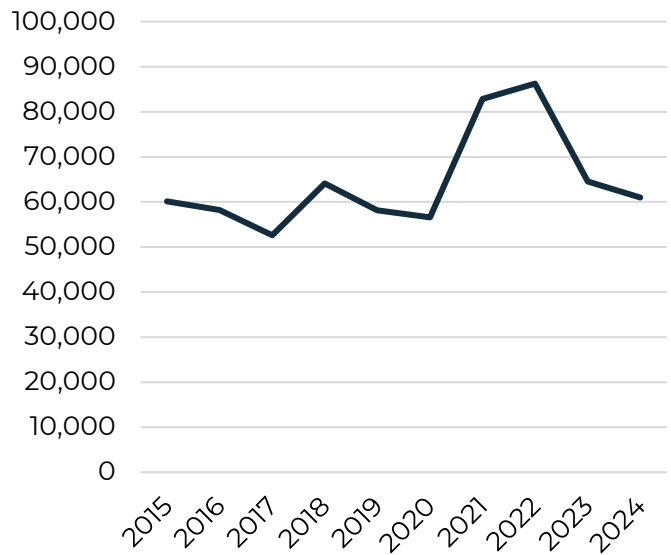


Figure 9b: Online Job Advertisements, Michigan Mobility



Source: Help Wanted OnLine (HWOL), Lightcast Developer

Note: In Figure 9a, online job advertisements in Mobility and the state are indexed to 2015. Each level of 2015 online job ads was set equal to 100 and the changes were calculated from there.

Real-time demand is measured as the number of job advertisements posted online for an occupation or industry. The data is provided by Lightcast Developer, Help Wanted Online. Over time, online job advertisements have become more prevalent, but usage varies as some industries are still more reliant on word-of-mouth or local advertisements. Analyzing online job advertisements can provide insights into an industry’s total available ads, top requested skills and certifications, minimum education requirements, and more.

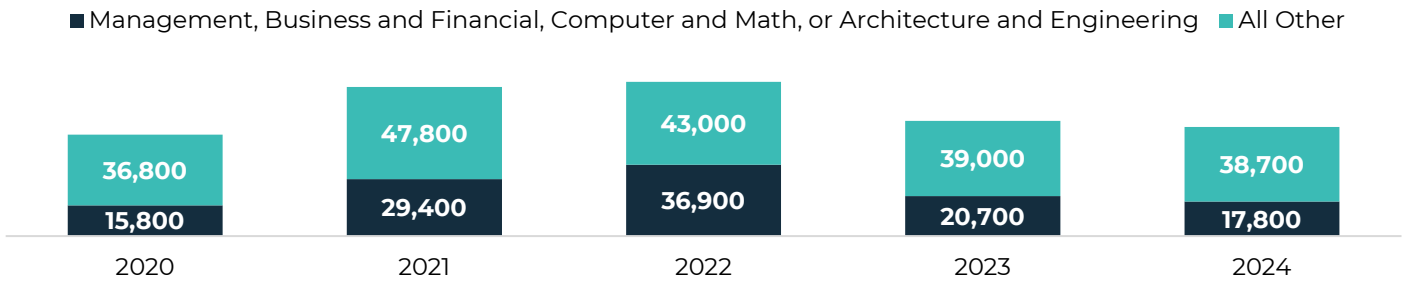
Online job advertisements increased substantially in the years following the start of the COVID-19 pandemic in 2020. By 2022, job ads in Mobility were 40 percent higher compared to 2015 and 60

percent higher for the state overall. Online job ads in Mobility have since declined to near 2015 levels while statewide ads were still around 20 percent higher than 2015 as of 2024.

Outside of 2021 and 2022, the number of Mobility ads typically ranged between 55,000 and 65,000, accounting for approximately 7.5 to 9.5 percent of statewide advertisements. In 2021, the widespread growth in Mobility job ads was particularly strong among several occupation groups, namely, *Management, Business and financial operations, Computer and math, and Architecture and engineering*. However, much of the over-the-year decline in Mobility job ads in 2023 and 2024 was accounted for by these same occupation groups, likely reflecting some degree of normalization.

Much of the fluctuation in Mobility online job ads in the post-pandemic period was driven by a few occupation groups.

Figure 10: Online Job Advertisements by Occupation Group, Michigan Mobility



Source: Help Wanted OnLine (HWOL), Lightcast Developer

Turning to the education and qualifications requested by employers, approximately 54.0 percent of job advertisements in Mobility specified a minimum education requirement between July 2024 and June 2025. Of these, 49.6 percent specified a minimum of a high school diploma or equivalent and another 43.6 percent required a bachelor's degree. Associate degrees accounted for 4.6 percent of ads specifying a minimum education requirement and just 2.2 percent required a graduate degree.

The top 10 certifications and skills are based on how frequently they were listed in an online job advertisement from July 2024 to June 2025. Certifications are designated credentials earned by an individual to verify skills or knowledge gained to perform a job. Common skills are often called "foundational skills" and are defined as the nonspecialized skills that cut across a broad range of occupations. Lastly, specialized skills include professional and job-specific skills requested in job advertisements.

Certifications and Skills Requested in Michigan Mobility Industry Online Job Ads

Top 10 Certifications	Top 10 Common Skills	Top 10 Specialized Skills
ASE Parts Specialist	Communication	Auditing
Automotive Service Excellence (ASE) Certification	Customer Service	Continuous Improvement Process
Cardiopulmonary Resuscitation (CPR) Certification	Detail Oriented	Finance
CDL Class A License	Leadership	Merchandising
Chauffeur License	Lifting Ability	New Product Development
Commercial Driver's License (CDL)	Management	Project Management
Forklift Certification	Microsoft Office	Purchasing
Hazmat Endorsement	Operations	Selling Techniques
Security Clearance	Problem Solving	Truck Driving
Tanker Endorsement	Sales	Warehousing

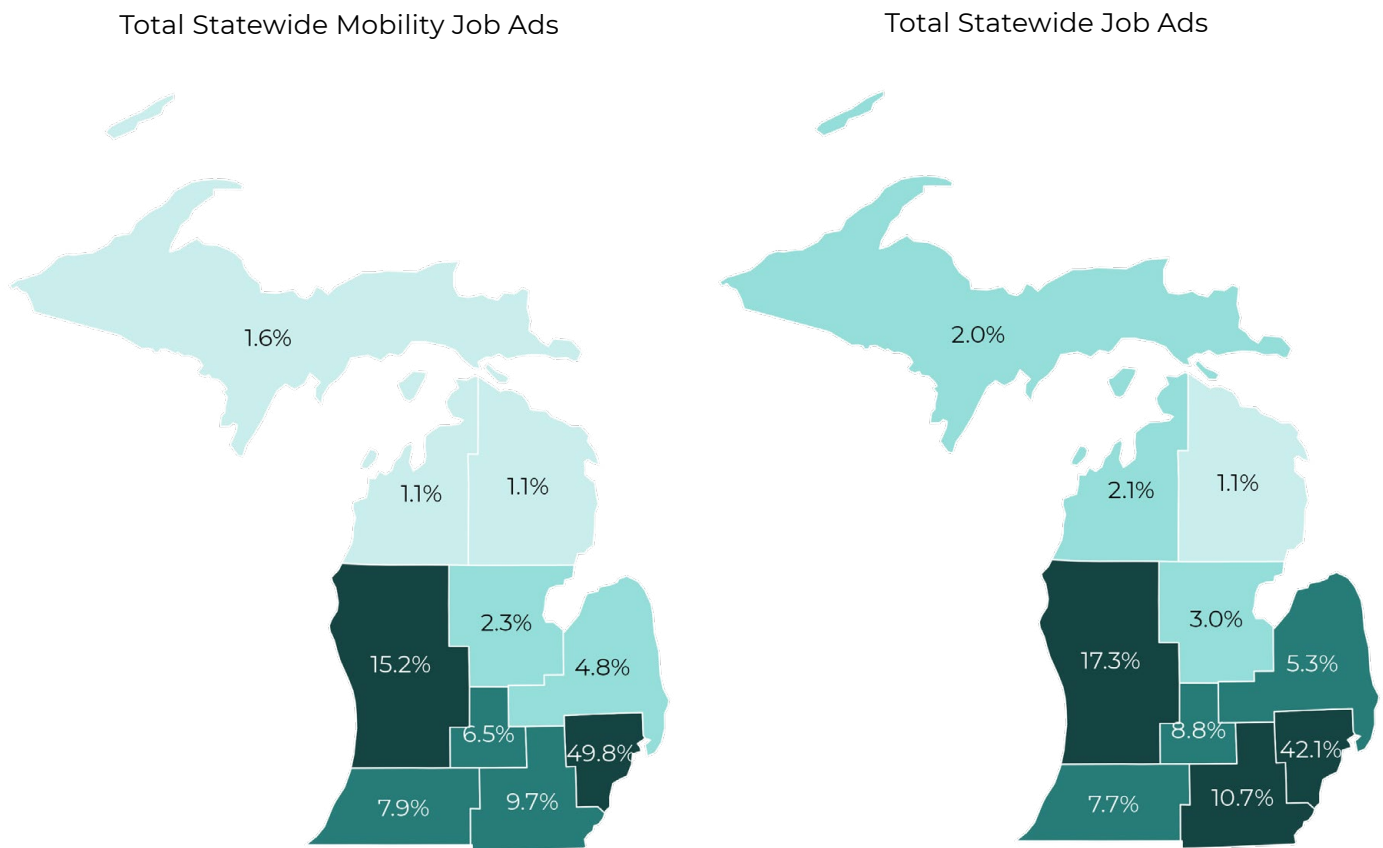
Source: Help Wanted OnLine (HWOL), Lightcast Developer



Geographically, online job advertisements in Mobility were heavily concentrated in the Detroit Metro Prosperity Region, accounting for nearly 50 percent of all Mobility job ads from July 2024 to June 2025. The Detroit Metro and Southwest prosperity regions were the only areas where their share of Mobility ads exceeded their share of total job advertisements.

Mobility online job advertisements are heavily concentrated in the Detroit Metro Prosperity Region.

Figure 11: Online Job Advertisements by Prosperity Region, July 2024–June 2025



Source: Help Wanted OnLine (HWOL), Lightcast Developer

Note: Percentages are based on job advertisements that could be linked to a specific prosperity region.

Projections

Many of the Mobility occupations projected to grow the fastest or have the most annual openings through 2032 require less than a postsecondary education.

Figure 12a: Michigan Mobility Occupations with the Most Projected Growth through 2032

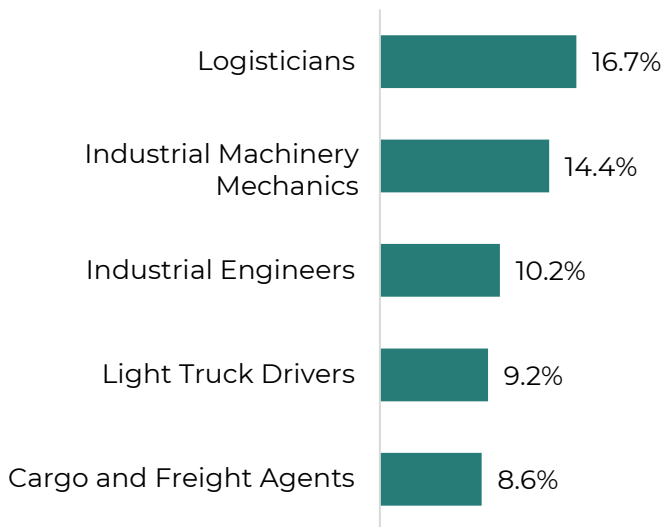
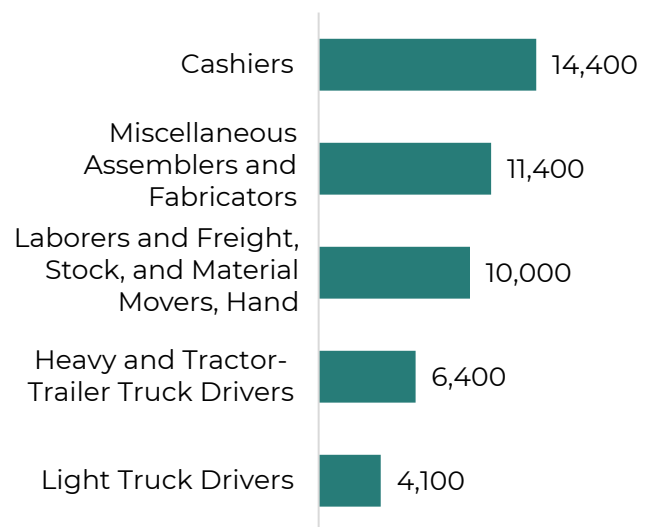


Figure 12b: Michigan Mobility Occupations with the Most Projected Annual Openings through 2032



Source: 2022-2032 Long-Term Occupational Projections, Michigan Center for Data and Analytics

Employment projections do not exist for Mobility, but they do exist for the occupations that make up the industry. The occupations with the largest projected growth rates within the Mobility sector are shown in Figure 12a. These occupations are also key occupations within Mobility. Together, these five occupations are projected to have an average of 8,900 job openings annually through 2032. Additionally, only *Logisticians* and *Industrial engineers* require postsecondary education, while the rest are attainable with a high school diploma or equivalent and on-the-job training.

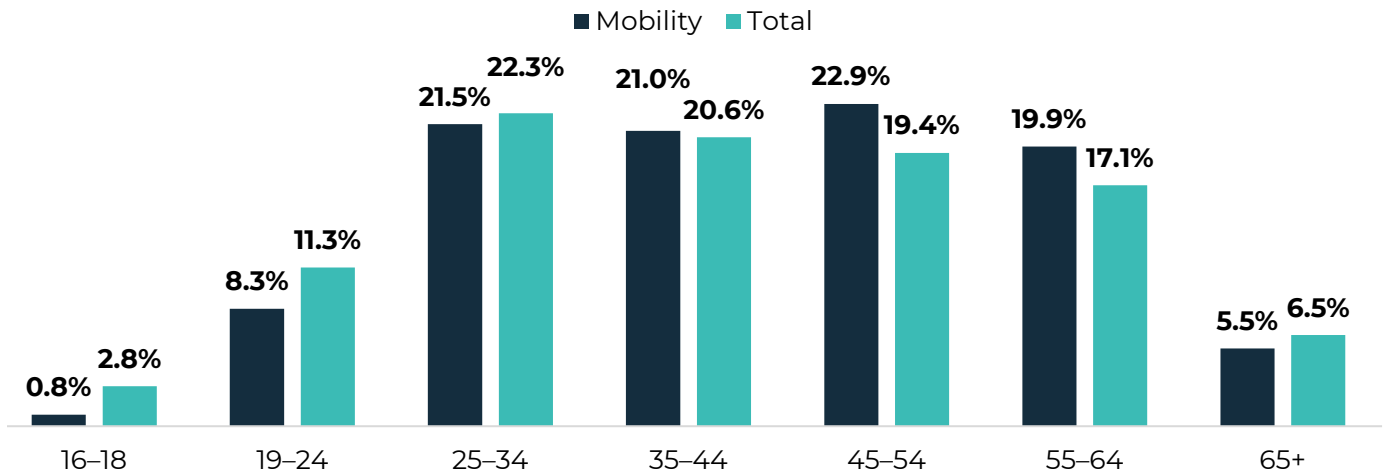
Figure 12b shows the occupations in Mobility with the greatest number of projected annual openings. Only one of these, *Heavy and tractor-trailer truck drivers*, requires education beyond a high school diploma or equivalent. Despite having a high number of projected annual openings, employment for *Cashiers* and *Miscellaneous assemblers and fabricators* is projected to decline by 13.2 and 7.4 percent, respectively. Conversely, *Light truck drivers* is among the highest in both employment growth and projected annual openings.

¹ *Light truck drivers* drive a light vehicle, such as a truck or van, with a capacity of less than 26,001 pounds Gross Vehicle Weight (GVW), primarily to pick up merchandise or packages from a distribution center and deliver. May load and unload vehicle. Excludes "Couriers and Messengers" and "Driver/Sales Workers."

Workforce Demographics

Mobility industry employment is more heavily concentrated in older age groups.

Figure 13: Michigan Mobility Employment by Age, 2023



Source: 2023 One-Year Public Use Microdata Sample, American Community Survey, U.S. Census Bureau

Data on workforce demographics are important for identifying industry sector characteristics and addressing gaps in education and skills within the workforce. To bolster the supply of talent across an industry sector, employers may need to acclimate to what their workforce values, such as opportunities for financial and professional gain. The following section displays characteristics of the Mobility workforce in Michigan. These data analyses rely on the U.S. Census Bureau's American Community Survey.²

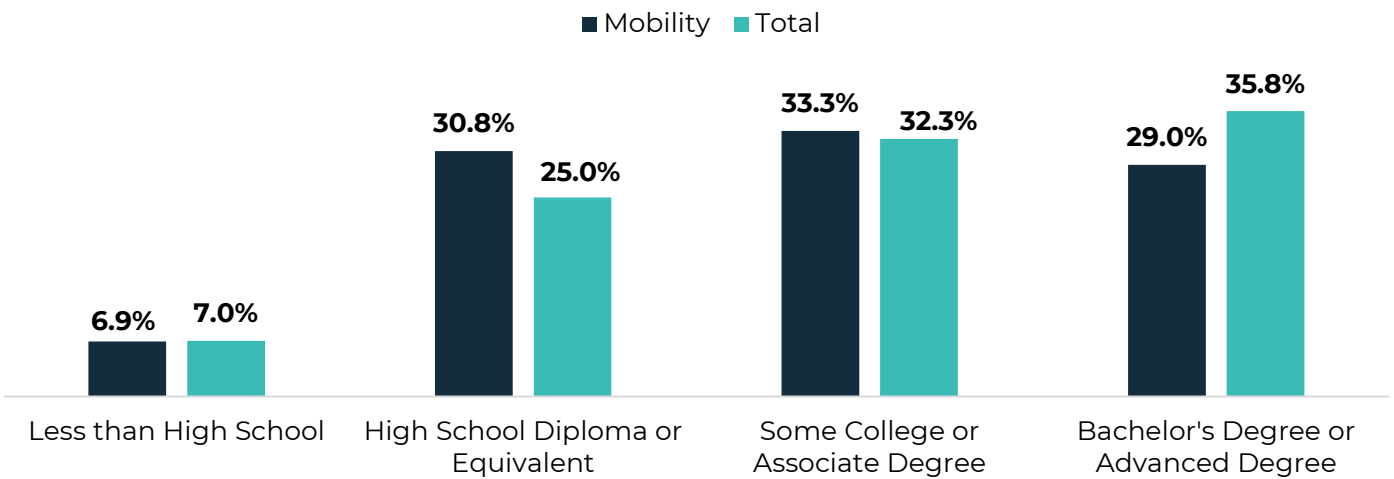
Within Mobility, 42.8 percent of workers are ages 45 to 64, nearly six percentage points higher than this group's share of statewide employment. This is largely accounted for by the share of Mobility workers age 24 or younger making up approximately 9 percent of the Mobility workforce compared to around 14 percent statewide. Practically, the nature of work within Mobility may limit the opportunities available to younger workers, particularly those under 18 years old.

² Due to data limitations, the following analyses will not include employment in the following industries: *Highway, street, and bridge construction; Testing laboratories and services; or Research and development in the physical, engineering, and life sciences (except nanotechnology and biotechnology)*. However, the industries that are captured account for nearly 90 percent of Mobility employment.



A larger proportion of workers in the Mobility sector have a high school diploma or equivalent as their highest level of education compared to the statewide average.

Figure 14: Michigan Mobility Employment by Education, 2023

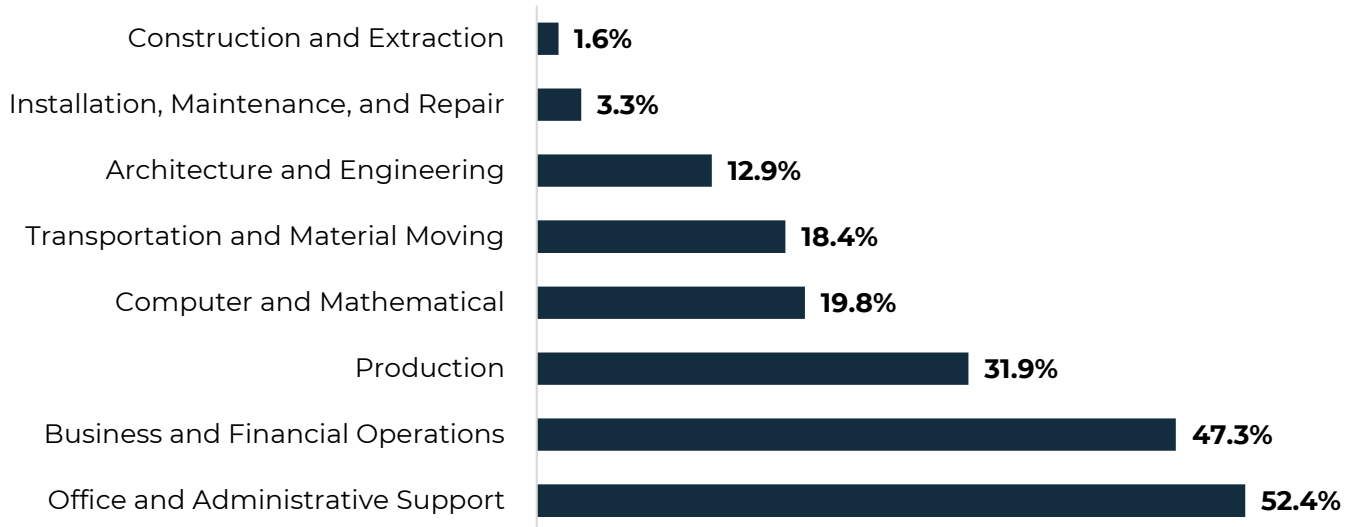


Source: 2023 One-Year Public Use Microdata Sample, American Community Survey, U.S. Census Bureau

Workers with a high school diploma or equivalent as their highest level of education account for 30.8 percent of Mobility employment and just 25.0 percent of employment statewide. Mobility also has a slightly higher share of employment with some college or an associate degree. This difference is offset by the Mobility industry having a lower share of workers with a bachelor's degree or higher.

Despite being a small share of total Mobility employment, women account for a large portion of the industry’s employment in *Office and administrative support* occupations and *Business and financial operations* occupations.

Figure 15a: Women’s Share of Mobility Industry Employment by Selected Occupation Group, 2023

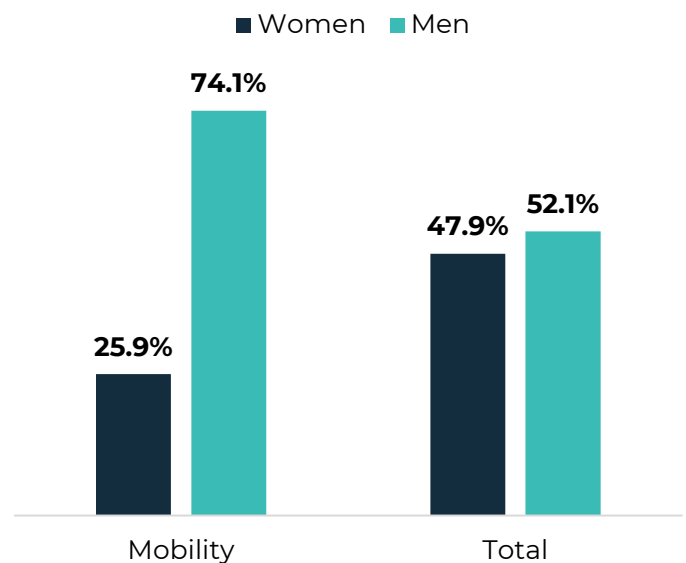


Source: 2023 One-Year Public Use Microdata Sample, American Community Survey, U.S. Census Bureau

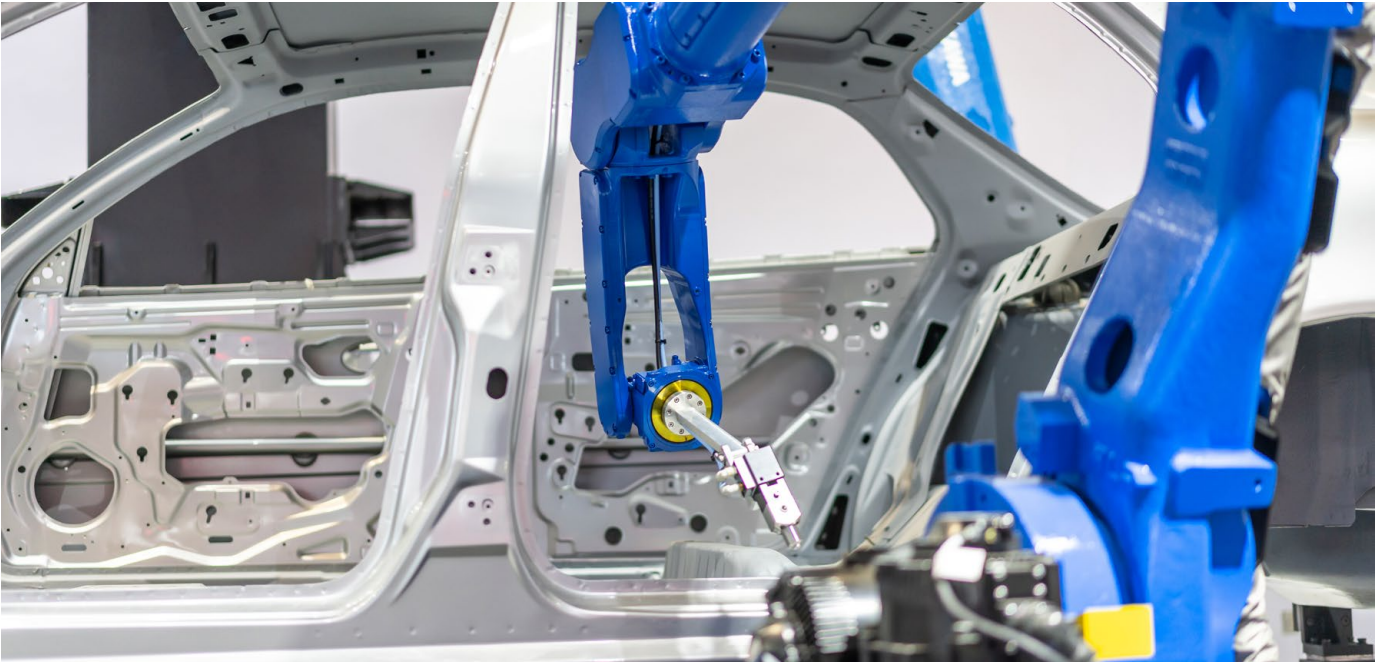
Men and women employed in Mobility have similar levels of educational attainment. Men are slightly more likely than women to have less than a high school diploma and are also more likely to have a bachelor’s degree or advanced degree.

Nearly 75 percent of workers in Mobility are men compared to just over half statewide. Despite being a small share of the overall Mobility workforce, women account for about half of those in Mobility who work in *Office and administrative support* occupations or *Business and financial operations* occupations. Conversely, *Construction and extraction* occupations and *Installation, maintenance, and repair* occupations are almost entirely male. Further, women account for just 19.8 percent of Mobility employment in *Computer and mathematical* occupations, 18.4 percent in *Transportation and material moving* occupations, and 12.9 percent in *Architecture and engineering* occupations.

Figure 15b: Michigan Mobility Employment by Gender, 2023

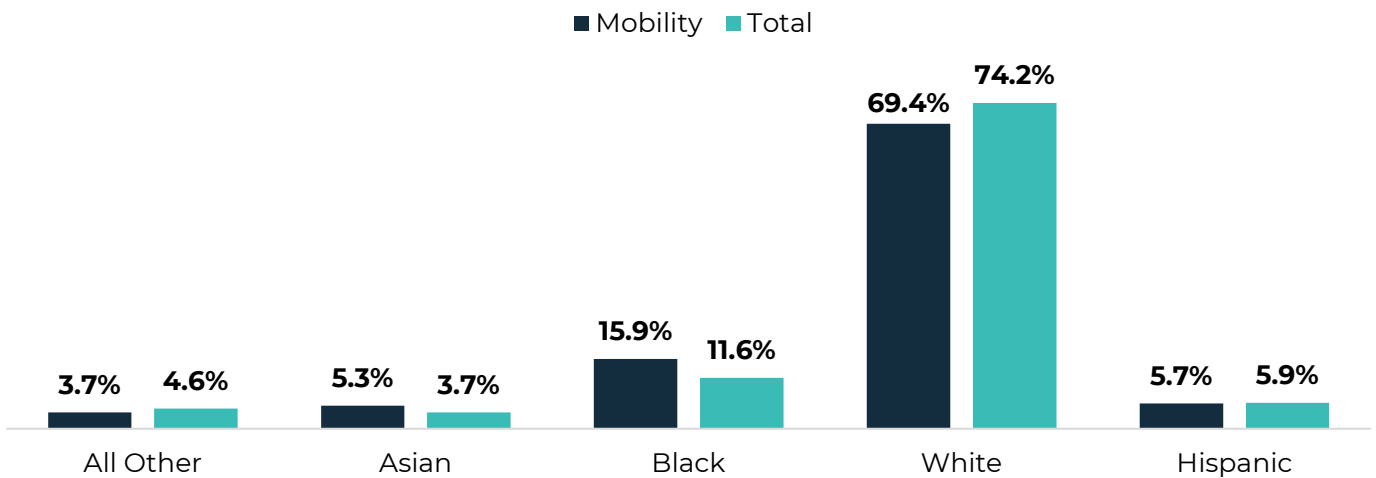


Source: 2023 One-Year Public Use Microdata Sample, American Community Survey, U.S. Census Bureau



Black and Asian workers account for a larger share of employment in Mobility compared to the state.

Figure 16: Michigan Mobility Employment by Race and Ethnicity, 2023



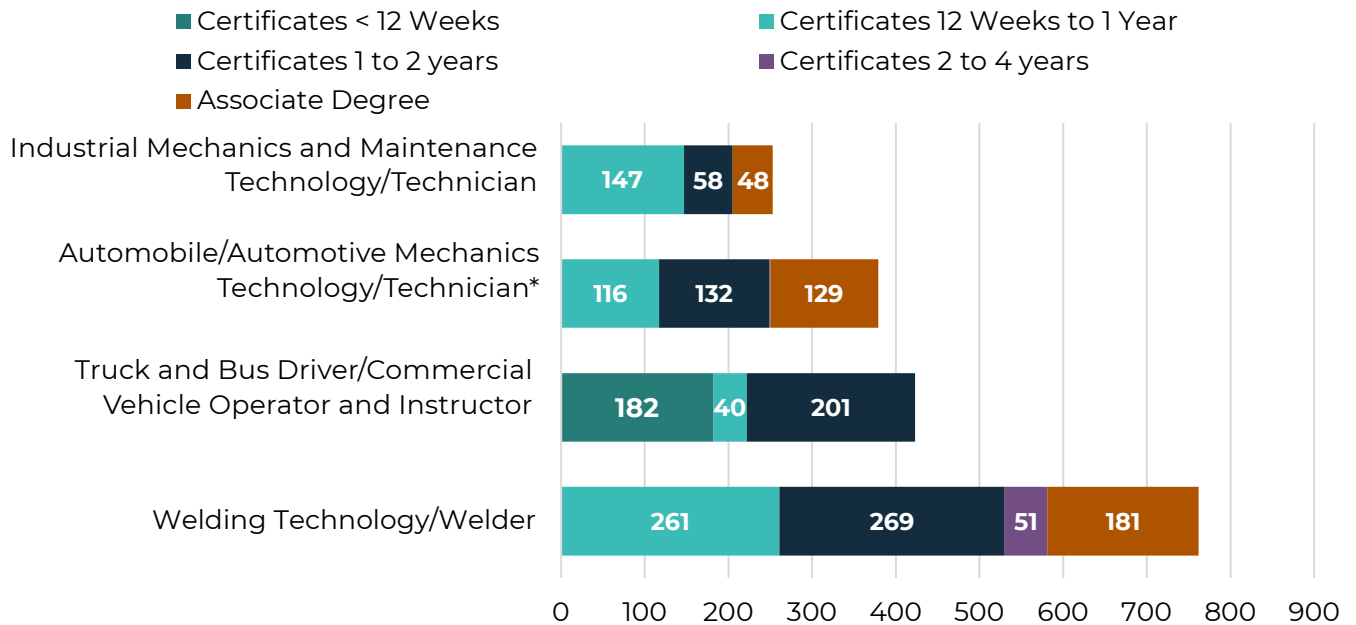
Source: 2023 One-Year Public Use Microdata Sample, American Community Survey, U.S. Census Bureau

Black workers account for nearly 16 percent of Mobility employment, 4.3 percentage points higher than their share of statewide employment. Asian workers also have higher representation in Mobility at 5.3 percent of workers compared to 3.7 percent statewide. On the other hand, smaller shares of employment in Mobility identify as white or Hispanic relative to the state.

Talent Pipeline

Several Mobility-related postsecondary programs had substantial award completions in degree or certificate programs of varying lengths.

Figure 17: Completions in Selected Programs by Award Level, 2022–2023 Academic Year



Source: Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics

Note: The Automobile/Automotive Mechanics Technology/Technician* program also had one completion in certificates <12 weeks and one completion in certificates 2 to 4 years

Data on completions of postsecondary instructional programs are available from the National Center for Education Statistics. These data can be used to estimate ever-changing levels of supply for some occupations in the labor market. While there are no officially defined programs for industries, certain programs are more likely to lead to work in Mobility than others. This section will highlight several of the many programs that can lead to a job in Mobility. Since this analysis covers program completions at Michigan's postsecondary institutions that participate in federal financial aid programs, there could be training completed on-the-job or at education and training providers that are not captured in these data.

Mobility contains a wide range of jobs with diverse educational requirements. During the 2022–2023 academic year, Mobility-related associate and certificate completions were more aligned with the skilled trade-oriented maintenance, manufacturing, and transportation aspects of the sector. Among these, welding technology/welder had the most associate or certificate completions with 762 during the 2022–2023 academic year. This was followed by truck and bus driver/commercial vehicle operator and instructor (423), automobile/automotive mechanics technology/technician (378), and industrial mechanics and maintenance technology/technician (253). Many of these completions were spread across award types ranging in duration from less than 12 weeks to two or more years.

Michigan ranked near the top in terms of postsecondary program completions for several Mobility-related programs during the 2022–2023 academic year.

Figure 18: Selected Program Completions at Michigan Postsecondary Institutions, 2022–2023 Academic Year

Award Level	Program	Completions	State Rank
Bachelor's	Total	54,718	13
Bachelor's	Mechanical Engineering	1,655	4
Bachelor's	Logistics, Materials, and Supply Chain Management	799	2
Bachelor's	Electrical and Electronics Engineering	756	5
Bachelor's	Industrial Engineering	244	8
Certificate or Associate	Total	42,312	12
Certificate or Associate	Welding Technology/Welder	762	21
Certificate or Associate	Automobile/Automotive Mechanics Technology/Technician	379	25
Certificate or Associate	Industrial Mechanics and Maintenance Technology/Technician	253	8
Certificate or Associate	Electrical, Electronic, and Communications Engineering Technology/Technician	154	8
Certificate or Associate	Mechanical/Mechanical Engineering Technology/Technician	53	5

Source: Integrated Postsecondary Education Data System (IPEDS), National Center for Education Statistics

At the bachelor's degree level, business administration and management, general (2,571) and mechanical engineering (1,655) had the most completions among programs most closely aligned with Mobility careers. Bachelor's degrees in mechanical engineering were awarded at 16 unique institutions throughout the state. Of these, six institutions had more than 100 completions with the top three—Michigan State University (279), Michigan Technological University (274), and University of Michigan-Ann Arbor (239)—exceeding 200 completions. Many other business and engineering-related programs were also common at the bachelor's degree level, including logistics, materials, and supply chain management (799 completions).

Among states, Michigan was a top producer of Mobility-related program completions during the 2022–2023 academic year. The state ranked in the top five for most bachelor's completions in mechanical engineering; logistics, materials, and supply chain management; and electrical and electronics engineering. For certificate or associate degree completions, the state ranked near the middle for welding technology/welder and automobile/automotive mechanics technology/technician. However, Michigan was top 10 for the electrical and mechanical engineering technology and technician programs, respectively—mirroring the high rankings in engineering programs at the bachelor's level.



Conclusion

Accounting for 13.0 percent of statewide employment and offering high-wage opportunities for individuals across education and training levels, Mobility is a vital part of Michigan's workforce. While many Mobility key occupations are attainable with a high school diploma or equivalent, there are postsecondary and Registered Apprenticeship programs throughout the state preparing individuals to pursue careers in the sector. Since the Mobility workforce currently relies on older age groups and men, continuing to expand education and training opportunities and increasing the representation of women will be important for ensuring the supply of talent into the sector.



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