

GROWTH OCCUPATIONS

OPPORTUNITIES FOR MORE EQUITABLE PARTICIPATION
IN DETROIT'S GROWING ECONOMY

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Growth Occupations: Opportunities for More Equitable Participation in Detroit's Growing Economy identifies Metro Detroit's growth occupations, illustrates the inequitable access to this set of fast-growing well-paying jobs, and offers solutions to create a more equitable future that connects Detroit's workers to the region's growing occupations.

To build a more inclusive and equitable economy, there must be a renewed focus on connecting more of the region's workers, especially Black and Latino/Hispanic workers to these well-paying jobs that offer a pathway into the middle class.

<https://detroitfuturecity.com/resources/research/>

KEY INSIGHTS

- The region's economic growth alone has not been enough to generate truly equitable outcomes for Detroiters or people of color.
- Black and Latino/Hispanic workers are employed in growth occupations at lower rates than their white or Asian counterparts.
- Detroit's Black, Latino/Hispanic, and Asian residents are less likely to work in growth occupations than their suburban counterparts.
- At every level of educational attainment, Black workers remain significantly less likely than white workers to be employed in growth occupations.

Closing disparities in access to growth occupations, especially for Detroiters of color, could begin to close economic divides in the region and strengthen the regional economy.

8 actions to create more equitable access to growth occupations



Increase the number of jobs in growth occupations

1. Attract industries that are a source for growth occupations but are currently still emerging in Detroit
2. Focus attraction efforts on industries that have a high share of Black workers in growth occupations



Increase the talent prepared for growth occupations

3. Increase awareness of growth occupations for youth and adult workers
4. Improve educational outcomes to build a pipeline of talent for the future
5. Provide training and educational support for existing workers to move into growth occupations



Ensure equitable access to growth occupations

6. Identify and create pathways for Detroiters without four-year degrees to enter growth occupations
7. Increase access to wraparound services
8. Evaluate hiring practices to remove barriers and attract high-quality candidates

107 GROWTH OCCUPATIONS IN DETROIT

TOP GROWTH OCCUPATIONS

<p>1. Registered nurses</p>	<p>2. General and operations managers</p>	<p>3. Software developers</p>	<p>4. Accountants and auditors</p>	<p>5. Elementary school teachers</p>
<p>6. Sales representatives of services</p>	<p>7. Business operations specialists</p>	<p>8. Project management specialists</p>	<p>9. Electricians</p>	<p>10. Loan officers</p>