



**DETROIT
FUTURE
CITY**

GROWTH OCCUPATIONS

OPPORTUNITIES FOR MORE EQUITABLE PARTICIPATION
IN DETROIT'S GROWING ECONOMY



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A publication of Detroit Future City's Center for Equity, Engagement, and Research in
collaboration with Brookings Metro

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Released: February 2023

ACKNOWLEDGEMENTS

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FUNDED BY

The W.K. Kellogg Foundation

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FOREWORD

By many measures — low unemployment and an increase in well-paying jobs in fast-growing industries among them — Detroit and southeast Michigan are moving in the right direction. New jobs that pay well provide access to career pathways and a door to the middle class for residents. However, this significant regional economic expansion has not been experienced equitably, especially for legacy Detroiters and people of color. Access to the middle class is essential for Detroiters, who have a per capita annual income of roughly \$20,000 and a consistently high poverty rate of around 30%.

Our strategy should be multifaceted and identify opportunities at both the system and individual levels. Besides helping Detroiters attain new skills and credentials — and removing barriers to employment such as lack of access to high-quality childcare — we should focus on creating jobs that provide pathways to careers and meaningful employment opportunities by supporting business growth and inclusive economic development efforts in Detroit and southeast Michigan. Further, we should work with employers to develop and deepen equitable hiring and advancement practices and create welcoming workplace environments. Finally, a more cohesive data system will allow us to better understand challenges and opportunities at both the individual and population levels.

Building a strong middle class and a more economically equitable future is paramount for the well-being of our region. We can get there, but we must do it together. This report offers a platform for having this conversation and continuing to work with partners to identify opportunities for addressing these challenges.

Faye Alexander Nelson

Director, Michigan Programs
W.K. Kellogg Foundation



FOREWORD

Economic growth is paramount for Detroit and the region, as it is for all cities. Yet it is critical to look at the impact of growth across the community and how its benefits are distributed. Detroit Future City's *Growth Occupations* report provides clear evidence that the economic growth in the Detroit region has not been inclusive. The data is stark — many quality jobs that are in the fastest-growing industries that provide stability, an entry to the middle class, and a path to wealth creation, remain out of reach for Black and Latino Detroiters.

With equal clarity, *Growth Occupations* illuminates a path forward, providing insights around the industries and jobs that present meaningful opportunities to alter the current course and achieve equitable economic growth. At Michigan Central, we are building a market-leading ecosystem of companies, entrepreneurs, academic institutions, civic organizations, and others focused on building solutions and skills at the intersection of mobility and society. This work, on the front lines of finding better solutions for physical, economic, and social mobility, gives us the opportunity to bring new jobs to Detroit while being intentional about skills training and developing pathways to access the growth occupations this report identifies.

Once again, Detroit is uniquely positioned to be an epicenter of innovation with global impact. The opportunity to catalyze innovation at scale, however, depends on who participates. A focus on equitable growth will only further strengthen our collective ability to seize the opportunities ahead.

Joshua Sirefman

Chief Executive Officer
Michigan Central



FOREWORD

There is a Detroit adage that says, “Detroit Hustles Harder.” Emblazoned on t-shirts and coffee mugs, the Detroit Hustle is pervasive in every neighborhood across the city. Generally, the term means that you are making additional money, outside of or instead of your primary job. This additional money can come from any source, from the gig economy, to working more than one part-time job, to an entrepreneurial venture. The Detroit Hustle feeds and dresses children (perhaps even stylishly), pays the rent, ensures the car can still transport kids to school and adults to employment, and fills birthdays and holidays with gifts. That same Detroit Hustle can lead to a down payment on a house, a loan for a small business, or to move the family to the suburbs.

Detroit Hustles Harder.

The concept of the Detroit Hustle implies all the inventiveness and ingenuity that are innate in Detroiters. The concept is an acceptance that Detroiters, Black and Latino residents in particular, consistently make less than other Detroiters in the city and region. Obtaining a fraction of the quality of life that white Detroiters and metro Detroiters have requires additional income that may be outside of their regular employment. If Detroit Hustles Harder were a complete sentence, it would read, “Detroit Hustles Harder Because the Income Disparity Does Not Allow for Black and Brown People to Live Fully and Fairly.”

To understand this problem, we must understand the issue itself. Across the region, Black workers make \$0.75 for every dollar their white counterparts make. We also know there is a substantial disparity between the wages of Detroiters and their suburban counterparts, regardless of educational attainment. While we know these disparities exist, we also know that the economy is growing in Southeast Michigan. Even after the pandemic and record high unemployment, the Detroit region is nearing pre-pandemic levels. As the region positions itself to lead the state in advanced manufacturing and technology, we need to ask ourselves hard questions:



What occupations are growing in Southeast Michigan? What is the rate of pay for these jobs and employees' potential for growth? Do these jobs provide pathways into the middle class? How do these jobs and those who hold them compare between Detroit and the region and with other cities nationally?

We are fortunate enough to turn to our friends at Brookings Metro to help us better understand these issues. We were even more fortunate that the W. K. Kellogg Foundation found this topic equally intriguing and supported the research. We hope this report creates new questions and — even more importantly — new solutions. To respond to these issues effectively will require a multi-sector coordinated solution towards the same goal: Ensuring that every Detroiter is prepared and has access to every good-paying, high-growth occupation available in Southeast Michigan.

No one should be required to hustle hard to live in Metro Detroit.

Anika Goss

Chief Executive Officer
Detroit Future City

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KEY FINDINGS

The region's economic growth alone has not been enough to generate truly equitable outcomes for Detroiters or people of color.

Over the past decade, there has been a substantial economic expansion across the city and the region. However, the rebound from the Great Recession has not closed long-standing racial and geographic divides.

Growth occupations provide good jobs today and pathways to the middle class, and their resiliency suggests they will continue to provide good jobs in the future.

There are 107 growth occupations powering the region's economic growth. Although they only account for a quarter of the region's jobs, they are responsible for nearly two-thirds of the region's recent employment growth.

107 GROWTH OCCUPATIONS IN DETROIT

Top growth occupations



1.
Registered
nurses



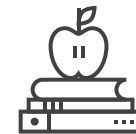
2.
General and
operations managers



3.
Software
developers



4.
Accountants and
auditors



5.
Elementary school
teachers



6.
Sales representatives
of services



7.
Business operations
specialists



8.
Project management
specialists



9.
Electricians



10.
Loan officers

Access to these well-paying growth occupations is inequitable and contributes to Metro Detroit's economic divides.

Black and Latino/Hispanic workers are employed in growth occupations at lower rates than their white or Asian counterparts. Black, Latino/Hispanic, and Asian workers who live in Detroit are employed in growth occupations at lower rates than their suburban counterparts. Representation in growth occupations increases with education, but disparities between racial/ethnic groups persist at every level of education, even for those with a bachelor's degree or higher. While workers with a bachelor's degree are more likely to work in growth occupations, many opportunities in growth occupations also exist for those without a bachelor's degree. About 36% of workers in growth occupations have an associate's degree or some post-secondary experience, and 15% have only a high school education.

- Approximately 1 in 6 Black workers are in growth occupations compared to 1 in 4 white workers.
- 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.

There are eight actions local leaders can take to create more equitable access to the region's 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

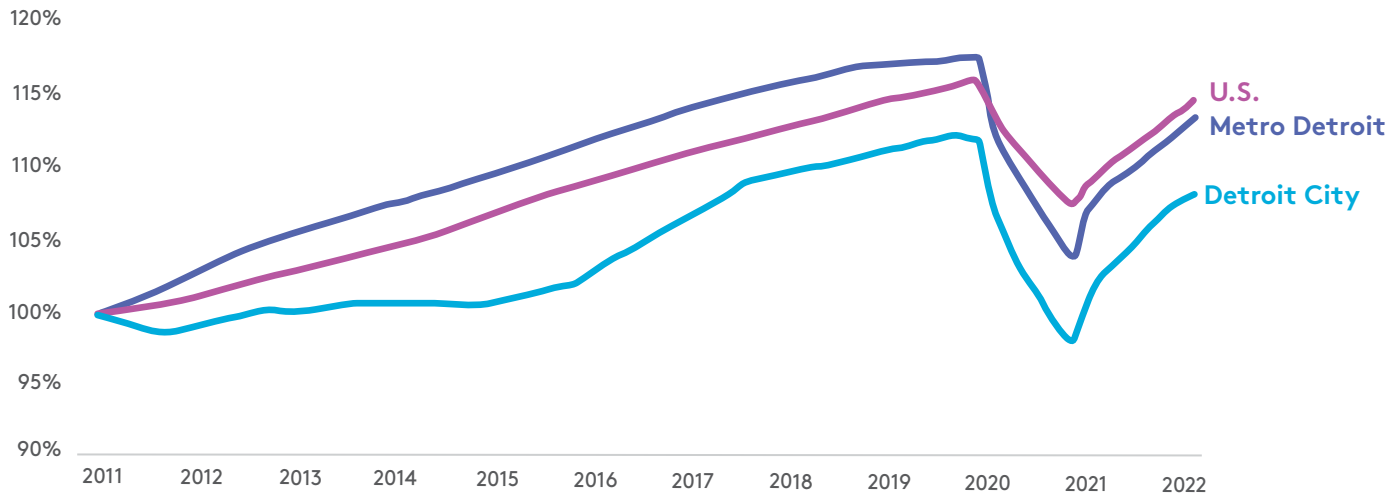
6. Identify and create pathways for Detroiters without four-year degrees to enter growth occupations
7. Increase access to wraparound services
8. Evaluate hiring practices to remove barriers and attract high-quality candidates

INTRODUCTION

The economy of the Metro Detroit region¹ has rebounded since the end of the Great Recession, nearly returning to the number of jobs that existed in the region at the beginning of the century. Although the recovery in the city of Detroit started later, following the municipal bankruptcy, it, too, has seen robust job growth. And while it is promising that both the Detroit city and regional economies have expanded in recent years, the region's economic growth alone has not been enough to generate truly equitable outcomes for Detroiters or people of color.

The Detroit economy was growing strongly prior to the pandemic and has rebounded since

Change in total employment from 2010, 12-month average



Source: Bureau of Labor Statistics

¹ In this report, the region is defined as the six-county Detroit-Warren-Dearborn Metropolitan Statistical Area. "Metro Detroit" and "region" are used interchangeably.

The jobs that are coming to the region are either out of reach for most Detroiters or do little to move people into the middle class. Detroit has seen an increase in the share of jobs held by workers with a four-year degree and in low-paying jobs that don't require a degree. The result is a decline in the share of well-paying jobs that could offer a path into the middle class for the many Detroiters who do not hold four-year degrees.

In part due to these shifts in the types of jobs in the region, alongside the effects of racial discrimination that many workers experience, the region's robust growth over the past decade failed to close gaps that exist. Substantial inequalities by race and place remain. In Detroit, the median household income of \$36,000 remains just over half that of the region's (\$67,000), and median earnings for white workers in the region are nearly 1.4 times median earnings for Black or Latino/Hispanic workers.ⁱ The COVID-19 pandemic also revealed substantial inequities in employment outcomes. The unemployment rate for Black workers in Metro Detroit rose to 15% in 2021, more than 2.6 times the rate for white workers.ⁱⁱ

1/2

The median household income in Detroit is half that of the region.

1.4x

Median earnings for white workers in the region are 1.4 times higher than earnings for Black or Latino/Hispanic workers.

2.6x

The unemployment rate for Black workers in Metro Detroit was 2.6 times higher than it was for white workers in 2021.

To build a more inclusive and equitable economy where all residents of the Detroit region can fully and fairly participate and prosper, there must be a renewed focus on creating opportunities for all Detroiters. This view must not only look at Detroit and its workforce as a pool of labor, but rather look at the city and the region as a base of talent to fuel a 21st-century economy.

This context of continued inequities despite newfound growth inspired this effort to identify emerging growth occupations — well-paying jobs that are growing in number and help to power the overall expansion of the regional economy. Connecting more of the region's workers, especially Black and Latino/Hispanic workers and those who live in the city of Detroit, to these growth occupations could be a powerful way to ensure more robust economic outcomes and serve as a critical part of the region's equitable path forward.

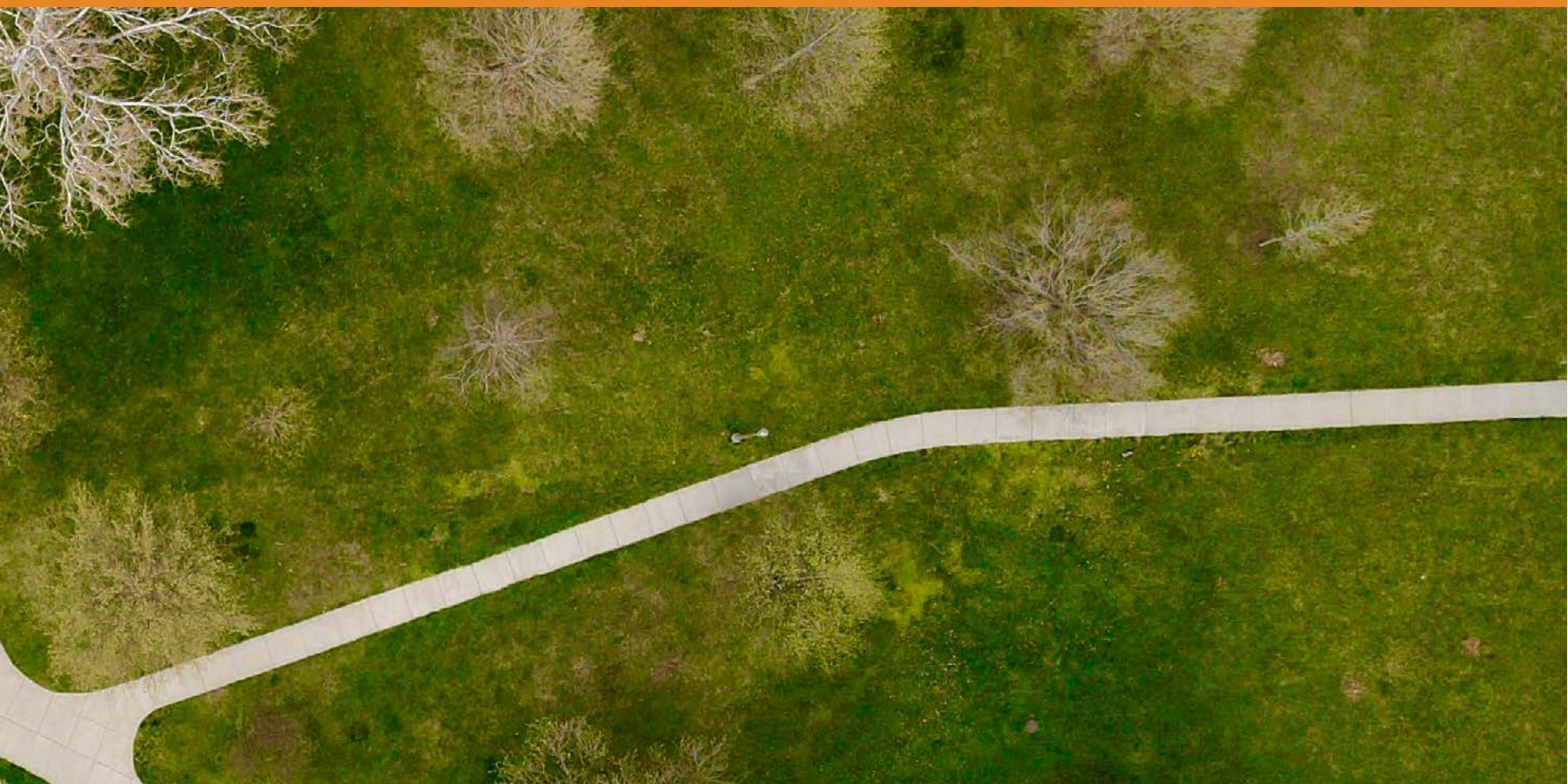
This report identifies Metro Detroit's growth occupations, illustrates the inequitable access to this set of fast-growing well-paying jobs, and offers solutions to create a more equitable future that connects Detroit's workers to the region's growing occupations.



DEFINING GROWTH OCCUPATIONS



Growth occupations represent an ongoing path to quality employment and can also be the building blocks for a more economically equitable future.



DEFINING GROWTH OCCUPATIONS

For growth occupations to be the backbone of building economic equity in the region, they must be jobs that are not only fueling growth in Metro Detroit, but jobs that have a critical mass of employment in the region and provide workers with a middle-class wage. Guided by these criteria and using data from the American Community Survey and Lightcast™ (formerly Emsi Burning Glass), Detroit Future City and Brookings Metro used the definition below to identify Metro Detroit's growth occupations.

- 1) **Job growth:** A rate of job growth the same as or greater than the region as a whole between 2014 and 2019.²
- 2) **Wage growth:** Growth in wages between 2014 and 2019, after adjusting for inflation.
- 3) **Middle-class wages:** Occupations that pay at least a middle-class wage. This is defined as occupations with a median wage of \$25 per hour³ or more in 2019.
- 4) **Size:** Employing at least 300 people in the Metro Detroit region.

² 2014 to 2019 were selected as the reference years because this is the period of growth in Detroit between the city's bankruptcy and the onset of the COVID-19 pandemic.

³ \$25 per hour is \$52,000 per year. DFC defines "middle class" as the share of the population that has an income between 80% and 200% of the national median, which translated to an annual income of between \$52,600 and \$131,400 in 2019.



GROWTH

Jobs grew faster than regional average from 2014 to 2019

Real wage growth was positive from 2014 to 2019



PAY

Median wages of at least \$25/hour in 2019



SIZE

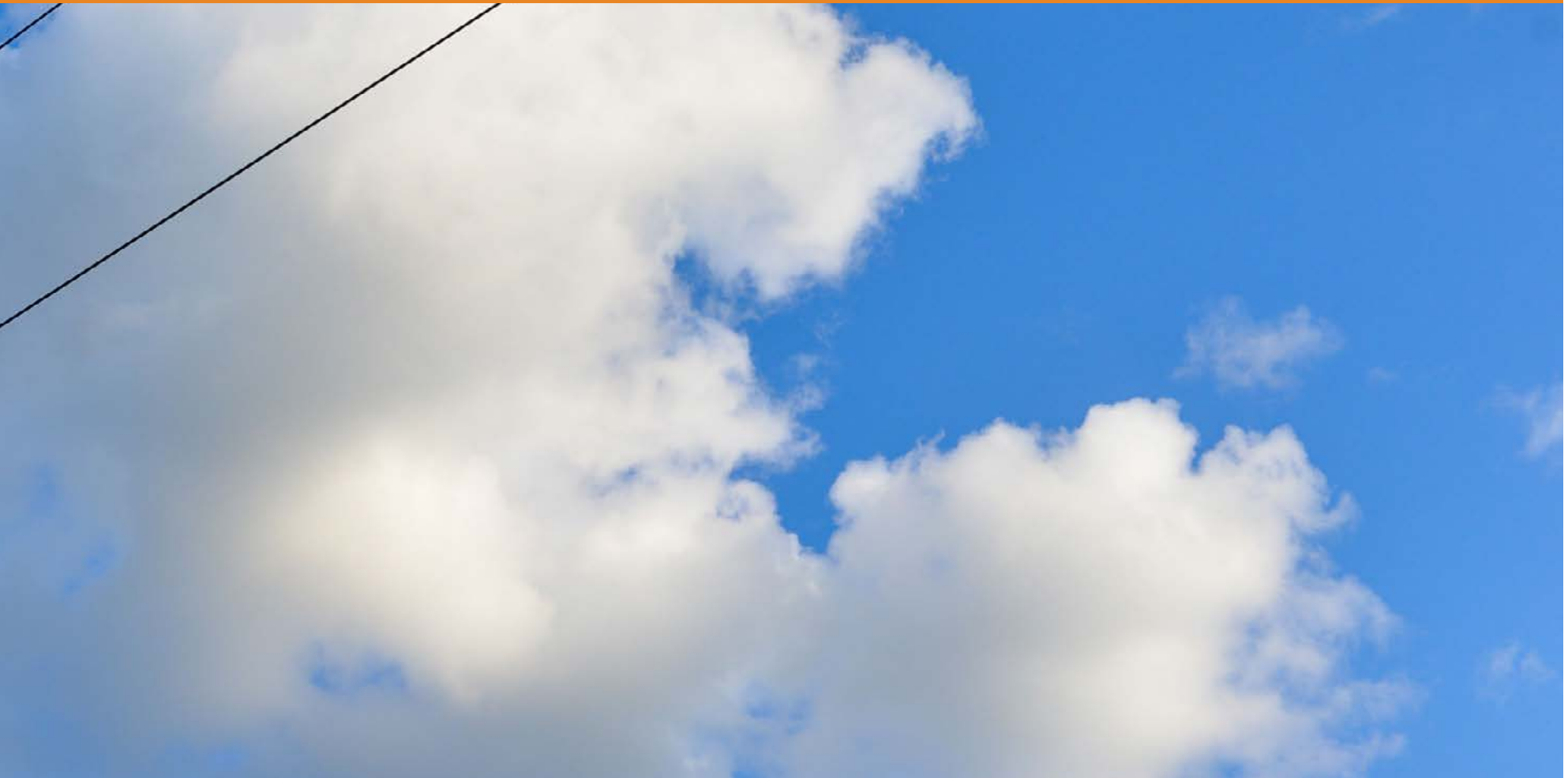
At least 300 jobs region-wide in 2020



POWERING REGIONAL ECONOMIC GROWTH



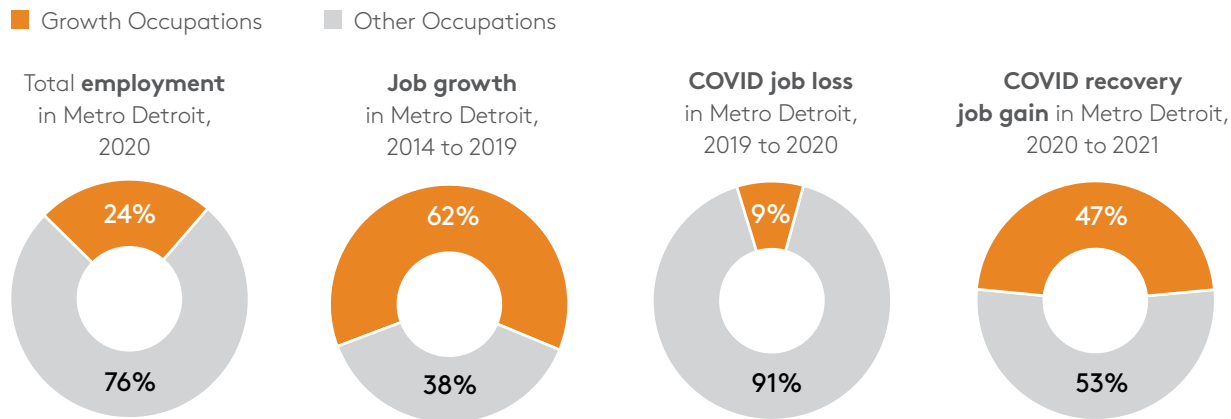
Growth occupations powered the growth of the region's economy over the last decade and remained resilient even in the face of the COVID-19 pandemic.



POWERING REGIONAL ECONOMIC GROWTH

Between 2014 and 2019, one in eight occupations (107 of 798 total) qualified as growth occupations in Metro Detroit.

Growth occupations are powering regional economic expansion



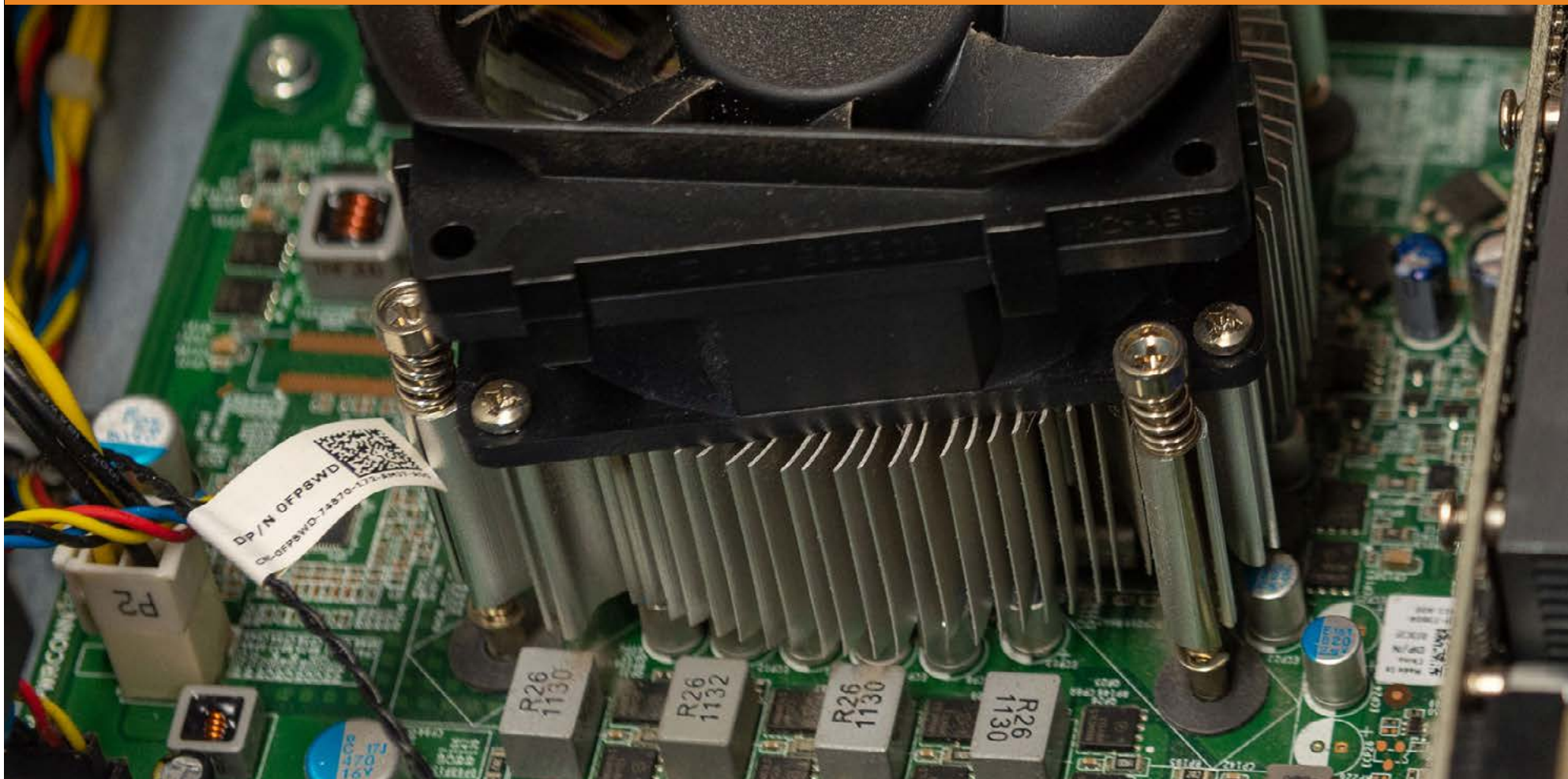
Source: Brookings analysis of U.S. Census Bureau American Community Survey 5-year estimates

Growth occupations account for one in four total jobs in Metro Detroit but are responsible for almost two thirds (62%) of recent job growth.

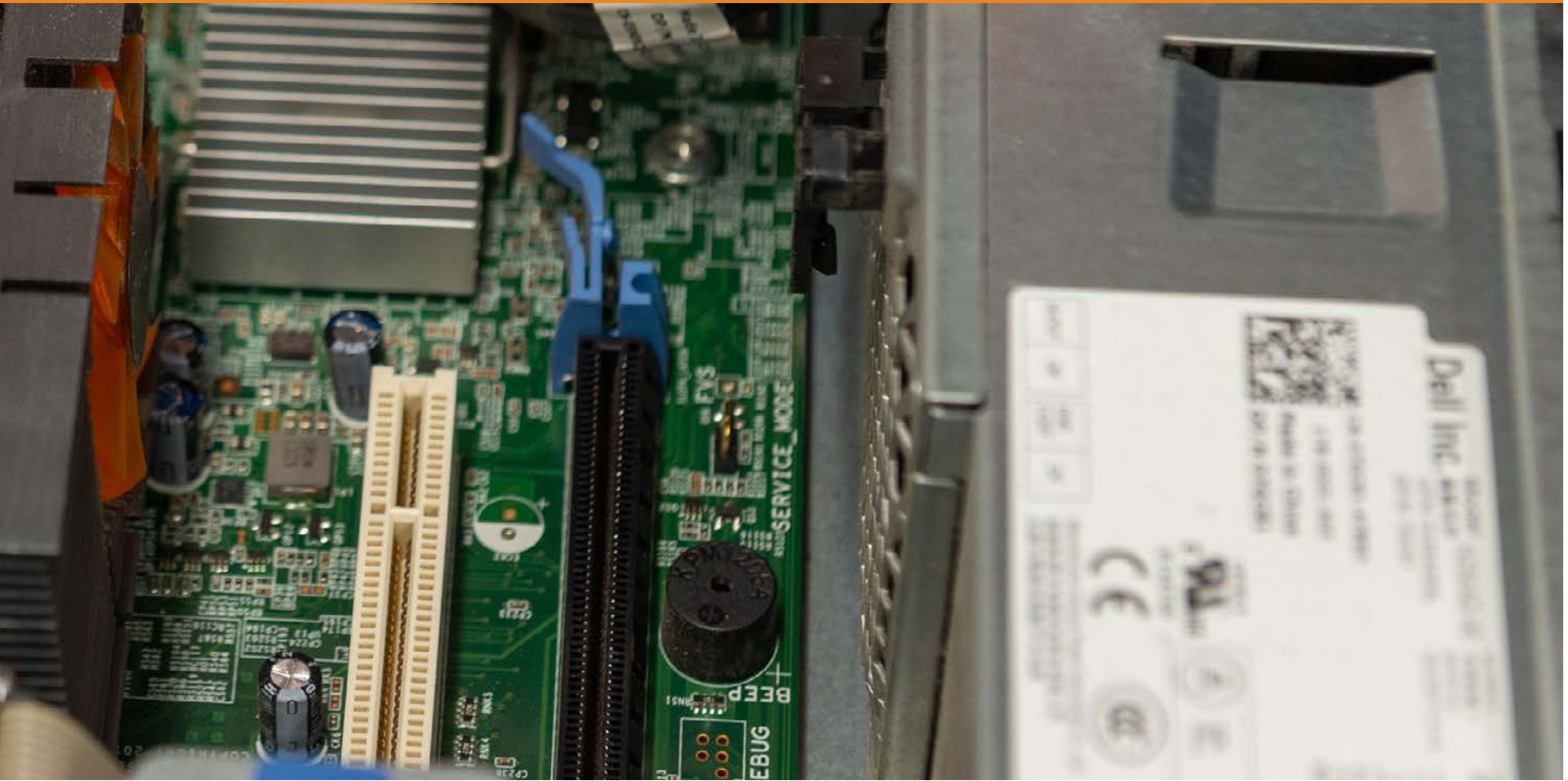
This set of occupations has also proved to be particularly resilient in the face of the COVID-19 pandemic. Jobs in the region's growth occupations were only responsible for 9% of the region's job losses in the first year of the pandemic (2019 to 2020) and represented nearly half of the jobs gained in the second year of the pandemic (2020 to 2021).



DETROIT'S GROWTH OCCUPATIONS



There are 107 growth occupations found across all areas of Metro Detroit's economy.



DETROIT'S GROWTH OCCUPATIONS

Of the 107 growth occupations in the region⁴, the 10 largest account for 43% of all jobs in growth occupations. These 10 occupations also pay relatively well, with many paying a median wage of more than \$35 per hour (\$73,000 per year), a wage that is sufficient to move a family into the middle class.



⁴For a full list of Metro Detroit's growth occupations, please see Appendix page 74.

10 largest growth occupations together account for more than 40% of all jobs in growth occupations

10 largest growth occupations by jobs and median wage, Metro Detroit, 2021

Growth occupation	Jobs			Median wage
	2021	Percent annual growth 2014 to 2019	Share of total growth occupations	2021
10 largest growth occupations				
1. Registered Nurses	44,308	1.8%	10%	\$37.60
2. General and Operations Managers	37,222	2.5%	8%	\$49.03
3. Software Developers	22,182	3.4%	5%	\$48.71
4. Accountants and Auditors	19,048	4.3%	4%	\$37.33
5. Elementary School Teachers, Except Special Education	16,336	2.5%	4%	\$31.02
6. Sales Representatives of Services*	14,174	4.7%	3%	\$29.46
7. Business Operations Specialists, All Other	13,818	6.4%	3%	\$36.57
8. Project Management Specialists	11,855	5.4%	3%	\$47.17
9. Electricians	11,201	2.8%	2%	\$35.51
10. Loan Officers	10,321	11.9%	2%	\$38.46
10 largest growth occupations	200,465	3.2%	43%	
All growth occupations	465,029	4.1%	100%	

*Except Advertising, Insurance, Financial Services, and Travel

Source: Brookings analysis of Lightcast™ data

These growing occupations exist in all areas of the economy, but roughly two-thirds of Metro Detroit's total growth-occupation jobs are concentrated within one of three major fields: management, business, and finance; healthcare; and computer, engineering, and science (STEM) fields.

Beyond the specifics of each growth occupation, it is also important to consider the industry sectors where these growth-occupation jobs are concentrated. Industry sectors are important for identifying the types of businesses that could be targeted to increase the number of jobs in growth occupations. For example, growth-occupation jobs in fields like business, technology, sales, and engineering can be found across a wide variety of sectors.

In Metro Detroit, three out of every four growth-occupation jobs are within one of seven industry sectors. The highest concentrations of growth-occupation employment are in the healthcare and manufacturing industries, which together account for a third of growth-occupation employment and 35% of the region's total employment.

Every sector includes a wide range of occupations

Industry share of total employment and growth-occupation employment, Metro Detroit, 2021

Industry	All employment	Growth-occupation employment
Health care and social assistance	15%	17%
Manufacturing	20%	16%
Professional, scientific, and technical services	7%	10%
Finance and insurance	5%	10%
Construction	5%	10%
Educational services	7%	6%
Public administration	3%	5%
Real estate and rental and leasing	2%	4%
Accommodation and food services	7%	4%
Administrative and support & waste management and remediation services	4%	3%
Retail trade	10%	3%
Transportation and warehousing	4%	3%
Other services (except public administration)	4%	3%
Wholesale trade	2%	2%
Information	1%	2%
Arts, entertainment, and recreation	2%	1%
Utilities	0.7%	0.9%
Management of companies and enterprises	0.2%	0.3%
Active-duty military	0.1%	0.1%
Agriculture, forestry, fishing, and hunting	0.3%	0.1%
Mining, quarrying, and oil and gas extraction	0.1%	0.1%
Total	100%	100%

Source: Brookings analysis of Lightcast™ data

ACCESS TO GROWTH OCCUPATIONS



Full and fair participation in growth occupations, especially for Black Detroiters, is critical for wealth-building and strengthening Detroit's middle class.



ACCESS TO GROWTH OCCUPATIONS

Given that this set of well-paying growth occupations holds a significant place in the region's economy, there is great potential for these jobs to provide access to the middle class for many of the region's residents. However, to fully realize the benefits that growth occupations can offer, there needs to be the opportunity for all residents in the region to enter a growth occupation.

Currently in the region, 24% of the population is employed in a growth occupation. However, there are substantial disparities affecting who has access to growth occupations. These disparities exist by race and ethnicity, between the city and the region, and by educational attainment.

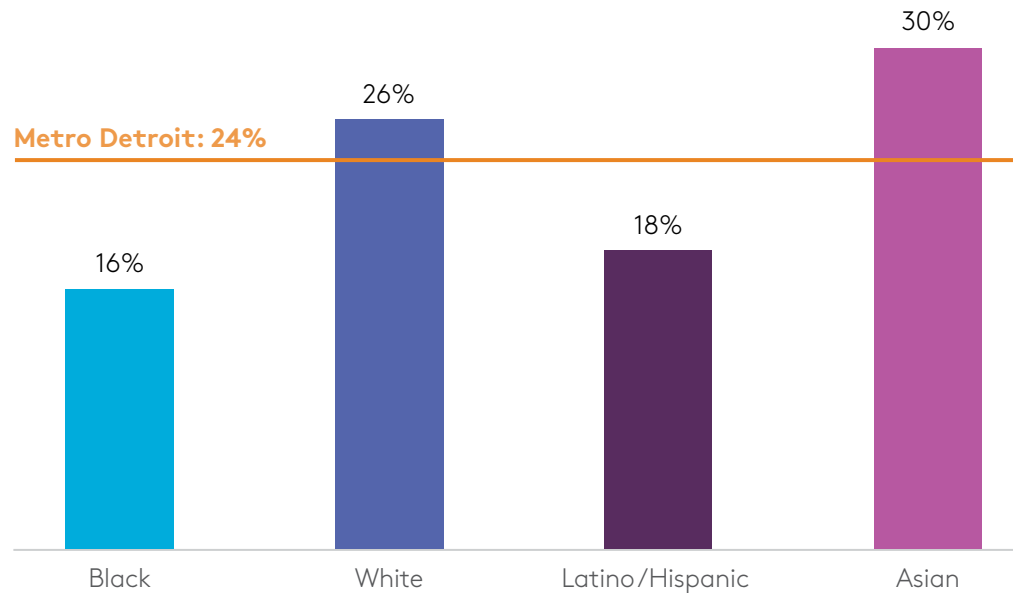


Race/ethnicity

Compared to the regional average of 24%, Black and Latino/Hispanic workers in the region are less likely to work in growth occupations, with only 16% of Black and 18% of Latino/Hispanic workers employed in growth occupations. In contrast, white and Asian workers are more likely than average to work these jobs, with 26% of white workers and 30% of Asian workers in growth occupations.

Representation in Metro Detroit growth occupations is uneven across racial/ethnic groups

Share of workers employed in growth occupations, Metro Detroit, 2020



Source: Brookings analysis of American Community Survey

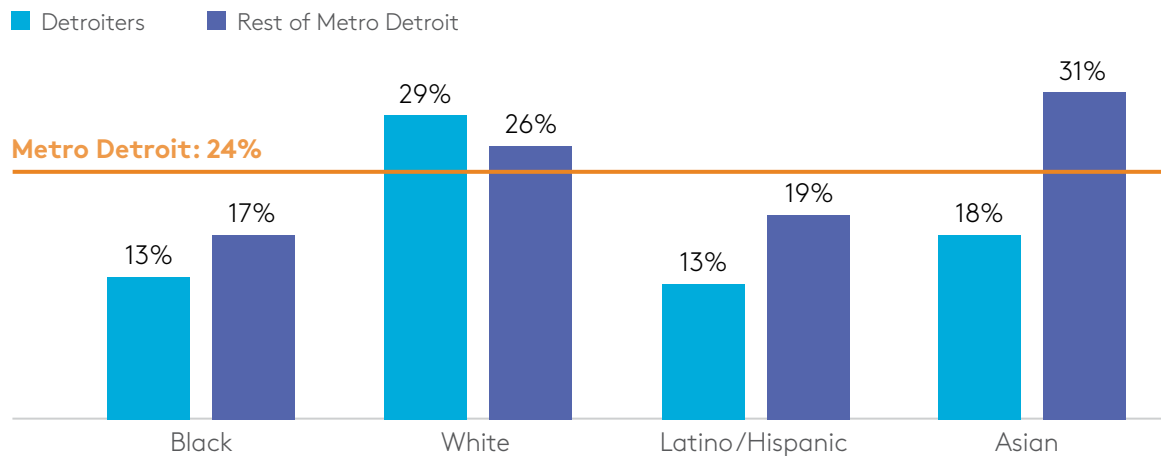
Place

Race and place also interact to shape access to growth occupations. While Black and Latino/Hispanic residents of Metro Detroit are less likely overall to work in growth occupations, this is even more true for Black and Latino/Hispanic residents of the city of Detroit. Only 13% of Black and Latino/Hispanic workers who live in Detroit are employed in growth occupations, far below the regional share of 24% and below their Black and Latino/Hispanic counterparts in the region. Although Black and Latino/Hispanic workers who live in the suburbs have a higher rate of representation in growth occupations than their peers in the city, they are still employed at lower-than-average rates for the region.

This is not the case for white residents of Detroit, who are more likely to work in growth occupations than white residents in the rest of the region. White residents of Detroit are employed in growth occupations at a rate 3 percentage points higher than their peers in the suburbs, although both groups are above the regional average.

Detroit's Black, Latino/Hispanic, and Asian residents are less likely to work in growth occupations than their suburban counterparts

Share of workers employed in growth occupations by race/ethnicity and location, 2020



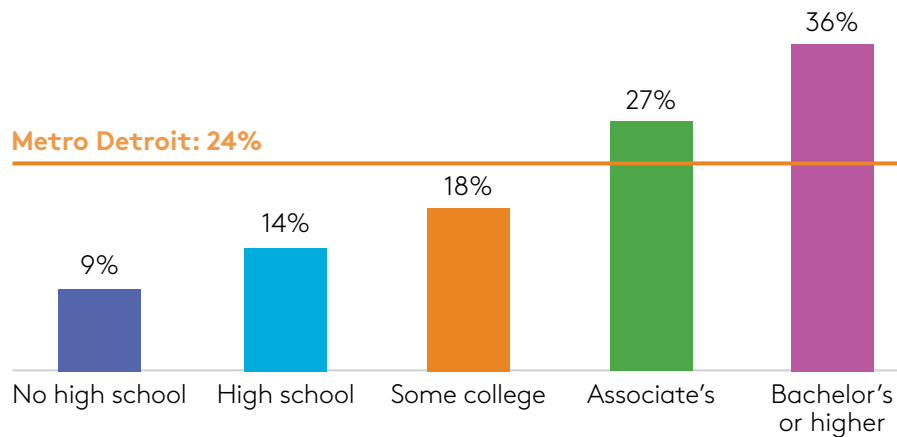
Source: Brookings analysis of American Community Survey

Educational attainment

Education is one factor impacting these disparities by race within and across the region. There are substantial disparities in access to growth occupations based on a worker's educational attainment. As a worker's education increases, so does the likelihood that they are employed in a growth occupation. Those with a bachelor's degree or higher (36%) are twice as likely as those with only some college (18%) and four times as likely as those without a high school diploma (9%) to work in a growth occupation.

Workers with higher levels of educational attainment are more likely to work in growth occupations

Share of workers employed in growth occupations by educational attainment, Metro Detroit, 2020



Source: Brookings analysis of American Community Survey

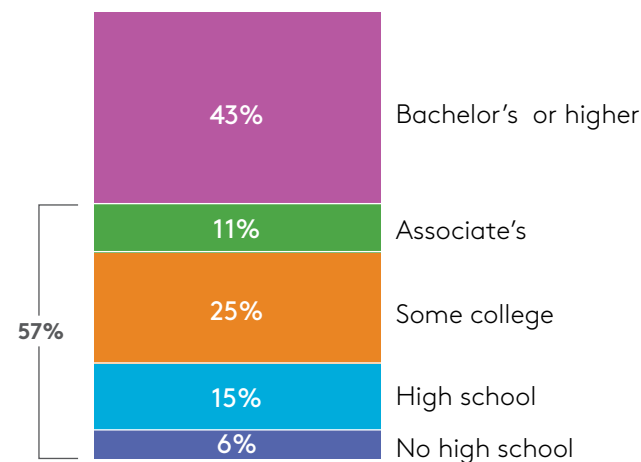


Yet it is still the case that the majority of Metro Detroiters who work in growth occupations do not possess a four-year degree. In fact, about one-quarter of growth-occupation workers have only some post-secondary experience, and 15% have only a high school diploma. This suggests that there are indeed opportunities for workers without a college degree to access growth occupations. At the same time, there must still be an emphasis on increasing educational attainment so that more workers have access to and can grow within these growth occupations.

Although education improves the likelihood that a worker of any race will be employed in a growth occupation, workers with similar educational backgrounds but different racial/ethnic backgrounds are not equally represented in growth occupations. Twenty-four percent of Black workers with an associate's degree are employed in growth occupations, which is equal to the regional average. For Black and Latino workers with a bachelor's degree or higher, that rate increases to 32%. However, at every level of educational attainment in Metro Detroit, Black workers remain significantly less likely than white workers to be employed in growth occupations. For instance, among workers with some college experience but no bachelor's degree, one in five white workers is in a growth occupation, compared to only one in eight Black workers. These differences decrease slightly at higher levels of educational attainment but still persist. There is a 5 percentage-point difference between Black and white bachelor's degree holders. These disparities amount to missed opportunities to build the Black middle class.

Almost 60% of workers in growth occupations do not have a four-year college degree

Share of workers in growth occupations by educational attainment
Metro Detroit, 2020

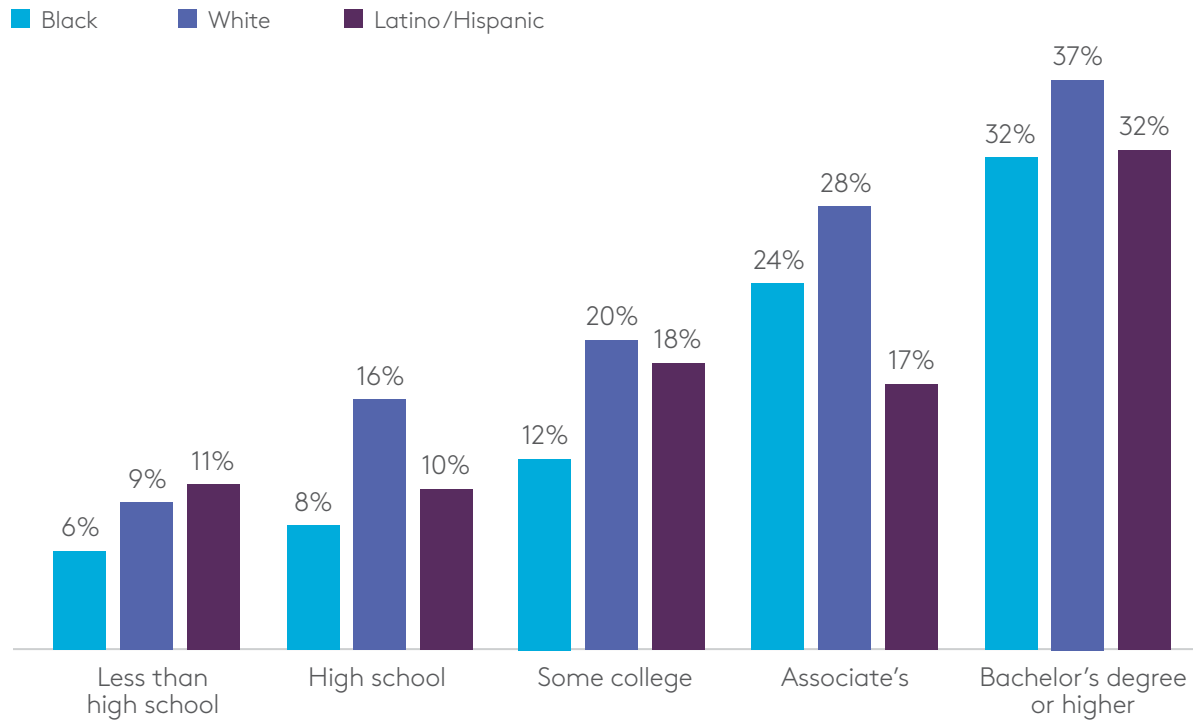


Source: Brookings analysis of American Community Survey

Disparities in educational attainment aren't the only factors contributing to unequal representation in growth occupations. Other factors that are harder to measure, such as racial bias and related occupational segregation (the overrepresentation of certain demographic groups in certain occupations), likely play important roles, too.

Growth occupation disparities by race exist even within education groups

Share of workers in growth occupations by race and educational attainment, Metro Detroit, 2020

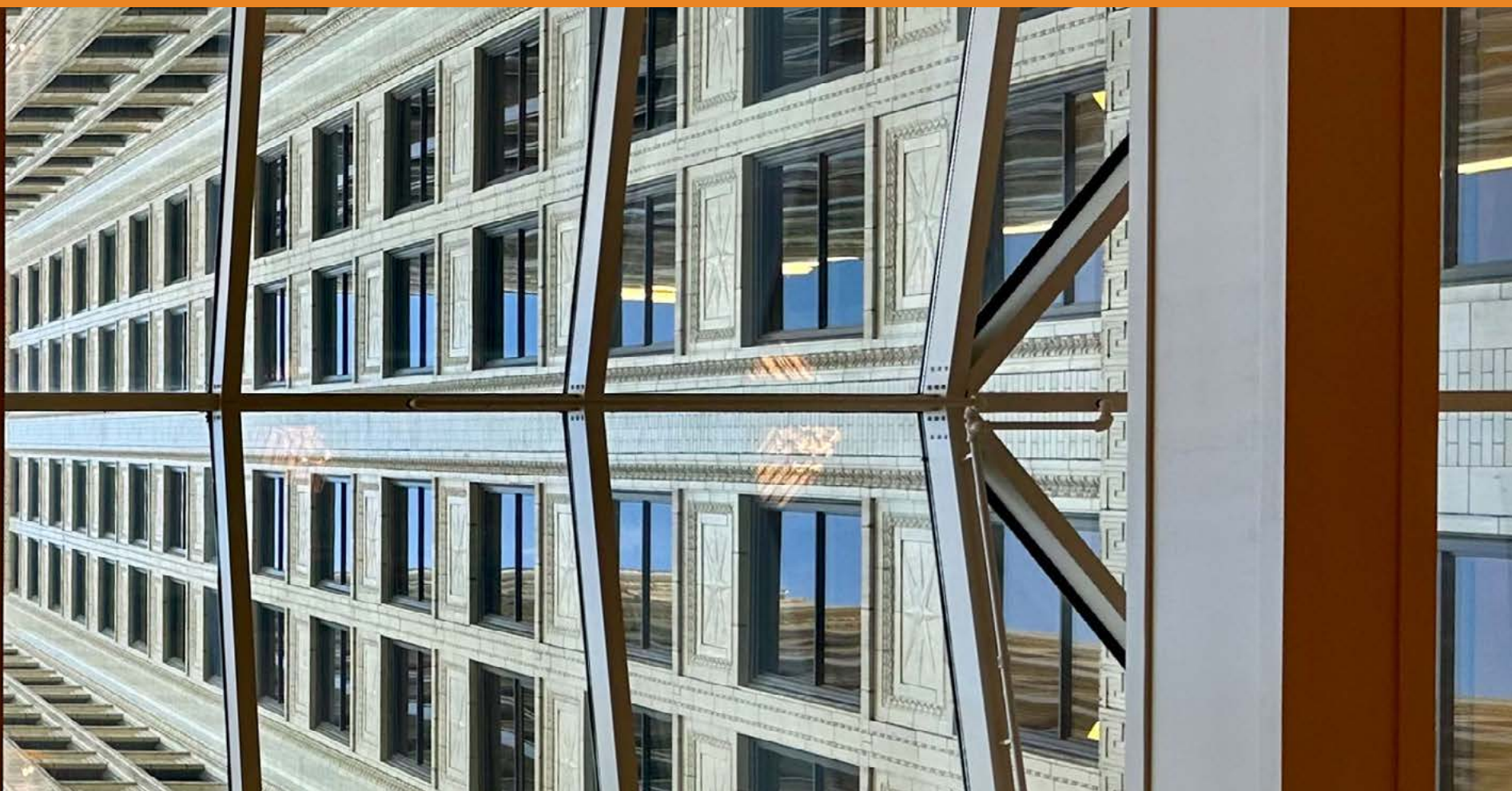


Source: Brookings analysis of American Community Survey

PEER REGIONS



Growth occupations in peer regions offer insights into opportunities for Detroit's future economy.



PEER REGIONS

One way to track how Detroit stands both in availability and access to growth occupations is by comparing the Metro Detroit region to three aspirational peer regions that are demographically similar but more economically vibrant: the Atlanta, Columbus, and Indianapolis metro areas. Overall, this set of aspirational peers has a slightly higher share of workers employed in growth occupations (27%) compared to Metro Detroit (24%).

Black workers in these peer regions fare slightly better, as well. Whereas Black workers in Detroit are employed in growth occupations at 66% of the regional average, in aspirational peer metros the share relative to the regional average rises to 80%. This suggests that better outcomes for Black workers are possible in Metro Detroit. It also demonstrates that equitable access to growth occupations is a challenge across peer regions as well.



There are several occupations that were growth occupations in the peer regions but did not qualify as growth occupations in Detroit, largely because they haven't grown fast enough recently. Of these peer-region growth occupations, seven are promising to look to because they had positive employment growth in the Detroit region from 2014 to 2019, already employ significant shares of Black and Latino/Hispanic workers in Metro Detroit, and pay good wages. As with Detroit's growth occupations overall, jobs in management, business, finance, healthcare, and technology figure prominently among this group of seven growth occupations. The momentum of these seven occupations in the peer metros suggests an opportunity to cultivate a more robust and diverse pipeline of workers for these types of jobs, and, in doing so, provide more opportunities for Black and Latino/Hispanic workers in Detroit to enter the middle class.

Peer regions offer insights into future growth opportunities

Metro Detroit characteristics for select peer region growth occupations, 2021

Aspirational peer growth occupations*	Metro Detroit characteristics, 2021		
	Jobs	% Black or Latino	Median wage
1. Management Analysts	8,453	20%	\$39.60
2. Paralegals and Legal Assistants	4,244	25%	\$28.24
3. Financial and Investment Analysts	3,836	28%	\$38.24
4. Physician Assistants	1,740	27%	\$51.92
5. Cardiovascular Technologists and Technicians	951	21%	\$30.10
6. Insurance Underwriters	899	26%	\$36.48
7. Web Developers	836	27%	\$38.63

* Note: These occupations share the following characteristics: (a) they qualify as growth occupations in Atlanta/Columbus/Indianapolis but not Detroit; (b) they employ at least 500 people in Metro Detroit; (c) they had positive employment and wage growth in Detroit from 2014 to 2019; and (d) at least 20% of their workers in Metro Detroit in 2021 were Black or Latino.

Source: Brookings analysis of Lightcast™ data

CREATING EQUITABLE ACCESS TO GROWTH OCCUPATIONS



Groups must work across sectors to improve outcomes and increase access to growth occupations.



CREATING EQUITABLE ACCESS TO GROWTH OCCUPATIONS

As Detroit's economy continues to grow and change, more work must be done to ensure that Detroiters have access to these growth occupations that provide good-paying and resilient jobs. Currently, access to growth occupations is not equitable, especially as it relates to race and education. To improve access to growth occupations for Black and Latino/Hispanic Detroiters, proposed solutions should address challenges in three main parts of Detroit's economy: the supply of jobs in growth occupations, the skill level of the workforce, and the policies and practices in place to ensure equitable access to the economy for all Detroiters.



This section identifies eight potential solutions to help address several of the challenges that prevent Detroiters from equitable participation in 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

Building a more equitable and inclusive economy is not an undertaking that can be accomplished by any one actor or agency. It will take multiple groups — employers, employees, workforce development agencies, economic development agencies, educational institutions, and community partners — all working together to ensure Detroiters' equitable participation in the region's growth occupations.



INCREASE THE NUMBER OF JOBS IN GROWTH OCCUPATIONS

Detroiters deserve to participate in an economy that provides them with work opportunities that pay a livable wage and allow for opportunities for growth and progression. In 2021, Detroit Future City's State of Economic Equity report showed that Detroit ranked 25th in major metropolitan areas for jobs per working-age resident, with 64 jobs per 100 residents between ages 16-64.ⁱⁱⁱ While this statistic does not address the quality of jobs in Detroit, it demonstrates that there is plenty of room for the region's economy to grow, and business attraction efforts should be focused on industries that supply a large share of growth occupations. The solutions described in this section are designed to not only increase the number of jobs in growth occupations overall but focus specifically on growth occupations that demonstrate more equitable access for Black and Latino/Hispanic workers.



1. Attract industries that are a source for growth occupations but are currently still emerging in Detroit

One avenue to increase equitable participation in growth occupations in Detroit is to continue to increase the number of jobs in growth occupations that are available within the region. There are seven occupations that qualify as growth occupations in peer cities that are not yet growth occupations in Detroit that also employ large shares of Black and Latino/Hispanic workers in Metro Detroit. These occupations meet the thresholds for positive median wage growth after adjusting for inflation, hourly pay at or above \$25 per hour, and total employment greater than 500. However, these occupations have not yet seen employment growth above the regional average, which means they are not yet considered a growth occupation in Detroit.

The momentum behind these jobs in similar markets suggests that economic and workforce development leaders in Detroit should focus on cultivating these potentially emerging growth occupations from peer regions as a key strategy that could elevate Detroit's current economic trajectory. This strategy could be coupled with developing a more robust and diverse pipeline of workers for these types of jobs, which in turn could contribute to job attraction and growth.

Aspirational Peer Growth Occupations
Management Analysts
Paralegals and Legal Assistants
Financial and Investment Analysts
Physician Assistants
Cardiovascular Technologists and Technicians
Insurance Underwriters
Web Developers

Source: Brookings analysis of Lightcast™ data

2. Focus attraction efforts on industries that have a high share of Black workers in growth occupations

Economic development agencies in Detroit should prioritize attraction efforts in industries that already have a high share of Black workers employed in growth occupations. The table below shows the growth occupations in the metro region that have the highest share of Black and Latino/Hispanic workers.

Growth occupations with highest shares of Black and Latino/Hispanic workers, Metro Detroit, 2021

Growth occupation	Black and Latino/Hispanic % of Occupation	Jobs	Real Median Hourly Earnings
Eligibility Interviewers, Government Programs	34%	2,004	\$27.07
Cement Masons and Concrete Finishers	29%	2,012	\$23.51
Logisticians	29%	5,109	\$38.77
Social and Community Service Managers	28%	1,757	\$36.17
Private Detectives and Investigators	27%	436	\$25.90
Telecommunications Equipment Installers and Repairers*	26%	1,994	\$28.79
Claims Adjusters, Examiners, and Investigators	25%	4,977	\$36.40
Human Resources Specialists	23%	9,697	\$29.82
First-Line Supervisors of Transportation and Material Moving Workers**	23%	6,442	\$25.03
Training and Development Specialists	23%	4,847	\$30.12
Compensation, Benefits, and Job Analysis Specialists	23%	1,315	\$36.44

*Except Line Installers

**Except Aircraft Cargo Handling Supervisors

NOTE: Black and Latino/Hispanic workers are 21% of all workers in Metro Detroit. Dollars inflation-adjusted to 2019.

Source: Brookings analysis of Lightcast™ data

One occupation from this list that could be focused on is human resources specialists, an occupation poised for growth that already supports a strong share (equal to the regional average) of Black and Latino/Hispanic workers. The Bureau of Labor Statistics (BLS) predicts that employment in this occupation will grow nationally by 8% from 2021 to 2031, faster than the average predicted occupation-growth rate over that same time.^{iv} The following industries that employ human resources specialists could be considered targets by economic development agencies in Detroit to capture a share of that growth:

- Administrative and support and waste management and remediation services
- Professional, scientific, and technical services
- Government
- Healthcare and social assistance
- Manufacturing





INCREASE THE TALENT PREPARED FOR GROWTH OCCUPATIONS

One key challenge facing Detroiters is the gap between the skill level of Detroit's existing labor force and the skill requirements needed to gain access to growth occupations in a competitive region. To increase the talent prepared for growth occupations, solutions should address growing the pipeline of talent, improving educational outcomes, and upskilling existing workers. Special attention should be paid to improving the skills of Black and Latino/Hispanic Detroiters so that they can equitably participate in Metro Detroit's growing economy.



3. Increase awareness of growth occupations for youth and adult workers

Increasing the pipeline of workers that are aware of and interested in growth occupations is critical for preparing talent to fill these jobs as they become available. There are multiple programs already set up to build talent pipelines in Metro Detroit by providing job training, upskilling, and on-the-job learning experiences. These programs, like NPower and Growing Detroit's Young Talent, are important to improve the skill level of Detroit's workers, and to provide exposure to growing occupations in the economy. Practitioners and policymakers in Detroit should focus on ensuring adequate funding and growth of these types of programs, and make sure that these programs guide Detroiters towards growth occupations that provide well-paying, sustainable careers.

ORGANIZATION SPOTLIGHT

NPower is a national organization with an office in Detroit focused on preparing Detroit's young people for careers in the tech field.

Grow Detroit's Young Talent is a city-sponsored summer jobs program that matches local youth with employers to earn summer income and job skills through meaningful employment in professional occupations.

ArchitecturePrep is a partnership between Detroit Public Schools Community District and the University of Michigan Taubman College of Architecture that allows interested high-school juniors from Detroit Public Schools Community District to participate in a semester-long course in architecture, urbanism, and studio design.

Beyond this, more can be done to expose youth to growth occupations broadly, with an emphasis on professions where there is a substantial underrepresentation of Black and Latino/Hispanic workers. Exposing local talent to potential avenues for growth occupations is a critical first step for preparing Detroiters for growth occupations. Educational institutions, community partners, employers, and funders should consider further collaboration to build programs that expose youth and adults to industries that support these sustainable, well-paying jobs.

Growth occupations with lowest share of Black and Latino/Hispanic workers, Metro Detroit, 2021

Growth occupation	Black and Latino % of Occupation	Jobs	Real Median Hourly Earnings*
Mobile Heavy Equipment Mechanics, Except Engines	8%	1,338	\$29.95
Software Developers	8%	22,182	\$48.71
School Psychologists	8%	382	\$37.66
Speech-Language Pathologists	8%	1,529	\$37.72
Nurse Anesthetists	7%	988	\$105.74
Millwrights	7%	1,458	\$36.33
Construction Managers	6%	2,764	\$49.19
Urban and Regional Planners	6%	333	\$37.81
First-Line Supervisors of Firefighting and Prevention Workers	6%	752	\$39.38
Cost Estimators	4%	2,642	\$33.76

NOTE: Black and Latino/Hispanic workers are 21% of all workers in Metro Detroit. *Dollars inflation-adjusted to 2019.

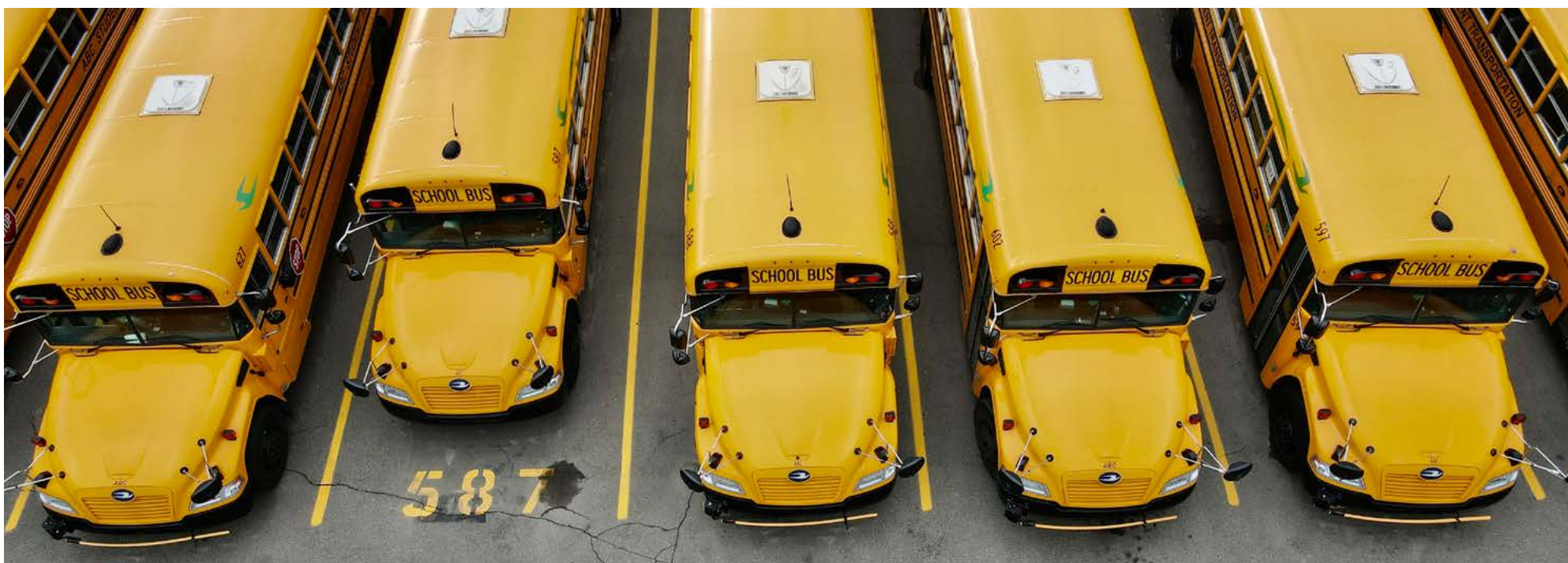
Source: Brookings analysis of Lightcast™ data



4. Improve educational outcomes to build a pipeline of talent for the future

Improving educational outcomes for Detroiters is another critical aspect of preparing Detroit's talent for growth occupations. While 57% of growth occupations in Metro Detroit are not held by someone with a bachelor's degree, a bachelor's or associate's degree does increase the likelihood of being employed in a growth occupation.

Eighty-four percent of working-age Black Detroiters and 80% of working-age Black Metro Detroiters do not hold bachelor's degrees.^{vi} One contributor to this is that students in the Detroit Public School Community District (DPSCD) underperform compared to students across Michigan in several critical areas. The four-year high-school graduation rate in 2021 for DPSCD was 65% compared to 80% statewide.^{vii} Furthermore, the six-year college graduation rate for the most recent possible cohort (2014-2015 high-school graduates) was 24% for DPSCD graduates compared to 40% statewide.^{viii}



Improving educational outcomes for Detroiters would help to increase the share of workers able to access growth occupations and improve Metro Detroit's ability to attract jobs. Regions with highly skilled workforces are better able to attract expanding and relocating businesses while also supporting startup and entrepreneurial efforts. To help raise the number of students pursuing and receiving college degrees, partners across the ecosystem should continue to work to support Detroit's students in public, charter, and private schools. Multiple programs, such as the Detroit Promise Scholarship and Detroit Drives Degrees, are already working hard to increase educational attainment for Detroit's residents.

It is also important to recognize that even though increasing Detroit's level of educational attainment will aid some Detroiters in landing roles in growth occupations, educational attainment does not fully close the gap between white and Black and Latino/Hispanic workers. Systemic barriers based on race mean that even at the same education level, white Detroiters are almost always more likely to participate in growth occupations than their Black and Latino/Hispanic peers.

ORGANIZATION SPOTLIGHT

Detroit Drives Degrees is Detroit Regional Chamber's initiative that brings together partners from education, business, philanthropy, and government to increase the number of individuals with college degrees and high-skill credentials in the region.

Detroit Promise Scholarship provides debt-free trade school, two-year, and four-year education to graduates of over 50 Detroit high schools. Since 2013, the program has supported more than 5,000 Detroit graduates in pursuing trade school, two-year, or four-year education credentials.

5. Provide training and educational support for existing workers to move into and advance within growth occupations

Beyond supporting improved educational outcomes and degree attainment, focus should also be given to programs that connect workers and those actively seeking work with the resources they need to reskill and upskill. Approximately 18% of Detroit workers — compared to 8% in the region — are unemployed but actively seeking work. Investing in supporting these workers and others could serve to connect more workers to growth-occupation jobs in the region, and, in doing so, strengthen the overall regional economy.

A 2022 report from the Employment Equity Learning and Action Collaborative (EELAC) provides insights into several of the barriers that prevent Detroiters from obtaining well-paying jobs. Focus groups with 65 Detroiters, both working and seeking work, reveal that workers feel they often don't have the necessary level of education or certifications to obtain a well-paying job. Others noted that they felt they did not have important on-the-job skills, such as basic computer knowledge and communication skills, needed to retain roles that they had been given.^{ix}

The experiences heard in EELAC's focus groups show the importance of Detroit's network of workforce development agencies and other local nonprofits that seek to support workers. Programs that provide job training (both industry-specific and more generalized training like computer or on-the-job soft skills), interview and resume assistance services, as well as job-finding/matching services are critical to the success of Detroit's workers, especially those with lower educational attainment and/or less experience.^x



There are opportunities for these workforce development agencies to leverage the list of 107 growth occupations in this report and to target their jobs training and supports to match the skills required for these growth occupations. The EELAC report also recommends several potential changes to strengthen how these programs operate, including expanding services and staff to provide more personalized support and coaching to workers, and increased collaboration between individual agencies and statewide workforce development efforts to bring more resources to bear for Detroiters.^{xi}

Acting on these recommendations requires both internal work from workforce development agencies to incorporate community and user voices in their programming, as well as increased support from funders and policymakers to ensure that these programs have the resources available to maximize their impact and connect more workers to growth occupations.

ORGANIZATION SPOTLIGHT

Detroit Reconnect exists to help older adults return to higher education. The program offers school-selection assistance, career exploration, financial aid, and connection to community partners for wraparound support.

Focus: HOPE, a Detroit based nonprofit, offers an array of services to community members, including job-training programs, with opportunities ranging from information-technology career preparation to construction pre-apprenticeships.



ENSURE EQUITABLE ACCESS TO GROWTH OCCUPATIONS

Increasing the number of growth occupations in Detroit and improving the skill level of Detroit's talent will go a long way towards improving economic outcomes in Detroit. However, it is critical that continued economic growth and workforce development is accompanied by policies that champion equity and work to ensure that Detroiters get to participate fully in the growing economy. Currently, this is not the case. Detroiters, especially Black and Latino/Hispanic Detroiters, are not able to fully participate in the region's growth occupations because of disparities based on education, geography, and race. These solutions describe what stakeholders could do to ensure more equitable access to growth occupations for all Detroiters.





6. Identify and create pathways for Detroiters without a bachelor's degree to enter growth occupations

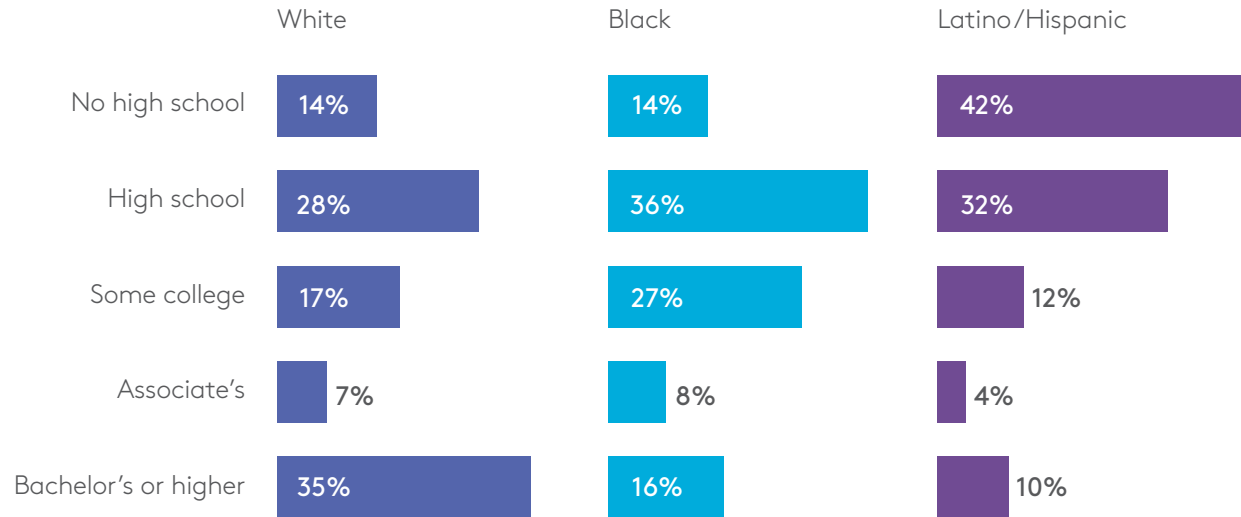
Although it is promising that 57% of growth occupations are held by someone without a bachelor's degree, more can be done. Strategies to increase educational attainment for Detroiters must go hand in hand with identifying opportunities for more equitable participation in growth sectors for the 82% of Detroiters who do not have a bachelor's degree. White Detroiters (35%) are more than twice as likely to hold a bachelor's degree than their Black (16%) and Latino/Hispanic (10%) counterparts. These disparities deepen when comparing Black and Latino/Hispanic Detroiters to workers from the entire Metro Detroit region.

There are several potential solutions that can be pursued to help Detroiters without bachelor's degrees enter into growth occupations:

- **Reassess job requirements.** For Detroiters — and especially Black and Latino/Hispanic Detroiters — to more equitably participate in growth occupations, employers must reconsider the typical requirements for entry into growth occupations and reimagine how they identify and connect with talent that has the skills for these growth occupations, regardless of educational attainment. While educational channels play a role in how workers access good-paying jobs in growth occupations, many more individuals find their way to growth occupations from other places in the labor market as they gain skills and workplace experiences. Employers should audit the jobs and job requirements at their organizations to see if there are any roles which currently require a bachelor's degree but may not actually require that degree to execute the job. Eliminating these unnecessary requirements is a great way to create opportunities for qualified Detroiters that don't have bachelor's degrees.
- **Invest in skills development and progression of current employees.** Employers should consider ways to foster the progression of current employees into higher-responsibility roles. This requires designing clear pathways for future roles, supporting access to training supports along these pathways, and ensuring employees are aware of and able to take advantage of these potential opportunities for advancement. In turn, employers should look to talent in these types of positions when hiring for an open position.
- **Collaborate across the workforce ecosystem.** There is a need for collaboration between employers, workforce development, and educational institutions to create programs intentionally designed to help Detroiters without bachelor's degrees enter growth occupations. It is critical that specific attention is given to upskilling Detroiters without bachelor's degrees through targeted skills training, on-the-job training, apprenticeships, etc., so that these workers can be prepared for growth occupations in the region.

Detroit's Black and Latino/Hispanic residents are less likely to hold a bachelor's degree than their white counterparts

Educational attainment by race, Detroit, 2021



Source: 2021 American Community Survey, 1-year estimates

Origin jobs

Researchers at Opportunity@Work, a civic enterprise focused on helping expand access to career opportunities for historically overlooked individuals, analyzed U.S. labor market data from across 10 years, representing 130 million job changes. Their results point to a set of accessible, often lower-paying occupations from which Metro Detroit workers often “springboard” to higher-paying growth occupations.

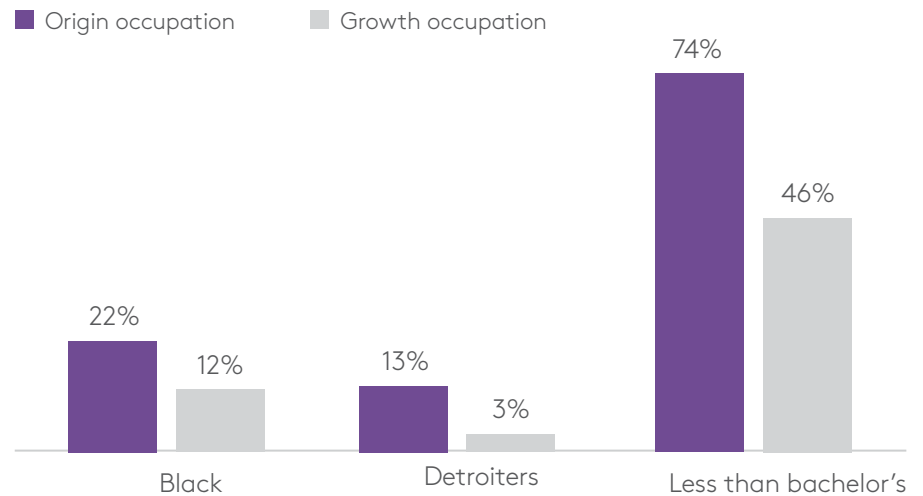
For instance, there are five detailed “origin” occupations that turn out to be common sources of workers for the “destination” occupation of general and operations managers, who oversee multiple departments for public or private sector organizations. These origin occupations include managers and supervisors in transportation, office, and hospitality fields — jobs that tend to pay less than those in general and operations management. Moreover, Opportunity@Work finds that nearly half of general and operations managers do not possess a bachelor’s degree, indicating that many such managers build the necessary skills and experience for the position in their origin jobs.



Overall, Opportunity@Work’s analysis suggests that 666,000 Metro Detroit workers without bachelor’s degrees are in nearly 150 origin occupations that may help them build skills and experience that prepare them for jobs in the region’s 107 destination growth occupations. And they are more demographically, geographically, and educationally diverse than individuals currently working in growth occupations. More than one in five workers in Metro Detroit origin occupations are Black, more than one in eight is a resident of the city of Detroit, and nearly three in four do not possess a four-year college degree. All of these exceed the applicable proportions in the region’s growth occupations. In this way, efforts to “source” talent for growth occupations from Metro Detroit’s existing qualified workers represent a promising strategy to build a more diverse middle class and equitable economy.

Metro Detroit workers in origin occupations are more diverse in key respects than those in growth occupations

Share of all workers in origin v. growth occupations by characteristic, Metro Detroit, 2016 to 2020



Source: Brookings analysis of American Community Survey

7. Increase access to wraparound services

Equally important as ensuring workers have pathways available for career growth is making sure that necessary resources are available, especially for Black Detroiters, to address barriers that prevent them from getting hired or thriving in the roles they currently hold. Three of the major challenges that exist in Detroit, especially for low-wage workers, are childcare, transportation, and mental health.

■ Childcare

A 2020 study by the Economic Policy Institute showed that the average per-child cost of infant care and four-year-old care in Michigan were \$10,681/year and \$8,890/year respectively.^{xii} These costs often end up being prohibitive to parents who would otherwise like to enter the workforce. In Detroit, a quarter of households have children under the age of 18, while 14% of total households have children with only one parent present, meaning that many families in the city may have a need for childcare to allow for parents to fully participate in the workforce.^{xiii}

There are solutions available to help prevent the cost of childcare from keeping parents out of the workforce. For example, the MI Tri Share Pilot Program was started in 2021 and splits the cost of childcare between employers, employees, and the State of Michigan with help from a regional facilitator. The program received a \$2.5-million expansion in 2022 to increase the number of regions served up to seven and is available to working-class families employed by a participating employer.

^{xiv} Policymakers and employers should continue to support innovative solutions to lower the burden of childcare costs and make it possible for more Detroiters to join or rejoin the workforce.

■ Commute

Detroiters face long commute times, especially by public transit, which can harm their ability to successfully participate in jobs outside of their neighborhoods or adjacent neighborhoods.

For Detroiters in 2019, the average round-trip commute time by public transit was 2 hours and 13 minutes more than the average for the Metro Region (107 minutes).^{xv} The cost of owning a car in Detroit is also high, with insurance as a driving factor. Detroiters spend 19% of their wages on out-of-pocket automobile commute costs compared to just 11% for Metro Detroit workers.^{xvi}

Commute cost and time may have an outsized impact on how Black and Latino/Hispanic workers participate in growth-occupation jobs in the region. Only 38% of the region's growth-occupation jobs are in Wayne County, yet Wayne County has 65% of the region's Black and Latino/Hispanic residents. (Oakland County, by comparison, has 40% of the region's growth-occupation jobs but only 19% of its Black and Latino/Hispanic population.)^{xvii} Finding ways to provide an array of reliable, low-cost, and efficient transportation options in collaboration with the city of Detroit and regional transit authorities will be critical for getting more Detroiters access to growth occupations when many of those jobs are outside of the city/county.

■ Mental health

There is also a wider need for additional wraparound services related to mental health. EELAC's focus group participants identified a need for continued mental-health services to be made available to those looking for work. Many respondents described issues related to substance abuse, self-harm, family dysfunction, self-regulation, self-confidence, and being formerly incarcerated, which all make finding and retaining employment more challenging.^{xviii} Focus group attendees proposed solutions, such as workforce development agencies strengthening connections with social service agencies that may be better able to provide mental-health services.^{xix}



8. Evaluate hiring practices to remove barriers and attract high-quality candidates

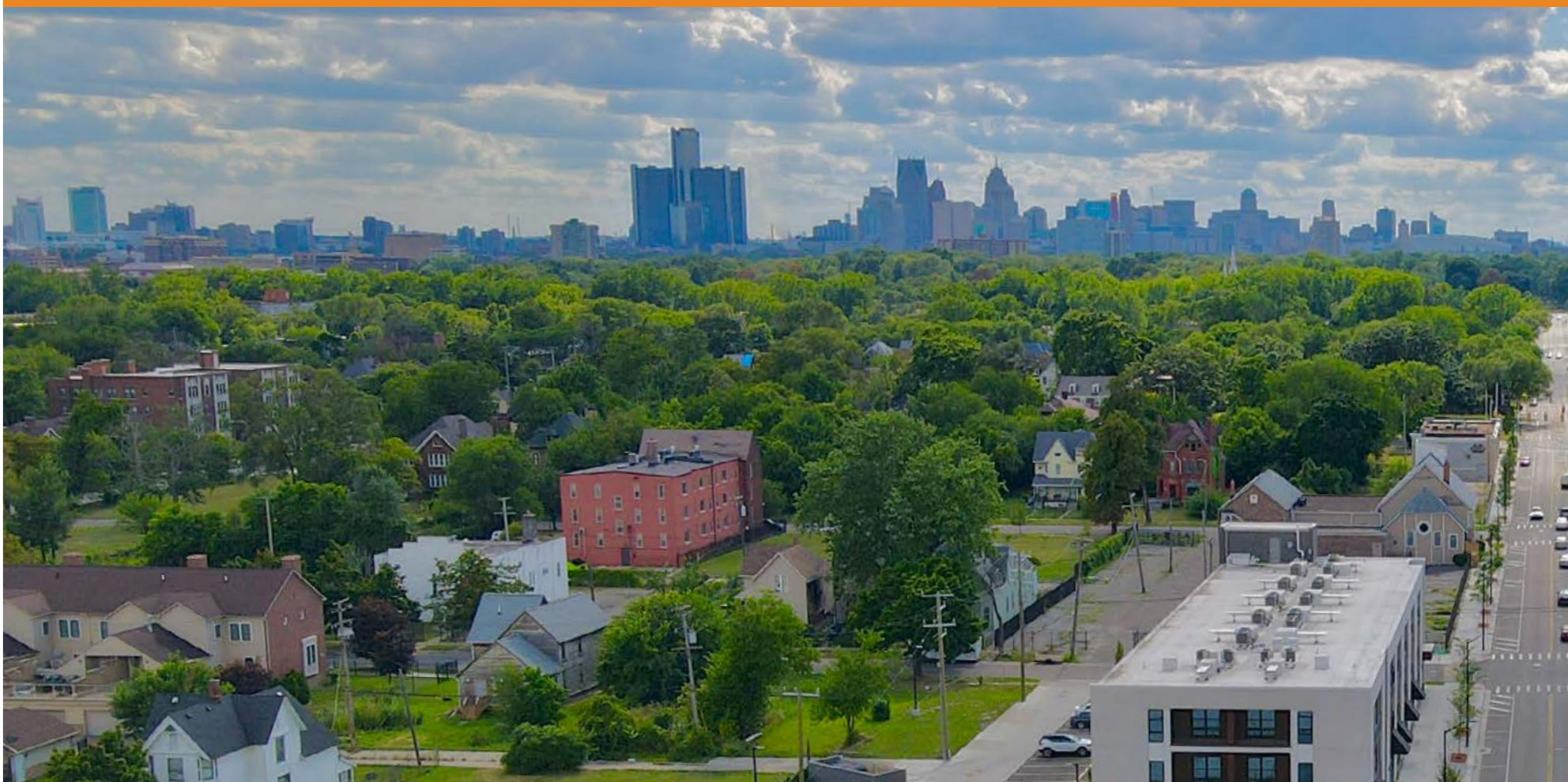
Racial differences exist for the growth occupations in this report, where white Metro Detroiters hold 26% of the region's growth occupation roles while Black and Latino/Hispanic Metro Detroiters hold only 16% and 18% respectively. While all the solutions presented can improve opportunities for more equitable access to growth occupations, underlying all of this is the role of systemic racism and discrimination. One of the key challenges for equitable participation in well-paying jobs across the country is persistent hiring discrimination. In academic research about hiring practices, it is well-documented that Black workers experience more challenges in getting callbacks, interviews, and hired for roles compared to white peers.



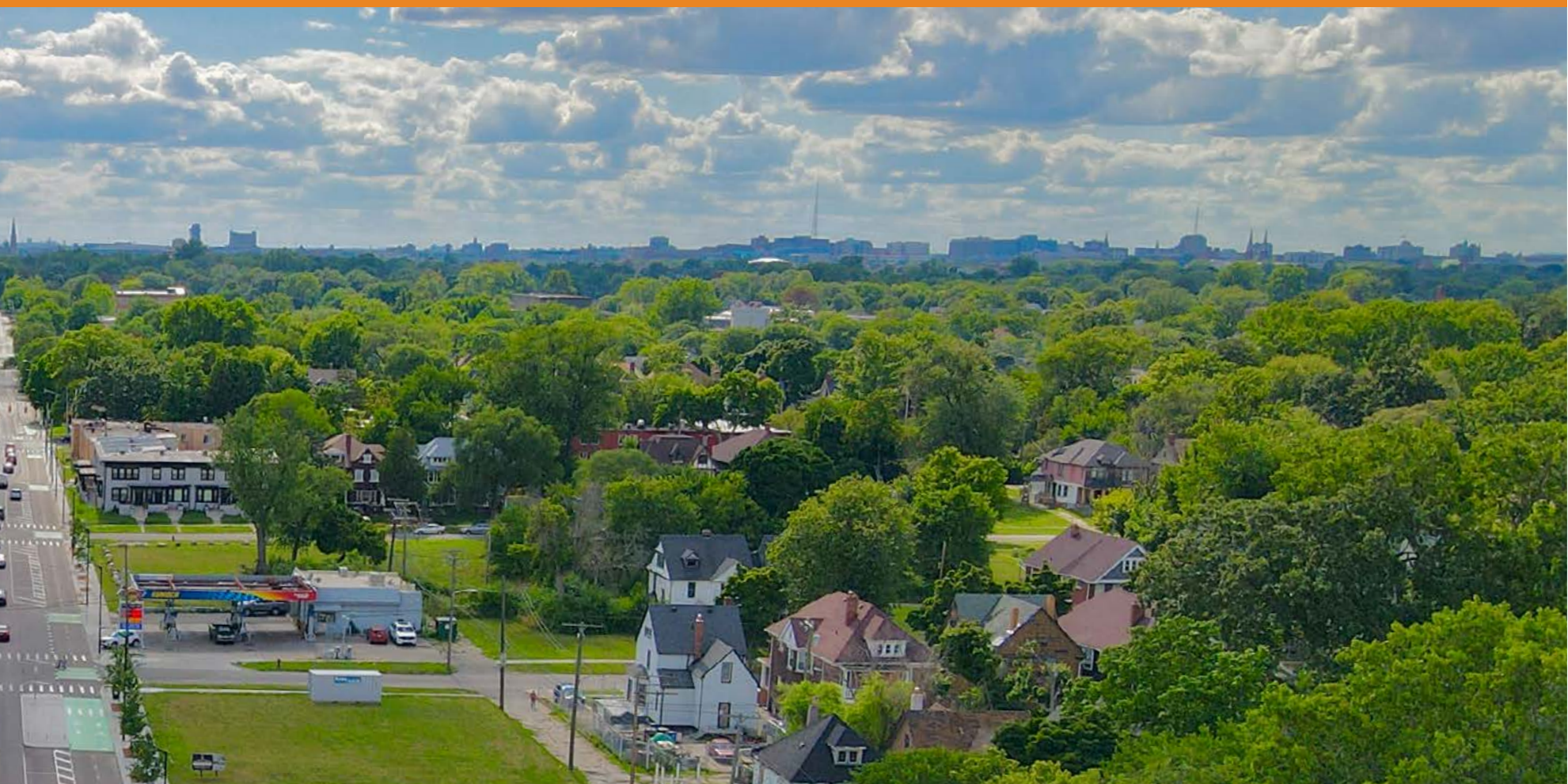
With these findings in mind, policymakers and employers have critical work to do to ensure equitable hiring practices and to create equal opportunities for support to help Black employees advance in their roles. Solutions for hiring discrimination are well-documented and known, but much progress still needs to be made in the adoption of strategies that mitigate bias in hiring processes. Some key recommendations for employers to consider are:^{xx}

- Treat similar college degrees from different universities the same – don't show preference to "elite" universities.
- Focus on skill-based hiring rather than degree of educational attainment. As demonstrated by the Opportunity@Work analysis, many Metro Detroit workers without college degrees are primed for job progression and simply need employers to open those pathways.
- Forge intentional connections with networks and platforms that can connect employers to a more diverse candidate pool.
- Remove names and other racially identifying information from resumes during the review process to avoid opportunity for bias.^{xxi}
- Unconscious bias training and DEI programming for everyone involved in interviewing candidates, not just the human resources team.
- Standardize and shorten interview processes.^{xxii}

CONCLUSION



More equitable access to growth occupations can help build Detroit's middle class, and, in doing so, build a more equitable city and region.



CONCLUSION

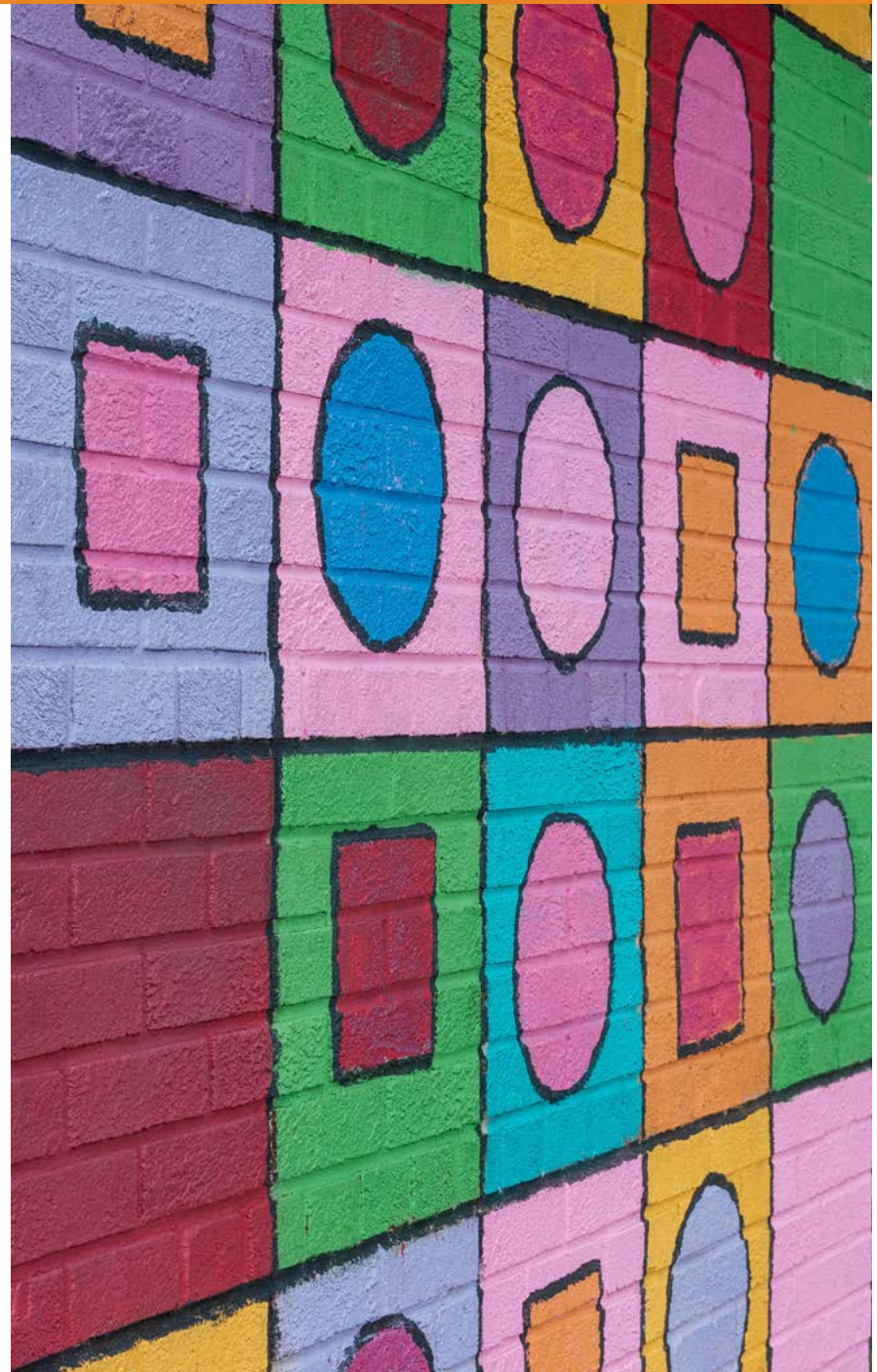
Growth occupations provide good jobs today, and their resiliency suggests they will continue to provide good jobs in the future. Ensuring more equitable access to the region's growth occupations, especially for Black and Latino/Hispanic workers, will advance a more economically equitable and thriving region in which all Detroiters are able to fully and fairly participate in all aspects of economic life.

This report outlined Detroit's recent economic performance, defined what a growth occupation is, explained the role growth occupations currently play in Detroit's economy, and described why many Detroiters are not able to equitably access this set of growth occupations that could offer opportunities to enter the middle class. The data presented in this report lends itself to four key takeaways about growth occupations:

1. Growth occupations are well-paying jobs, and their persistent growth during recent economic contractions suggests that they will continue to be resilient in the future.
2. There are disparities in access to growth occupations based on race, geographic location, and educational attainment. Detroit's robust economic recovery has not fully closed these gaps.
3. Closing disparities in access to growth occupations, especially for Black Detroiters, will go a long way towards remedying inequitable economic outcomes in the region.
4. Detroit has paths forward. Analysis of Detroit's peer cities shows that better outcomes are possible and signals potential growth occupations that can be cultivated in Detroit.

Part of the solution to building a more equitable city and region — one where all residents can prosper and fully and fairly engage in the region’s economy — requires better connections to the region’s growing and well-paying occupations. This set of occupations is an important part of building a strong middle class and a more economically equitable future.

To build a better future for the region, there must be policies and strategies that increase the number of well-paying jobs in growing fields, ensure there are talented workers who are prepared to work in growth occupations, and secure equitable access to growth occupations. Black and Latino/Hispanic Detroiters currently do not have equitable access to these well-paying, growing, and resilient occupations. Increasing access to growth occupations for Black and Latino/Hispanic Detroiters is not only a strategy that will help workers grow their incomes and build wealth. It is also a strategy that will grow prosperity throughout the Detroit region and continue the work of rebuilding Detroit’s middle class.



APPENDIX

Table 1. All growth occupations
Metro Detroit, 2021

Growth occupation	Jobs	Median hourly earnings	Annualized job growth 2014 to 2019	Annualized wage growth 2014 to 2019	Black share of occupation	Latino/Hispanic share of occupation
Registered Nurses	44,308	\$37.60	1.8%	1.6%	15%	2%
General and Operations Managers	37,222	\$49.03	2.5%	2.2%	8%	3%
Software Developers	22,182	\$48.71	3.4%	1.3%	6%	2%
Accountants and Auditors	19,048	\$37.33	4.3%	1.4%	10%	2%
Elementary School Teachers, Except Special Education	16,336	\$31.02	2.5%	2.2%	8%	2%
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	14,174	\$29.46	4.7%	3.2%	12%	3%
Business Operations Specialists, All Other	13,818	\$36.57	6.4%	3.1%	17%	4%
Project Management Specialists	11,855	\$47.17	5.4%	3.1%	13%	3%
Electricians	11,201	\$35.51	2.8%	1.4%	8%	4%
Loan Officers	10,321	\$38.46	11.9%	8.6%	17%	4%
Human Resources Specialists	9,697	\$29.82	5.2%	1.3%	20%	4%
Industrial Machinery Mechanics	9,686	\$28.71	5.0%	0.3%	11%	4%
Computer Systems Analysts	9,565	\$48.55	1.8%	0.5%	13%	3%
Market Research Analysts and Marketing Specialists	9,498	\$31.74	7.5%	1.6%	8%	3%
Financial Managers	9,158	\$61.59	5.2%	3.5%	11%	3%
Police and Sheriff's Patrol Officers	8,492	\$31.80	2.1%	0.2%	11%	4%
Secondary School Teachers, Except Special and Career/Technical Education	8,396	\$39.49	2.8%	0.0%	7%	2%
Insurance Sales Agents	7,339	\$23.88	3.4%	1.4%	9%	3%
Computer and Information Systems Managers	6,694	\$63.83	5.1%	3.0%	8%	2%
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	6,442	\$25.03	5.9%	1.3%	19%	4%
Industrial Production Managers	6,306	\$52.49	2.0%	1.3%	7%	3%
First-Line Supervisors of Construction Trades and Extraction Workers	6,305	\$37.22	6.5%	3.7%	4%	5%
Carpenters	6,035	\$24.11	2.1%	2.1%	6%	9%

Growth occupation	Jobs	Median hourly earnings	Annualized job growth 2014 to 2019	Annualized wage growth 2014 to 2019	Black share of occupation	Latino/Hispanic share of occupation
Medical and Health Services Managers	5,746	\$47.75	2.5%	0.8%	18%	3%
Plumbers, Pipefitters, and Steamfitters	5,718	\$35.85	2.7%	1.9%	7%	5%
Logisticians	5,109	\$38.77	6.0%	1.2%	24%	4%
Pharmacists	5,041	\$60.98	1.4%	1.7%	8%	1%
Claims Adjusters, Examiners, and Investigators	4,977	\$36.40	7.9%	3.9%	22%	3%
Training and Development Specialists	4,847	\$30.12	8.6%	2.0%	20%	3%
Managers, All Other	4,496	\$53.46	2.1%	2.0%	11%	3%
Production, Planning, and Expediting Clerks	4,487	\$27.08	5.4%	2.7%	14%	4%
Computer Numerically Controlled Tool Programmers	4,370	\$20.79	2.3%	1.9%	8%	3%
Compliance Officers	4,216	\$35.97	7.6%	0.0%	16%	3%
Operating Engineers and Other Construction Equipment Operators	3,905	\$29.41	9.0%	3.1%	6%	6%
Firefighters	3,242	\$27.91	2.6%	1.2%	8%	2%
First-Line Supervisors of Non-Retail Sales Workers	3,148	\$37.87	2.6%	1.6%	9%	3%
Food Service Managers	3,105	\$29.79	3.7%	6.4%	14%	5%
Public Relations Specialists	3,020	\$30.14	5.4%	0.5%	11%	3%
Educational, Guidance, and Career Counselors and Advisors	3,002	\$24.16	4.4%	0.9%	18%	4%
Flight Attendants	3,001	\$28.69	5.1%	8.8%	19%	3%
Education Administrators, Kindergarten through Secondary	2,986	\$47.98	2.5%	0.5%	13%	2%
Transportation, Storage, and Distribution Managers	2,930	\$47.44	15.9%	0.0%	16%	4%
Marketing Managers	2,812	\$61.63	4.9%	1.0%	7%	3%
Property, Real Estate, and Community Association Managers	2,806	\$29.47	1.8%	4.0%	11%	3%
Electronics Engineers, Except Computer	2,802	\$48.72	4.9%	6.0%	9%	2%
Construction Managers	2,764	\$49.19	7.1%	3.5%	4%	3%
Industrial Engineering Technologists and Technicians	2,760	\$28.88	5.2%	0.4%	15%	4%
Cost Estimators	2,642	\$33.76	1.9%	1.3%	2%	2%

Growth occupation	Jobs	Median hourly earnings	Annualized job growth 2014 to 2019	Annualized wage growth 2014 to 2019	Black share of occupation	Latino/Hispanic share of occupation
Nurse Practitioners	2,566	\$50.31	13.1%	2.6%	10%	2%
Human Resource Managers	2,394	\$58.02	1.6%	3.3%	15%	4%
Administrative Services Managers	2,322	\$49.26	8.1%	4.2%	12%	3%
Respiratory Therapists	2,108	\$29.48	1.8%	1.4%	17%	3%
Cement Masons and Concrete Finishers	2,012	\$23.51	5.8%	4.2%	11%	18%
Eligibility Interviewers, Government Programs	2,004	\$27.07	1.8%	4.2%	26%	8%
Telecommunications Equipment Installers and Repairers, Except Line Installers	1,994	\$28.79	2.2%	1.4%	23%	4%
Occupational Therapists	1,955	\$37.73	1.8%	2.0%	8%	1%
Computer Network Architects	1,805	\$58.09	3.0%	1.6%	14%	3%
Social and Community Service Managers	1,757	\$36.17	2.7%	4.8%	25%	3%
Construction and Building Inspectors	1,728	\$28.55	9.9%	1.0%	13%	5%
Facilities Managers	1,623	\$38.60	10.3%	4.2%	12%	3%
Data Scientists	1,598	\$38.81	15.2%	8.3%	8%	3%
Information Security Analysts	1,576	\$47.41	4.6%	1.5%	18%	3%
Medical Equipment Repairers	1,547	\$23.22	8.3%	10.4%	10%	3%
Speech-Language Pathologists	1,529	\$37.72	3.2%	1.3%	5%	2%
Physical Therapist Assistants	1,517	\$23.80	3.0%	4.8%	11%	3%
Millwrights	1,458	\$36.33	3.0%	0.8%	5%	1%
Real Estate Sales Agents	1,444	\$24.61	2.8%	8.0%	8%	2%
Architects, Except Landscape and Naval	1,431	\$36.59	2.5%	0.5%	8%	4%
Special Education Teachers, Kindergarten and Elementary School	1,404	\$29.83	4.6%	0.3%	8%	2%
Mobile Heavy Equipment Mechanics, Except Engines	1,338	\$29.95	5.5%	1.4%	5%	4%
Aircraft Mechanics and Service Technicians	1,336	\$36.86	1.6%	2.2%	11%	5%
Compensation, Benefits, and Job Analysis Specialists	1,315	\$36.44	9.3%	0.7%	20%	3%
Software Quality Assurance Analysts and Testers	1,308	\$38.14	2.4%	1.3%	9%	2%
Chemical Equipment Operators and Tenders	1,282	\$24.16	10.6%	5.1%	16%	3%
Producers and Directors	1,271	\$23.64	2.6%	1.5%	10%	3%
Occupational Health and Safety Specialists	1,241	\$38.42	18.1%	1.6%	15%	4%
Credit Analysts	1,146	\$36.95	6.2%	5.5%	17%	4%
Medical Scientists, Except Epidemiologists	1,094	\$39.99	11.6%	5.2%	10%	3%

Growth occupation	Jobs	Median hourly earnings	Annualized job growth 2014 to 2019	Annualized wage growth 2014 to 2019	Black share of occupation	Latino/Hispanic share of occupation
Structural Iron and Steel Workers	1,089	\$29.08	6.3%	2.9%	6%	6%
Engineering Technologists and Technicians, Except Drafters, All Other	1,080	\$36.95	5.2%	2.7%	14%	5%
Postal Service Clerks	1,004	\$30.77	2.9%	1.6%	19%	2%
Nurse Anesthetists	988	\$105.74	4.0%	1.6%	6%	1%
Control and Valve Installers and Repairers, Except Mechanical Door	982	\$38.46	9.2%	1.8%	16%	3%
Environmental Engineers	827	\$48.15	2.0%	0.4%	8%	3%
Operations Research Analysts	798	\$37.99	6.1%	0.0%	16%	3%
Clinical and Counseling Psychologists	780	\$35.96	1.6%	2.6%	9%	2%
Brickmasons and Blockmasons	764	\$29.73	3.0%	1.8%	7%	12%
First-Line Supervisors of Firefighting and Prevention Workers	752	\$39.38	3.4%	3.2%	4%	1%
Healthcare Practitioners and Technical Workers, All Other	733	\$30.49	19.7%	9.7%	17%	3%
Occupational Therapy Assistants	705	\$25.22	10.4%	4.9%	17%	2%
Natural Sciences Managers	604	\$64.26	3.3%	3.1%	8%	4%
Chemical Engineers	563	\$50.11	5.5%	5.6%	10%	2%
Boilermakers	536	\$37.34	8.4%	4.6%	8%	4%
Lodging Managers	515	\$36.52	6.7%	7.6%	18%	3%
Tile and Stone Setters	508	\$28.58	4.9%	3.5%	5%	15%
Real Estate Brokers	497	\$22.89	5.4%	9.5%	8%	2%
Public Relations Managers	496	\$60.57	5.3%	4.4%	10%	*
Entertainment and Recreation Managers, Except Gambling	491	\$32.82	7.4%	2.1%	6%	4%
Private Detectives and Investigators	436	\$25.90	21.7%	5.1%	22%	5%
Healthcare Diagnosing or Treating Practitioners, All Other	391	\$38.09	9.8%	0.5%	8%	*
School Psychologists	382	\$37.66	3.3%	2.6%	5%	3%
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	381	\$46.71	2.7%	5.4%	15%	3%
Morticians, Undertakers, and Funeral Arrangers	376	\$27.63	2.5%	2.3%	14%	*
Urban and Regional Planners	333	\$37.81	3.6%	3.2%	6%	*
Orthotists and Prosthetists	314	\$29.82	9.9%	1.8%	17%	*
Financial Examiners	304	\$38.51	3.5%	2.6%	18%	*
Statisticians	287	\$38.56	14.1%	3.5%	9%	*

* Insufficient data Source: Lightcast™

Table 2. Share of region’s total and growth-occupation employment by county

Share of region’s total and growth-occupation employment located in each county, Metro Detroit, 2021

County	Share of Metro Detroit’s jobs located within county	Share of Metro Detroit’s growth occupation jobs located within county	Share of Metro Detroit’s Black and Latino/Hispanic population residing within county
Wayne	38%	38%	65%
Oakland	38%	40%	19%
Macomb	17%	16%	12%
Livingston	3%	3%	0%
St. Clair	2%	2%	1%
Lapeer	1%	1%	1%

Source: Brookings analysis of Lightcast™ data

Table 3. Top employers/industry for the top 10 growth occupations
Metro Detroit, 2021

Growth occupation	Top employers/industry	Growth occupation	Top employers/industry
Registered Nurses	<ul style="list-style-type: none"> - Hospitals; state, local, and private - Ambulatory healthcare services - Nursing and residential care facilities - Government - Educational services; state, local, and private 	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	<ul style="list-style-type: none"> - Computer systems design and related services - Electronics and appliance stores - Telecommunications - Management, scientific, and technical consulting services - Employment services
General and Operations Managers	<ul style="list-style-type: none"> - Retail trade - Professional, scientific, and technical services - Wholesale trade - Manufacturing - Construction 	Business Operations Specialists, All Other	<ul style="list-style-type: none"> - Federal Executive Branch - Management of companies and enterprises - Management, scientific, and technical consulting services - Colleges, universities, and professional schools - State government, excluding schools and hospitals
Software Developers	<ul style="list-style-type: none"> - Computer systems design and related services - Finance and insurance - Software publishers - Manufacturing - Management of companies and enterprises 	Project Management Specialists	<ul style="list-style-type: none"> - Professional, scientific, and technical services - Construction of buildings - Manufacturing - Administrative and support services - Finance and insurance
Accountants and Auditors	<ul style="list-style-type: none"> - Accounting, tax preparation, bookkeeping, and payroll services - Finance and insurance - Government - Management of companies and enterprises - Self-employed workers 	Electricians	<ul style="list-style-type: none"> - Electrical contractors and other wiring installation contractors - Self-employed workers - Manufacturing - Government - Employment services
Elementary School Teachers, Except Special Education	<ul style="list-style-type: none"> - Elementary and secondary schools; local - Elementary and secondary schools; private 	Loan Officers	<ul style="list-style-type: none"> - Credit intermediation and related activities - Management of companies and enterprises - Automobile dealers

Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook & Occupational Employment and Wage Statistics

ENDNOTES

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