



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**

**WORKFORCE
DEVELOPMENT**

High Demand Criteria

Occupations having above the median annual openings (180) in the Statewide Long-Term 2018-2028 projections. New data should be available July 2022.

High Wage Criteria:

Occupations paying at or above the median annual wage of \$38,680 (OES 2019). New data was available in March 2021, but it will take some time to figure out how the pandemic impacted wage estimates, so 2019 estimates were used. New data should be available each March.

High Skill Criteria:

Using BLS table 5.4 (Education and training assignments by detailed occupation, 2019) any occupation with a post-secondary non-degree award was labeled high skill. Occupations below this level of education were also labeled high skill if they required at least long-term training or an apprenticeship. These education/training assignments are updated irregularly.

SOC-CIP Crosswalk

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

Source:

Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management, and Budget

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