

Analysis of Current Talent Needs in the Grand Rapids Area

In the Grand Rapids Area Chamber of Commerce's annual survey, business members identified 247 total occupations (and 110 unique titles) as *“difficult [...] to hire and retain.”*

This analysis includes the occupation groups identified in need of talent, the education breakdown of selected occupations, and wage ranges.

Data Aggregated by TALENT 2025
January 2015

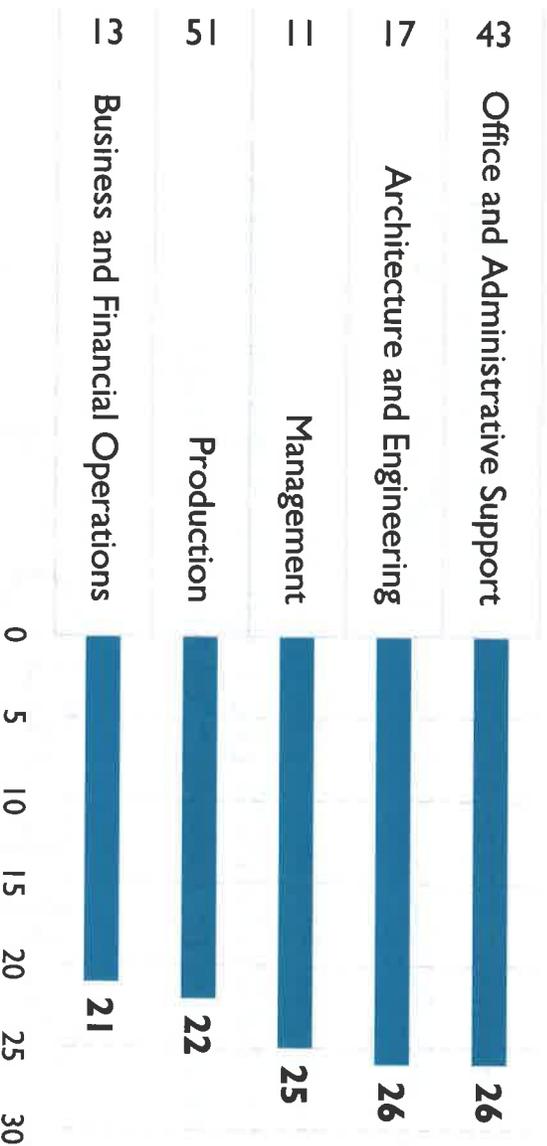


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Talent needs include those in STEM-heavy occupational groups as well as production and support groups.

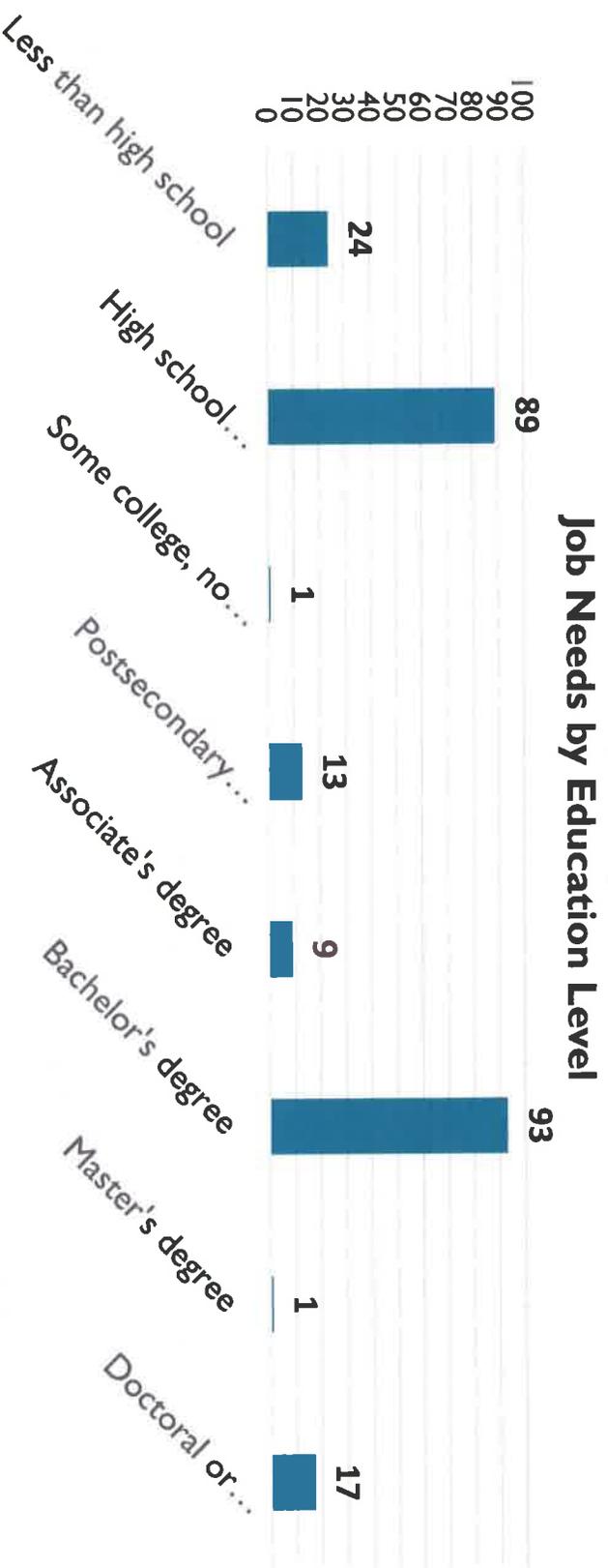
The occupations specified as difficult to hire and retain fall under a wide variety of occupational classes, led by those groups shown below (with the SOC group listed to the left).

Occupation Groups Identified as Difficult to Hire and Retain



- Other significant occupation groups that are identified in the survey results as difficult to hire and retain include:
- *Healthcare practitioners and technical occupations (20)*
 - *Installation, maintenance, and repair occupations (19)*
 - *Sales and related occupations (17)*
 - *Computer and mathematical (16)*

Education levels needed for identified occupations include post-secondary and high school requirements.



Two education classes (as defined by the Bureau of Labor Statistics) represent almost three-quarters of occupations identified by the survey. A total of 93 occupations identified require a bachelor's degree (37.7 percent of all occupations), with an addition 18 occupations requiring a degree beyond that.

However, a substantial portion of occupations identified require a high school diploma or equivalent, while 23 occupations (or 9.3 percent of all occupations) require more than high school but less than a bachelor's degree.

Occupations identified in the survey tend to skew toward higher wage ranges.

Mean Average Hourly Wage Range for Occupations	# of Occupations in Wage Range
Under \$10	3
\$10.00 to \$14.99	16
\$15.00 to \$19.99	17
\$20.00 to \$29.99	23
\$30.00 or higher	42
Total	101

According to the Bureau of Labor Statistics, the mean hourly wage for identified occupations in the Grand Rapids-Wyoming Metropolitan Statistical Area (MSA) fall widely on the pay scale.

Over 41 percent of jobs identified have a regional average wage of over \$30/hour, and almost two-thirds of all occupations have an average wage of over \$20/hour. Meanwhile, just 3 identified occupations have an average wage under \$10/hour.

Sources and Notes:

Survey of businesses conducted by the Grand Rapids Area Chamber of Commerce.

Data analysis provided by Talent 2025.

Required Education and Mean Wage values provided by the Bureau of Labor Statistics. Mean wages are for the Grand Rapids-Wyoming MSA for 2013.



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