

2025 LABOR MARKET SUMMARY

WORKFORCE SUPPLY, DEMAND, AND OPPORTUNITIES

GEN-SHIA COUNTY | MAY, 2026



Region Snapshot

471,296
Total Population

206,439 Total Employment **38,743** Total Job Postings

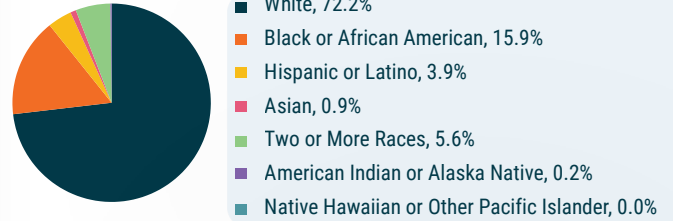
223,077
In the labor force (43.8% participation)

7.5%
Unemployment rate

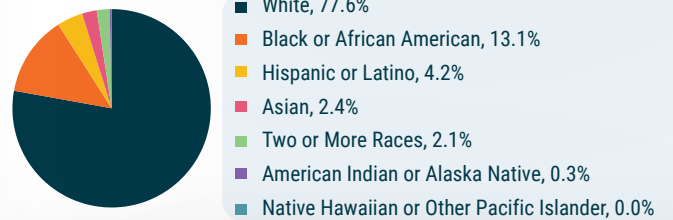
Data reflect 2024 values unless otherwise specified

Race Demographics

Population Race Demographics



Workforce Race & Ethnicity Demographics



Age and Gender Demographics

Workforce Age and Gender



52.3% Female
47.7% Male

Population Age and Gender



51.3% Female
48.7% Male

Technical and Soft Skills, Certifications

In-Demand Education Level



- High School or GED: 24.3%
- Associate degree: 8.1%
- Bachelor's degree: 14.4%
- Master's degree: 5.6%

Technical Skills

1. Lifting Ability
2. Nursing
3. Merchandising
4. Medical Records
5. Treatment Planning

Common Skills

1. Communication
2. Customer Service
3. Sales
4. Management
5. Leadership

Certifications

1. Valid Driver's License
2. Registered Nurse (RN)
3. Basic Life Support (BLS) Certification
4. Cardiopulmonary Resuscitation (CPR) Certification
5. Advanced Cardiovascular Life Support (ACLS) Certification

Top Posting Employers

- Henry Ford Health
- McLaren Health Care
- Walmart
- University Of Michigan
- Kroger

Top Posting Cities: Posting

- Flint: 17,478
- Grand Blanc: 5,557
- Fenton: 3,449
- Owosso: 2,528
- Burton: 1,892

Key Occupation Groups: Workforce & Demand Signals

Business and Finance

13,540 workers
10.7% increase from 2021
Postings: 3,038
Openings: 1,399

Engineering and Design

2,081 workers
0.1% increase from 2021
Postings: 498
Openings: 245

Health Care

20,399 workers
1.8% increase from 2021
Postings: 10,631
Openings: 2,348

Information Technology

1,948 workers
9.1% increase from 2021
Postings: 385
Openings: 199

Skilled Trades

6,908 workers
2.6% decrease from 2021
Postings: 1,253
Openings: 939

How to Use This Snapshot

- Align training and credential investments to employer demand.
- Support recruitment, retention, and upskilling strategies
- Inform economic development and site selection decisions.

Source

Lightcast (2026), Census (2024)
Presented by the Workforce Intelligence Network
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WINintelligence.org