

2025 LABOR MARKET SUMMARY

WORKFORCE SUPPLY, DEMAND, AND OPPORTUNITIES

LEN-HILLS COUNTY | MAY, 2026



Region Snapshot

144,073
Total Population

64,945 Total Employment **9,316** Total Job Postings

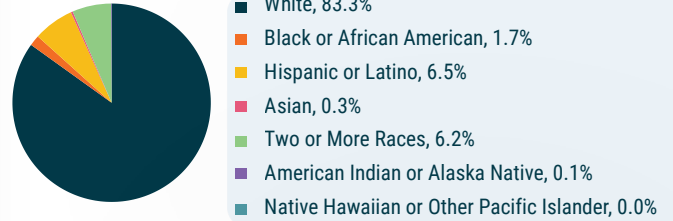
68,089
In the labor force (45.1% participation)

4.6%
Unemployment rate

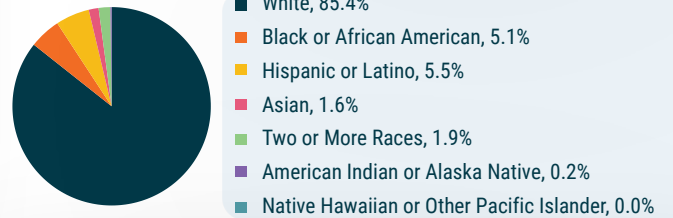
Data reflect 2024 values unless otherwise specified

Race Demographics

Population Race Demographics

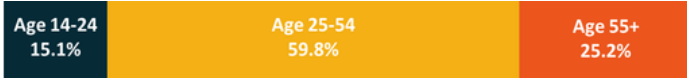


Workforce Race & Ethnicity Demographics



Age and Gender Demographics

Workforce Age and Gender



51.0% Female
49.0% Male

Population Age and Gender



49.5% Female
50.5% Male

Technical and Soft Skills, Certifications

In-Demand Education Level



- High School or GED: 24.7%
- Associate degree: 7.7%
- Bachelor's degree: 14.1%
- Master's degree: 6.2%

Technical Skills

1. Lifting Ability
2. Merchandising
3. Nursing
4. Cash Register
5. Auditing

Common Skills

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

Certifications

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

Top Posting Employers

- ProMedica
- Michigan Association Of School Boards
- Hillsdale College
- Walmart
- Elwood Staffing

Top Posting Cities: Posting

- Adrian: 3,845
- Hillsdale: 1,433
- Tecumseh: 1,060
- Clinton: 558
- Jonesville: 470

Key Occupation Groups: Workforce & Demand Signals

Business and Finance

3,707 workers
13.9% increase from 2021
Postings: 671
Openings: 402

Agriculture

1,960 workers
2.6% increase from 2021
Postings: 293
Openings: 327

Health Care

4,231 workers
6.2% increase from 2021
Postings: 2,354
Openings: 621

Skilled Trades

3,330 workers
2.4% decrease from 2021
Postings: 442
Openings: 491

Information Technology

542 workers
31.6% increase from 2021
Postings: 83
Openings: 51

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