

2025 LABOR MARKET SUMMARY

WORKFORCE SUPPLY, DEMAND, AND OPPORTUNITIES

THUMB REGION | MAY, 2026



Region Snapshot

 **213,392**
Total Population

 **94,659** **11,084**
Total Employment Total Job Postings

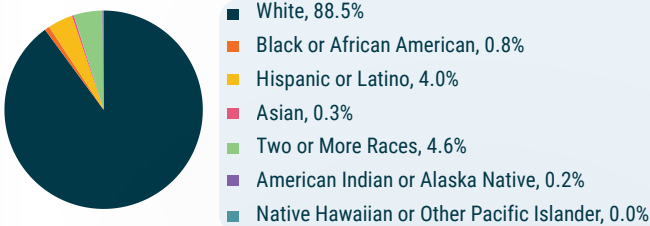
 **99,970**
In the labor force (44.4% participation)

 **5.3%**
Unemployment rate

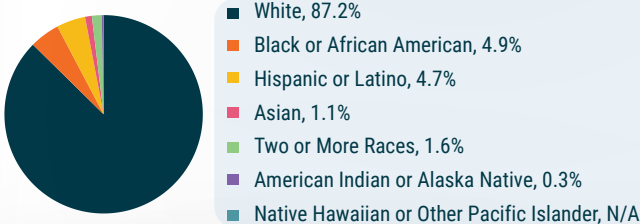
Data reflect 2024 values unless otherwise specified

Race Demographics

Population Race Demographics

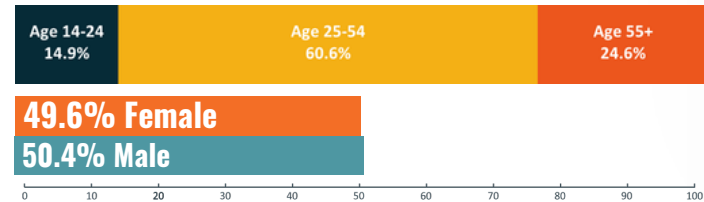


Workforce Race & Ethnicity Demographics

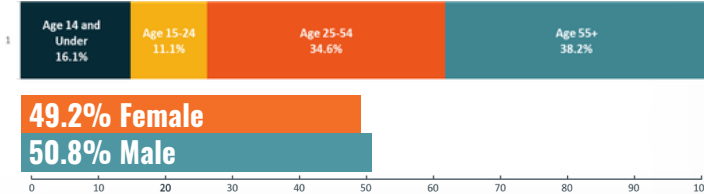


Age and Gender Demographics

Workforce Age and Gender



Population Age and Gender



Technical and Soft Skills, Certifications

In-Demand Education Level



- High School or GED: 27.5%
- Associate degree: 8.5%
- Bachelor's degree: 10.2%
- Master's degree: 4.5%

Technical Skills

1. Lifting Ability
2. Nursing
3. Merchandising
4. Nursing Care
5. Housekeeping

Common Skills

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

Certifications

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

Top Posting Employers

- McLaren Health Care
- Courtney Manor
- Walmart
- GPM Investments
- Theoria Medical

Top Posting Cities: Posting

- Lapeer: 3,106
- Bad Axe: 1,519
- Caro: 869
- Imlay City: 725
- Sandusky: 492

Key Occupation Groups: Workforce & Demand Signals

Agriculture

4,453 workers
12.0% increase from 2021
Postings: 365
Openings: 740

Customer Service

13,627 workers
3.9% increase from 2021
Postings: 2,775
Openings: 2,563

Health Care

5,661 workers
10.7% increase from 2021
Postings: 3,465
Openings: 693

Skilled Trades

4,998 workers
0.02% increase from 2021
Postings: 625
Openings: 710

Transportation, Distribution, Logistics

7,681 workers
6.3% increase from 2021
Postings: 1,174
Openings: 1,107

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