



# 3 Michigan Counties

Lake Superior Community Partnership



LAKE SUPERIOR COMMUNITY  
**PARTNERSHIP**

101 W. Washington Street  
Suite 10  
Marquette, Michigan 49855

# Contents

Report Parameters .....	1
Economy Overview .....	2
Unemployment by Demographics .....	4
Historic & Projected Trends .....	8
Population Characteristics .....	12
Inbound and Outbound Migration .....	14
Industry Characteristics .....	16
Business Characteristics .....	21
Workforce Characteristics .....	23
Educational Pipeline .....	29
In-Demand Skills .....	30

## Report Parameters

### 3 Counties

26033 Chippewa County, MI

26097 Mackinac County, MI

26095 Luce County, MI

### Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen geographical areas.

## Economy Overview

**53,725**

**Population (2024)**

Population **decreased by 635** over the last 5 years but is projected to **grow by 144** over the next 5 years.

**21,442**

**Total Regional Employment**

Jobs **grew by 686** over the last 5 years and are projected to **grow by 573** over the next 5 years.

**\$63.5K**

**Avg. Earnings Per Job (2024)**

Regional average earnings per job are **\$23.2K below** the national average earnings of \$86.7K per job.

## Takeaways

- As of 2024 the region's population **declined by 1.2%** since 2019, falling by 635. Population is expected to **increase by 0.3%** between 2024 and 2029, adding 144.
- From 2019 to 2024, jobs **increased by 3.3%** in 3 Michigan Counties from 20,756 to **21,442**. This change **fell short of the national growth rate of 4.4% by 1.1%**. As the number of jobs increased, the **labor force participation rate increased from 56.2% to 60.1% between 2019 and 2024**.
- Concerning educational attainment, **13.2% of the selected regions' residents possess a Bachelor's Degree** (8.3% below the national average), and **8.9% hold an Associate's Degree** (0.1% above the national average).
- The top three industries in 2024 are Local Government, Excluding Education and Hospitals, Education and Hospitals (Local Government), and Restaurants and Other Eating Places.

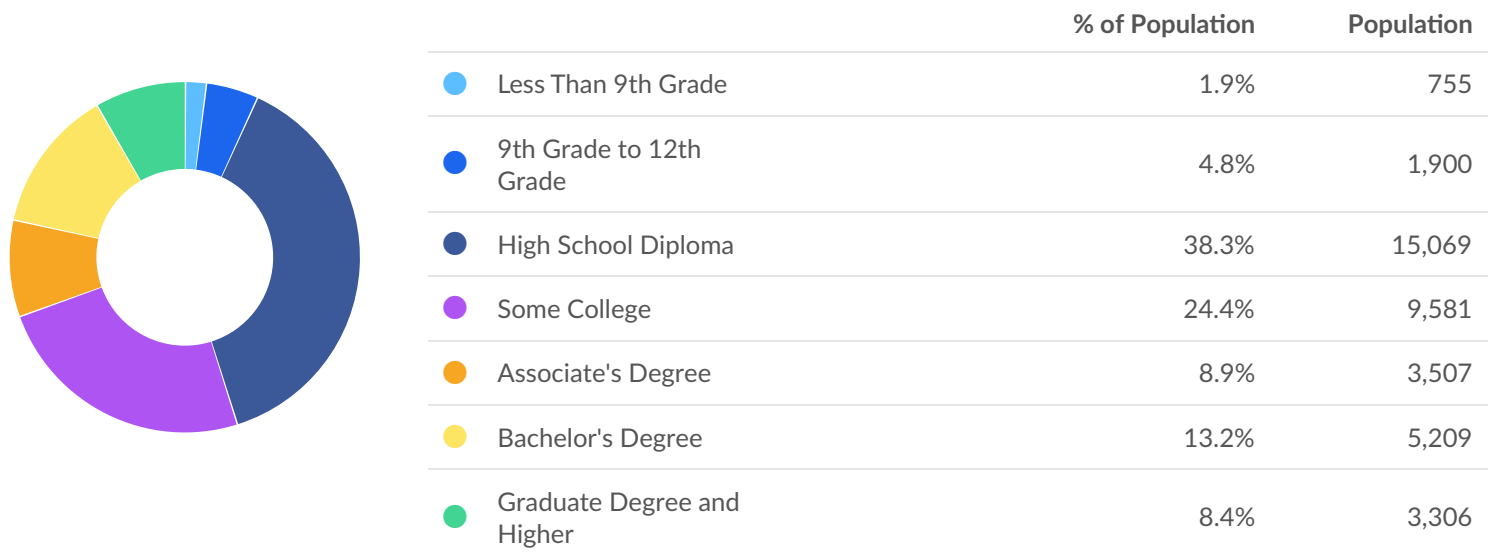
	Population (2025)	Labor Force (Aug 2025)	Jobs (2024)	Cost of Living	GRP	Imports	Exports
Region	53,755	27,234	21,442	90.4	\$2.51B	\$4.31B	\$4.95B
State	10,153,137	5,057,123	4,861,043	91.3	\$700.68B	\$570.49B	\$647.16B

## Aug 2025 Labor Force Breakdown



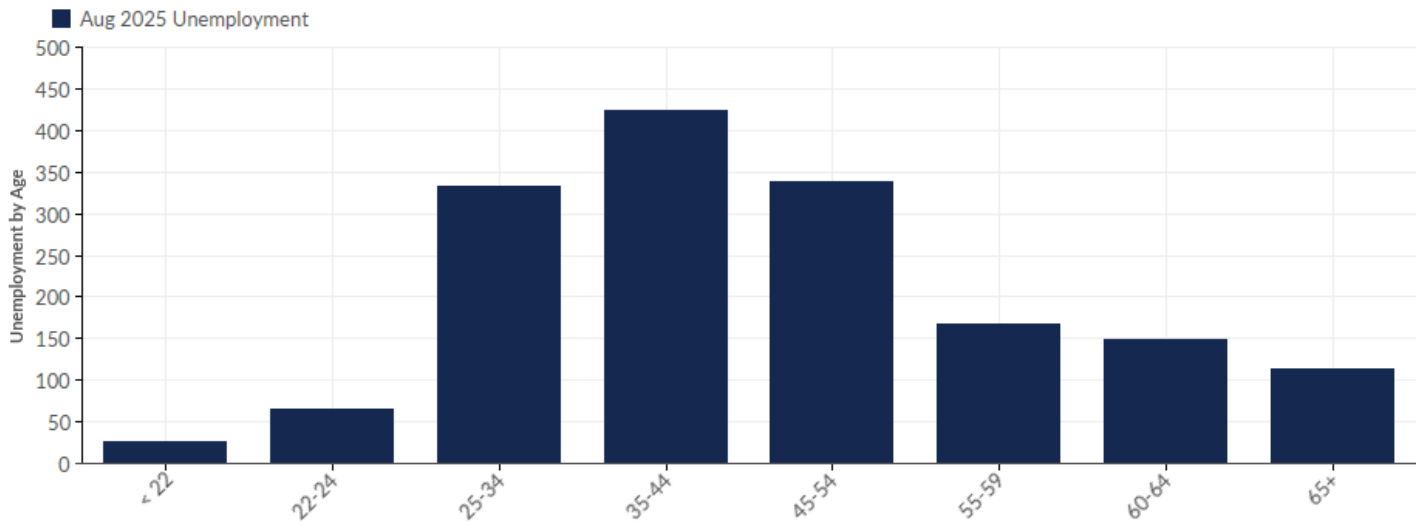
## Educational Attainment

Concerning educational attainment, **13.2% of the selected regions' residents possess a Bachelor's Degree** (8.3% below the national average), and **8.9% hold an Associate's Degree** (0.1% above the national average).



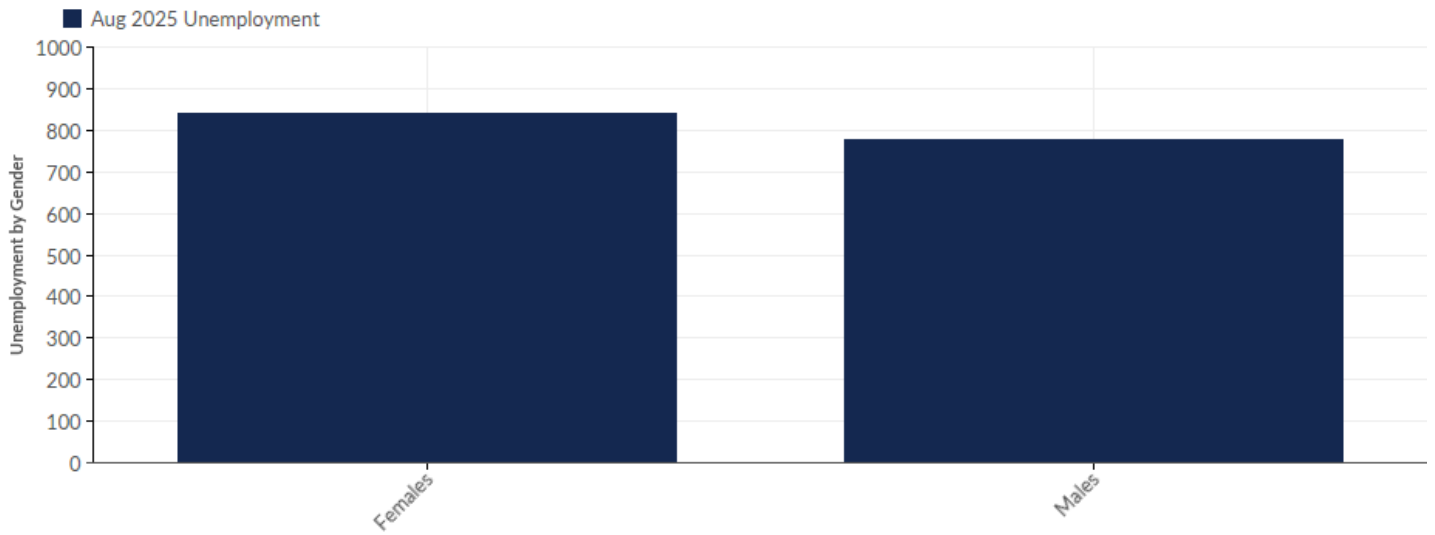
# Unemployment by Demographics

## Unemployment by Age



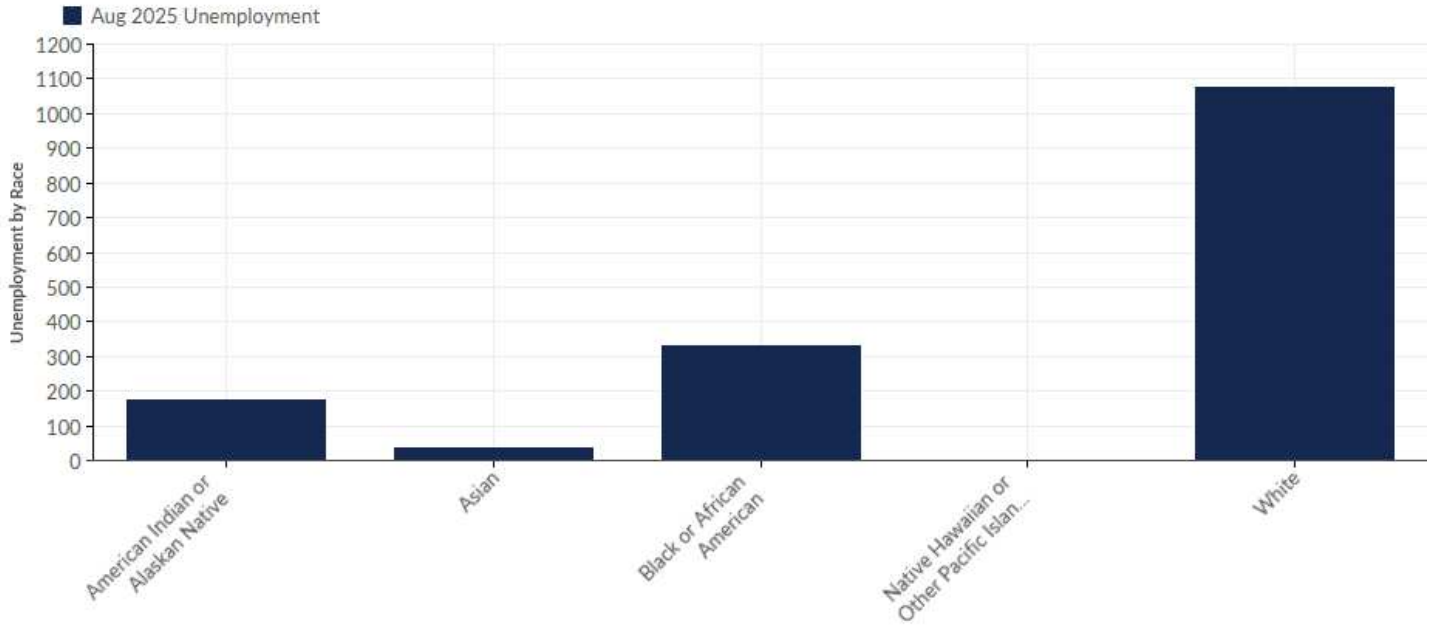
Age	Unemployment (Aug 2025)	% of Unemployed
< 22	26	1.61%
22-24	64	3.96%
25-34	333	20.62%
35-44	424	26.25%
45-54	339	20.99%
55-59	167	10.34%
60-64	149	9.23%
65+	113	7.00%
Total	1,615	100.00%

## Unemployment by Gender



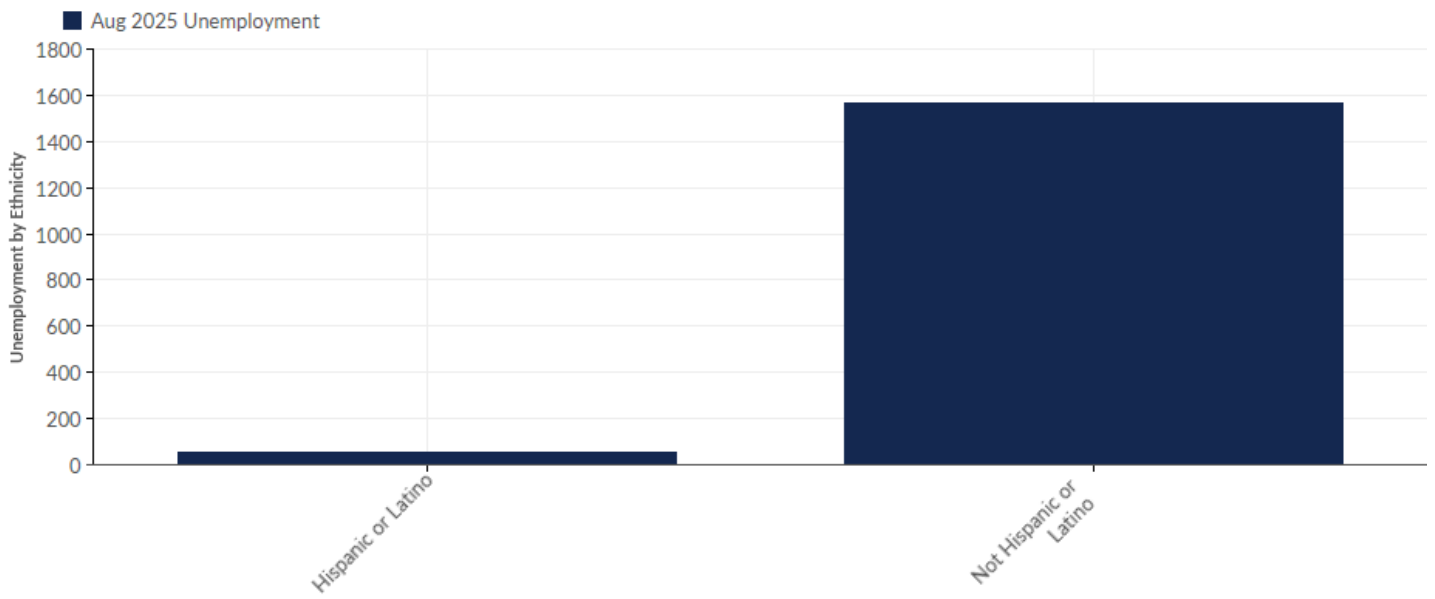
Gender	Unemployment (Aug 2025)	% of Unemployed
Females	839	51.95%
Males	776	48.05%
Total	1,615	100.00%

## Unemployment by Race



Race	Unemployment (Aug 2025)	% of Unemployed
American Indian or Alaskan Native	176	10.90%
Asian	34	2.11%
Black or African American	330	20.43%
Native Hawaiian or Other Pacific Islander	0	0.00%
White	1,075	66.56%
Total	1,615	100.00%

## Unemployment by Ethnicity

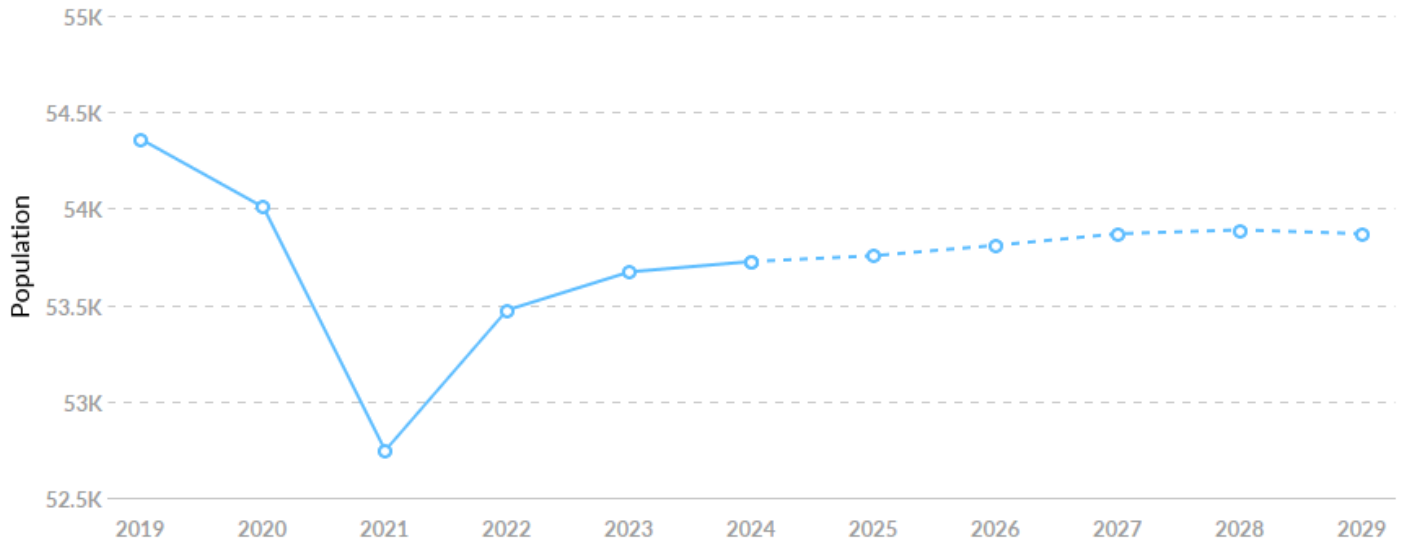


Ethnicity	Unemployment (Aug 2025)	% of Unemployed
Hispanic or Latino	50	3.10%
Not Hispanic or Latino	1,565	96.90%
Total	1,615	100.00%

# Historic & Projected Trends

## Population Trends

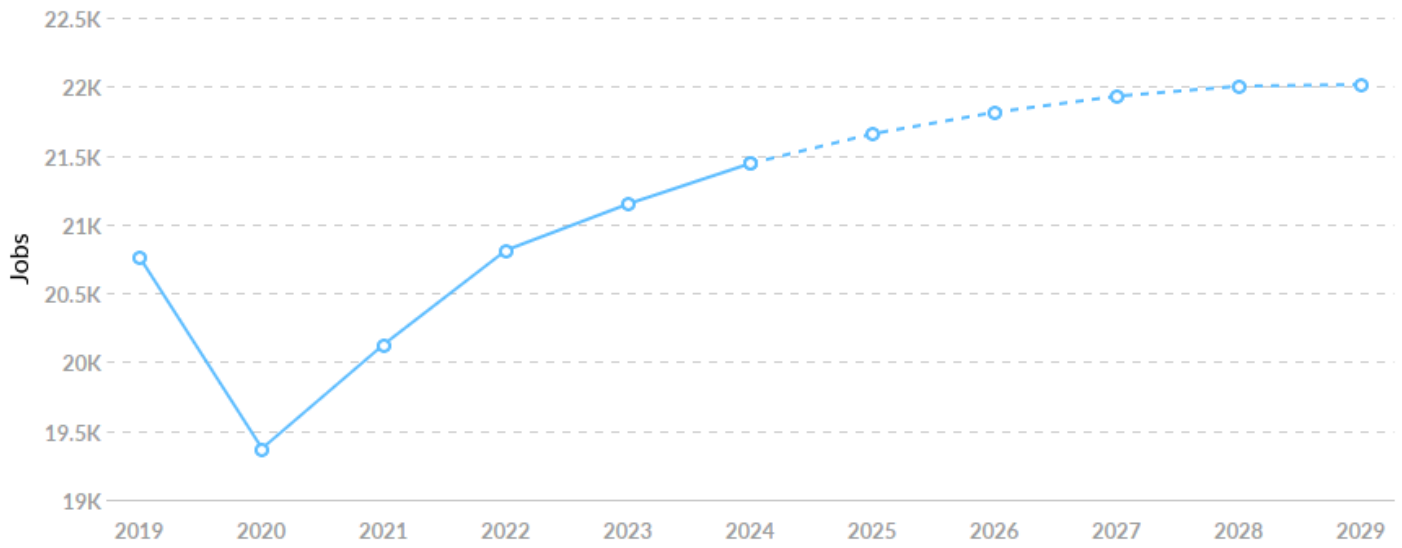
As of 2024 the region's population **declined by 1.2%** since 2019, falling by 635. Population is expected to **increase by 0.3%** between 2024 and 2029, adding 144.



Timeframe	Population
2019	54,360
2020	54,008
2021	52,743
2022	53,473
2023	53,671
2024	53,725
2025	53,755
2026	53,809
2027	53,869
2028	53,889
2029	53,869

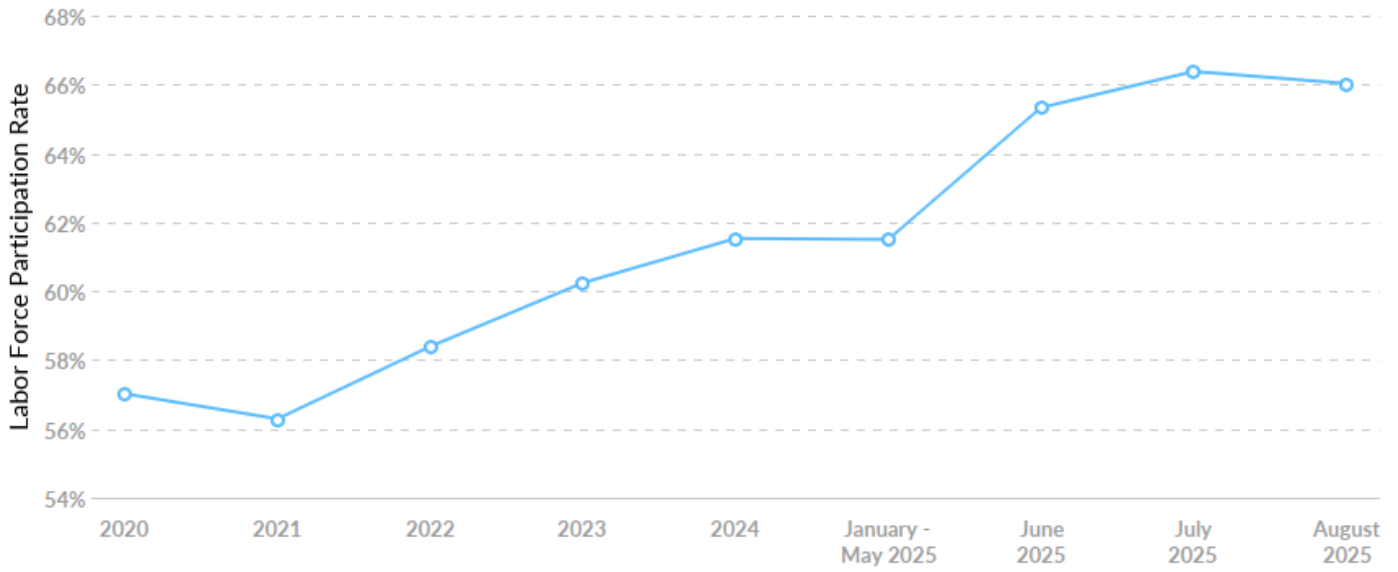
## Job Trends

From 2019 to 2024, jobs increased by 3.3% in 3 Michigan Counties from 20,756 to 21,442. This change fell short of the national growth rate of 4.4% by 1.1%.



Timeframe	Jobs
2019	20,756
2020	19,371
2021	20,129
2022	20,812
2023	21,148
2024	21,442
2025	21,657
2026	21,813
2027	21,930
2028	22,003
2029	22,014

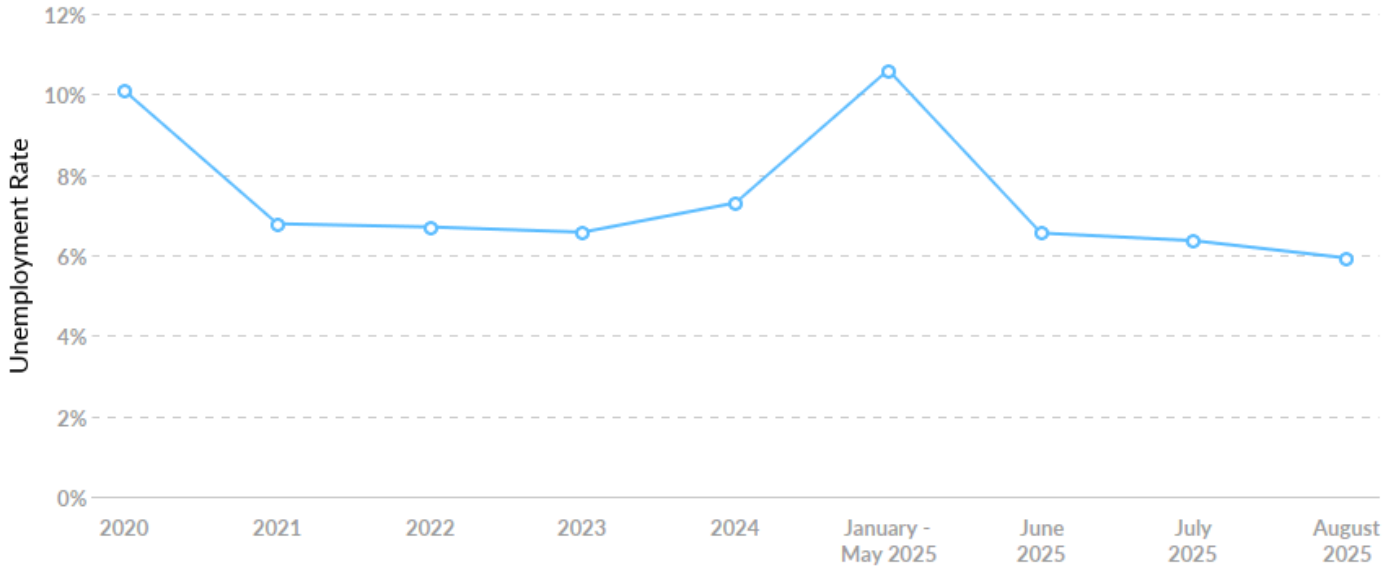
## Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2020	57.02%
2021	56.29%
2022	58.39%
2023	60.24%
2024	61.53%
January - May 2025	61.50%
June 2025	65.33%
July 2025	66.38%
August 2025	66.03%

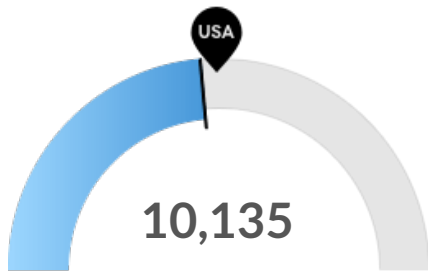
## Unemployment Rate Trends

Your areas had an August 2025 unemployment rate of 5.93%, decreasing from 10.08% 5 years before.



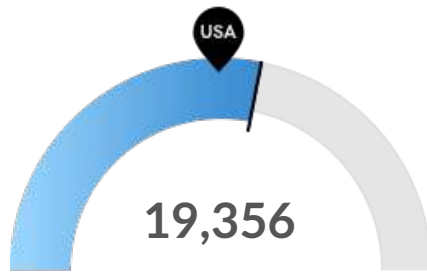
Timeframe	Unemployment Rate
2020	10.08%
2021	6.78%
2022	6.70%
2023	6.57%
2024	7.30%
January - May 2025	10.60%
June 2025	6.55%
July 2025	6.36%
August 2025	5.93%

## Population Characteristics



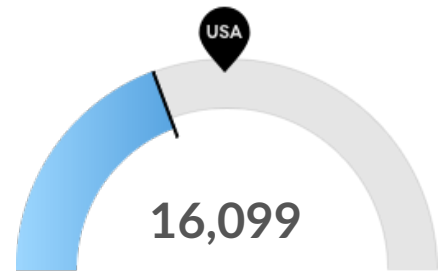
**Millennials**

Your area has 10,135 millennials (ages 25-39). The national average for an area this size is 10,998.



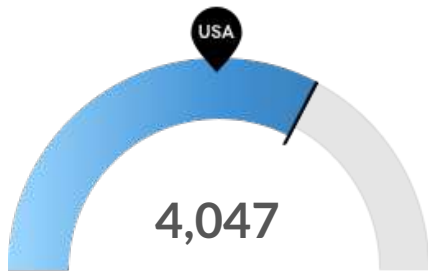
**Retiring Soon**

Retirement risk is high in your area. The national average for an area this size is 16,245 people 55 or older, while there are 19,356 here.



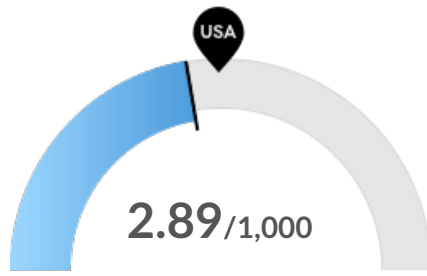
**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 22,854 racially diverse people, while there are 16,099 here.



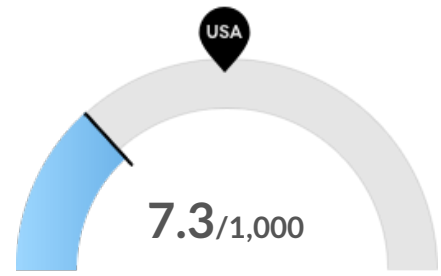
**Veterans**

Your area has 4,047 veterans. The national average for an area this size is 2,640.



**Violent Crime**

Your area has 2.89 violent crimes per 1,000 people. The national rate is 3.38 per 1,000 people.

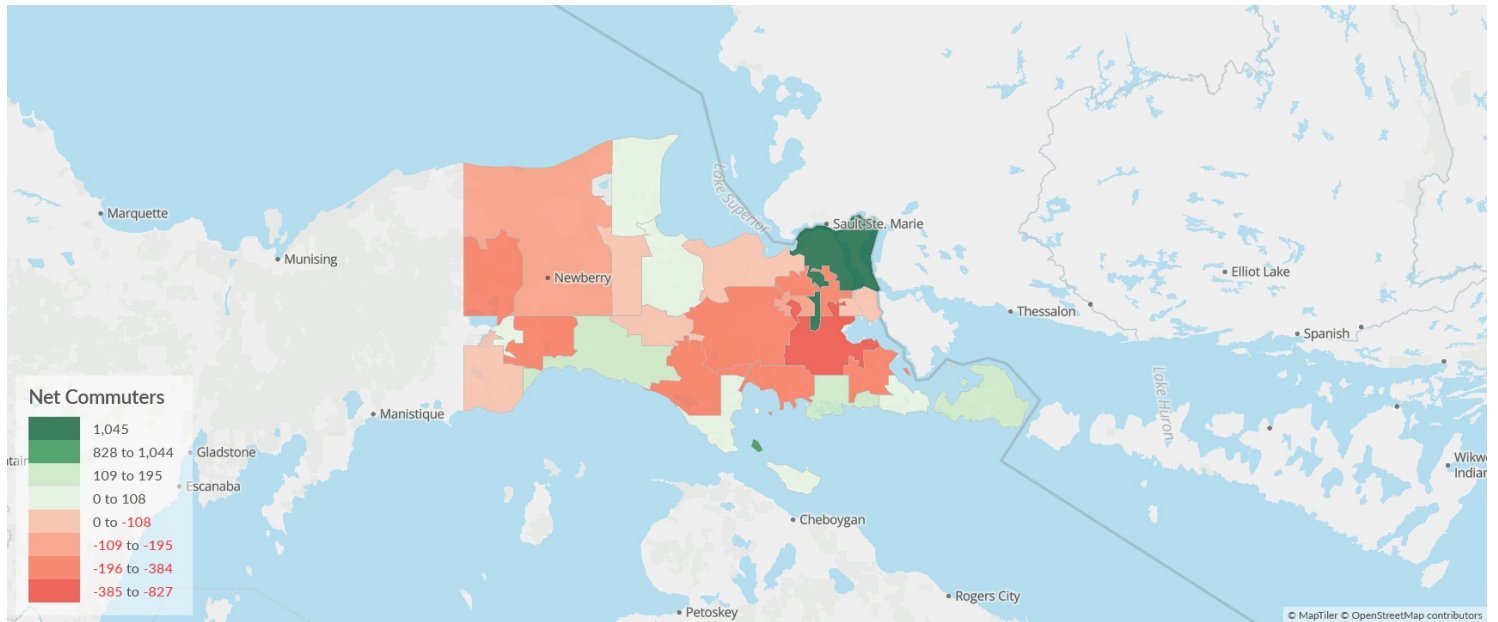


**Property Crime**

Your area has 7.3 property crimes per 1,000 people. The national rate is 16.44 per 1,000 people.

## Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions.



### Where Talent Works

ZIP	Name	2024 Employment
49783	Sault Sainte Marie, MI (i...	8,646
49781	Saint Ignace, MI (in Mac...	1,953
49868	Newberry, MI (in Luce c...	1,764
49715	Brimley, MI (in Chippew...	1,629
49757	Mackinac Island, MI (in ...	1,160

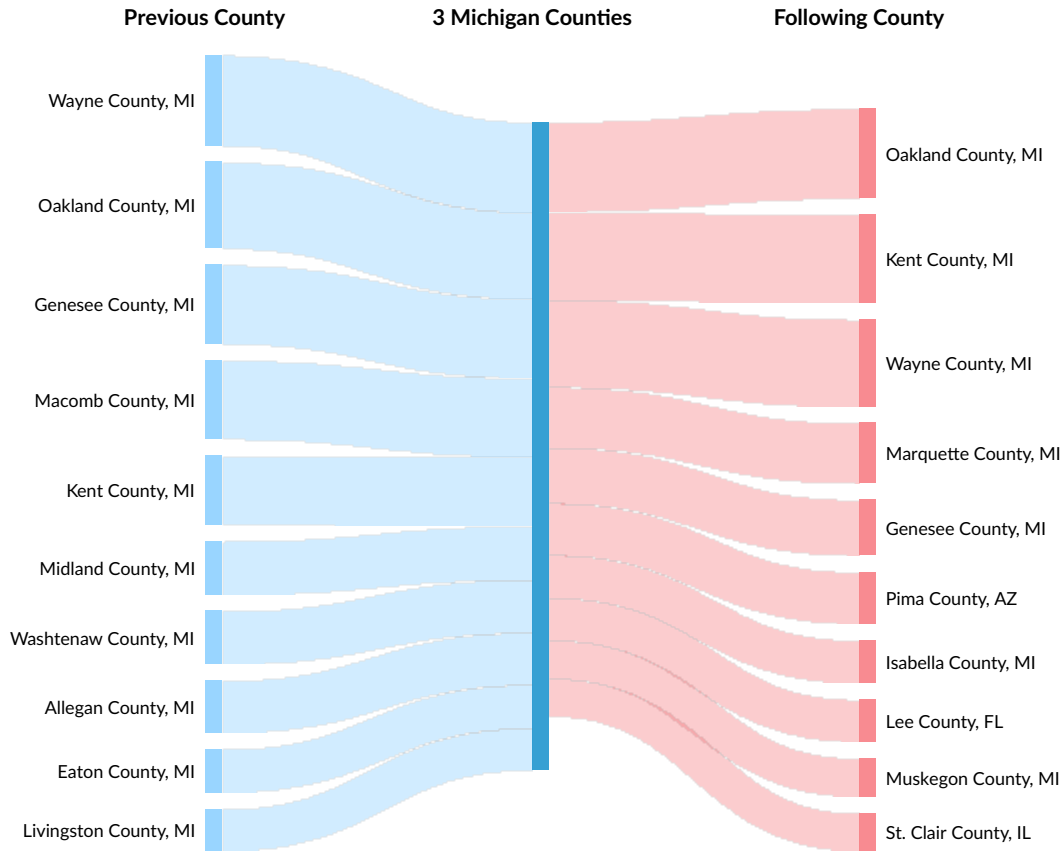
### Where Talent Lives

ZIP	Name	2024 Workers
49783	Sault Sainte Marie, MI (i...	7,601
49781	Saint Ignace, MI (in Mac...	1,941
49868	Newberry, MI (in Luce c...	1,894
49715	Brimley, MI (in Chippew...	1,718
49788	Kincheloe, MI (in Chipp...	1,186

# Inbound and Outbound Migration

The table below analyzes past and current residents of 3 Michigan Counties. The left column shows residents of other counties migrating to 3 Michigan Counties. The right column shows residents migrating from 3 Michigan Counties to other counties.

As of 2022, 54 people have migrated from Wayne County, MI to 3 Michigan Counties. In the same year, 53 people left 3 Michigan Counties migrating to Oakland County, MI. The total Net Migration for 3 Michigan Counties in 2022 was 129.

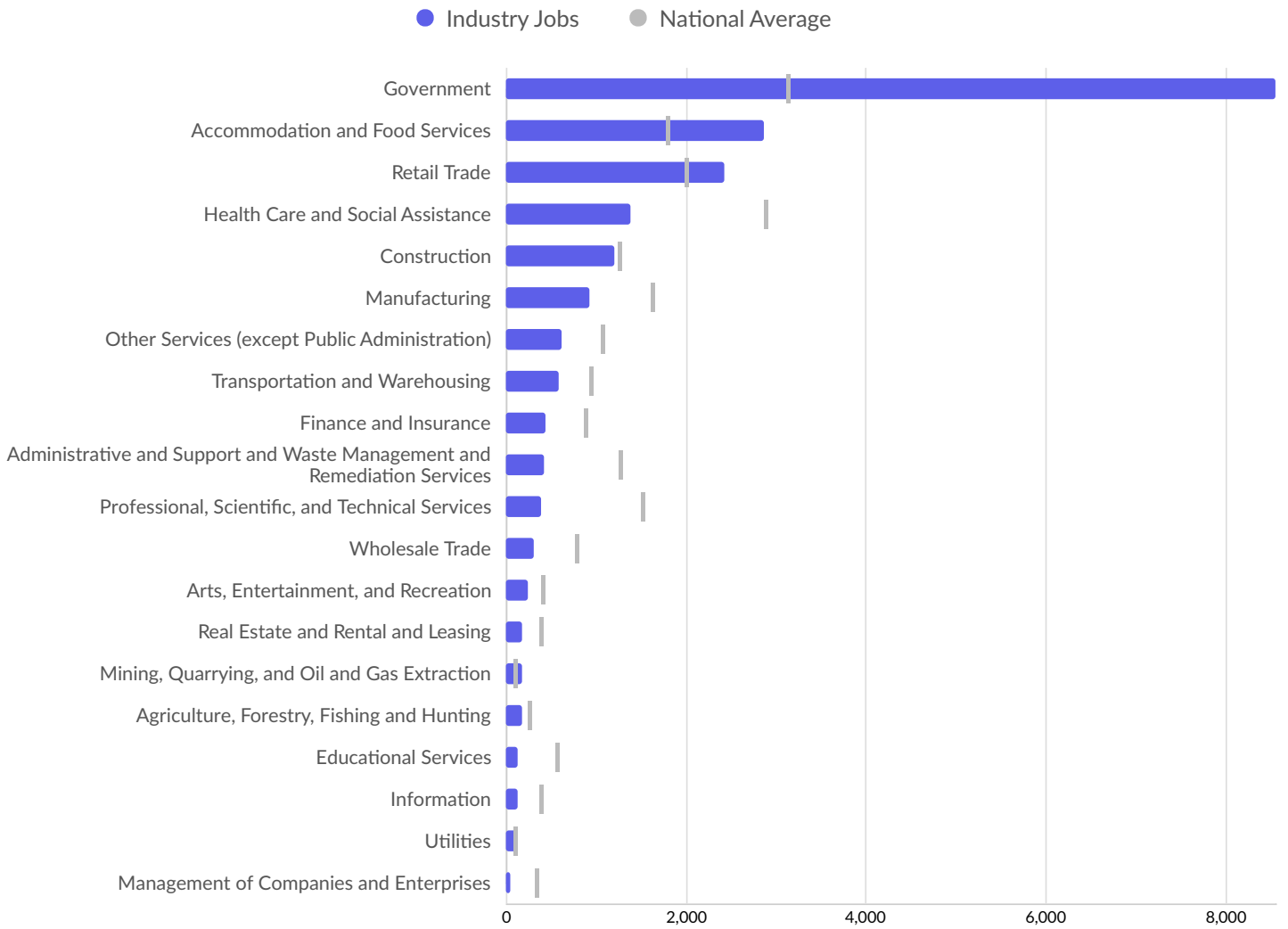


Top Previous Counties	Migrations
Wayne County, MI	54
Oakland County, MI	51
Genesee County, MI	47
Macomb County, MI	46
Kent County, MI	41
Midland County, MI	32

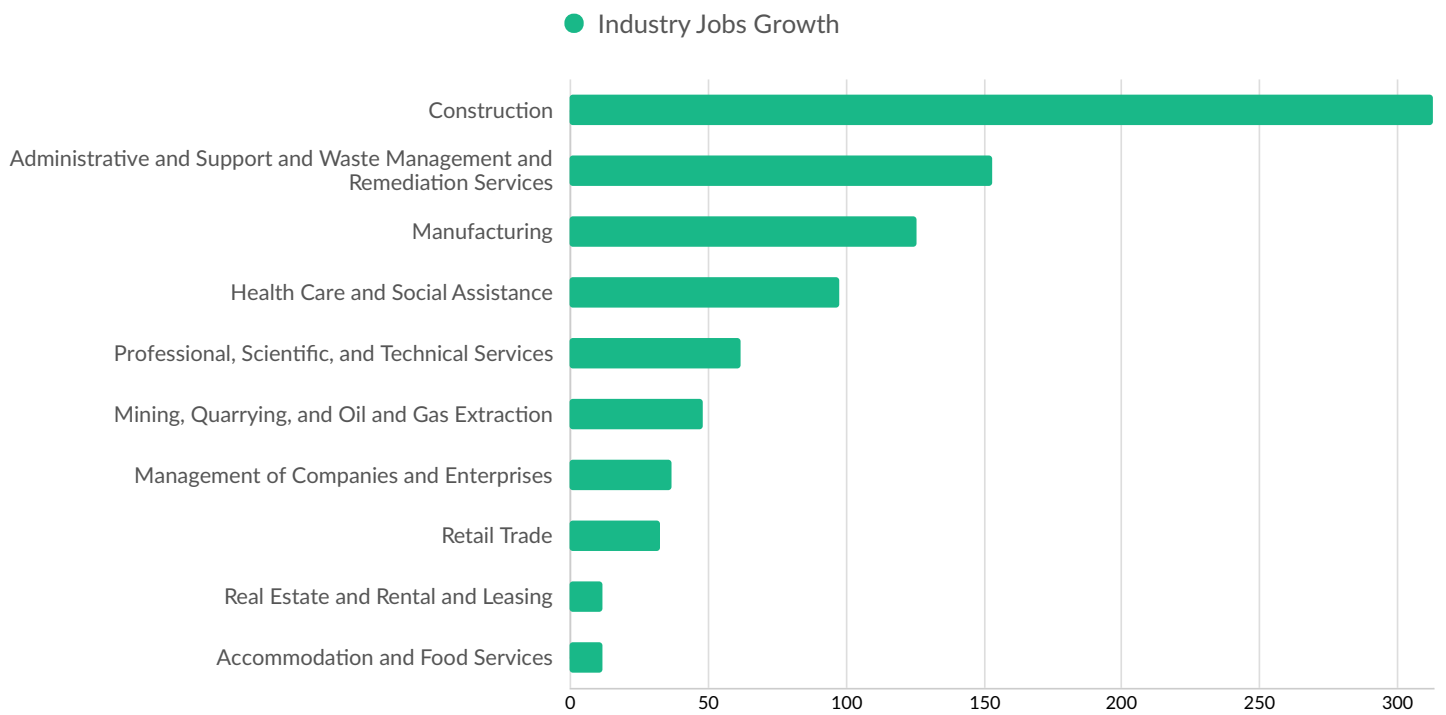
Top Previous Counties	Migrations
Washtenaw County, MI	31
Allegan County, MI	31
Eaton County, MI	26
Livingston County, MI	25
Ingham County, MI	25
Saginaw County, MI	24
Kalamazoo County, MI	23
Emmet County, MI	22
Ottawa County, MI	21
Top Following Counties	Migrations
Oakland County, MI	53
Kent County, MI	52
Wayne County, MI	52
Marquette County, MI	36
Genesee County, MI	33
Pima County, AZ	31
Isabella County, MI	25
Lee County, FL	25
Muskegon County, MI	23
St. Clair County, IL	22
Otsego County, MI	22
Kalamazoo County, MI	22
Harris County, TX	21
Macomb County, MI	20
Washtenaw County, MI	20

# Industry Characteristics

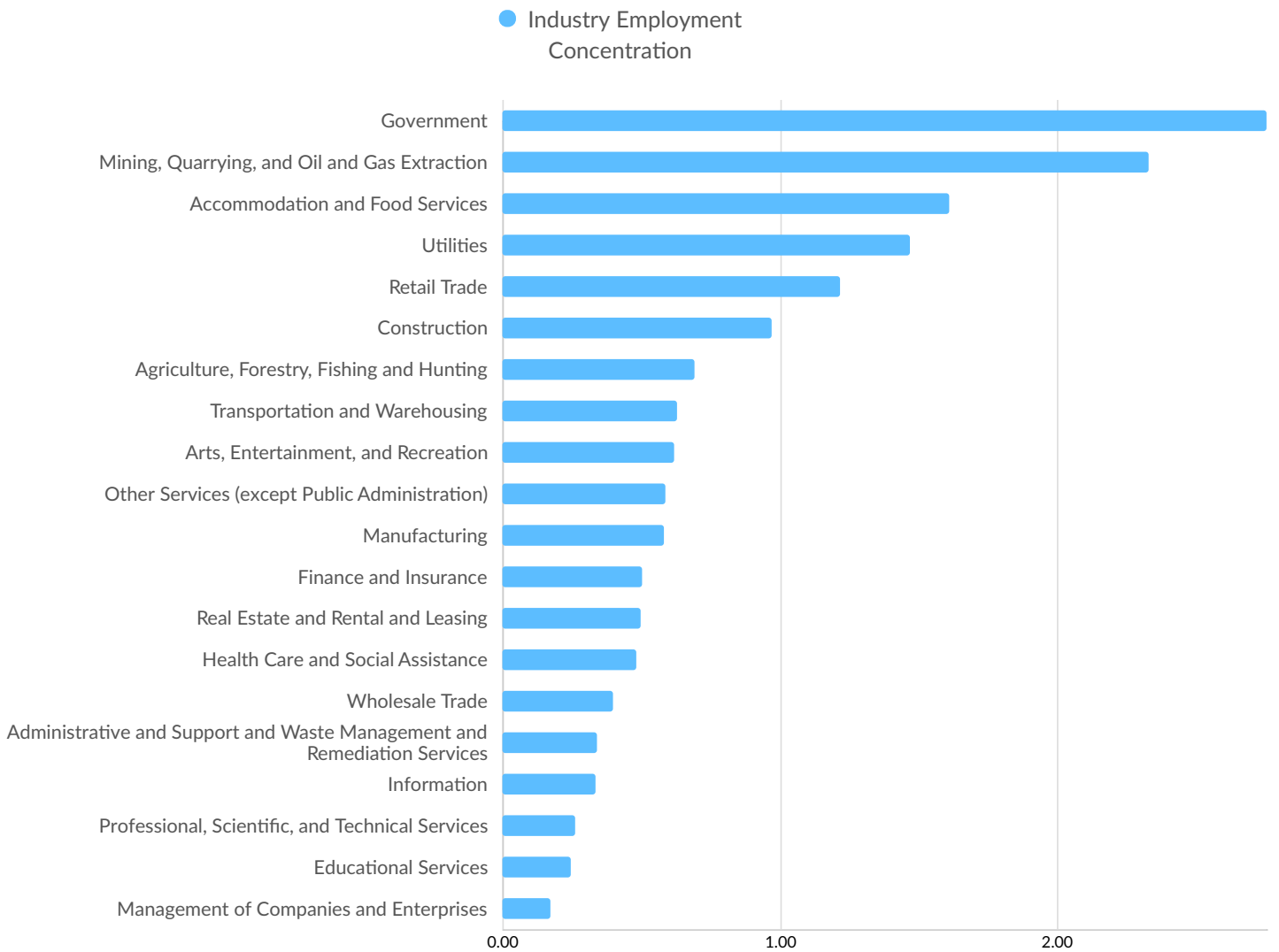
## Largest Industries



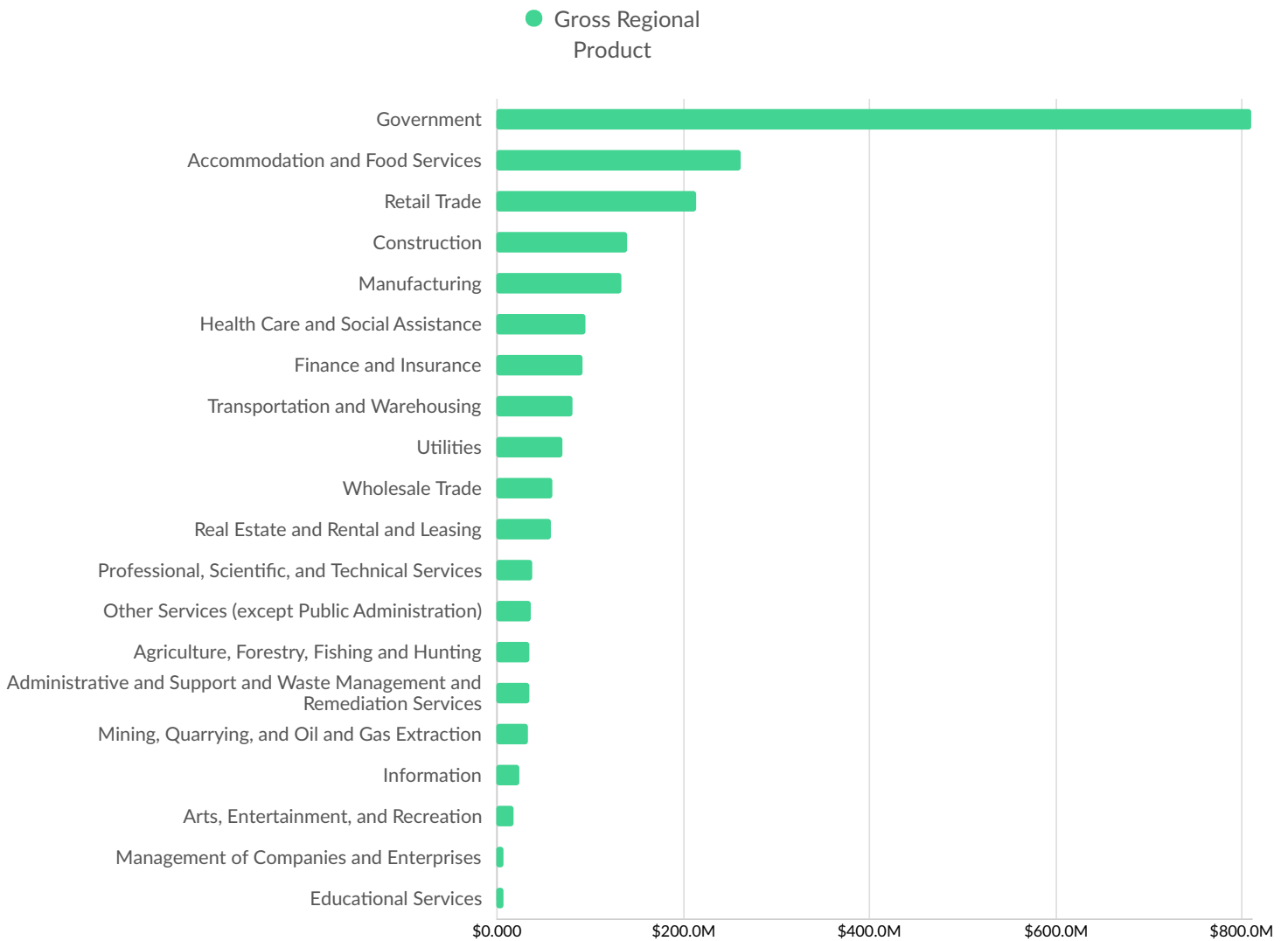
## Top Growing Industries



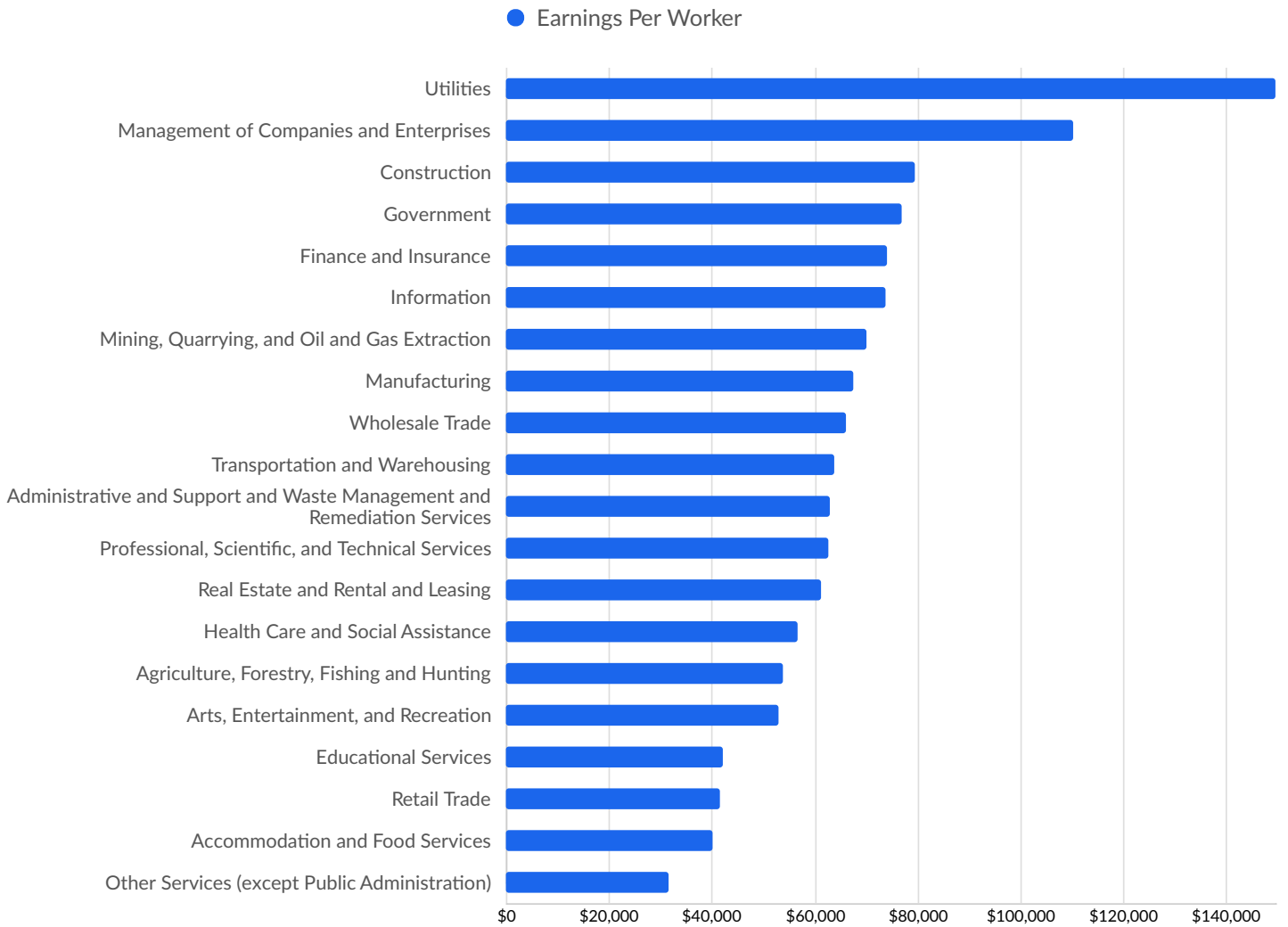
## Top Industry Employment Concentration



## Top Industry GRP























## Top Industry Earnings



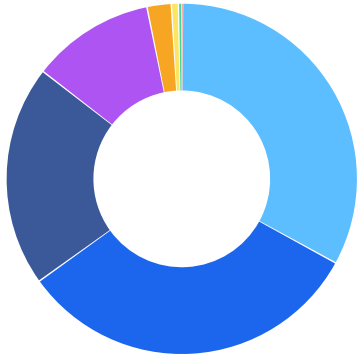
## Business Characteristics

### 2,790 Companies Employ Your Workers

Online profiles for your workers mention 2,790 companies as employers, with the top 10 appearing below. In the last 12 months, 683 companies in your area posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Lake Superior State University	331 	Saginaw Valley State University	221 
State of Michigan	245 	Davidson Hospitality	164 
Eastern Upper Peninsula Isd	129 	State of Michigan	101 
United States Department of Ho...	108 	Sault Tribe	85 
Kewadin Casinos	107 	Helen Newberry Joy Hospital	77 
Valley Health System	96 	Lake Superior State University	74 
Bay Mills Resort & Casino	64 	Blarney Castle Oil	72 
Precision Edge Surgical Product...	64 	Kewadin Casinos	71 
United States Army	63 	AMN Healthcare	59 
Walmart	61 	Bay Mills Indian Community	56 

## Business Size

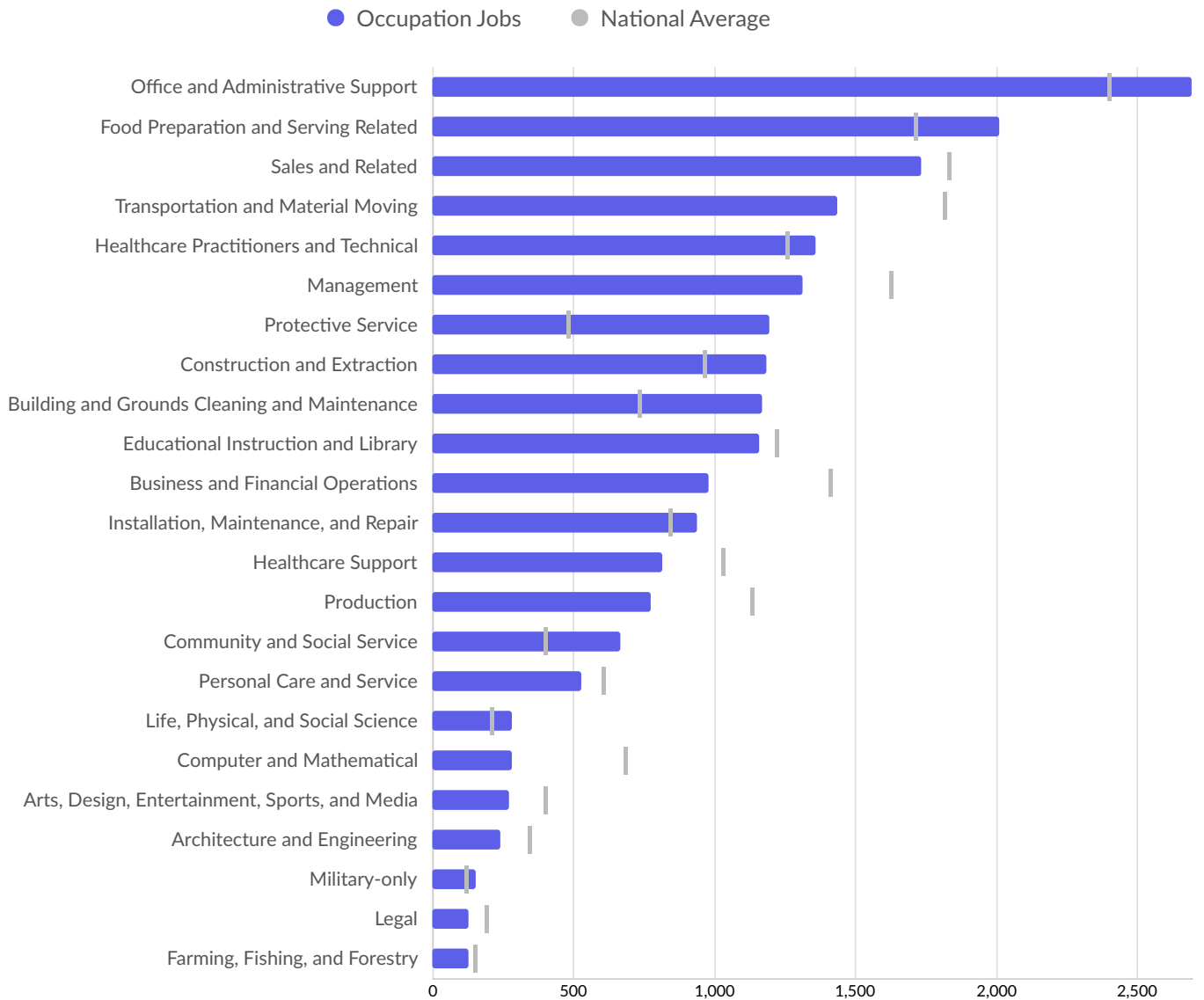


	Percentage	Business Count
● 1 to 4 employees	32.9%	868
● 5 to 9 employees	32.1%	848
● 10 to 19 employees	20.4%	538
● 20 to 49 employees	11.3%	299
● 50 to 99 employees	2.2%	59
● 100 to 249 employees	0.6%	17
● 250 to 499 employees	0.3%	8
● 500+ employees	0.1%	2

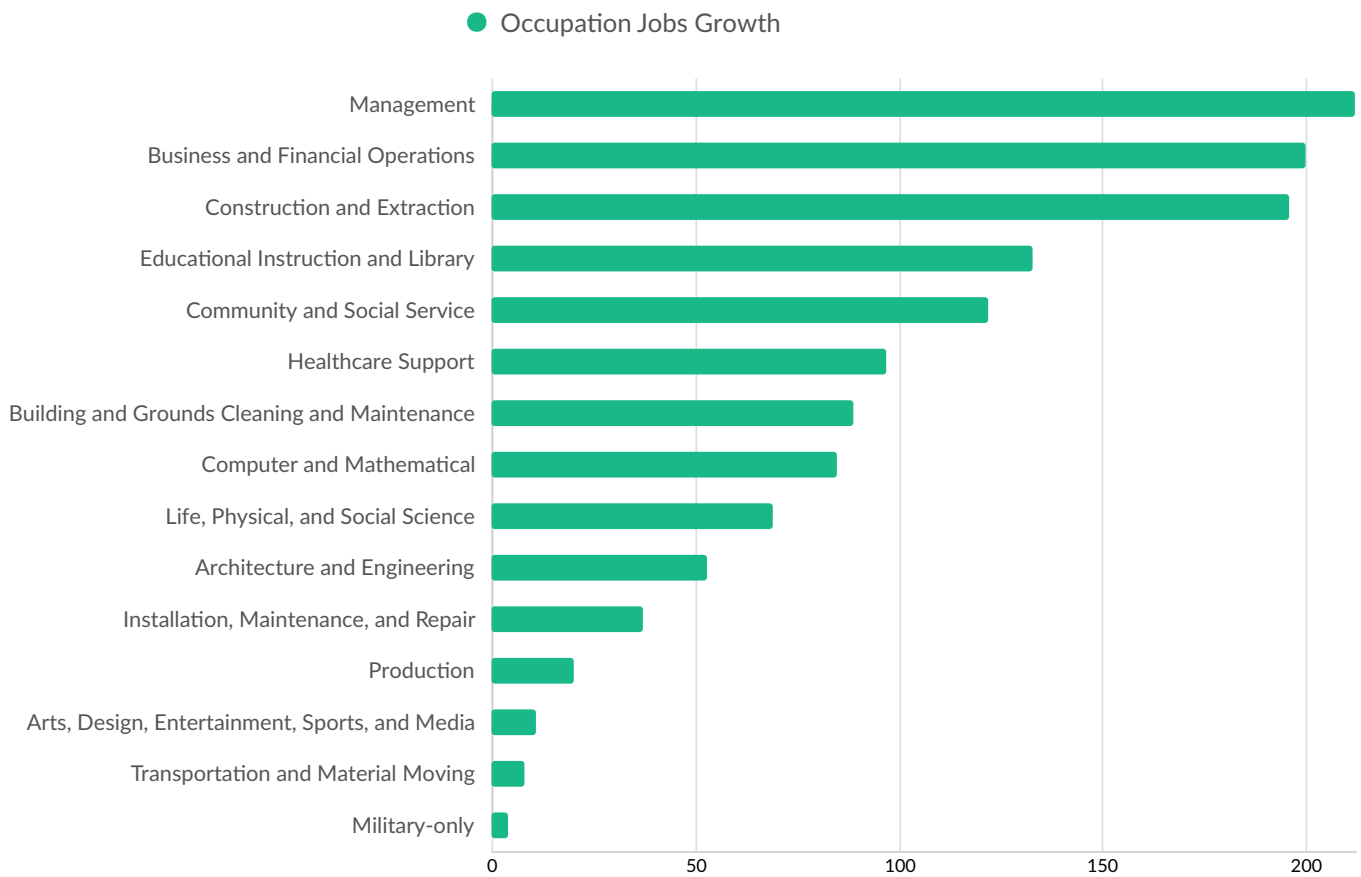
*\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.*

# Workforce Characteristics

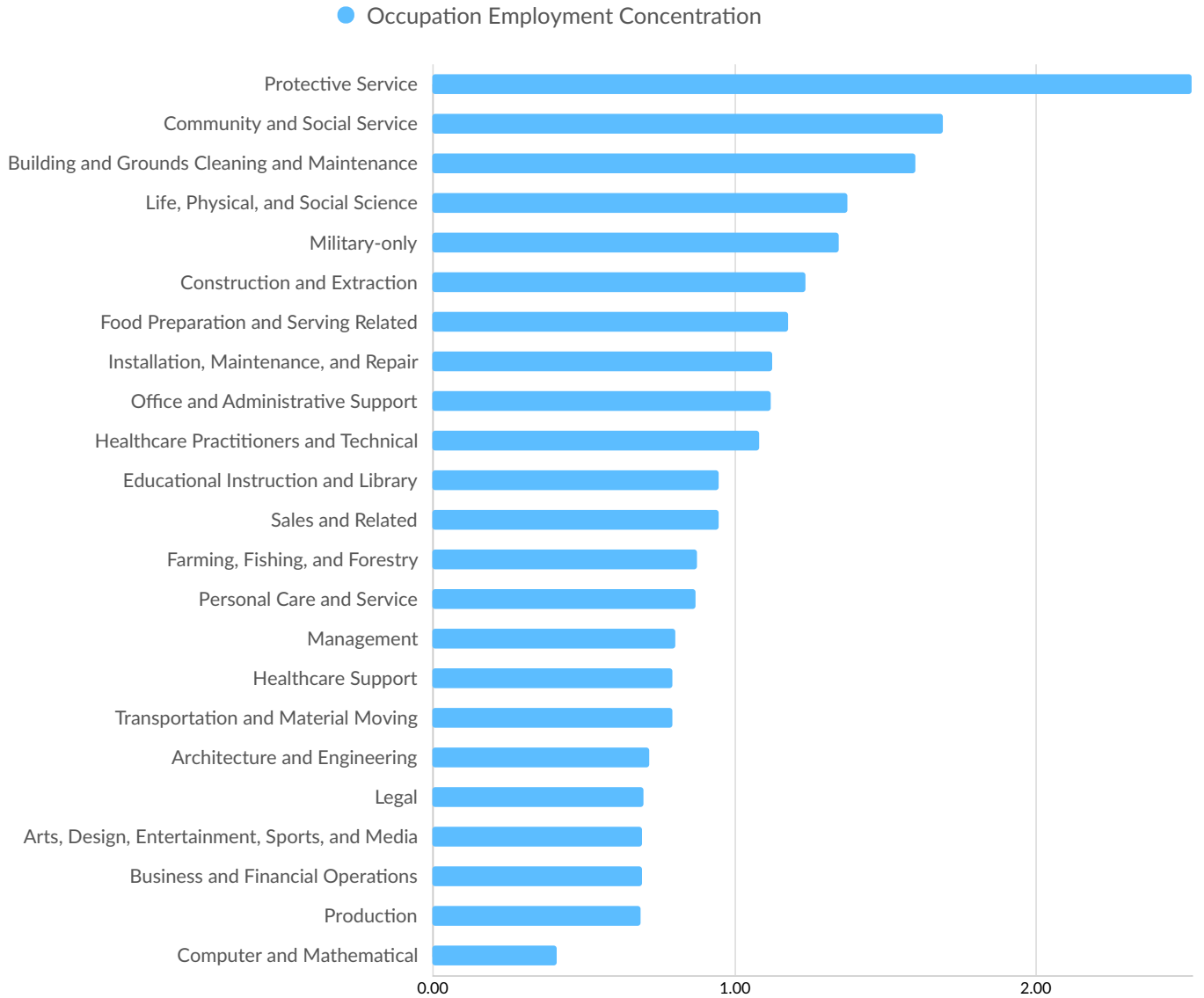
## Largest Occupations



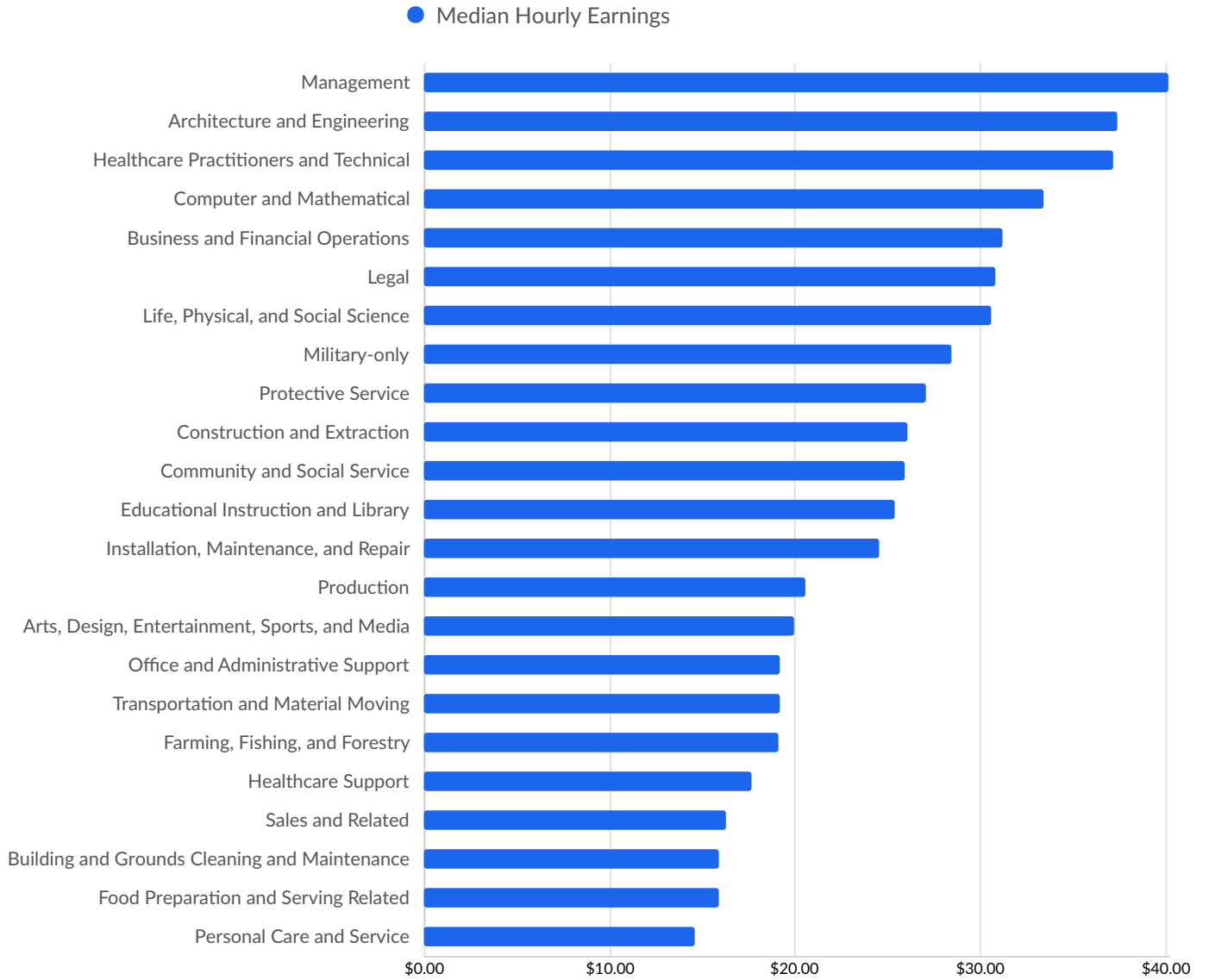
## Top Growing Occupations



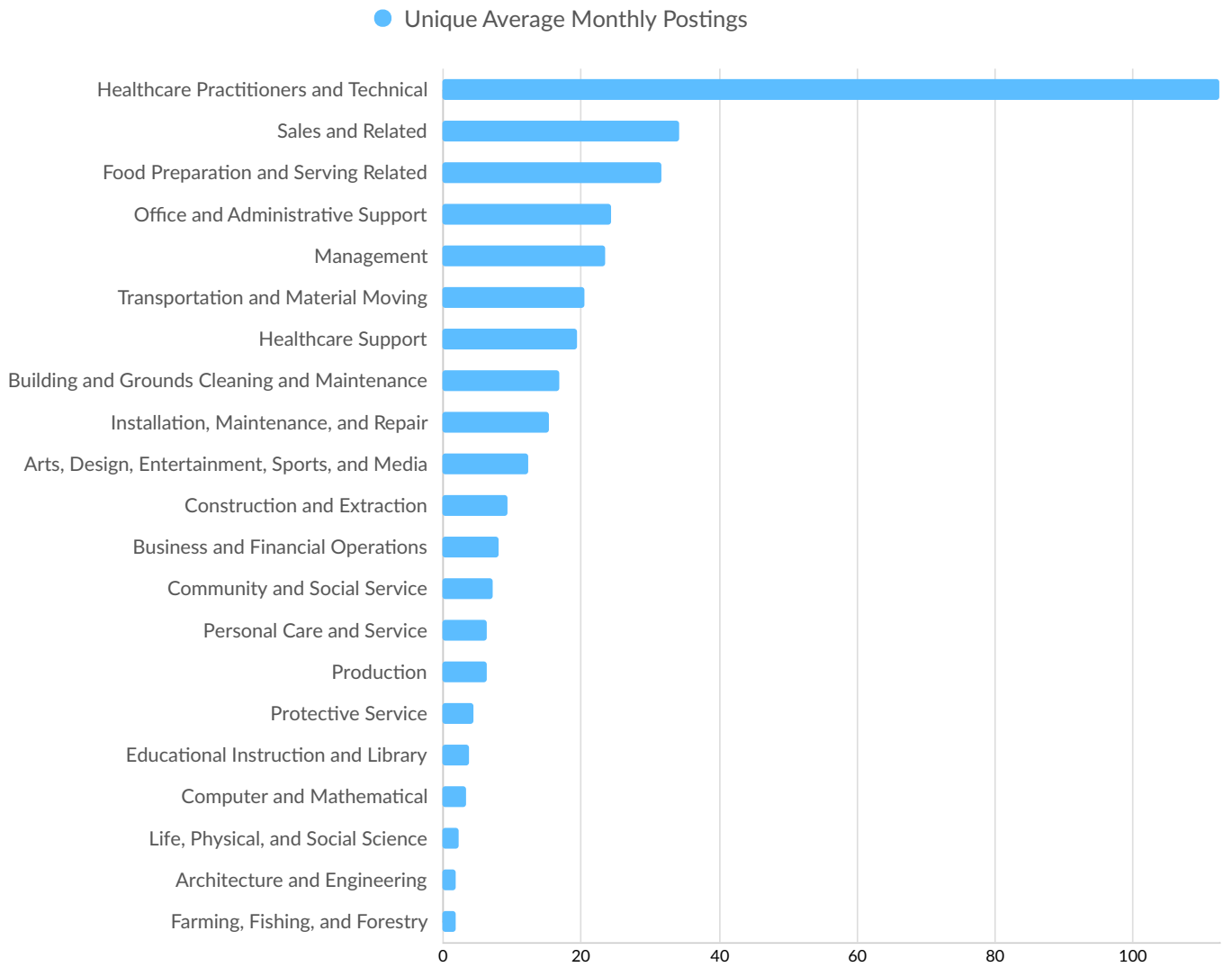
## Top Occupation Employment Concentration



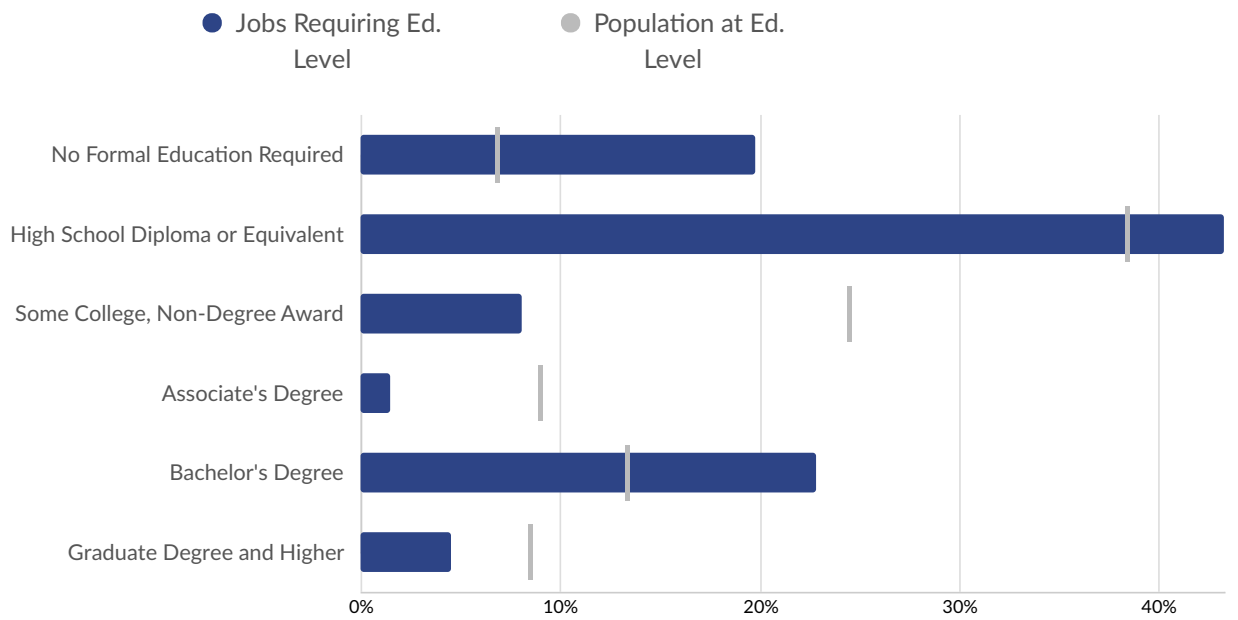
## Top Occupation Earnings



## Top Posted Occupations

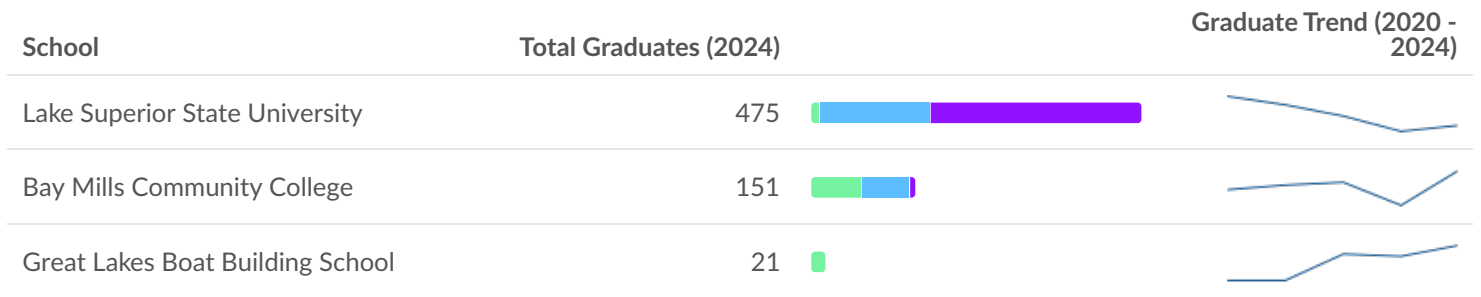


## Underemployment



## Educational Pipeline

In 2024, there were 647 graduates in 3 Michigan Counties. This pipeline has shrunk by 6% over the last 5 years. The highest share of these graduates come from "General Studies" (Associate's), "Registered Nursing/Registered Nurse" (Bachelor's), and "Criminal Justice/Law Enforcement Administration" (Bachelor's).



# In-Demand Skills

