

JUNE 12, 2026

Meeting Talent Where They Are

Thumb Alarm Systems, a locally owned security company based in Lapeer, Michigan, has spent over 60 years providing affordable security solutions to local homes and businesses. As the company has grown, it has faced challenges in finding employees who meet the strict background and security requirements needed to build trust with customers.

At the same time, connecting with job seekers in a meaningful way has become increasingly difficult, as many hiring processes rely on limited personal interaction. Recognizing this gap, GST Michigan Works! worked with Thumb Alarm Systems to explore solutions that would better connect the employer with local talent.

It was determined that the most effective approach was to “meet job seekers where they are.” Services provided included assistance with the Pure Michigan Talent Connect, identifying potential candidates through resume searches, and hosting in-person interviews at the Lapeer office.

This approach allowed job seekers to engage directly with the employer, ask questions about career pathways in the security industry, and learn how experience in construction and electronics can translate into a successful career in home security.

As a result, four individuals participated in interviews, leading to potential employment opportunities. More importantly, job seekers expressed appreciation for the chance to interact face-to-face with an employer, an experience that is becoming increasingly rare in today’s job market.

By creating opportunities for real-time, personal connections, this effort helped bridge the gap between employer needs and job seeker opportunities in the local community.