

MICHIGAN JOBSEEKER SURVEY 2022



BACKGROUND

SUMMARY

Michigan Works! contracted DataWise Consulting, LLC to conduct a survey to help workforce development teams and employers better understand the current state of the job market and workforce pool in Michigan.

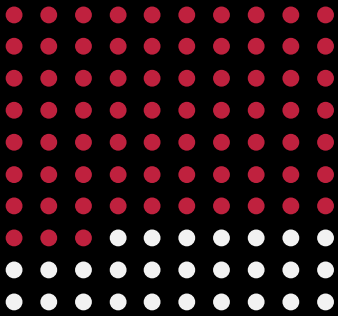
PARTICIPANTS

1413

survey respondents

1027

were looking for work



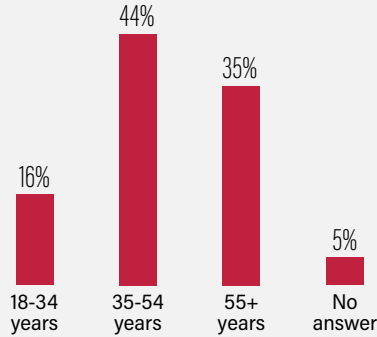
RECRUITMENT



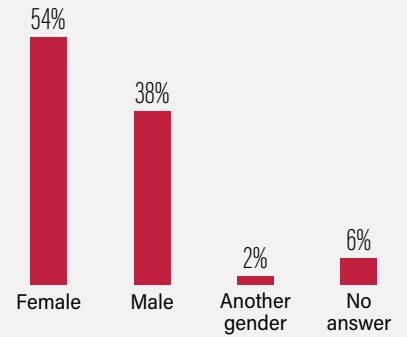
Respondents completed surveys between May and June 2022.

DEMOGRAPHICS

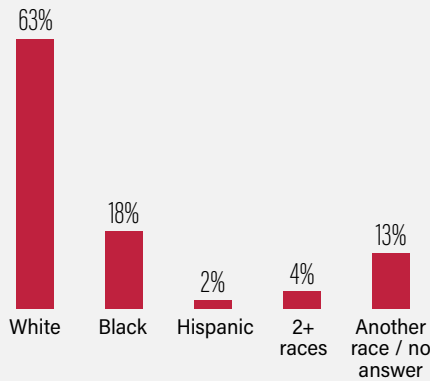
AGE



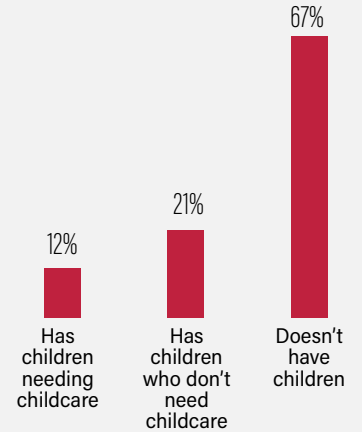
GENDER



RACE



CHILDREN



SEARCH FOR WORK

more than

60%

are putting in a lot of effort to find work

but only

7%

are having a lot of success with their job search

Questions? Email us at info@wearedatawise.com.



datawise

wearedatawise.com

BARRIERS TO FINDING WORK



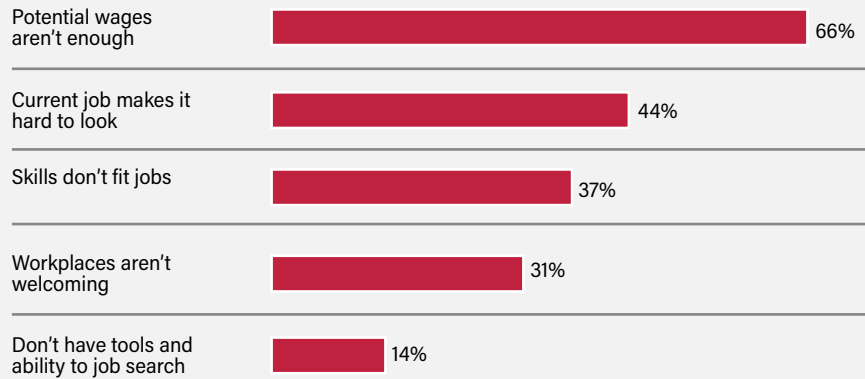
SUMMARY

Potential wages are top of mind for most participants, especially those who are younger. Many respondents feel they are equipped to job search, but other structural barriers are preventing them from finding work.

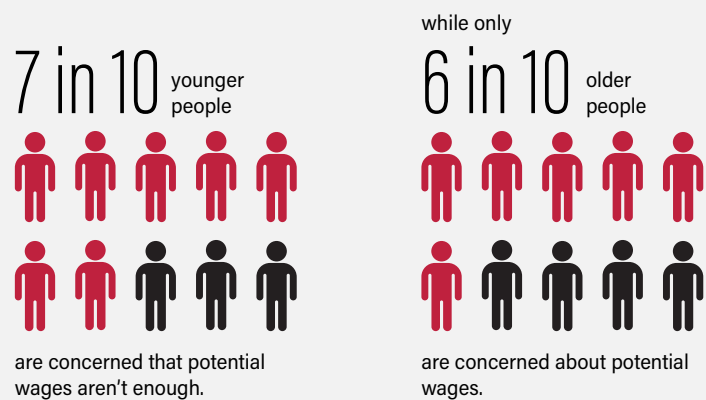
“ At this point, any employer not paying \$18/hour minimum with a week of vacation shouldn't be surprised no one wants to work for them. Jobs are to support us and our families; they aren't a hobby.

“ Employers are not willing to hire older employees. I have not been offered any jobs at all or even received a phone call or email. I know my age is a huge factor, but it's not fair. At age 64, it's next to impossible to find a decent paying job.

MOST REPORTED BARRIERS

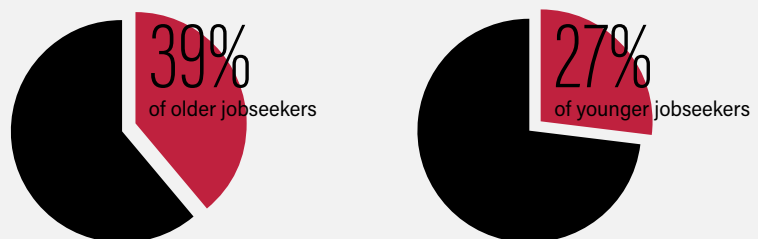


POTENTIAL WAGES



UNWELCOMING WORKPLACES

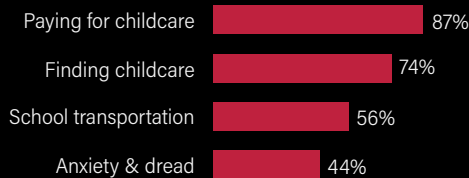
Older jobseekers are more likely to feel that workplaces are not welcoming.



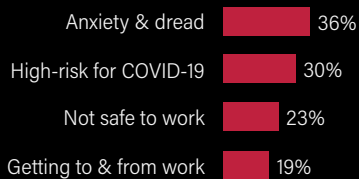
SUMMARY

Barriers to working differ drastically based on whether respondents reported having children. Childcare and transportation are major barriers to working for respondents with children, while others struggle with anxiety & dread or fears around COVID-19 and safety.

BARRIERS FOR THOSE WITH CHILDREN

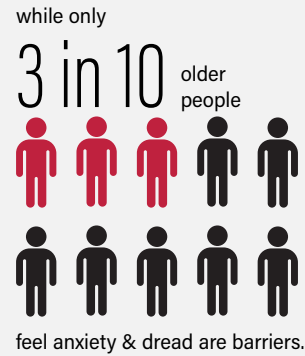
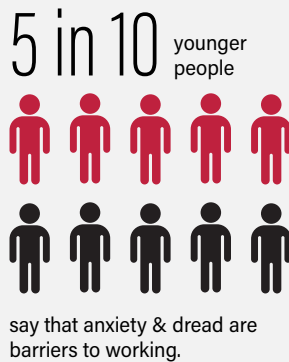


BARRIERS FOR THOSE WITHOUT CHILDREN



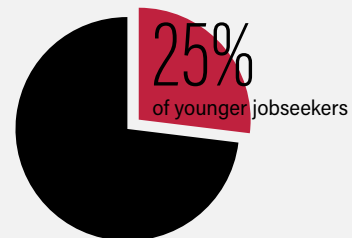
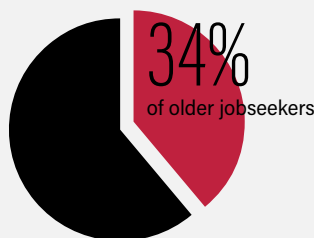
“ I have 5 children who are homeschooled.... I want to work and miss working but have zero help and no support system. The only option is something from home.

ANXIETY & DREAD



COVID-19

Older jobseekers are more likely to say being at high risk for COVID-19 is a barrier.



FAMILY CARE

Even when respondents didn't report having children, family care responsibilities still emerged as a barrier.

“ I live with and take care of my mother who has advanced dementia. I am trying to find a job to work from home. In order to work outside the home, I would have to pay someone to watch her, which means I have to get a job that pays enough to do that.

SUMMARY

While survey results highlighted several barriers jobseekers in Michigan are facing, respondents also identified resources and recommendations that would ease the strain of working and finding work.

RESOURCES JOBSEEKERS WOULD USE

79%* financial help for childcare

71% technology & equipment

71%* on-site childcare

65% rapid retraining

64% plans for protecting health

* for those with children requiring childcare

KEY RECOMMENDATIONS



Address lingering social and economic impacts of COVID-19

Respondents in the 2022 wave of the survey focused on how employers are going to address the social and economic impacts of the COVID-19 pandemic. For example, many respondents showed concern about stagnating wages in the midst of rapid inflation of basic necessities like housing, food, and transportation. Respondents from this year's survey also expressed a desire for the kinds of flexibility offered during the pandemic, such as remote work options and flexible hours.



Keep older jobseekers from falling through the cracks

Many older respondents indicated frustration that despite their experience and qualifications, they were being overlooked for positions that suited them. One potential solution would be developing a program that bridges the gap between older jobseekers and employers. Such a program may provide resources to hiring managers that aid in avoiding age bias while hiring, while also providing older jobseekers with resources for navigating a changing job market.



Create clearer communication between employers and jobseekers

Many respondents indicated frustration with the lack of transparency throughout the job search process. A lack of feedback makes it difficult for jobseekers to know how to best position themselves to potential employers and can put immense strain on individuals looking for work. Employers could consider providing feedback to applicants and interviewees that are not a good fit for the position, allowing applicants to better understand employers' reasoning.



Increase wages & expand benefits

Given the prevalence of respondents' frustration with low potential wages as an obstacle to finding work and working, employers might benefit from exploring strategies to increase wages to better recruit potential employees. Especially as many are caring for young, elderly, sick, or disabled family, jobseekers are concerned with finding jobs that provide wages to cover their day-to-day needs and benefits that support them in maintaining their responsibilities.