



2023 Talent Survey

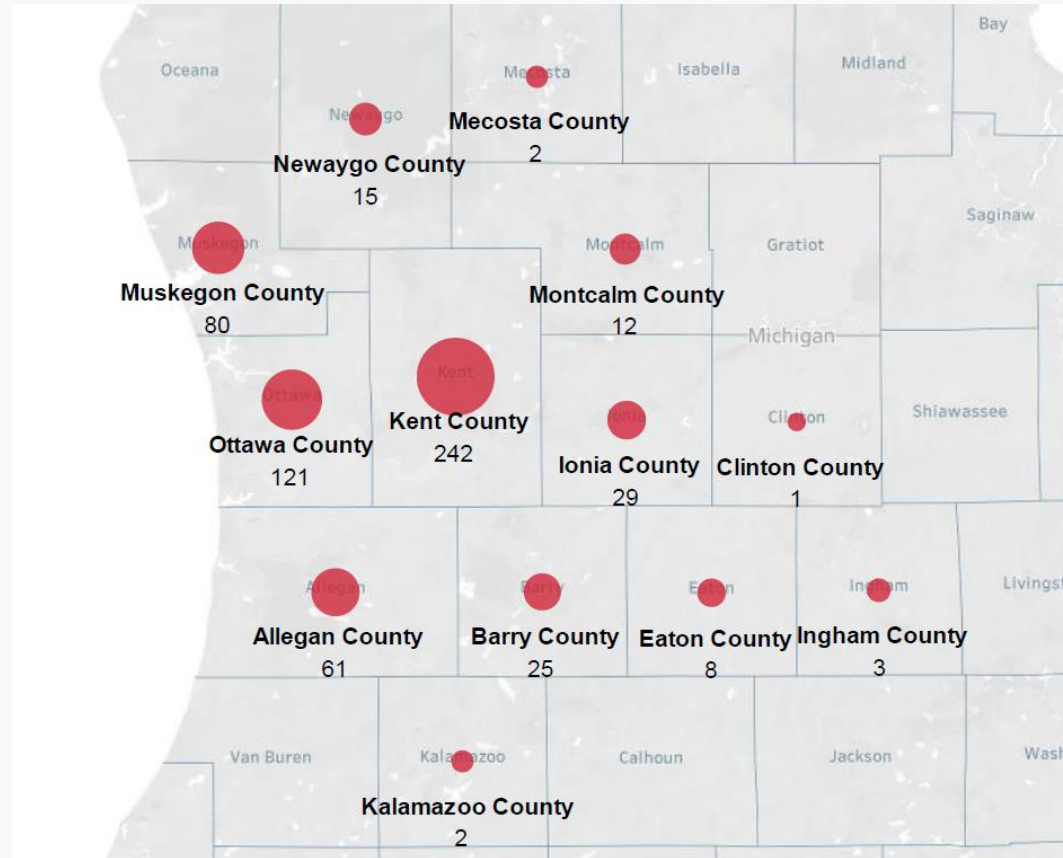
2021 Talent Survey



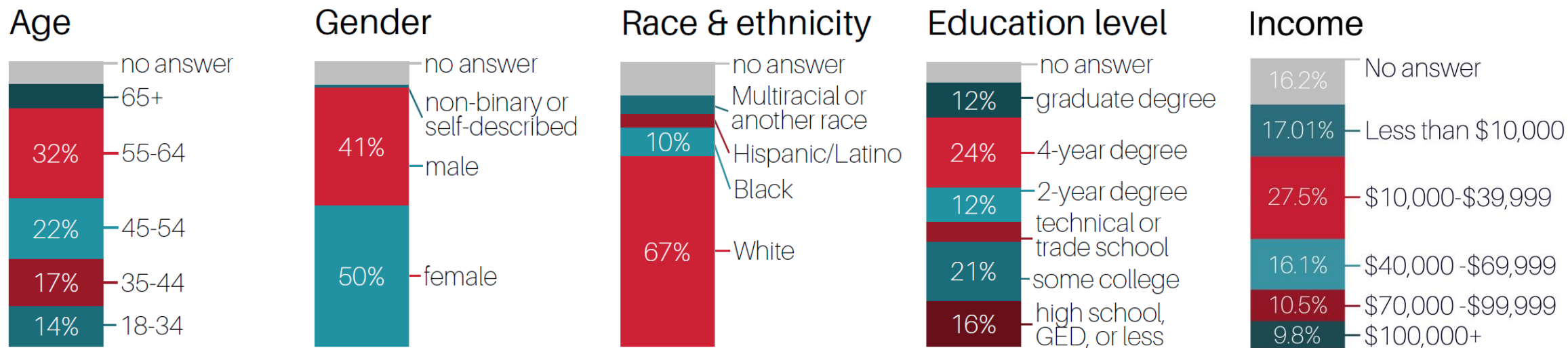
2022 Talent Survey



Demographic Characteristics



Demographic Characteristics



Findings: Employment Situation

Looking for new
or better work 63%

Learning new
job skills 50%

Hoping to change
careers/professions 44%

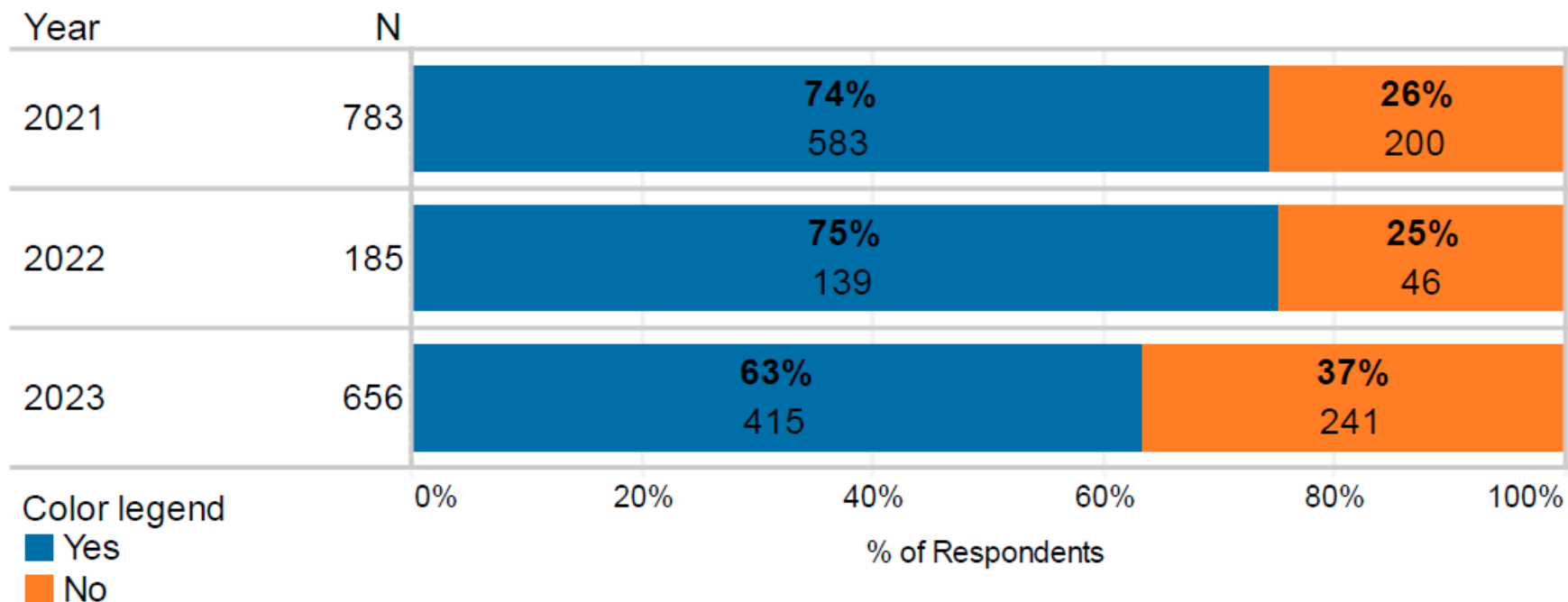
Thinking about
leaving job 34%

Worried about
being laid off 29%

In seasonal or
temp position 21%

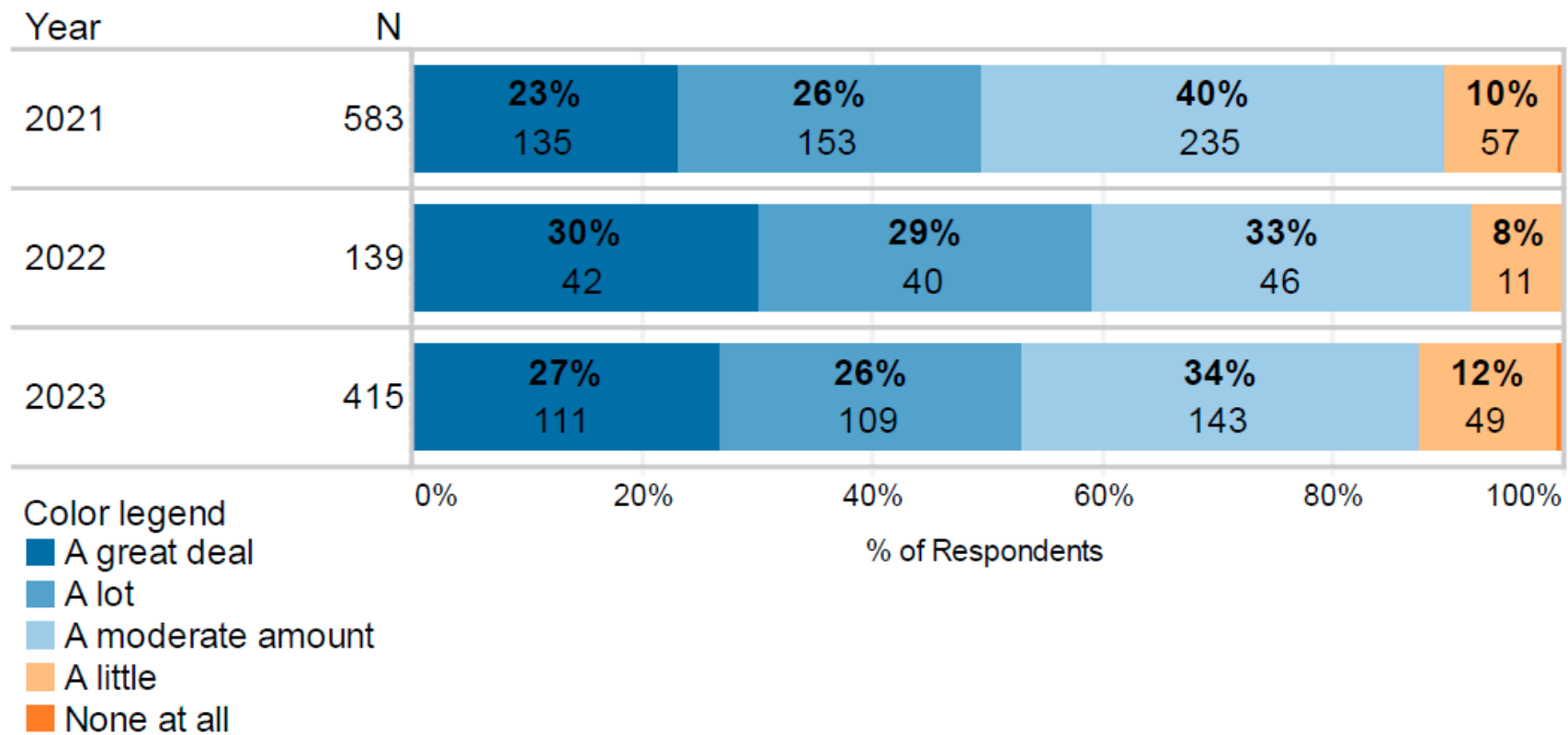
Active Job Search

Are you actively looking for work? If you are currently employed, you may be looking for better or more secure employment.



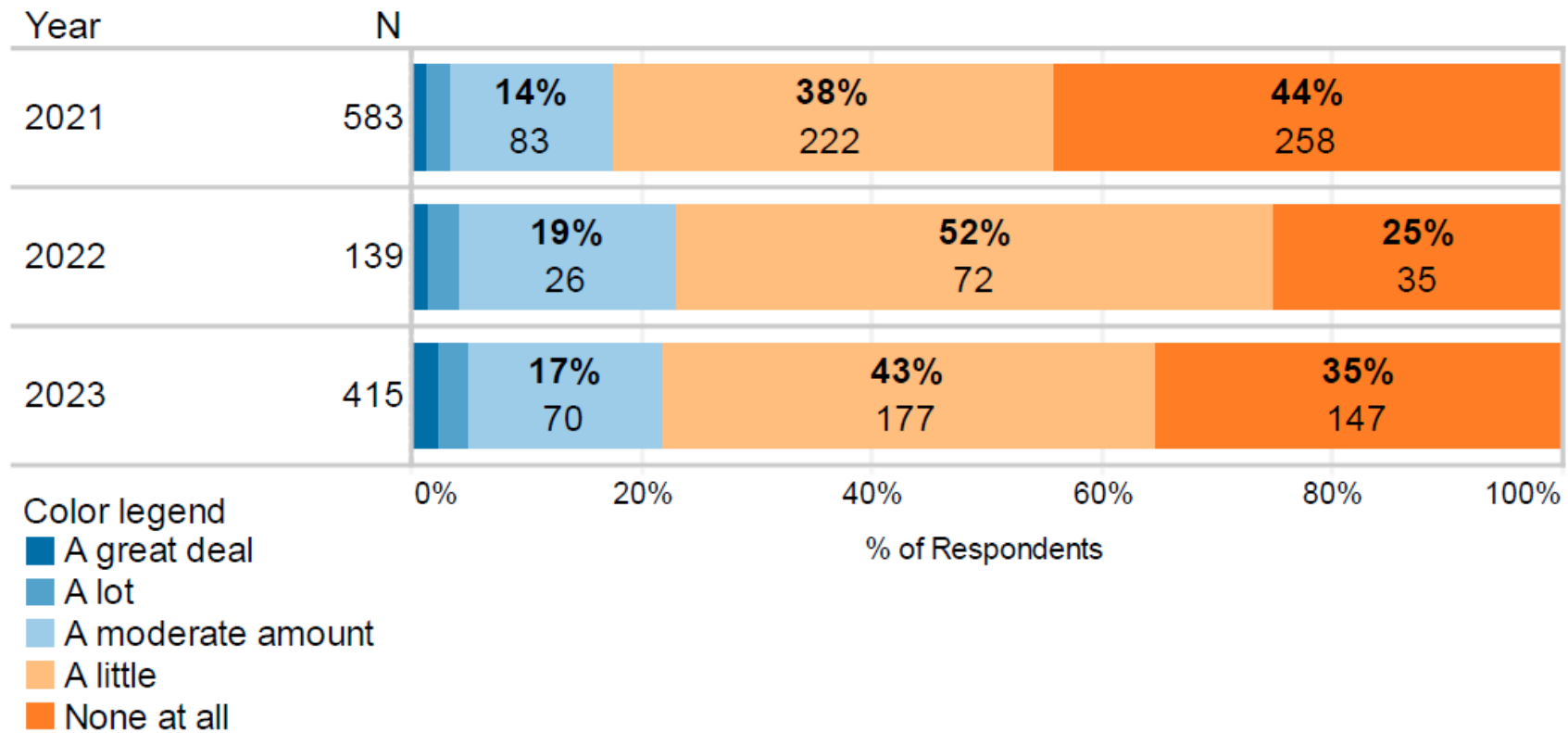
Time Commitment

How much effort are you able to dedicate toward finding work?

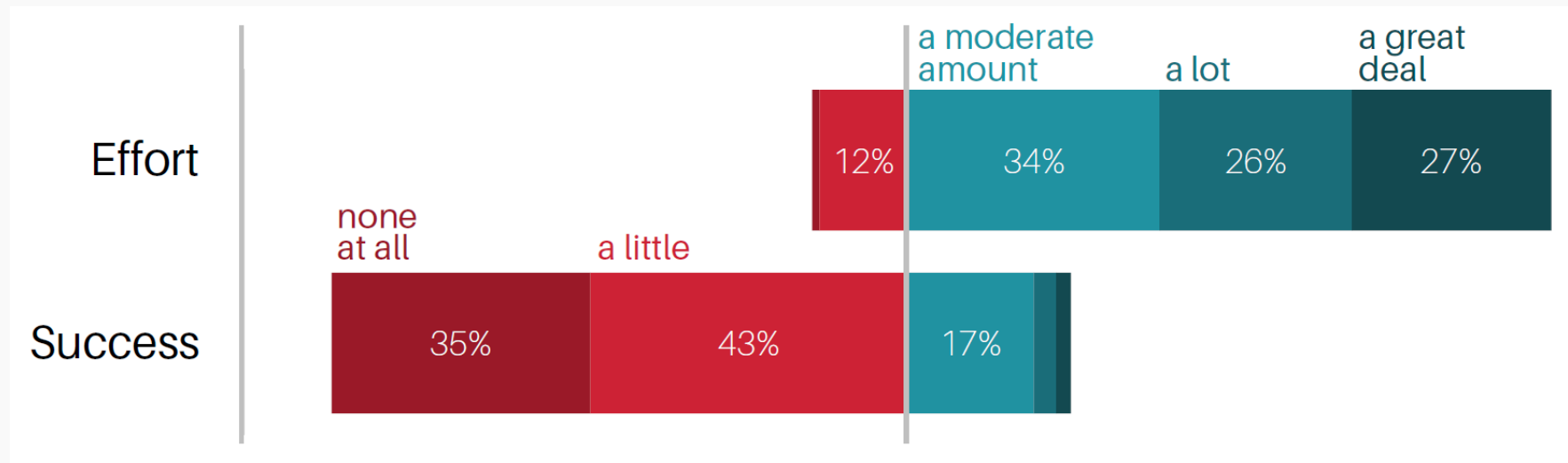


Job Search Success

How much success are you having finding work?

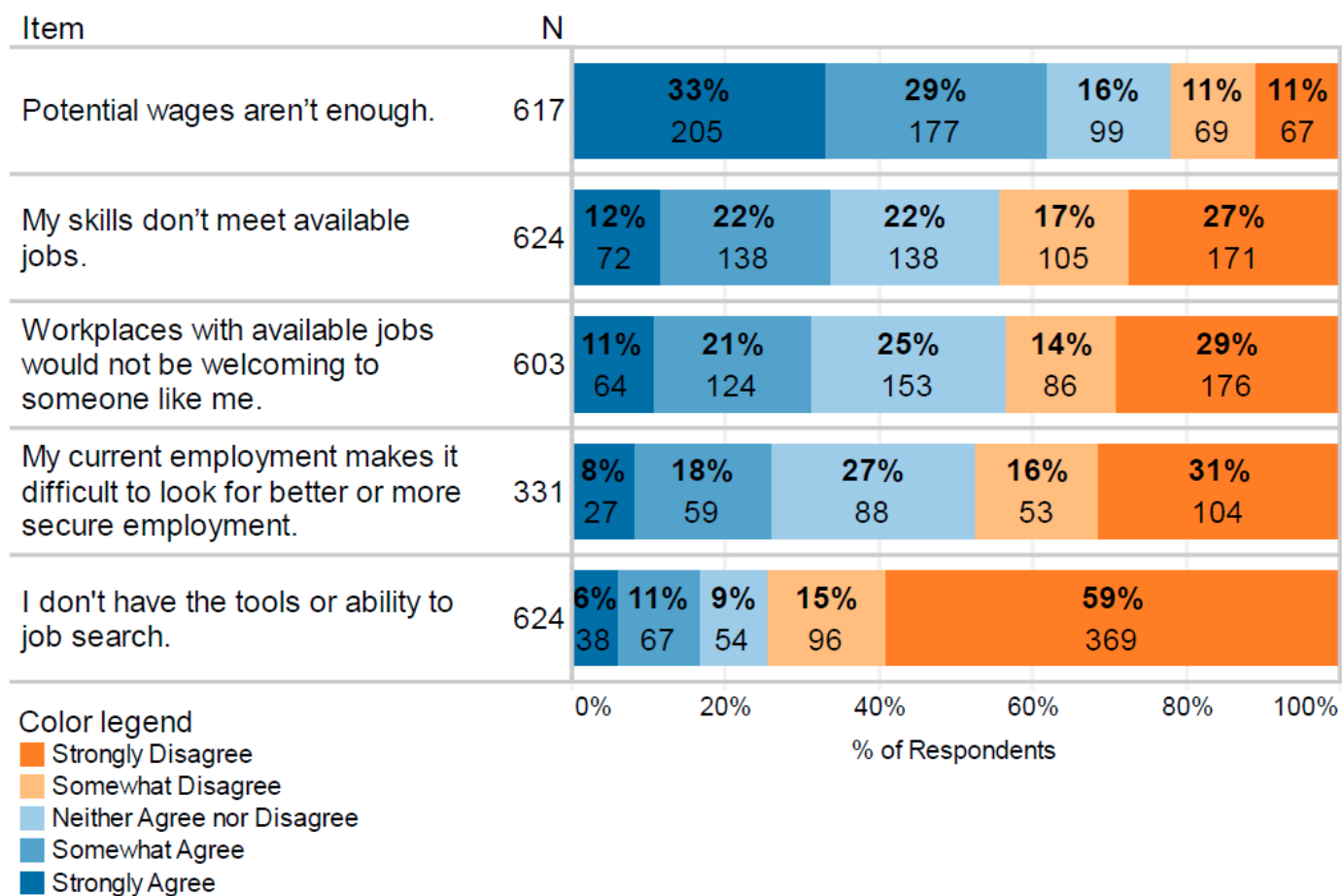


Effort v. Success Disconnect



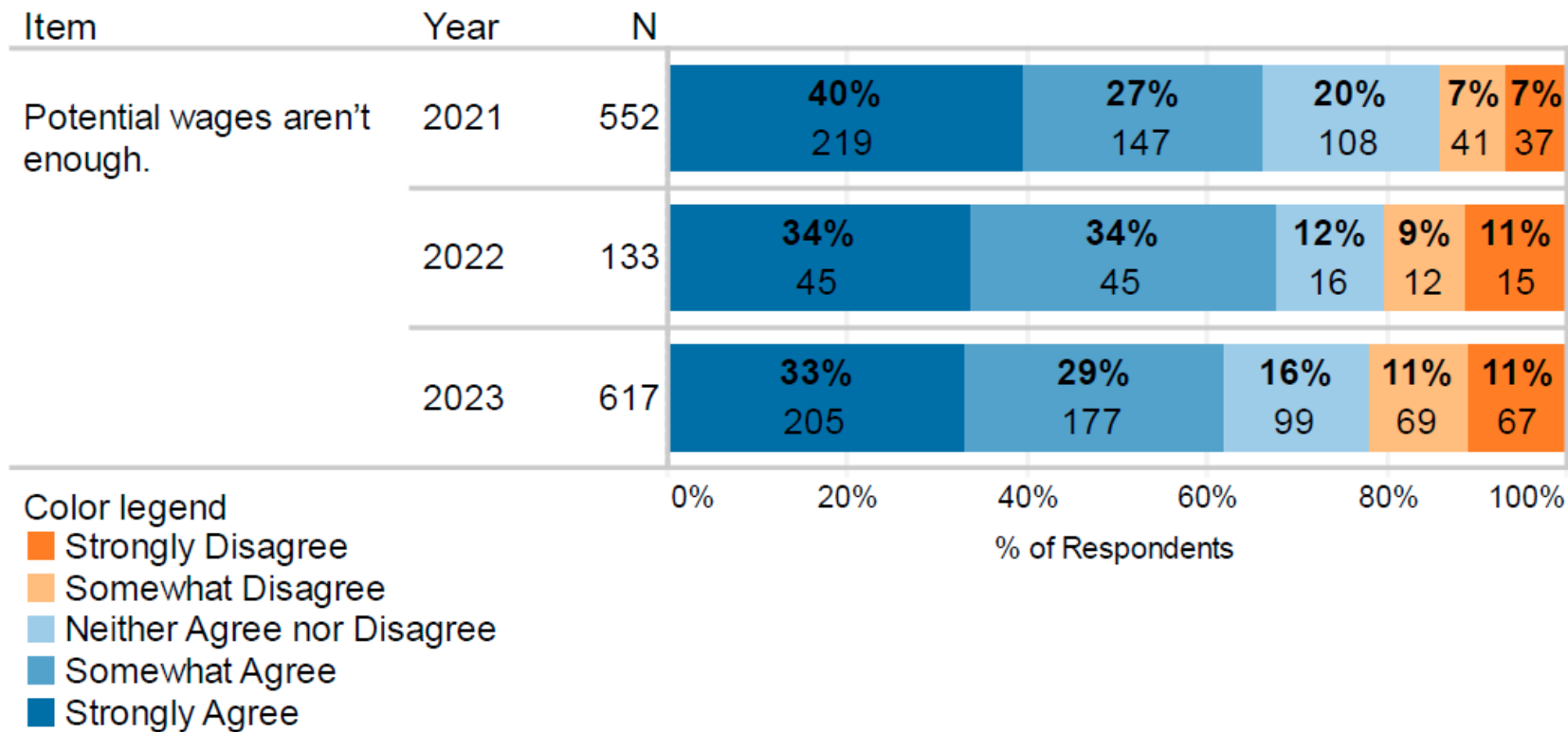
Barriers To Finding Work

To what extent do you agree that each of the following is a barrier to finding work?



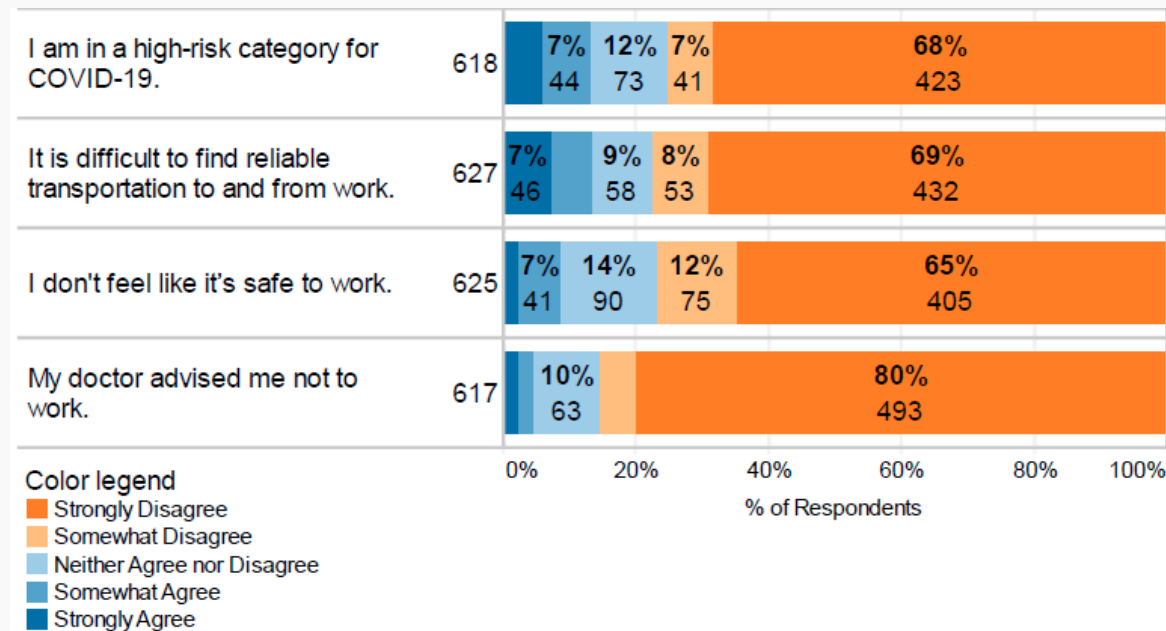
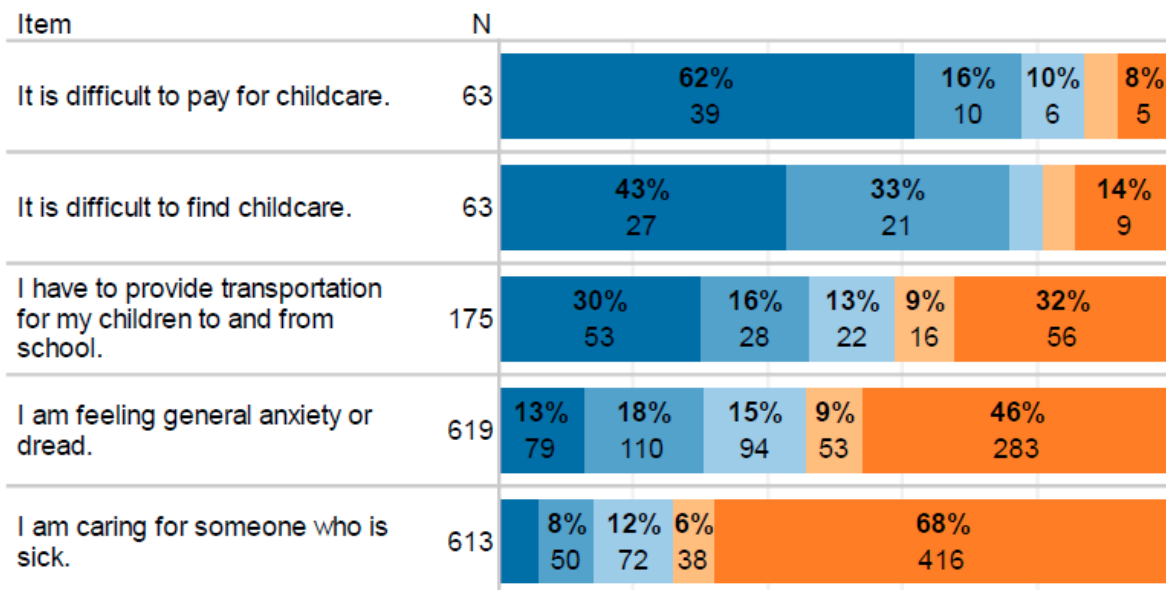
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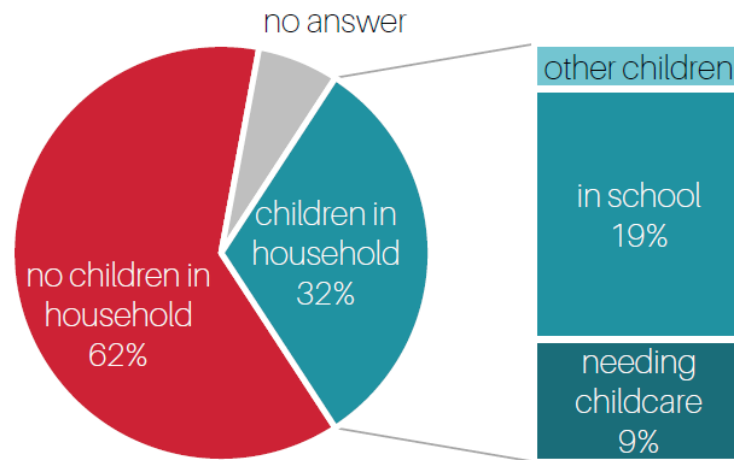
Barriers To Working

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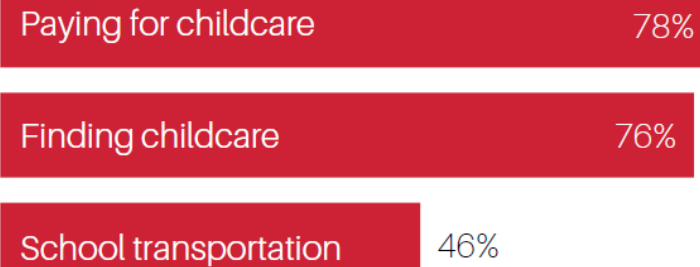


Barriers To Working

Job seekers with children



Top three barriers to working

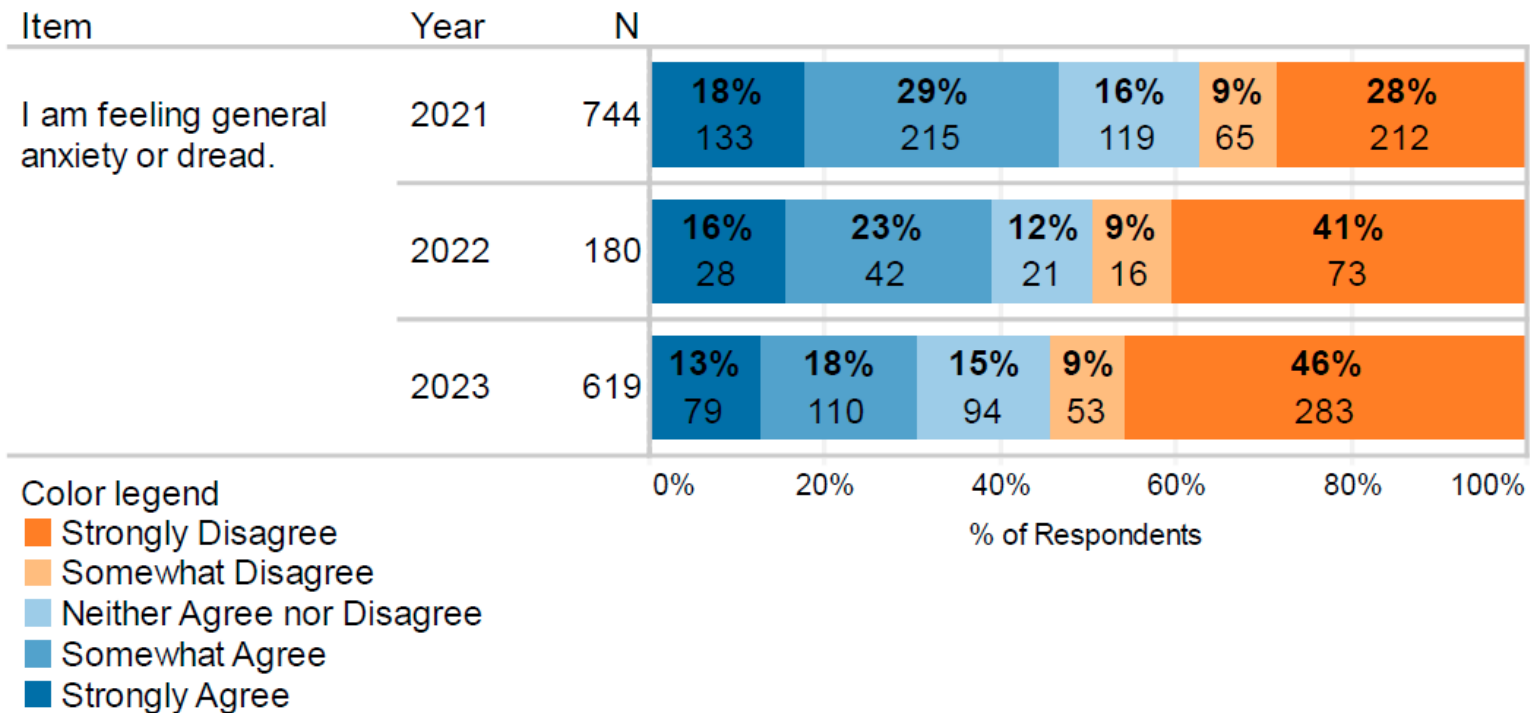


Resources



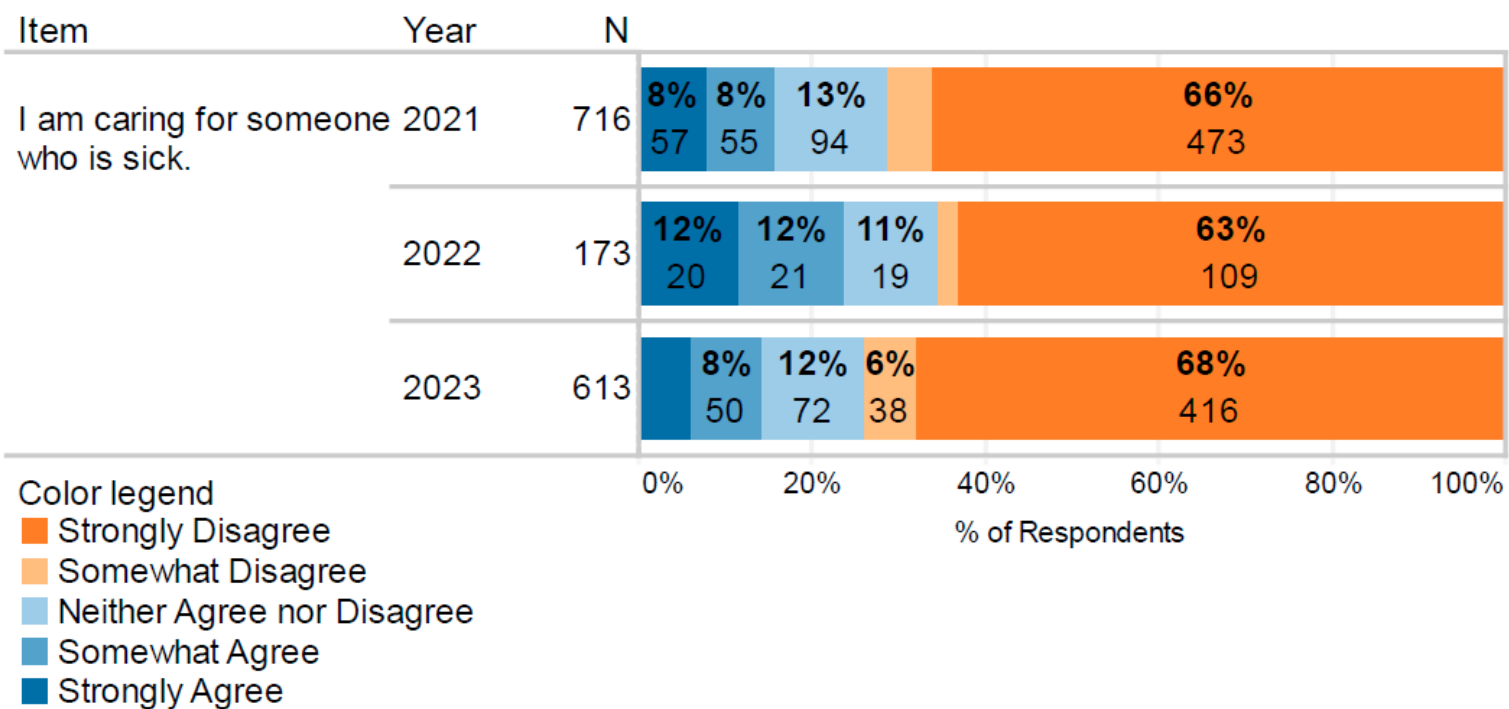
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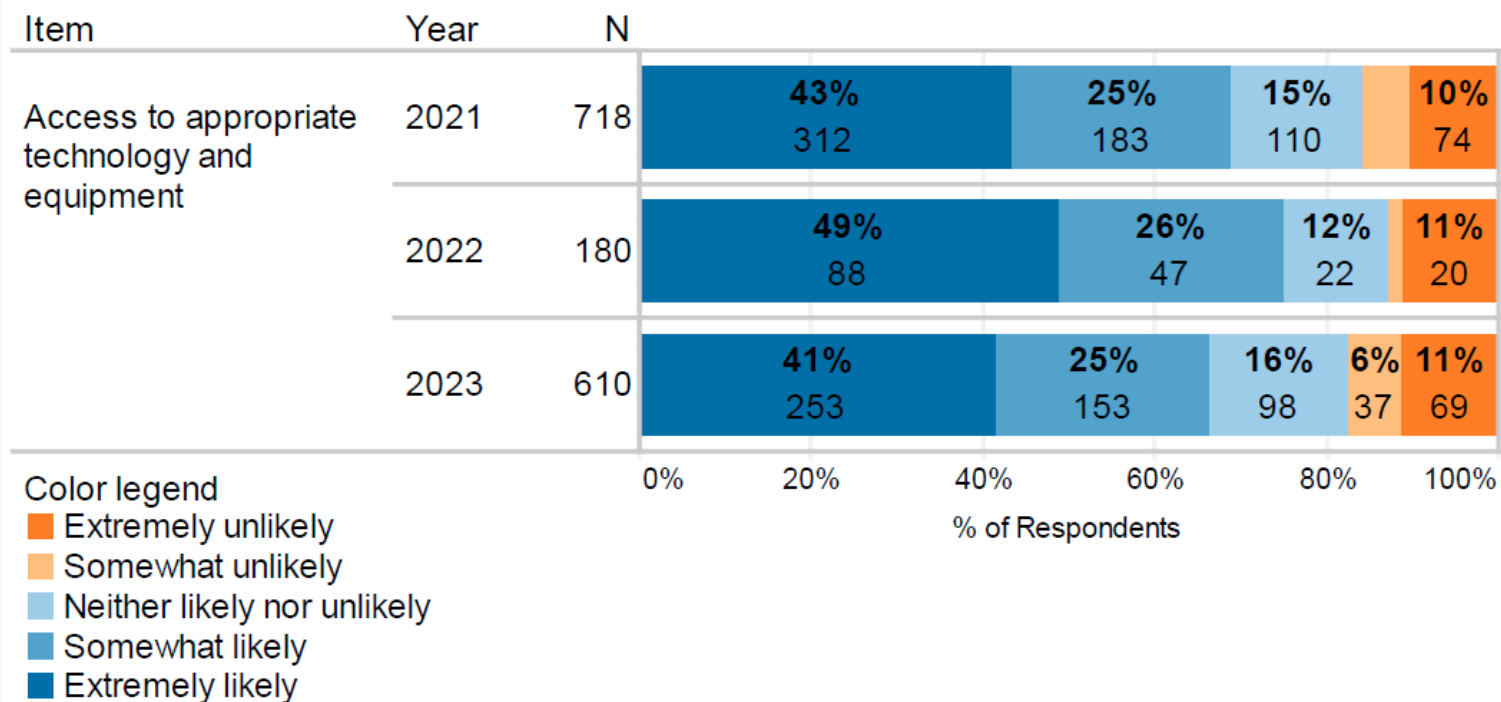
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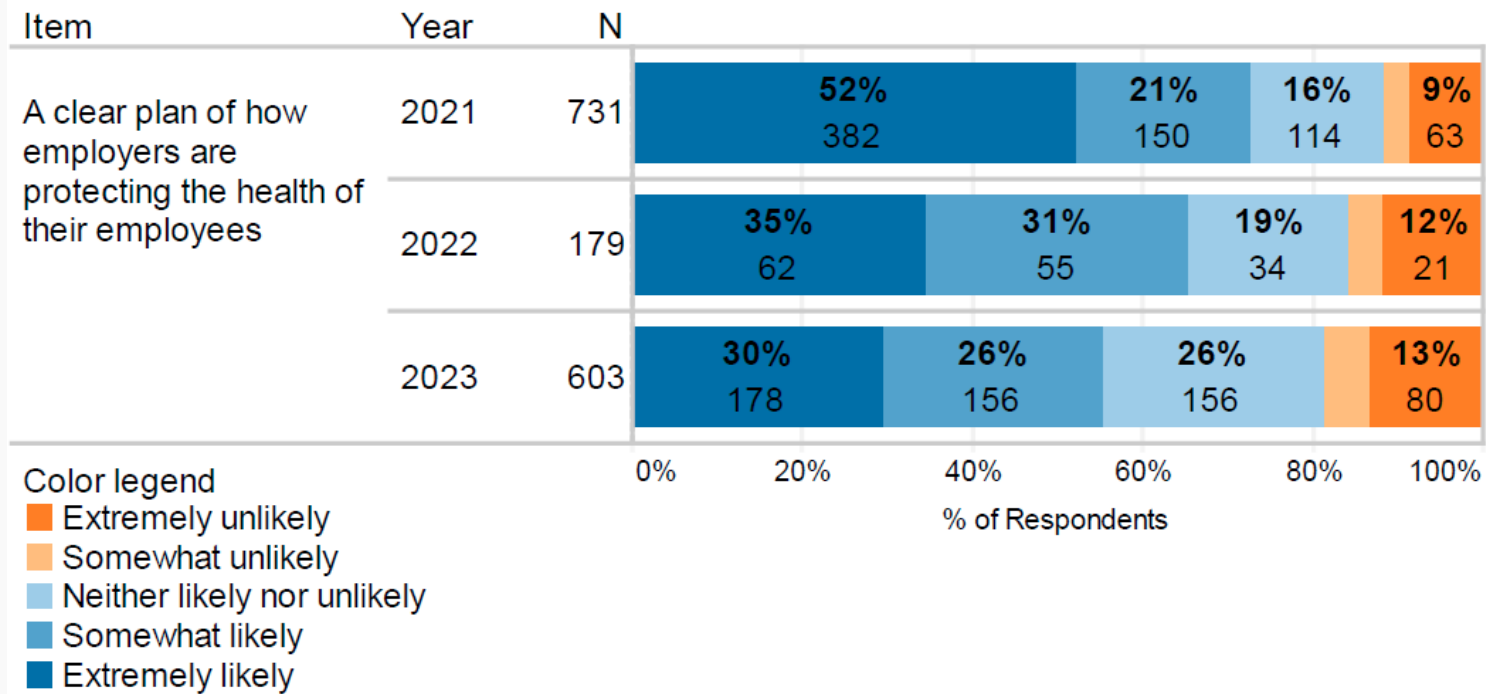
Resources For Job Seekers

How likely would you be to use each of these resources?



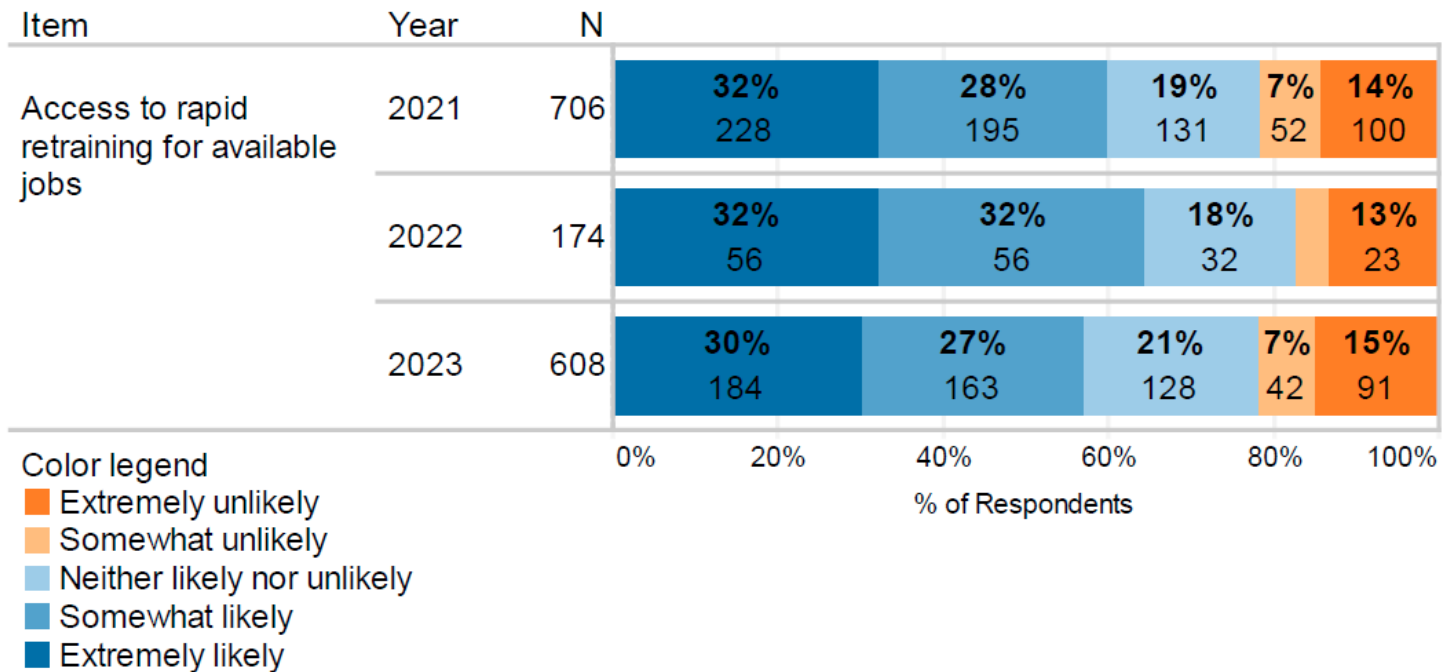
Resources For Our Workforce

How likely would you be to use each of these resources?



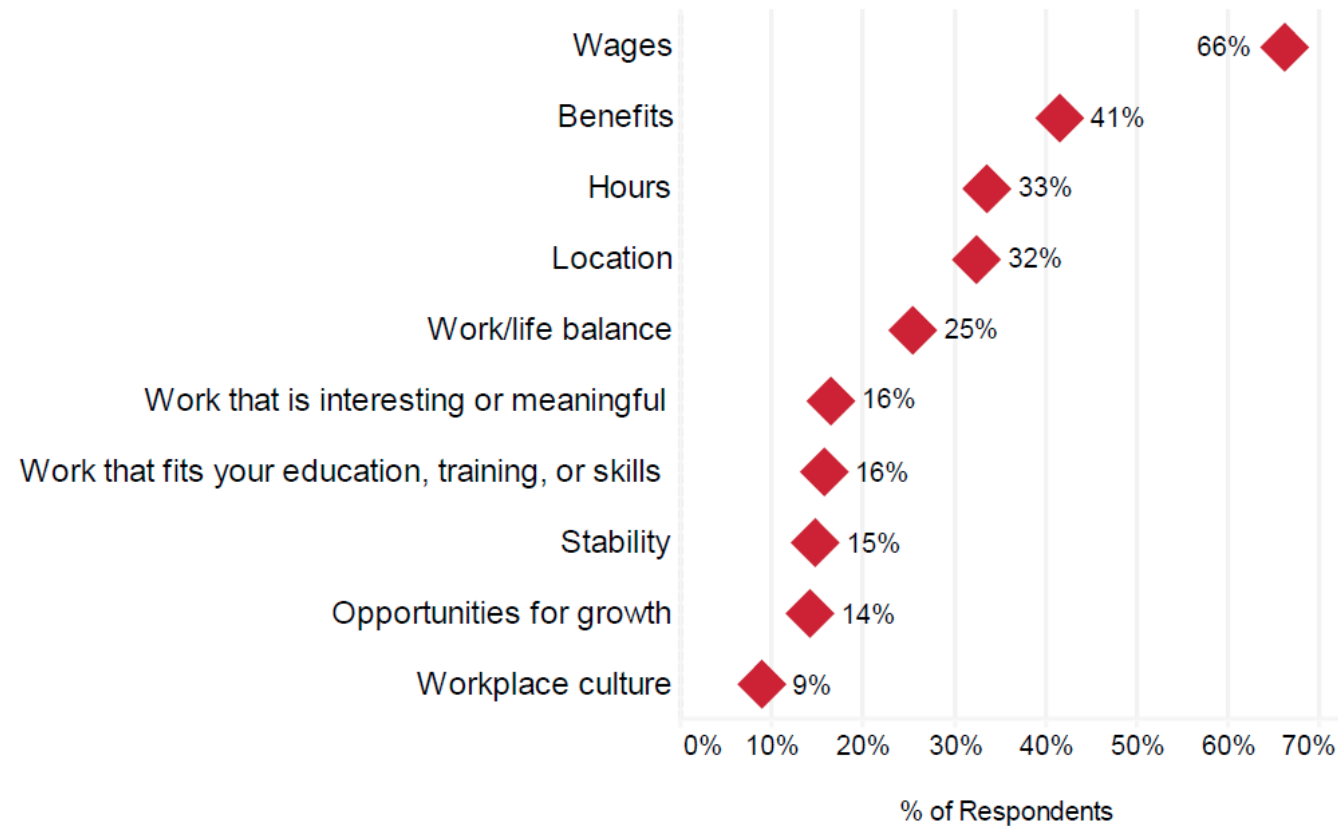
Resources Our Workforce

How likely would you be to use each of these resources?



Most Important Job Features

Imagine that you were deciding between two job offers. What factors would be most important to you? Select the top 3 factors.





Summary

- The state of the workforce.



Summary

- Barriers: Childcare, wages, skills, an accepting workplace, job application transparency, skills & unwelcome workplaces.



Summary

- Concerns: Wages & benefits, unemployment & job search resources & bias.



Summary

- Resources: Childcare, technology and equipment, training, physical & mental health.

Summary



- Considerations: Wages, benefits, hours, location & flexibility.

Business Solutions Resources



Challenges



Talent Solutions Resources





Creating a diverse & qualified workforce
for West Michigan