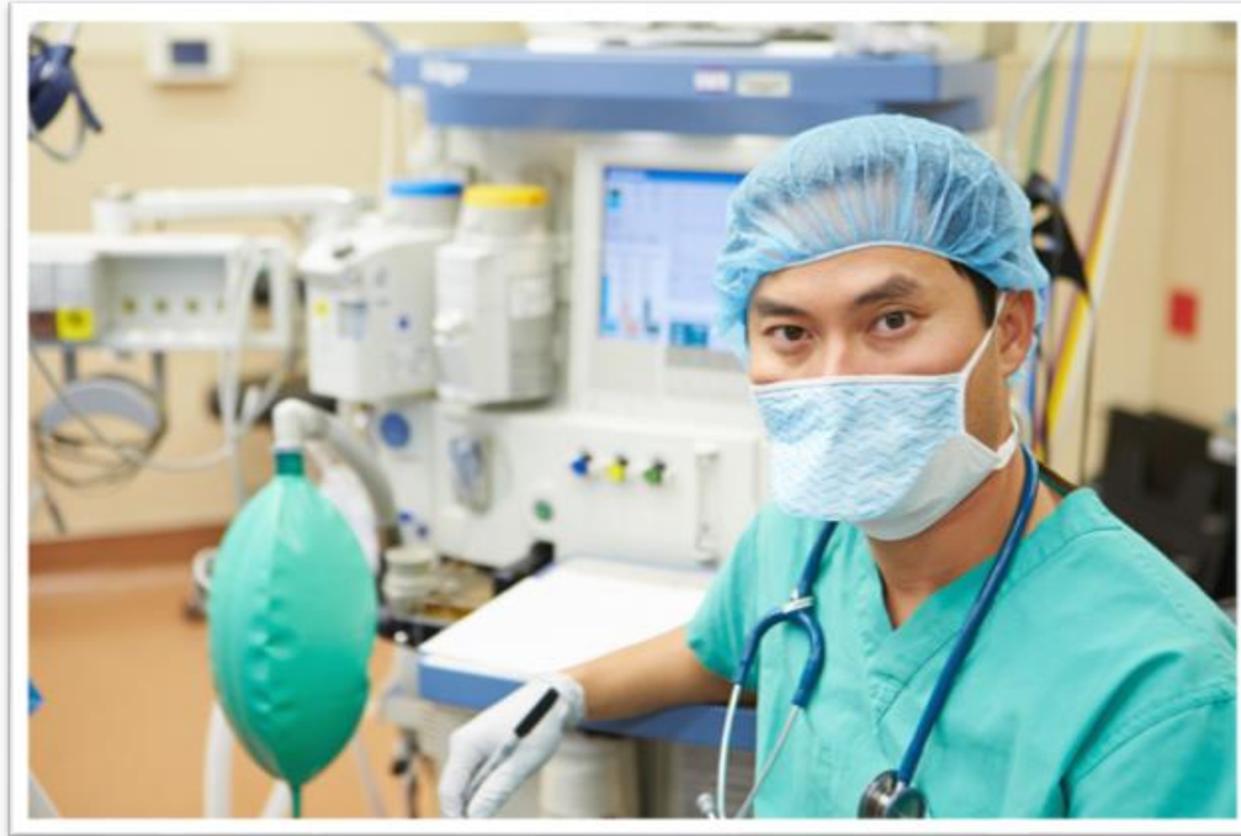




2023 Talent Survey

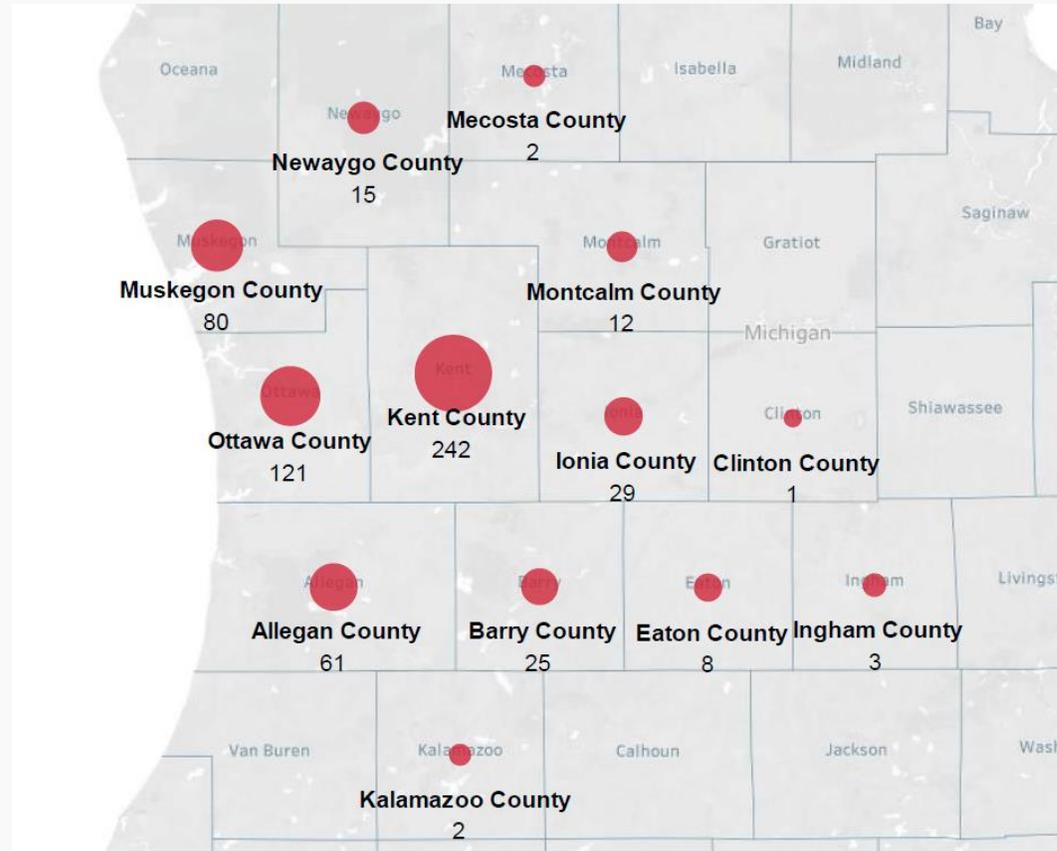
2021 Talent Survey



2022 Talent Survey

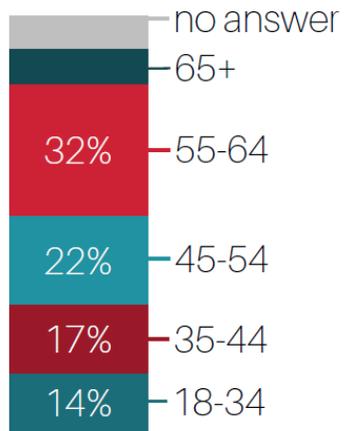


Demographic Characteristics

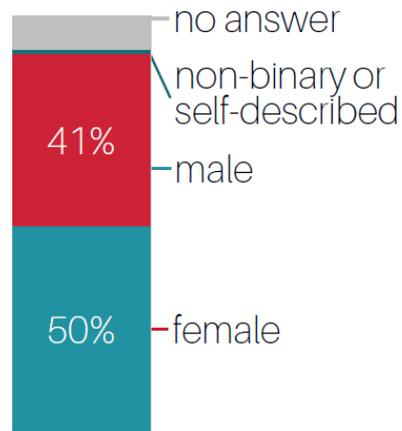


Demographic Characteristics

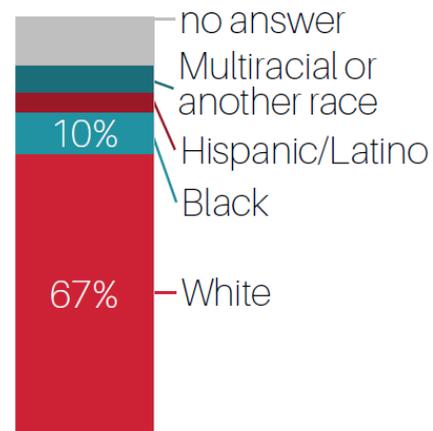
Age



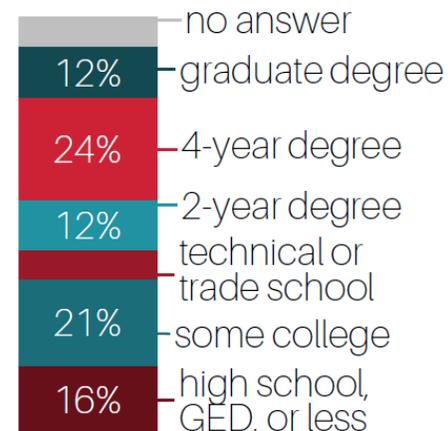
Gender



Race & ethnicity



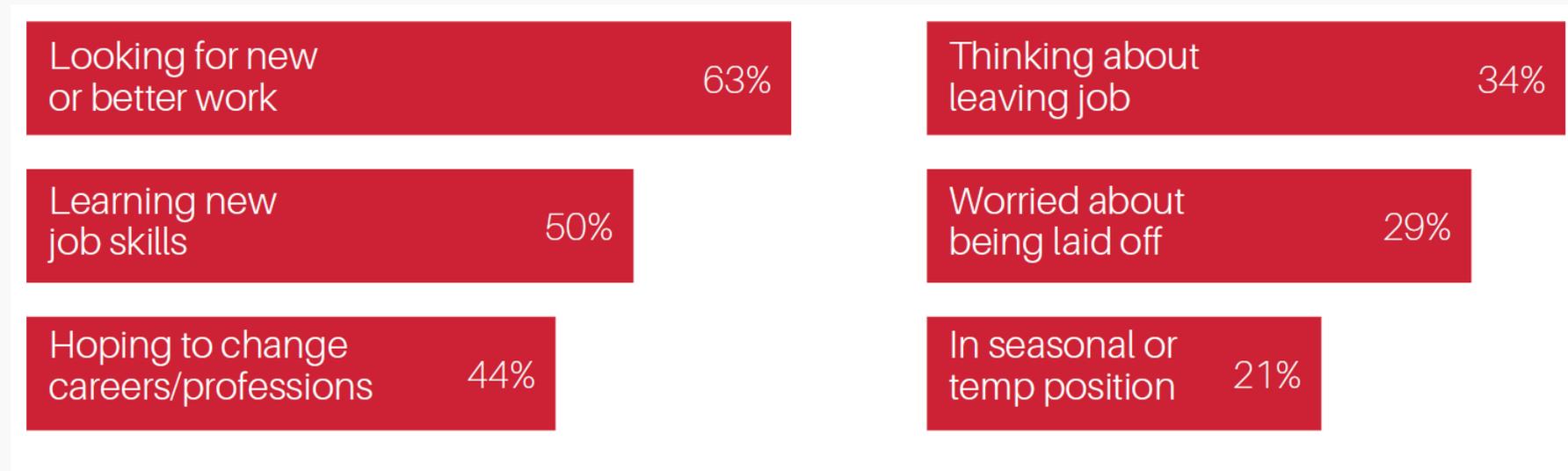
Education level



Income

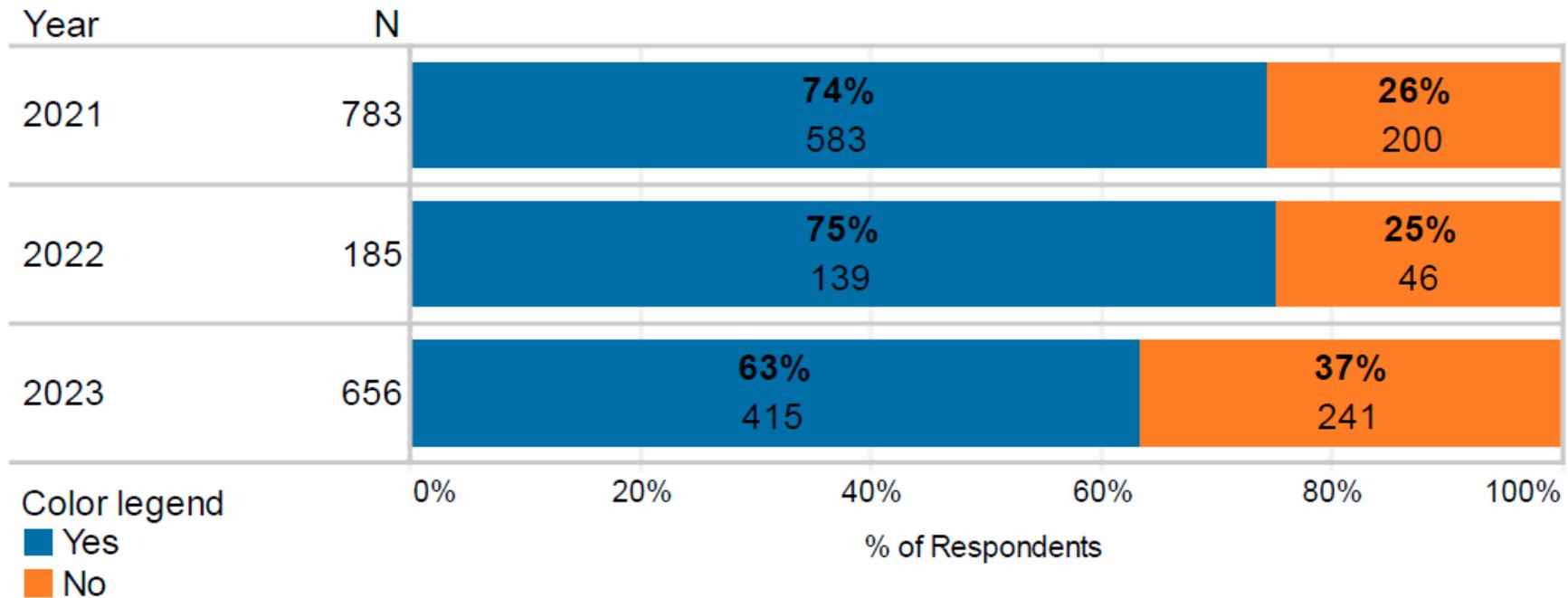


Findings: Employment Situation



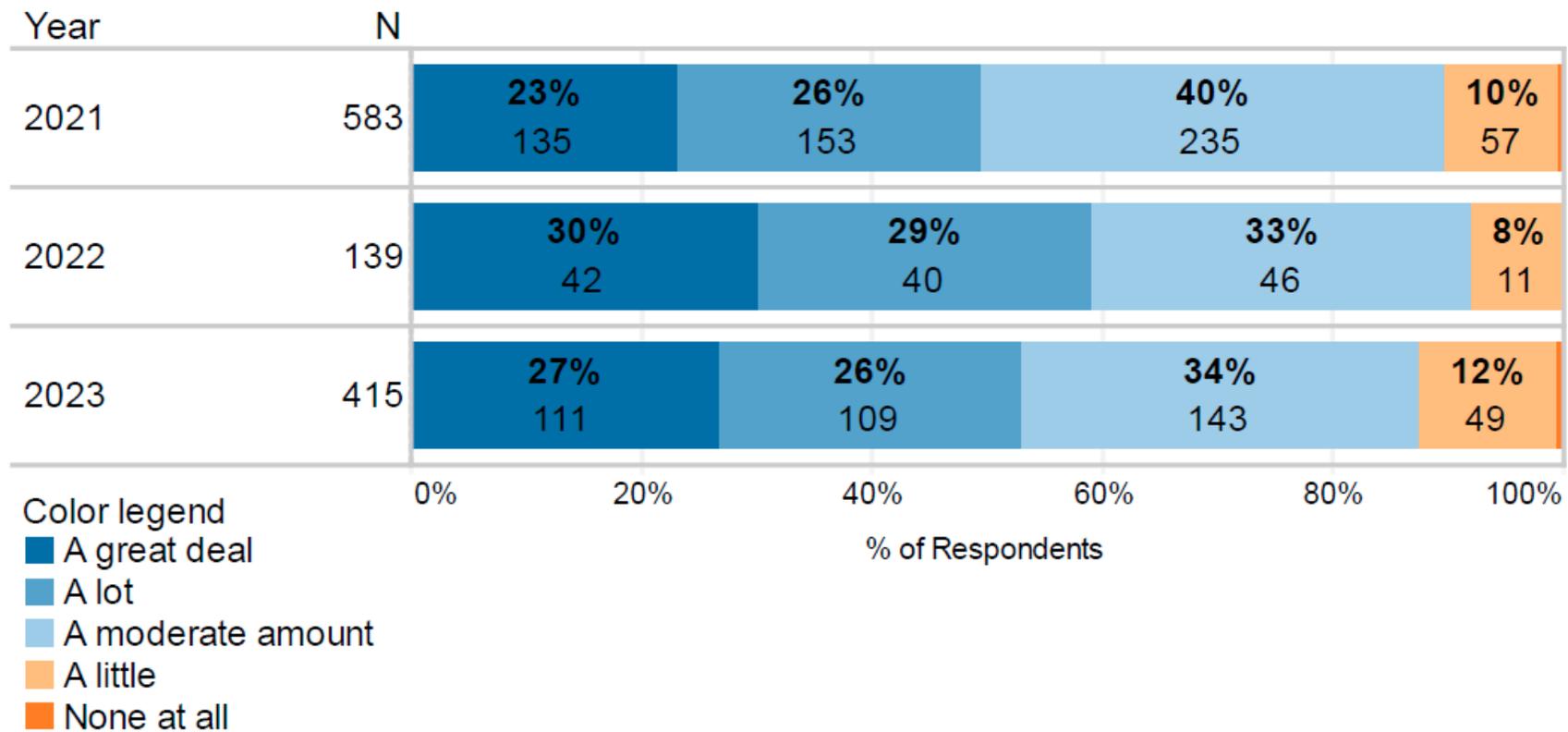
Active Job Search

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



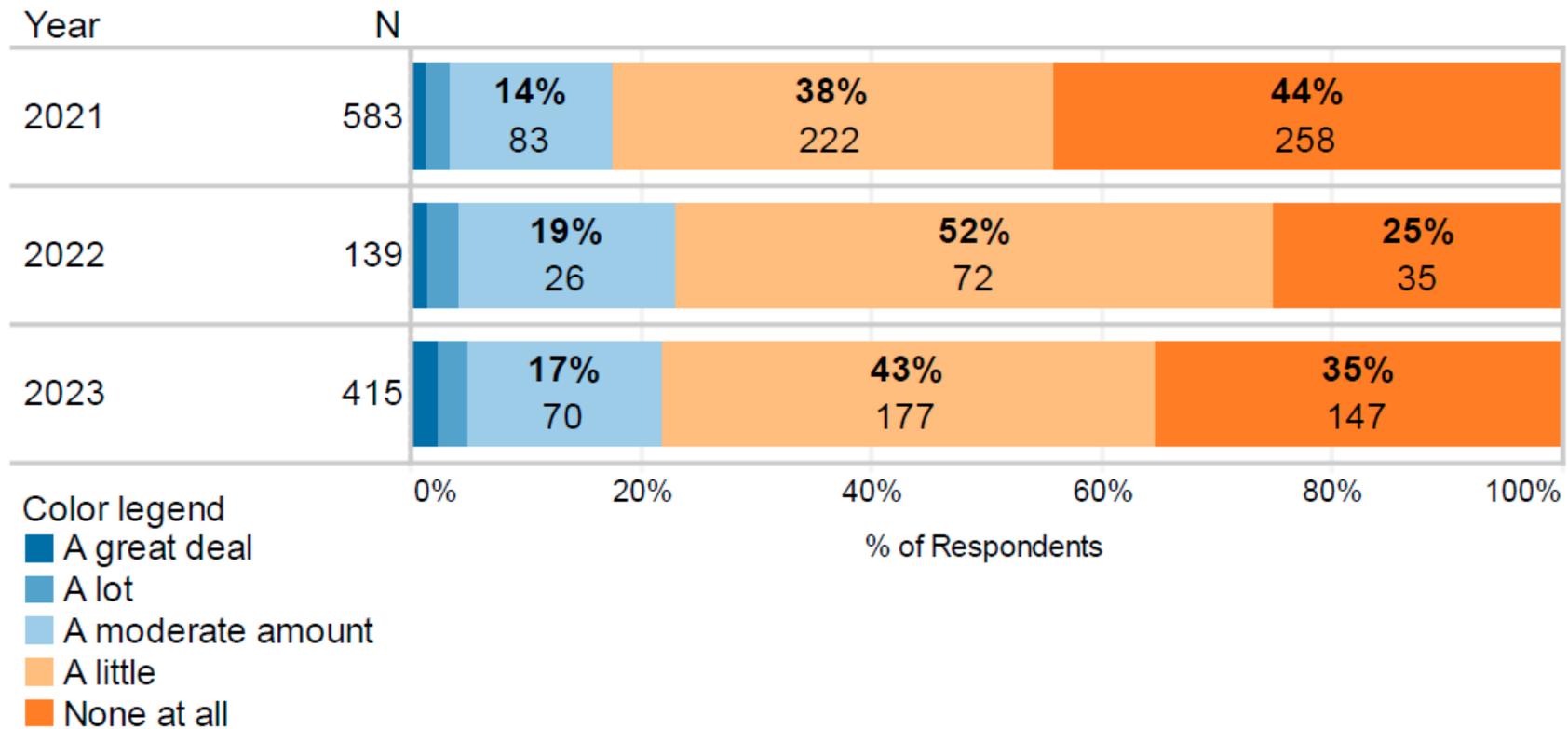
Time Commitment

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

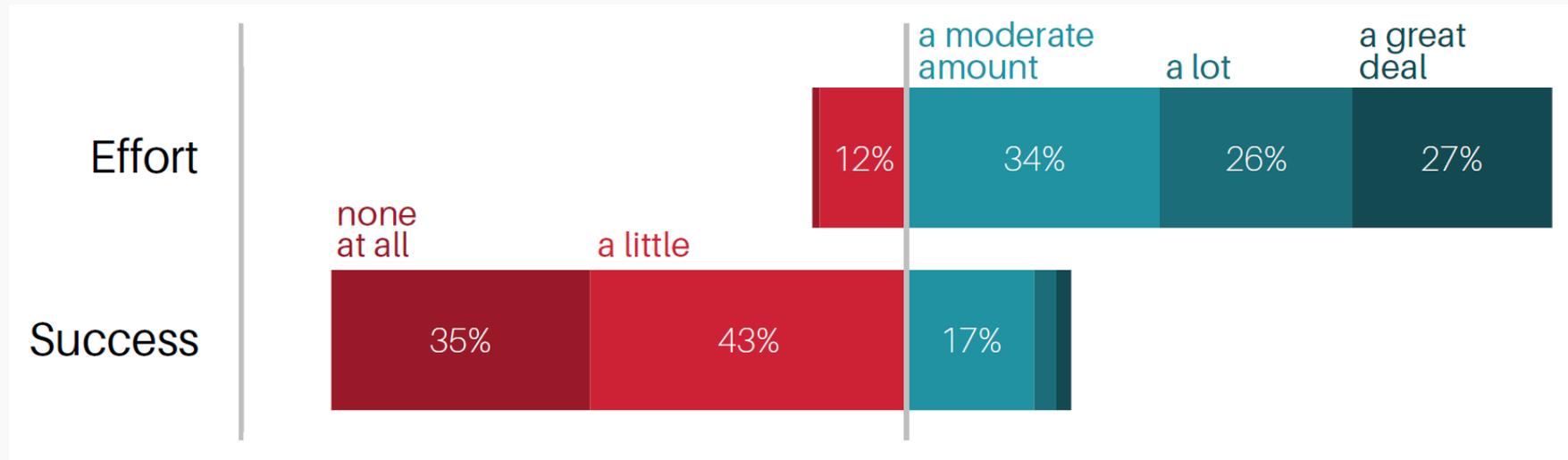


Job Search Success

How much success are you having finding work?

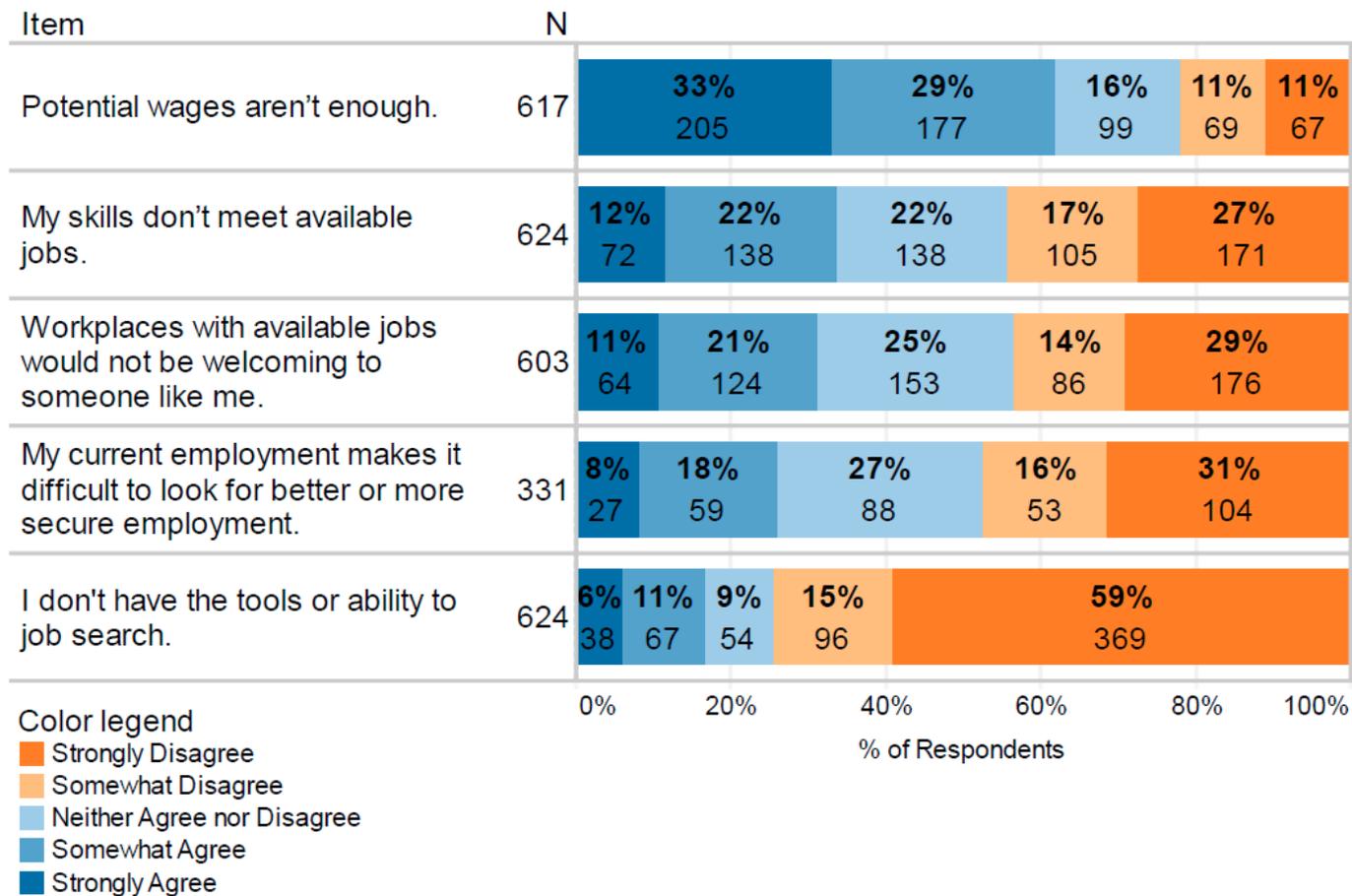


Effort v. Success Disconnect



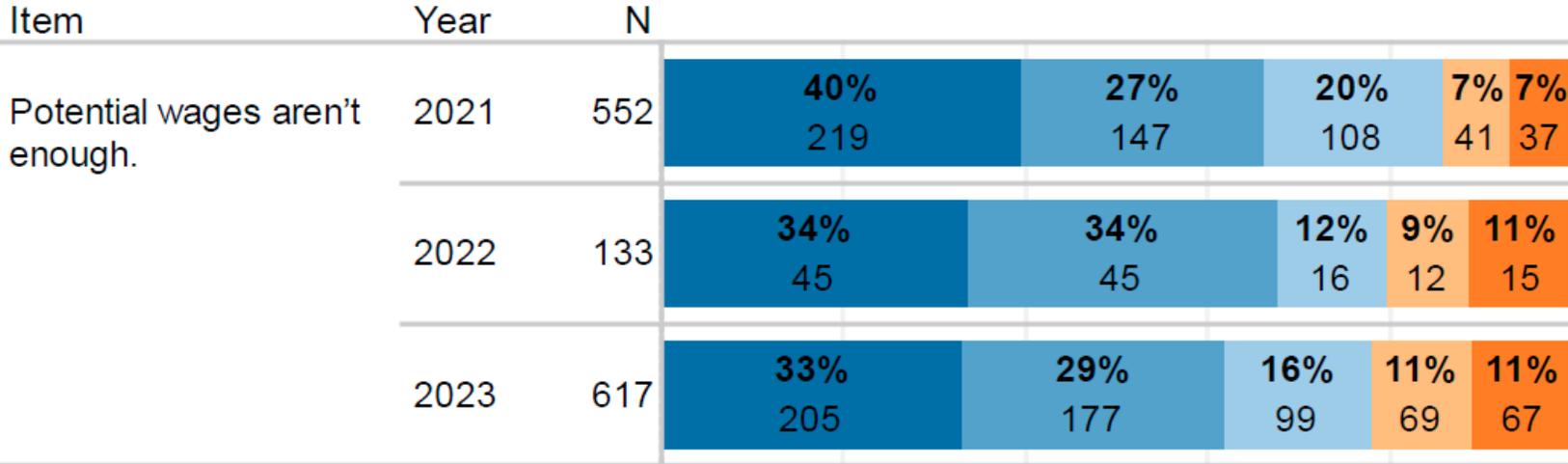
Barriers To Finding Work

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



Barriers To Finding Work

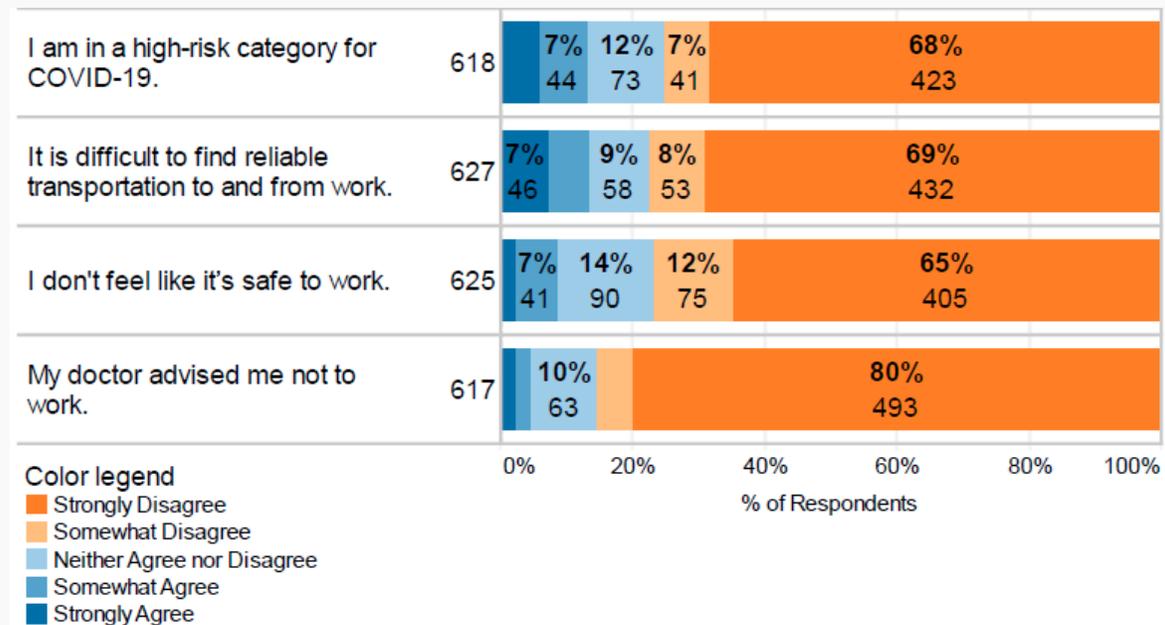
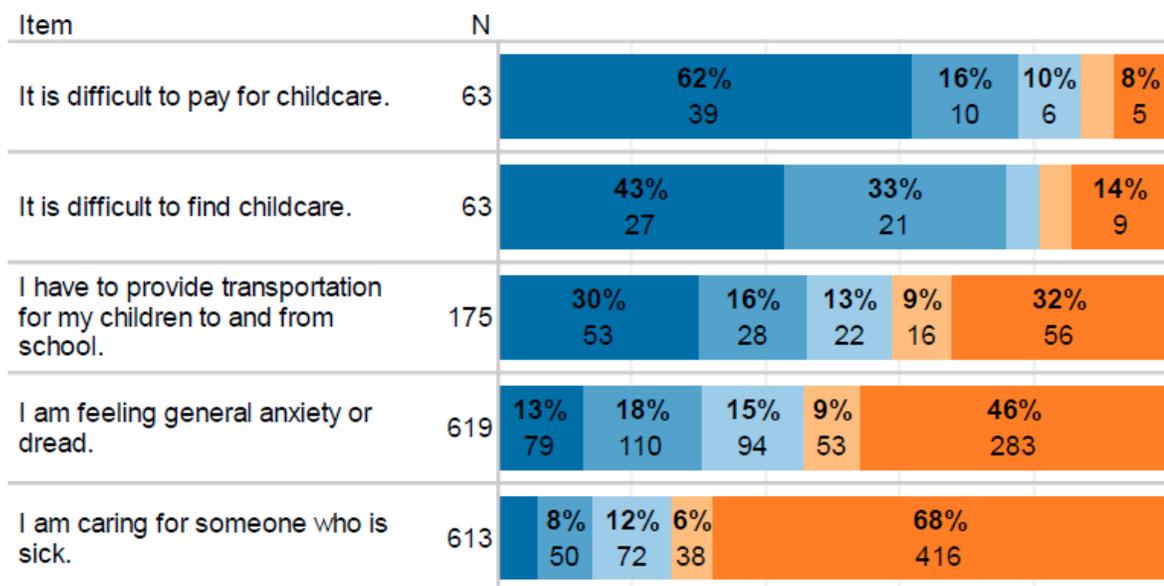
To what extent do you agree that each of the following is a barrier to finding work?



- Color legend
- Strongly Disagree
 - Somewhat Disagree
 - Neither Agree nor Disagree
 - Somewhat Agree
 - Strongly Agree

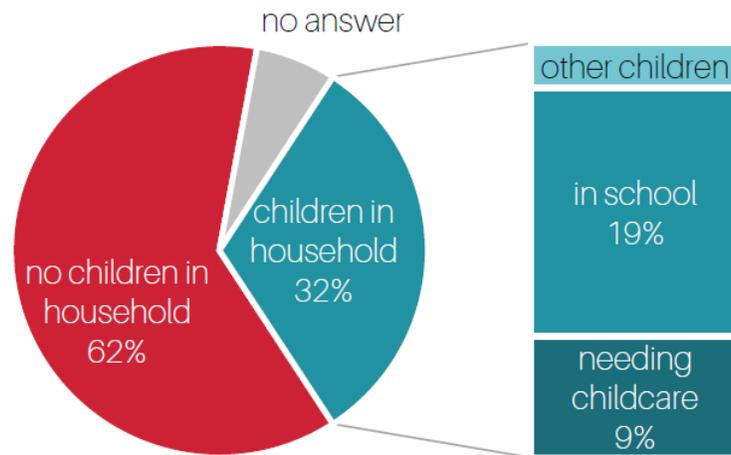
Barriers To Working

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

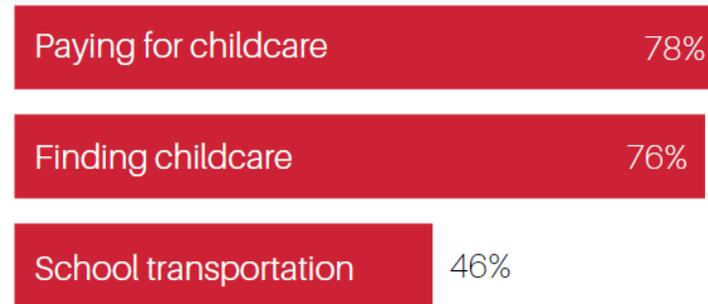


Barriers To Working

Job seekers with children



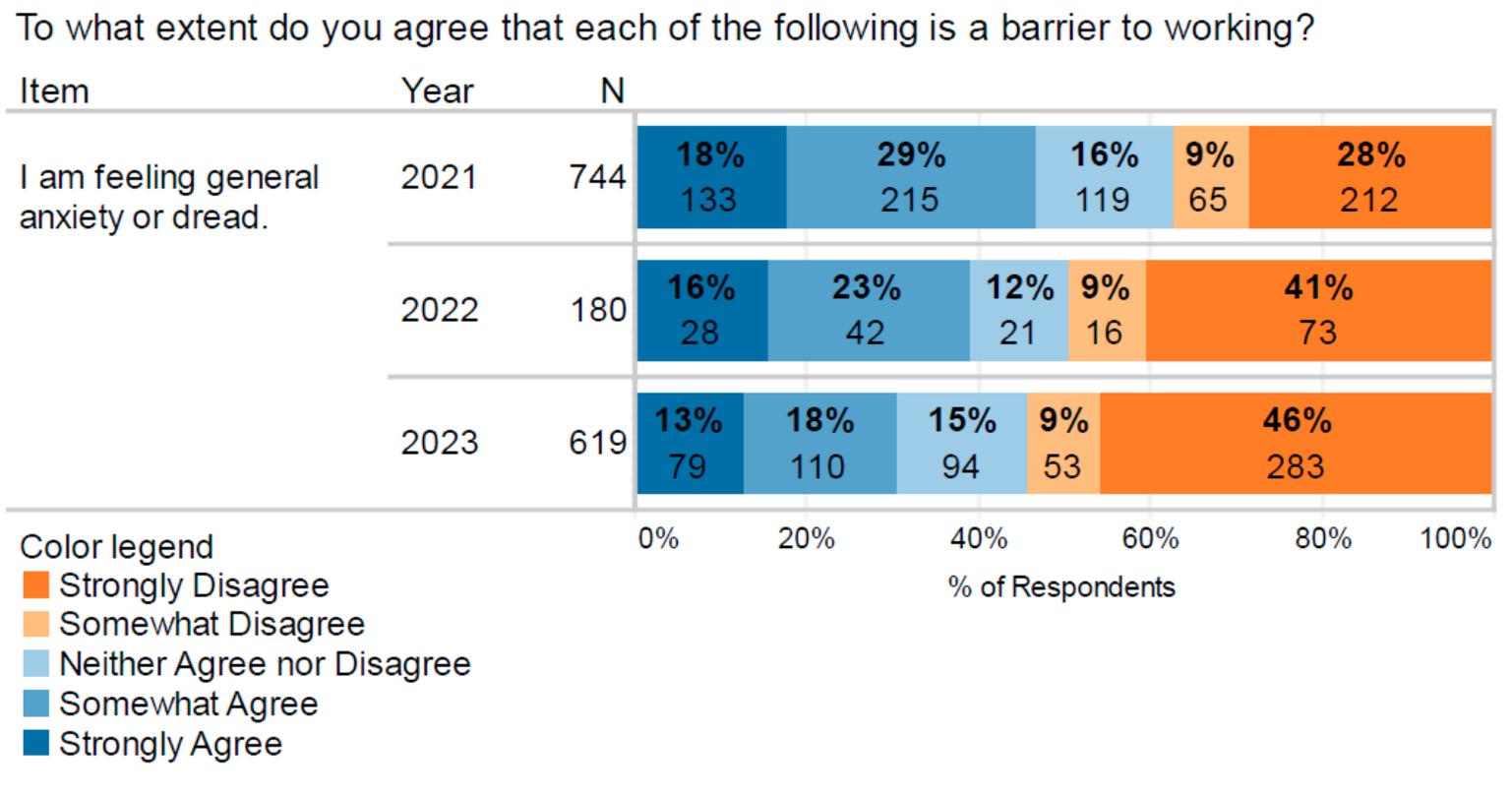
Top three barriers to working



Resources

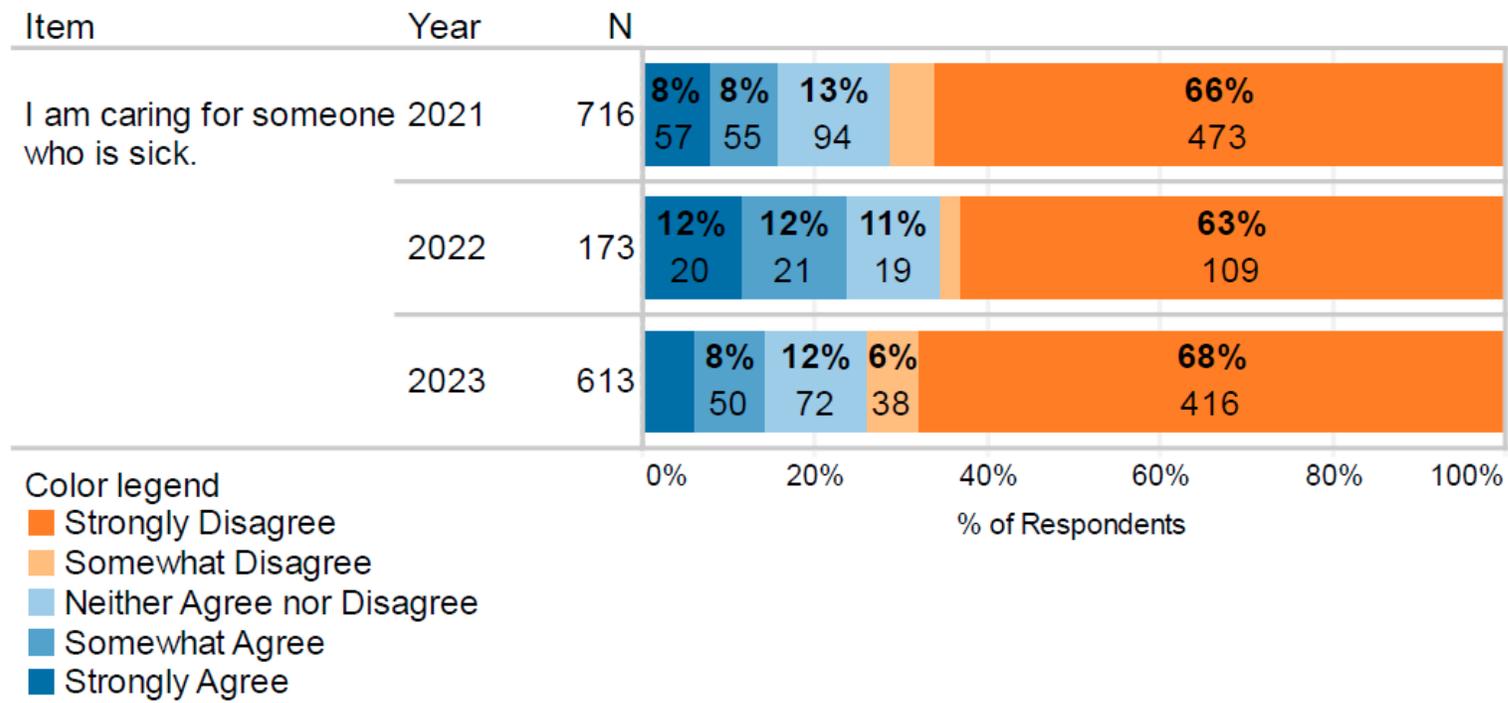


Barriers To Working



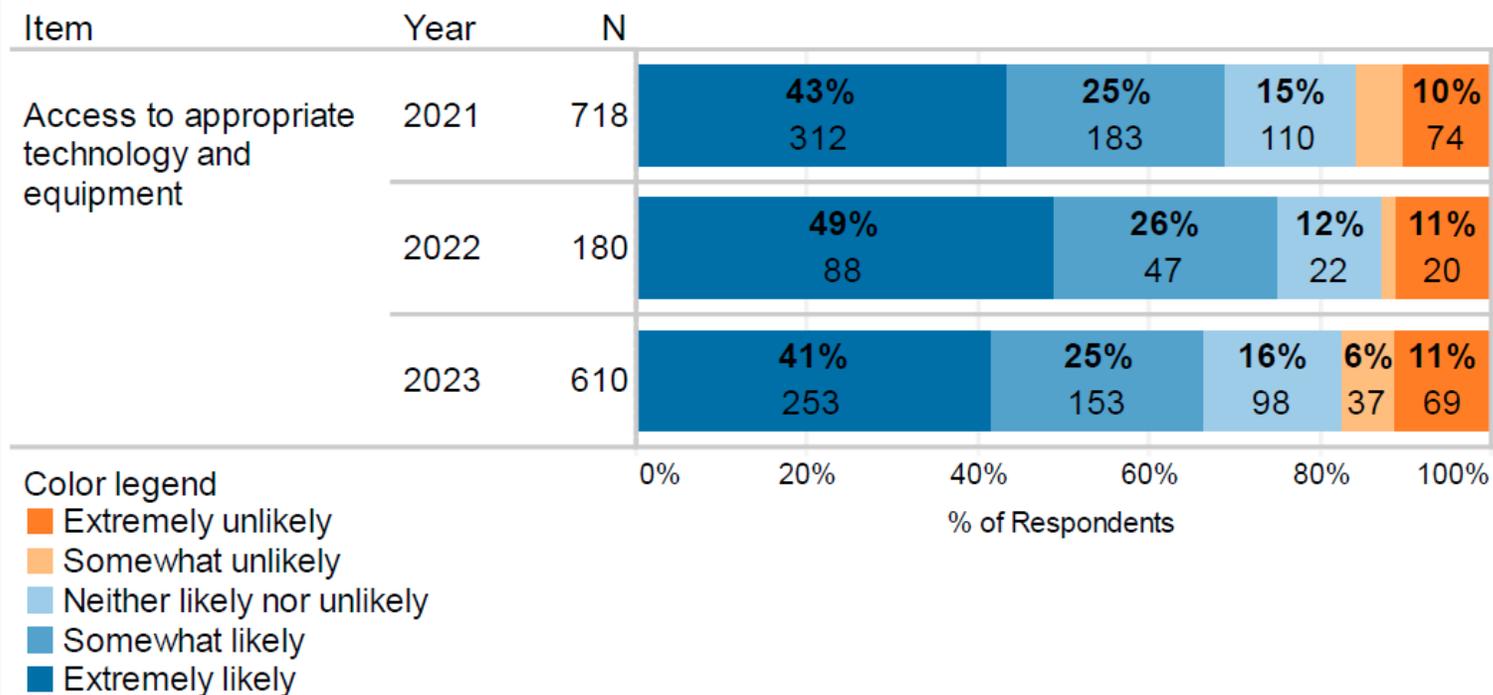
Barriers To Working

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

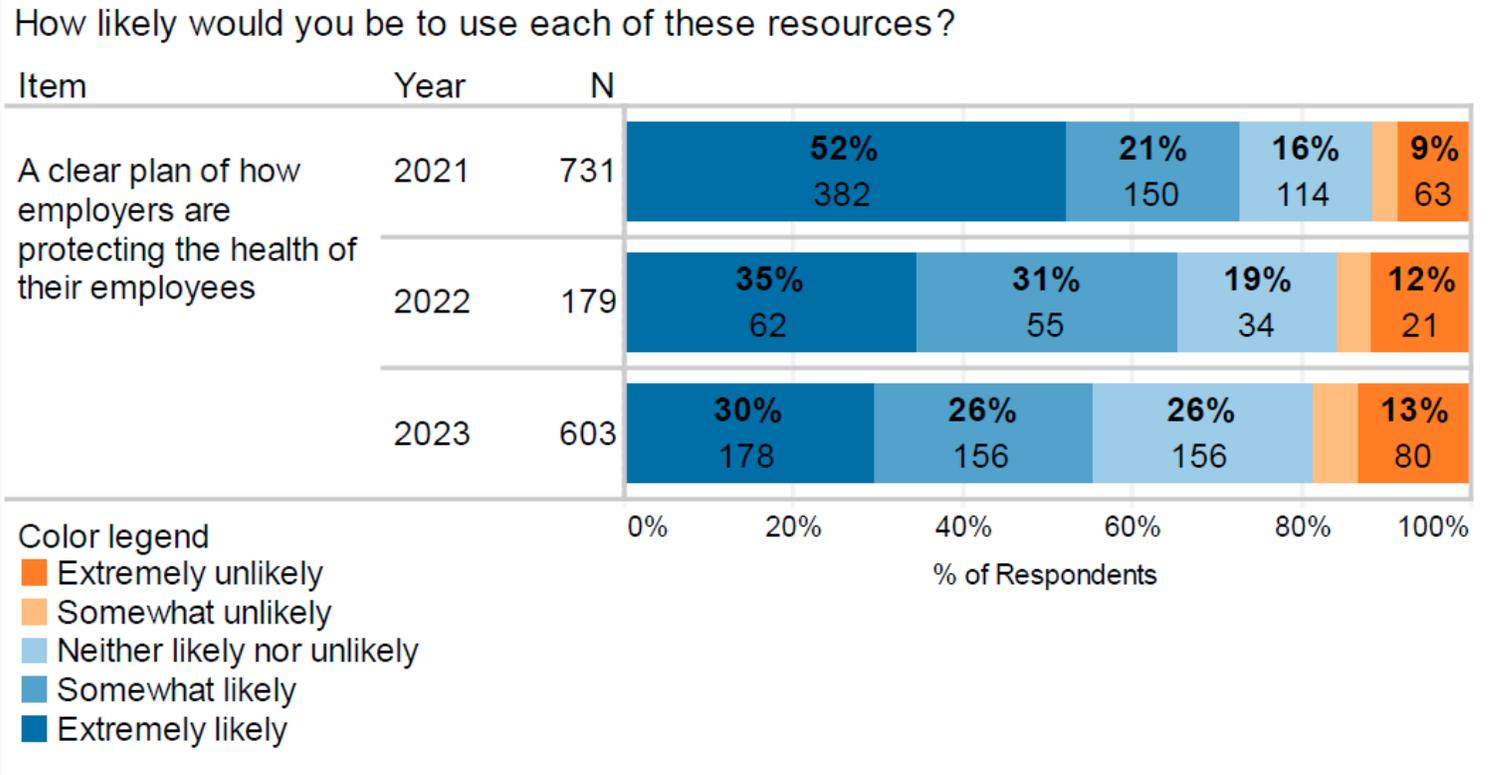


Resources For Job Seekers

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

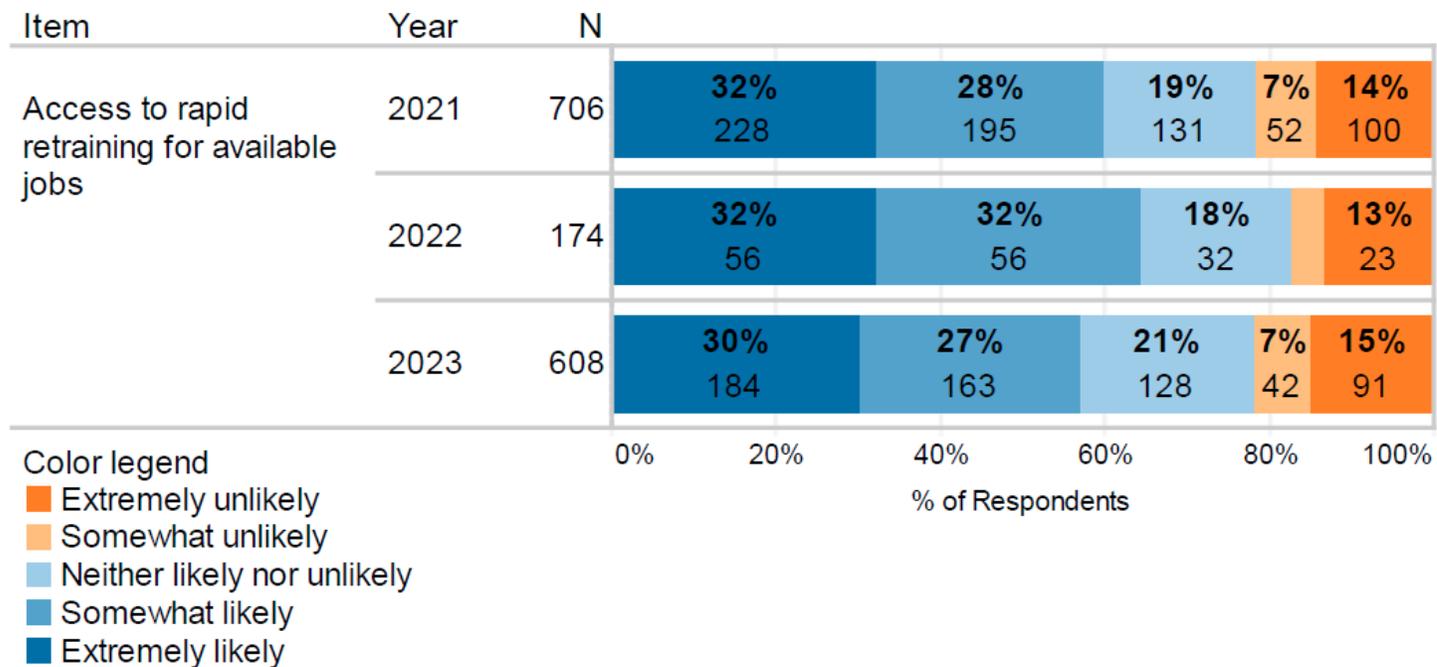


Resources For Our Workforce



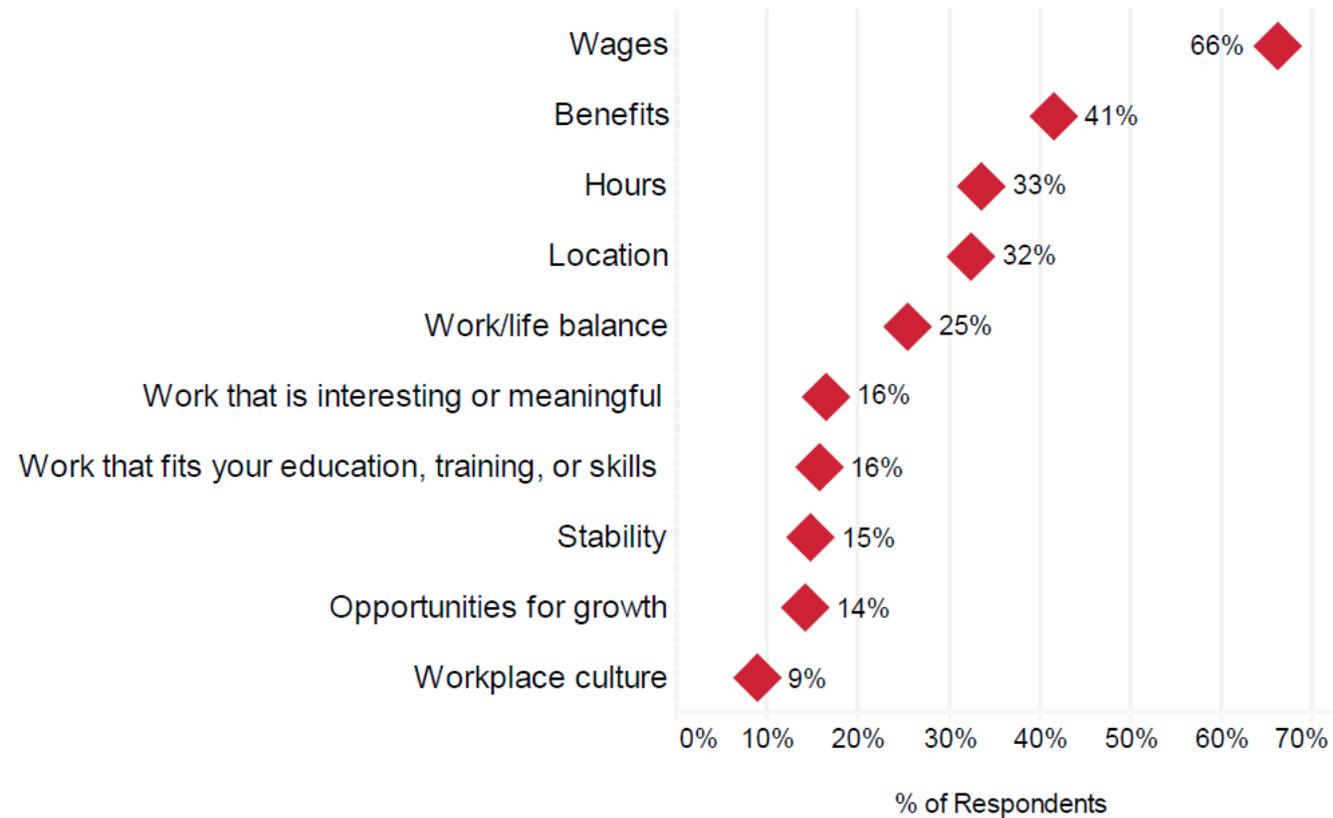
Resources Our Workforce

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