

Availability of Labor

Workforce Availability

Within 30 minutes of the Lakeshore area there are 64,000 manufacturing employees. Your business can be confident it will find a talented workforce here.

Workforce Availability Example:

One of the community's top manufacturing companies offers this recent experience:

- 400 new production positions filled in 2005 (75% with two years of tech training or four year degree)
- 4,000 online applications
- 1,000 people interviewed
- Less than 2% of those people filling jobs failed a drug screen test
- Enjoys 98% scheduled time
- Less than 2% absenteeism
- Less than 10% turnover of hourly staff; less than 4% turnover of salaried staff

Unions

There are very few unions in the area. There are no union organizations or headquarters in the area, and there has been no union activity for several years. They are seen as unnecessary organizations among our workforce. Three years ago our business leadership commissioned a comprehensive, detailed study into the worker attitudes towards unions and the Lakeshore work environment. The results were overwhelmingly positive and prove our community's unique position within the Midwest:

Worker Attitudes toward Union Free Environment:

- 41 percent of residents indicated they were not at all favorable to unions or union representation. Another 33 percent undecided on the issue, and only 25 percent were somewhat favorable or favorable.
- 40 percent said they would "definitely" vote no on a hypothetical union representation vote. 15 percent said they would "probably" vote no. Only 19 percent said they would "definitely" vote in favor of union representation.
- On questions regarding union representation, local business owners and leaders enjoy a remarkable level of credibility. People in the community view these leaders as a highly trustworthy source of information about these issues.
- A majority of survey respondents felt that greater union representation in the community would have a negative impact in factors such as quality of life, attractiveness of the community to new business, quality of employer/employee relationships and others.

Source: West Michigan Works survey developed by Wirthlin Worldwide, conducted by EPIC/ERM.