



CAMW! TOPIC: Workforce Outlook for 2022

QUESTION: How has the workforce shifted in the last year?

ANSWER: The Great Resignation, the Great Reshuffle and even the Big Quit — many names are being thrown around in an attempt to describe the state of the U.S.'s workforce patterns over the past year and a half. No matter how you refer to it — though I tend to lean towards Great Reshuffle, as workers aren't simply "leaving" the workforce, they are seeking new jobs — the phenomenon presents new opportunities for both employers and employees.

Employees all over the country and even in our region are leaving their jobs and going on strike by the hundreds and thousands. These numbers and trends are not to be ignored when we consider the impact COVID-19 has had on our workforce and the future of work.

QUESTION: What should job seekers who may be seeking a new employment opportunity keep in mind?

ANSWER: I encourage job seekers to take a bit of time to really think about what they're looking for in a new position. What matters most to you? Company culture has become a more significant factor for many job seekers in recent years — so research organizations with open positions to see if their values and culture align with what you're looking for. If flexibility matters to you, determine the specific sort of flexibility you're looking for. Maybe for you, it's remote work opportunities and different work hours. Or maybe you're hoping for paid wellness and/or mental health days. There isn't a one-size-fit-all approach to flexibility, so think about what you're hoping for and have a conversation with your potential employer to see what they may be able to offer.

It can also be valuable for some job seekers to explore new types of positions and fields. Maybe you want to try something totally new — if that's you, I encourage you to check out the Pathfinder tool on Pure Michigan Talent Connect, where you can compare different occupations, schools, programs and fields of study to see what may align with your interests and future plans.

QUESTION: What resources does Capital Area Michigan Works! offer job seekers who may be looking for something new?



ANSWER: We're here to help all job seekers in whatever their next step is — our staff can help job seekers explore new opportunities, prepare for interviews, write resumes and cover letters and so much more. We have a Facebook group for job seekers called Capital Area Michigan Works! Job Finders Group where our team provides insight into the job search and job openings that are relevant, timely and effective. In the Job Finders Facebook Group, we help you navigate to your next step, whatever that may be — from resume writing and preparing for an interview, to changing career paths and using social media sites in your job search.

You can also visit any of our American Job Centers in Ingham, Clinton and Eaton counties or access virtual services. For more information on connecting with us virtually or in person, job seekers can visit camw.org.