

# NW Lower Michigan Hybrid & Remote Worker Study Appendices

December 2025



The following appendices contain detailed, supportive data for the NW Lower Michigan Hybrid & Remote Worker Study.

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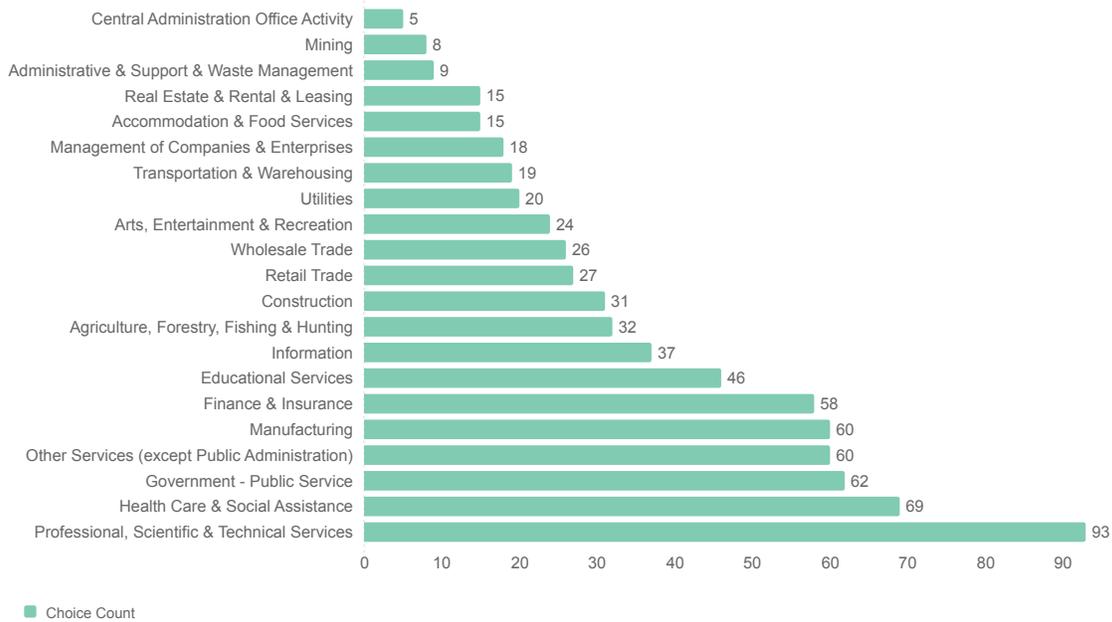
## **Appendix A (All Survey Responses)**

The results of the online Remote Worker Study survey administered by Networks Northwest from May 5, 2025 through August 10, 2025. There were approximately 800 respondents to the survey. Respondents did not have to answer all questions in the survey.

## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

### Q2 - What Industry best describes your employer?

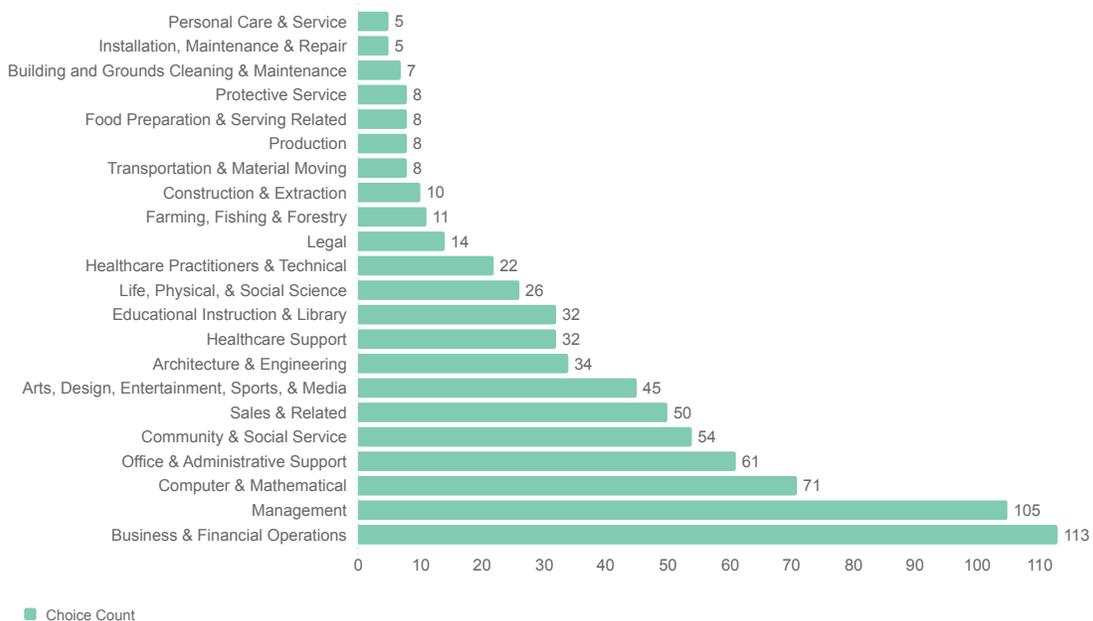
734 Responses



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

### Q3 - What Occupation best describes your employment?

729 Responses



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

Q4 - What company do you work for? (Optional) 282 Responses

20Fathoms	Campspot (2)	Department of Veteran Affairs
8Bit Insights	Carhartt	Dewicious Farms
A Kid Again	Centrall Lake Township	Dhhs
Accredited Certifiers Association (ACA)	Cherry Tree Wealth Management	Diamo
ADP	Chloe Marie Media LLC (my own company) I provide marketing services	Doctums
Agency WITHIN, LLC	Choice Property Resources, Inc.	Dr. Shrink, Inc.
Agro feeds	Cisco Systems (2)	DreamFrame, LLC
Airbnb	City of Manistee (3)	DSG Logistics
Airgas USA LLC	City of Manton	Dun Rite Lawn Maintenance
Ally Financial	City of Traverse City	Dunaj Agency
Alphabet	ClickUp	E78 Partners
Amazon (2)	CLUB PILATES FRANCHISE HEADQUARTERS	Elanco Animal Health
American Tire Distributors	College Board (2)	Elk Rapids District Library
Amptech, Inc. DBA Myotek	Construction company (2)	Emmes Corporation
An environmental policy think tank based in DC	Consumers Energy	Ernst & Young
Anew Climate	Corewell Health	Fanzoo Technology, Inc.
Armory Youth Project	Cornell University	Filer Credit Union
AT&T	Crafts Canada	FosterClub (2)
Autura	Crystal Enterprises	Gallagher Insurance
Azure Aerospace	Custer Township	GD Placemaking (my company) with a contract to work for Housing North.
Bay View Association	CVS Health	GDIT
BCBSM and OpTech (2)	Cynerge Consulting and USDA Forest Service	Gemini AMS
Bigby Coffee Home Office	Dayton Childrens Hospital	Genentech, A Member of the Roche Group
Blaine's Farm and Fleet	Deloitte Consulting, LLP	General Motors (4)
Bloomington	Dematic	Georgia Institute of Technology
Giant Open Air	Intuit	Manufacturing company
GJS Media	IQVIA	MAP International
GM	ITDWS	Marketlab
Government contractor	I've work with insurance company and as LDS coordinator	Maven
Grand Hotel	Jaggaer	McClatchy MEDIA
Grand Traverse Regional Community Foundation	Jeruma 86	Meta Platform Inc



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

Great Clothes	Johns Hopkins University	Michigan great lakes virtual academy
Great Lakes Housing Services	Johnson Sign Co.	Michigan Land Bank Association
Hagerty (3)	JPMorgan Chase (2)	Michigan Lupus Foundation
HandleTheHeat.com	Kellanova	Michigan Supreme Court
Harbor springs therapy and wellness	kennedymann	Microsoft (3)
Health Department of Northwest Michigan	Kit	Missaukee County
HNI	Lambert by LLYC	Monster Truck Throwdown
Hospital	Legal Associations Management	Munising paper co.
HubSpot	Library	Munson Healthcare (6)
Huntington Distribution Finance, Inc.	Lighthouse Title Group	Munson Healthcare Cadillac
I am a gig worker so I work for myself.	Linkedin	Munson Medical Center and Coifax Township
IBA	Little River Casino Resort	Mymichigan Health (2)
ICF	Local Friend of the Court	NetOne Commuications
IDS	Lucid Truth Technologies	Networks Northwest (6)
I'm freelance	M R Products, Inc. (2)	Nonprofit member association for a specific health care profession
Industrial company	Manistee Association Management	North Country Cooperative Invasive Species Management Area
Information technology	Manistee County	Northern Initiatives
Inspire Leadership Network	Manistee National Golf and Resort	Northland Library Cooperative (2)
Integrated Design Solutions (IDS)	Manistee Recreation Association	Northwest Michigan Arts and Culture Network (2)
Northwest Michigan Rural Housing Partnership (Housing North)	Recursion	The Liblang Law Firm, PC
Northwest Michigan Works! (3)	Rivian	The Nature Conservancy
Northwestern Michigan College	RJG inc	The Toy Association
NovaTech Innovations	RMI	The Votrubicon LLC
Nsil	Rockwell Automation	Thomas Judd Care Center
Numeral	Rogersound Labs	Thrive
Outdoornetwork LLC (Partzilla.com and Boats.net)	Row 7 Seed Company	TIAA (2)
Own Business	Royal Health Inc.	Total Serve
Packaging Corporation of America	R-pac	Traverse Area District Library
Pennsylvania Coalition Against Domestic Violence	RTI International	UHS
Personal positioning technologies llc	Science and Technology (2)	UKG
Pinnacle Financial Services	ScienceSoft	Ukrop



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

PLOS Medicine (Open-access)	Self employed (2)	United Way Northwest Michigan (2)
PRN.com	Snyder's Shoes	University of Michigan
Procter & Gamble	South Branch Township	US Department of Agriculture
Progressive Insurance	State of Michigan (3)	Various
Propellant Media	State of Michigan Michigan Department of Education Office of Special Education	Veritas Prime (2)
Prospa-Pal	Steel Shire Design	Vexos
Public Health Institute	Stride, Inc.	Village of Copemish
Public Sector Consultants	Sun Foods	Village of Mackinaw City
Pure Storage	SWEEETFOX	W.L. Gore & Associates
Rainmkr	Talon Group Titlen	Wade Trim
Ramsdell Regional Center for the Arts	TBA Credit Union (3)	WAI
RE/MAX Bayshore	Terra Nova Garden Services	Walmart
Real Chemistrt	Tesla (2)	West Shore Community College

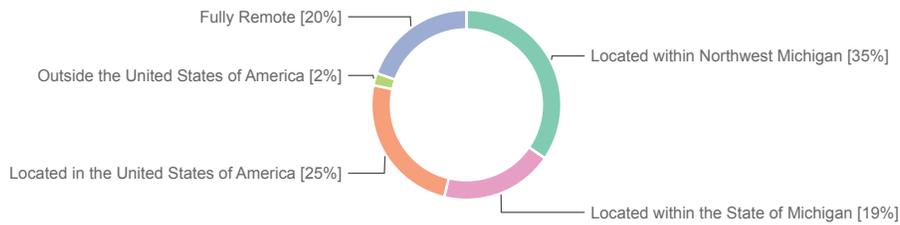
Wheels Discount Auto
Wilson
Workday
WPP (3)
Wtw
Wurk
Wyant Technologies
Xerox Corporation
Young Audiences New York
Zapier
Zoetis (2)



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

Q5 - Where is your employer based out of?

735 Responses



Q7 - How many hours a week do you currently work remotely?

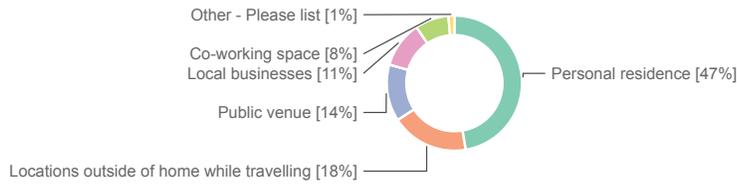
572 Responses



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

### Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

577 Responses



Other: coffee shops (3), library (2), winery, courthouse, government centers, town halls, single office, small office in Leland, rent an office space, my company also has an office that I work from sometimes.

### Q9 - Please select all co-working space(s) you utilize. - Selected Choice

69 Responses

Co-working Space	Count
Commongrounds - Grove Community Incubator (Traverse City)	25
Space - Coworking Space (Traverse City)	24
20Fathoms (Traverse City)	18
The Loft - Coworking Space (Harbor Springs)	15
The Vault - Coworking Space (Charlevoix)	10
Northcoast Works (Petoskey)	10
Other (please list names and locations)	8

Other: CMURC Midland, CoLAB, Employer provided, MEDC SmartZones, The Box, offices on 8, home



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

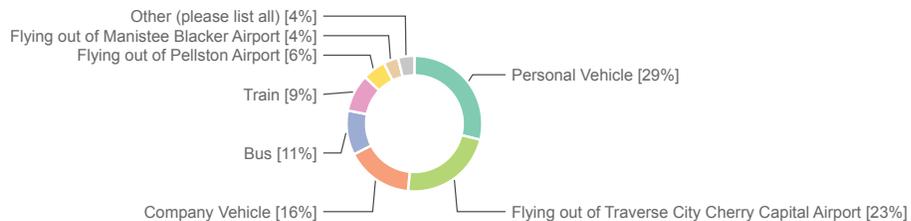
### Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

574 Responses



### Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

441 Responses



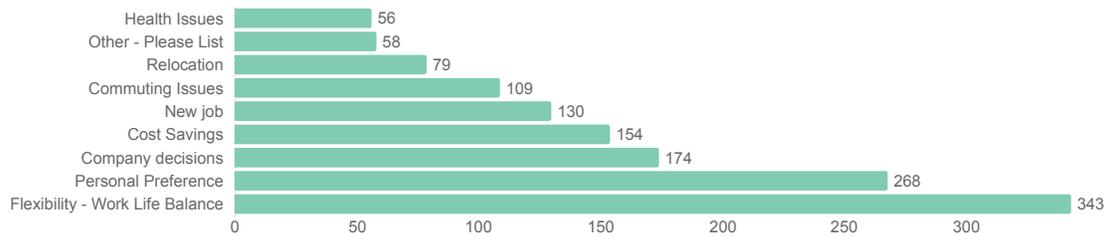
Other: Flying out of: Grand Rapids (11), Detroit (8), Chicago (1), Flint (1), Kinross airport (1); Rental car (5); Uber (2); My co-worker's vehicle (1)



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

### Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

570 Responses



### Q12\_9\_TEXT - Other - Please List - Text

58 Responses

After Covid forced many of us remote, my Wife and I made the decision to move to Traverse City after only visiting once.

Being in Northern Michigan in the field I am, I wouldn't be able to make the amount of salary locally as I can remotely.

Better salary than local area can provide

COVID

COVID

COVID 19 regulations for 4 months

COVID proved that my department worked more efficiently and was more productive working remotely. So, my department and many other groups of employees (but not all) have been fully remote since the beginning of COVID and that is a permanent change.

COVID requirements

Care giving for aging parents and sister with disabilities

Childcare

Childcare

Childcare constraints made it impossible to work in an office full-time which became a requirement for me as we "returned to work" post-Covid.



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

Covid

Covid

Covid

Covid initially, but then loss of daycare/childcare options made it much harder to commute and put in a full day

Decided to move back home to TC during COVID.

Ease of Internet access from home.

Family member health issues

Higher salary than Northern Michigan companies

Higher salary than local orgs.

Higher salary than similar local offerings

Husband

Husband's job brought us back to my hometown. It is an exception at my company to work fully remote.

I also wanted to move here to Traverse City. Being fully remote let me do that.

I find that I am more productive working remotely without the distractions of an office environment.

I have always lived over 2 hours from the main office. We negotiated being remote to retain my talent in the company.

I have spent my entire career working remotely, starting long before Covid.

I like working in a fast paced environment but living day to day somewhere that I can slow down, reconnect with nature, and remain grounded

I run a non-profit animal sanctuary and am able to take care of the animals on my lunch break. =)

I started working remotely while living in a different state, I am from northern Michigan and knew I wanted to move back- remote work allowed me to do that more easily.

I used to work remotely more often before getting hired on with Amptech. Here, I work remotely when I don't feel good, when I am traveling, when I have things to take care of at home such as contractors coming, or when the plant is closed.

I wanted to! After having hte opportunity to be mostly remote opened, I asked for fully remote and was granted it. It allowed me to move to Northern Michigan from Nashville, TN.

I was a single mother with two children in elementary school, and wanted to be available for my girls.

Increase in compensation

Increase in compensation

It was a remote only job

Just kind of happened when I got my first job after getting my masters. Kept getting remote jobs ever since. I think market research is a remote friendly industry.

Lack of affordable childcare options

Less energy!!

Moved back to be with family

My family wouldn't be able to live in Petoskey without remote work. Not many professional jobs in the area.



## 2025 NW MI Remote Worker Survey - Employment Characteristics (all responses)

My wife and are caregivers to a child with medical issues requiring continuous care. We share a vehicle.

No air conditioning. Silly to turn on the heat in the winter for one person.

No local opportunities

Only have two employees and we are both remote

Opportunity to learn without relocating

Our building was damaged, so our work is 100% remote now. Previously, it was about 50% remote.

Pandemic

Pay significantly better than anything offered locally.

Position is hybrid.

Proximity to family and childcare considerations

Salary

The salaries available locally do not match market rate for my industry.

They hire remote only

This also enabled me to relocate to TC.

began with Covid- but continues because I like the flexibility

networking

### Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

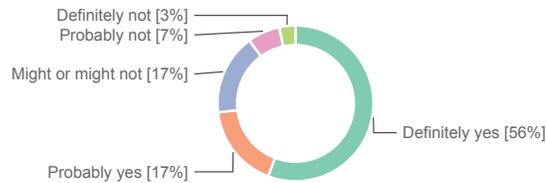
731 Responses



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

### Q6 - Are you more apt to work for a company that offers remote work? \*

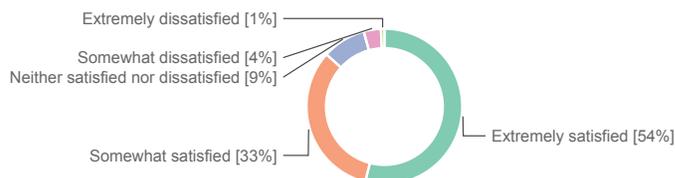
149 Responses



\*This question was only provided to those who indicated they have worked remotely before or after the COVID-19 pandemic. Then after answering question 6, the survey respondent was taken to the end of the survey.

### Q13 - How would you rate your work life balance while working from home?

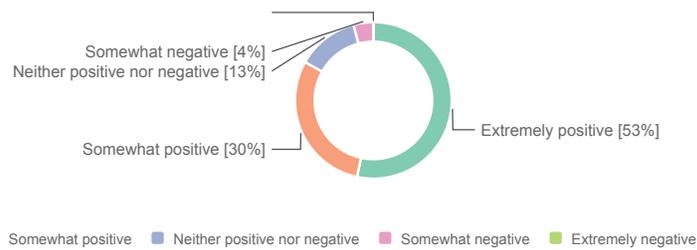
563 Responses



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

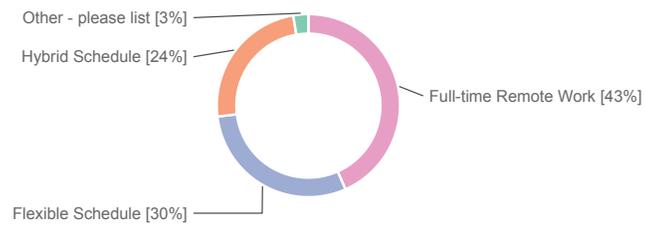
Q14 - How does the opportunity/availability of remote work impact your mental health?

564 Responses



Q15 - What is your preferred remote work arrangement? - Selected Choice

565 Responses



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Q15\_4\_TEXT - Other - please list - Text

15 Responses

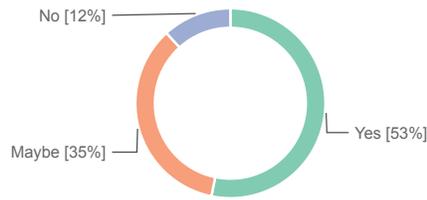
- Full-time Remote Work with visits to the office at least annually.
- Full-time remote work with ability to meet with colleagues in person from time to time.
- Fully remote with the option to go to clients for important meetings.
- I do travel 2x per month to other cities, typically just overnight. I enjoy that balance.
- I enjoy FT remote work that pulls workers into hubs or HQ a few times per year. I appreciate that opportunity to plan ahead and connect with my team.
- I like raveling at least once every other month (if not monthly) to work with colleagues.
- I would prefer to be in the office, but don't want to live where the offices are!
- I'd love the option to cowork so I could remote work wherever I want but not always at home. There's something to be said about getting out of the house.
- Part time, remote only
- Remote but occasionally non-remote.
- Remote with onsite presence every ~6 weeks
- Remote with quarterly on site team building. Also monthly client travel.
- Researching fall/winter part time co-working space close to Cadillac or Lake City area.
- Return to the office
- Snow bird. Fully Remote in summer. Hybrid in winter at other residence



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

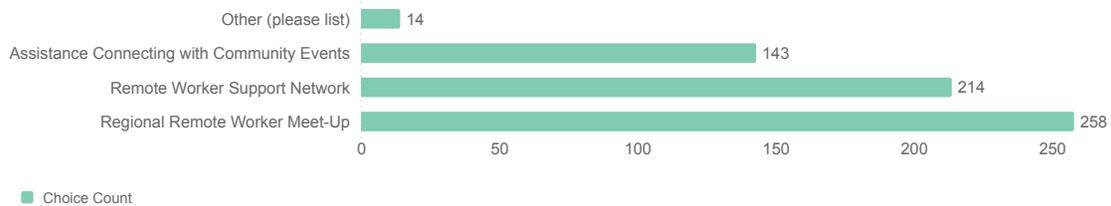
545 Responses



Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. -

Selected Choice

399 Responses



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Q17\_4\_TEXT - Other (please list) - Text

10 Responses

- Low cost private office or meeting room for occasional meetings with clients.
- I am involved in my local community through 3 events/orgs
- In Person Meetings
- Freelancer Rights Advocacy
- This is the only downside, it's difficult to have a professional network locally - I'd live to interact with other professionals in the area but don't know how to find them.
- It depends on the metro locations
- Remote work only job fairs
- Nothing formalized in terms of a group. I make an effort to work with my local Professional connections.
- Remote workspace in Cadillac
- I would enjoy updates on the rail system Looking forward to this access





## 2025 NW MI Remote Worker Survey - Preferences (all responses)

### Q21 - Is there anything else you would like us to know or consider about remote work?

187 Responses

Cross-functional governance committee (IT, Legal, Business Units).

Set strict work hours and use a physical boundary (e.g., close the home office door) to signal "off duty."

Snowblower (1,200), generator (1,200), generator (800), and a 4WD vehicle (non-negotiable) add up.

: Jobs requiring collaboration (e.g., creative brainstorming) or physical presence (e.g., lab work) face bigger hurdles.

Access to global talent

Accidental invisibility

Accountability is a challenge but can be overcome.

Additional equipment support or backup is good too

After years of remote freedom, re-entering traditional office environments (even briefly for meetings) can feel alien. You'll notice inefficiencies you once tolerated—like 2-hour status updates that could've been a Slack thread.

As someone in a leadership position with a fully remote staff, I appreciate many things about remote work both personally and professionally. I take personal responsibility for prioritizing and nurturing relationships between my staff members. I have reworked the meeting structure to emphasize the importance of relationships. We have all-staff meetings with members from all the teams that report to me 3-4 times per year that are intentionally planned to be highly engaging and promote relationship building. I encourage and give paid travel time for members to meet with one another face to face, I hold on and off-site strategic planning retreats for my leadership team and encourage my managers to do the same with their teams. Our organization does not pay for these opportunities. We make it happen and "work" because we so value our remote work privilege.

Asynchronous work unlocks global potential: Mastering intentional communication (clear documentation, scheduled updates) allows teams across time zones to thrive without constant real-time meetings, boosting efficiency and inclusion.

Availability of a co-working space with connection to entrepreneurial support services is important to me.

Balance transparency with boundaries.

Best working arrangement I ever had. Never want to go back to an office.

Boundary and productive education is helpful for those who don't possess the skills naturally.

Building a company culture that supports remote work, including social opportunities that are remote (such as Airbnb Experiences, shared cooking classes or happy hours, or annual company retreats) solves almost all the problems with being remote. You don't have to feel unconnected or alone -- company culture can solve it and build strong bonds.

Clear and regular communication is crucial for remote teams

Clear communication and trust are key to making remote work successful.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Clear communication during work

Climate Adaptation: Survival Challenges Behind Beautiful Scenery

Co-working spaces are essential for remote workers, especially in Harbor Springs where there are not a lot of coffee shops.

Communication efficiency issues Pain point: Asynchronous communication (such as email/Slack) may delay decision-making, especially when collaborating across time zones. Research: GitLab survey found that 42% of remote teams believe that "information asynchrony" is the main obstacle

Companies should trust their employees

Companies that offer.

Company culture might suffer without face-to-face.

Convenience of Employer tax is really doing a number on some folks like me who are getting double taxed.

Cost savings and less sick days used. On the flip side some employees are less productive

Digital presenteeism

EY has offices all over the US but the closest is Detroit. If I couldn't work remotely, I'd have to move from TC or quit—and I don't really know which I would do.

Efficiency improvement and cost optimization: Employee commuting time is converted into productivity, and global research shows that the average work efficiency has increased by 13% (Stanford Research), while companies have simultaneously reduced office space and energy consumption expenses by 30% -50%; Enhanced Talent

Competitiveness: Breaking geographical limitations to attract top talents from around the world, reducing enterprise turnover rates by 30% (SHRM data), while flexible systems improve employee satisfaction and innovation potential.

Employee compensation in Emmet County is a joke. I believe anyone with an opportunity to take a remote position while living here should, as they'll make at least 20% more salary.

Enterprises should regularly communicate with remote employees to understand their needs and challenges, and provide timely assistance.

Ergonomics Require Investment: Prioritizing proper chairs/desks prevents long-term physical strain.

Find an effective way to monitor and evaluate employee performance

Find some people who are willing to travel

For an introvert like me, it's the best thing ever. My mental health has never been better. I didn't know I could be this happy while still working. I thought that retirement was my only escape, but it turns out that what I needed was remote work.

For many of us, working remotely is the only way we can live in TC. There just aren't enough jobs here, and if I lost my current role I know I would not be able to replace my income locally. That can be stressful.

For me, I have summer housing so it works. If I had to live here year-round, I would find housing to be too expensive.

Great for mental health

Helps the environment!



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Hidden costs: How remote work is reshaping local economies

Highly appreciative of being offered

Home office setup impacts health & performance: Organizations should support ergonomic assessments and essential equipment (monitors, chairs) – poor setups lead to physical strain and productivity loss long-term.

How beneficial it can be for the environment and mental health of those who do remote work.

Hybrid is the Future . Many companies now prefer hybrid models (2-3 office days/week) for balance.

I also choose to be remote with my company when we moved to Traverse City because all of the local in-person opportunities I found were as low as half the salary of what I was making, but the cost of living here is equal to or greater than where we moved from (Flagstaff, AZ)

I also like how the management handled things

I am a freelance designer working for myself, and I also work remotely for another company located in Lake Ann. All of my contact is email/slack/google meet with clients and collaborators. Its necessary to volunteer or work with community orgs to see people and be able to be seen, for my own networking and marketing myself for projects.

I am a semi retired consultant

I am more efficient working remotely

I believe remote work is beneficial, far outweighing the pros of in-person work. Especially because my husband and I have always wanted to live in Northern Michigan, but our fields were going to be hard to have longstanding careers up here. Remote work allowed us to move to our dream life, truly.

I could not live in Traverse City and work in my industry if I was not able to work remotely. There are no research organizations doing what I do in NW MI.

I find I'm far more productive at home than in office as I'm not constantly interrupted

I get more done working remotely because I don't get interrupted as often

I get so much more work done when at home than in the office! Less distractions and formalities that take up time

I have no desire, nor would I consider, going back to working out of an office.

I love being able to live where I want to live... Which for me is back to being near aging parents, near the woods and lakes, and where my kids have the freedom to explore the world 'up north'

I question why more employers don't get on board with remote work. Especially employers who can't afford to pay the best wages or offer decent benefits. Most everyone I know would be willing to settle for lesser wages/benefits for the privilege of working from home.

I think it is a great option and opportunity for Michigan to bring in remote workers with potentially higher salaries, meaning they contribute to the local economy

I think it's important to find a balance with clear boundaries, so work doesn't spill into personal time too much.

I think productive remote work depends 100% on the type of work and the person doing the work. It's not for everyone and not for every kind of work. But I believe it should be an option that is available at least on a flexible/hybrid basis.

I think remote work is the best



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

I wish more companies would truly embrace it and allow their people to work the way they know best for their overall health

I wish there was a way to meet other remote workers locally.

If an employee is not customer-facing and is solely responsible for his/her/their work tasks and doesn't need to be present to make decisions, all employees should be allowed to work at home. There are too many insecure, old-fashioned employers who are afraid to give employees wide latitude to work on their own, especially MAGA believers!

If one works on a team, as I do, there are costs to not having the team in the same space at the same time. Our team struggles to compensate for these losses (lack of interaction, hard to instill company culture, difficulty passing knowledge to younger team members). It's tricky to coordinate team schedules while trying to offer everyone flexibility. Also, for younger staff right out of college, some are expecting hybrid schedules and have never worked a professional job in person- and don't realize the benefits that come with working together as a group, so they don't necessarily appreciate the compromise.

If the grid collapsed tomorrow, does your remote work skill translate to tangible value here? Coders: Could you troubleshoot a dairy farm's milking bot? Writers: Would the local paper pay for a story on ice-fishing traditions? Designers: Can you make a killer trail map for the Chamber of Commerce?

Important to have regular check-ins with team.

Improve internet speed.

Improve means of communication

Increase payment

Increase productivity without office distraction

Intentional Communication Matters: Over-communicating progress or challenges prevents missteps in virtual settings.

Intentional culture-building is non-negotiable: Replicating office camaraderie virtually demands deliberate effort – structured virtual socials, recognition rituals, and fostering "digital body language" are essential.

Internet in the country makes online schools very frustrating. It's only available to kiss in bigger cities.

It allows for certain luxuries, like being able to schedule doctor appointments as build my schedule around them. It can be challenging working with people in different time zones, as hours can extend outside of the standard 9-5.

It can be successful though it takes additional intentional steps. My company has been remote since it started in 1999. One of the key things we do is recruit people in geographic areas where other staff are located, primarily Traverse City and Columbus, Ohio (the exceptions are mostly those in sales roles that need to be in other geographic areas for job duties).

It has genuinely improved my life for the better. I've been able to move to northern Michigan, improve my health and spend more time with my wife.

It has greatly improved my life.

It has made my life significantly better and I am much happier.

It is a nice option, and I appreciate my employer offering it.

It is not for everyone. You need to be motivated to do the job and do it well, and be able to ignore distractions. A dedicated workspace is important.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

It looks different for everyone at every company! Some people are glued to their computers, others have the ability to work unique hours when they want with more flexibility. Also, my past two companies have been in the healthcare sector, and surprisingly healthcare is very remote-friendly

It looks easy, but it's actually as stressful as non-remote

It reduces hazard.

It seems everyone understands it now, whereas pre-pandemic everyone smirked or asked me for an "easy job."

It would be helpful to provide more support for setting up ergonomic home workspaces and maintaining team connection virtually.

It's a great perk, I think personal interaction with co-workers is important, but 1 or 2 days a week away from our desk is refreshing.

It's not for everyone. Managers and company leaders need training in the right kind of workplace culture that will support and elevate remote work and workers. Managers without training and companies with toxic culture will ensure that remote workers get isolated and that they constantly waste time. I have worked for 5 companies since starting remote work in 2006. Company culture and leadership training make all the difference whether remote work is successful or not.

It's such a beautiful place to live and work remotely. However it can be very isolating, particularly if you live outside of the 'city' of Petoskey or Boyne Falls I think. Remote work spaces or even just meet ups for younger (30s) remote workers or people in that age range in general would help connect the community.

It's the best I can think of

It's healthier for a lot of people, especially with mental health in the workplace

It's a great option, especially for lawyers - I love not having to spend time driving to court, paying for parking, wasting time waiting for my case to be heard, etc. Also, remote court appearances mean far fewer scheduling conflicts, which allows cases to move more quickly.

It's better than all other forms of working

It's crucial to set clear boundaries and invest in tools for effective communication and mental health support.

It's crucial to set clear boundaries and invest in tools for effective communication and mental health support.

It's not for everyone, there are people who will thrive and there are people who will be miserable. IMO someone is thriving when they're able to integrate into the community v just living somewhere.

It's the future

I've really enjoyed remote work. I'm more clear headed, don't have to spend on gas, groceries, etc.

Just that we need more events to connect remote workers in our area. Especially with the younger crowd as the population is growing here but I feel we're missing that connection with our community and peers

Local Engagement: Volunteer, join clubs (e.g., Traverse City's art or fishing groups), or attend town events to build roots and avoid feeling like an outsider. Hybrid Networking: Attend regional industry meetups (e.g., Grand Rapids tech events) or virtual forums to balance local and professional connections.

Local jobs do not pay very well so I think you are forced to go to a larger employer and be remote in order to live well in Traverse City.

Many people work remote but can't work from home due to wifi accessibility issues



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Many remote positions want you to be close to a major airport for necessary travel. Some won't consider remote workers in Northern Michigan because of the cost of airfare. Marquette and Houghton are quietly becoming remote hubs. Should NW Michigan collaborate with the UP on advocacy (e.g., unified broadband grants)?

More co-working spaces offering drop-in childcare would be an amazing asset to Traverse City that I think many remote workers would utilize. When my kids were younger, I would get a YMCA membership when my kids were younger just to have 2 hours of Child Watch because that was the only affordable childcare option that made working as a mother of young children feasible for our family.

More out of curiosity, but I'd love to know the positive and negative impacts of COVID-19 pandemic to the regional economy as it relates to salaries (average), home prices, and general career opportunities. I've suspected this to be a mixed bag, but if there is a study or information I could be pointed to, it would be appreciated. Thank you!

My company studies work, as we manufacture office furniture, and our studies show employee satisfaction goes up when flexibility and choice are supported.

Need strong home internet and tech support.

Needs self-discipline + clear communication. Companies should support culture; individuals need a workspace and prioritize mental health to avoid burnout.

Not ideal for all job types or personalities.

Office spaces are so distracting overall. I feel the need to co-mingle with coworkers and on average waste 1-2 hours a day with side projects that would not have been assigned to me. I have better time management and a more agenda-driven day when I work remote and block my time to get the things I need done without outside distractions.

Our company has done a mediocre job maintaining the culture we had in office, but tries with frequent in-office lunches. Leadership rarely shows up to these. It definitely dehumanizes my coworkers to some degree.

Overemployment risks

Pay localization

People need to be willing to work w/o being babysat

People should be able to make decisions on what works for them if they are great employees. Hybrid or full remote.

Permanent transplants often seek schools/healthcare—could this pressure rural systems? (See: Charlevoix's clinic wait times.)

Physical Setup: Invest in ergonomic furniture (e.g., adjustable chairs, standing desks) to avoid chronic pain, especially if working long hours in a cabin or small home. Mental Health: Proactive strategies (e.g., virtual therapy, daylight lamps for winter) combat isolation or seasonal affective disorder (common in Northern Michigan winters).

Pods to limit distractions is preferred environment

Promote remote work in Traverse City as a hub

Proximity bias is a silent threat: Leaders must actively combat the unconscious tendency to favor in-office or co-located employees through equitable project allocation, visibility, and promotion practices.

Real estate paradox

Regular virtual check-ins and clear boundaries around work hours can greatly improve the remote work experience and help mitigate feelings of isolation.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Reliable internet is critical

Reliable internet is key

Remote culture won't build itself—it needs structured rituals (e.g., virtual coffees, async celebrations). Documentation and transparency become non-negotiable (no more "I'll just ask Bob at his desk").

Remote work has a negative impact on culture.

Remote work has allowed me to deliver strong outcomes for my firm and our participants while maintaining the flexibility to pursue my personal and professional goals. That said, it's most effective when paired with intentional efforts to stay connected. I believe success in a remote role hinges on clear communication, proactive visibility, and measurable results

Remote work highly depends on stable network and proper equipment. Also, it's necessary to pay more attention to team - building activities to maintain team cohesion.

Remote work is a phenomenal way to not let geography limit your ability to attract and retain top talent. Successfully working remote does take discipline and extra considerations and effort you simply do not have to make when you work regularly out of an office. If I leaved near the office, I would likely choose to go in at least 1/week; it is nice to see people and connect. I currently live 4.5 hours from the nearest office and 100/100 times I would choose to be able to live where I do (and deal with some of the negative parts of working remote) vs. having to relocate back outside of Northern Michigan.

Remote work is a wonderful option and it's a shame many organizations are forcing workers to shift away from it right now. I expect this mentality to phase out as Boomers pass the baton to Gen X and Millennial workforce in the years to come.

Remote work is becoming increasingly more valuable and available to professions. To not include it in a work environment (in most cases) could lead to significant obstacles for a business.

Remote work is not a new concept.

Remote work is not for everyone, and isn't as glamorous as it may seem. It takes a lot of dedication and discipline, and can add additional hurdles to your position that wouldn't be present if working on-site. It's crucial you work for a great company when working remotely - the support needs to come from both directions!

Remote work makes working possible for folks who would otherwise be unable to contribute. Remote work is a huge benefit to our communities, bringing skills and perspective from members of our communities otherwise excluded from contributing to our economic success as a region.

Remote work only works for certain careers and it's the only way that I can have a full-time job until my children are older as my husband has a career that he can NOT do from home. One of us has to have a more flexible schedule as the "default parent." That said, one day that I'm on the road and in meetings, he's able to work with his employer to be more available and close by. In a world where both parents are working, FLEXIBILITY is the #1 things we need as employees in order to maintain that work-life balance.

Remote work seems to require a more intense tech stack to learn and utilize for my role

Remote work suits self-starters. Companies should provide mental health resources and clarify expectations for availability.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Remote workers can benefit from more temporary workspace access. While there is a rentable meeting space available in Petoskey that you can pay \$20 daily to use, libraries, local colleges, etc., if a organization is for profit the rules for utilizing the space are complex. I need to meet with clients privately on occasion. Due to zoning rules regarding my home business, they cannot come to my home. Commercial office space is expensive and I don't need it more than once or twice a week for up to an hour. It would be awesome to have the option to rent a private office at a reasonable rate.

Remote workers have a range of schedules! With host companies based around the world, not all local remote workers work traditional business hours. It would be great to have more opportunities to connect in the morning or at other alternative times. We want to feel connected to community! Within the nonprofit community in particular, many connection opportunities are geared specifically toward employees who are impacting local initiatives. Remote workers have valuable skills we would like to share if there's room at the table. Similarly, programs like Grand Traverse Connect, the Leadership Institute and more feel inaccessible as a remote worker supporting an out of state company. I would love more opportunities to engage and learn how we can better support local initiatives and be a part of the local professional community.

Remote workers need the same things as everyone else. Affordable housing, affordable child care, and well supported community services. This survey is absurd and a waste of money.

Requires clear communication protocols.

Saves one a lot of energy and time which could be wasted going to work physically.

Self-discipline and time management

Should be more opportunities.

Since Covid, people have been more kind. People find new ways to work and customers aren't as serious.

Since office buildings are sitting empty, can we please create housing? Also, rural broadband!

Social Rituals Need Effort: Virtual coffee breaks or team games replicate office camaraderie

Solid internet connection would entice more remote workers to the area. Currently I use Starlink but not viable for everyone due to high start up costs for equipment and physical clearance needed for reliable, continuous connection.

Sometimes difficult to separate work from home life.

Spreading awareness of it's existence is crucial.

State Tax Rules: If your employer is based in another state, you may face dual tax filings (e.g., Michigan has a 4.25% income tax; some states tax remote workers differently).

Summarize recent findings from these journals (if publicly available).

That there is negligible possibility of this full-time remote work policy being rescinded is one of my top reasons for not seeking another job.

The "Quiet Crisis" of Remote Work

The ability to work remote is the only reason I am able to support my family, afford my bills, and consistently meet my work deadlines. It is essential.

The benefits for the companies and the employees being remote workers far outweigh the negatives but making time to have occasional in person connections is still so important for most! Whether that's the companies we work for providing those opportunities or if it's our own selves finding opportunities to have in person connections with people outside of our home offices after we clock out.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

The cost savings and productivity of remote work should be support and considered for all companies looking for a competitive edge with talent and associated cost savings.

The media portrays remote workers as people with full flexibility, working on laptops in coffee shops, working for tech startups. That is only the loud minority.

The office environment affects physical and mental health. - Working from a sofa or bed for a long time is prone to cervical spine problems. Surveys show that the incidence of low back pain among remote workers is 23% higher than that of offline workers.

The proactive construction of employee

The remote workers I know oftentimes are parents so our schedules are busy. Remote work provides for us to attend school events but we often need to work later at night. so if we do events, having childcare or kid activities too would be needed.

The variety in my work week is excellent for my overall well being.

There's so much regional knowledge passed by word of mouth when you're working - someone started renting out their loft, somebody is taking a sewing class, someone is working at the animal shelter and has the perfect dog - and these are the things I miss. I'm naturally quite introverted so if I haven't actively committed to helping someone with something, I'm not likely to go. Being more aware of community engagements would be lovely.

Third spaces vanish

Time zone colonialism

Use of modern facilities

Use of modern facilities

Video call dysmorphia

Virtual Watercooler Matters , Chat channels for non-work topics boost team connection.

We all proved during COVID that we can work effectively remotely. Those who force people to come into the office after proving that the work can be done remotely just show how little their workplace trusts them as working professionals. Hybrid is an option when the occasion calls for it. Some jobs (healthcare, teachers in the classroom) cannot be or are extremely difficult to do remotely. But at the end of the day, a successful remote work position is about trust and respect.

We must improve and lower the cost of rural internet access.

When locations such as ours or Marquette become desirable hubs for remote work, the long term effect is also a surge in home and rentals pricing. It's inevitable and connected.

While my contract with USDA ended in February, I worked for them part-time for 5 years through a contracting service aimed at finding jobs for workers over 55. Remote work was great for older, experienced workers who want to concentrate on the work at home.

Why are some companies forcing workers to more on-site days recently? If the answer is only "so we can keep better tabs on them and make sure they're really working"- that doesn't seem like a good enough reason.

Will never not work remote

Wish there was more remote jobs

Without remote work I would be spending thousands per month on childcare. With work flexibility I can raise my children while also getting all work done.



## 2025 NW MI Remote Worker Survey - Preferences (all responses)

Working from home may require purchasing equipment such as ergonomic chairs and dual monitors, which can add up to a significant expense in the long run.

Yes improved wellbeing

You have to be very intentional and creative to connect digitally with others who cannot meet in person. For roles that learn from hearing/listening to others in close proximity, it can lengthen onboarding and stifle the learning curve. With all of that, I appreciate remote work from our little community that offers opportunity to learn and work with others from diverse backgrounds around the globe.

You need a very good internet connection. Some places do not have that.

flexible, remote-first work is essential for the future. requirements for in-office a certain number of days per week dilutes the essence and point of a remote-first, future-focused workplace. smart companies know the best employees and teams are leaders who enjoy the freedom, trust, and autonomy of working in their zone of genius from wherever and whenever that is. the best companies also provide ample opportunities for remote workers to connect regularly through social meetups, company offsites, and monthly or quarterly happenings to engage and connect with fellow teammates. look at the benefits and perks offered by the best remote companies. understand them fully to understand what success in remote work looks like: <https://basecamp.com/handbook/benefits-and-perks>

no high speed internet = no remote work, so it is a limiting factor in parts of the region

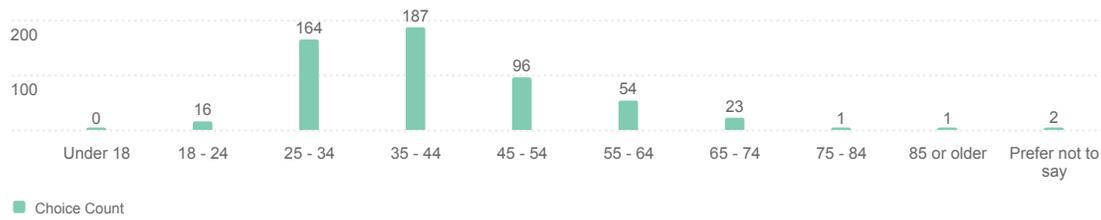
the first year i worked remotely i was concerned about double taxation (both NY state and MI taxes), but am grateful that MI credits for taxes paid elsewhere



## 2025 NW MI Remote Worker Survey - Geography & Demographics (all responses)

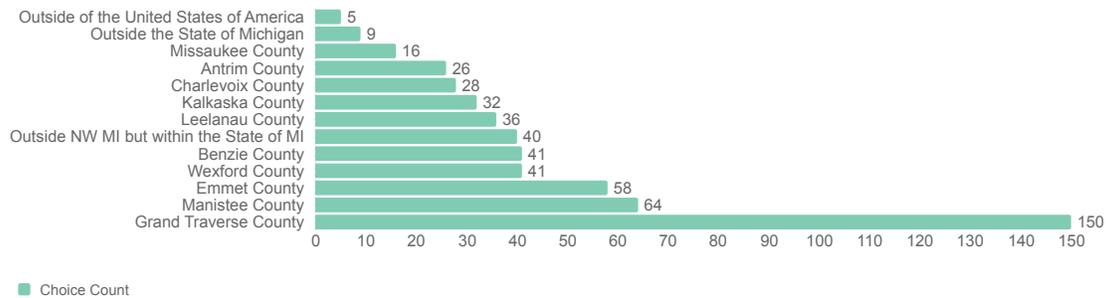
Q27 - Which of the following age range do you fall into?

544 Responses



Q22 - Where is your primary residence located?

546 Responses



## 2025 NW MI Remote Worker Survey - Geography & Demographics (all responses)

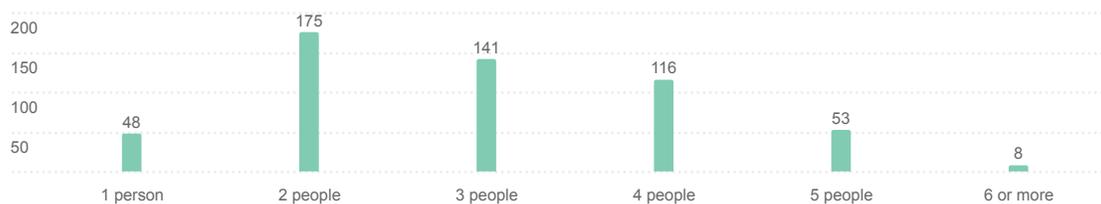
Q24 - How long have you lived at your primary residence?

544 Responses



Q28 - Which of the following describes the number of people, including yourself, living in your household?

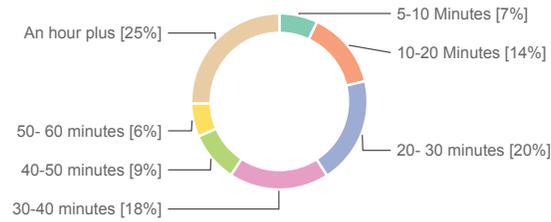
541 Responses



## 2025 NW MI Remote Worker Survey - Geography & Demographics (all responses)

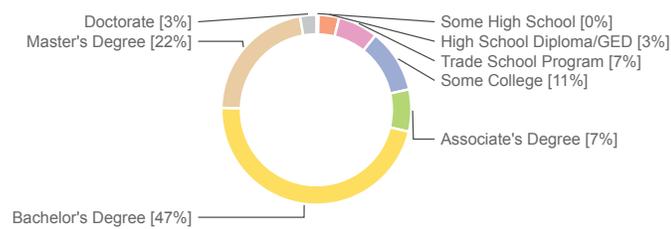
Q18 - If there was no remote work option, what would your average daily one-way commute be?

540 Responses



Q29 - What is your highest level of educational attainment?

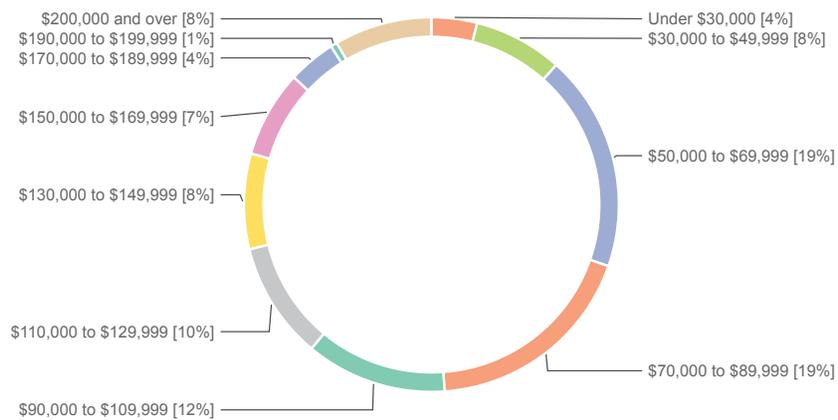
543 Responses



## 2025 NW MI Remote Worker Survey - Geography & Demographics (all responses)

Q30 - Which of the following best describes your total annual personal income before taxes?

534 Responses



# Appendix B (Remote Worker Focus Group Summary)

## Northwest Michigan Remote Worker Focus Group Sessions

Networks Northwest Community Development department staff facilitated four in-person focus group sessions with remote workers in the summer of 2025. The sessions were held in partnership with the region's four key economic development organizations (EDO's):

- [Northern Lakes Economic Alliance \(NLEA\)](#), serving the counties of Antrim, Charlevoix, Emmet (and Cheboygan County, which is outside Networks Northwest's service region). This session was held on June 30, 2025 at North Central Michigan College with three attendees in person and eleven online (via Zoom).
- [Alliance for Economic Success \(AES\)](#), serving the greater Cadillac Area of Wexford and Missaukee counties. This session was held on July 16, 2025 at the Cadillac Area Chamber of Commerce office, with eight people attending.
- [Manistee Chamber of Commerce](#), serving Manistee County. This session was held on July 29, 2025 at West Shore Community College, with 11 people attending.
- [Traverse Connect](#) (which merged with the Traverse City Chamber of Commerce), serving the counties of Grand Traverse, Leelanau, Benzie, Kalkaska and Antrim. (Note: The entrepreneurial support organization, 20Fathoms, also helped promote this event). This session was held on August 25, 2025 at the Traverse Connect office, with 14 people attending.

The objective of these sessions was to supplement the information obtained from the online remote worker survey with more qualitative data provided by remote workers in the region. Participants were asked to share their experiences, preferences, challenges, and aspirations regarding remote work, and were also asked to compare the positive and negative aspects of remote vs. fixed-site (in person) work scenarios.

The sessions were advertised by Networks Northwest and the EDOs through postings on their organization's websites, social media accounts, and emails to chambers of commerce, businesses, and libraries. Those interested in participating were requested to RSVP for the events. The findings are summarized below, with detailed session summaries provided in the Appendix of this report.

## Summary of Focus Group Feedback

### Benefits:

Flexible Schedule: Allows for multi-tasking, a reduction in the amount of paid time off (PTO) used, and more time for family, pets, home responsibilities, exercise, and community volunteering.

Efficiency and Productivity: Personal savings of money, time and less stress without a commute (especially when travel is not needed in bad weather). A personalized, controlled and quiet space with minimal interruptions results in increased focus and productivity, especially for virtual meetings with clients. Key Performance Indicators (KPIs) are quickly achieved. A sense of co-worker autonomy, where people have to rely more on themselves than others to complete projects, can result in a more proportionate workload per person.

Improved Well-being: Contributes to better mental health and increased personal comfort (can wear what you want, eat healthier, private work space), more time to sleep. Better work-life balance and mental health. Greater feeling of accomplishment at the end of the day. Less overall work stress.

Business Adaptation: Enables companies to be more agile in responding to disruptions and provides access to diverse opportunities through global collaboration.

Career and Skill Development: Offers broader job opportunities with better pay than locally available jobs. Use of technology promotes digital literacy skills.

### Downsides:

Social and Cultural Impact: Leads to loss of work culture and team cohesion, and isolation/loneliness.

Work-Life Boundary Issues: Can be challenging to stay on task due to home distractions and difficulty in setting boundaries with work calls, emails, texts, etc. being ever-present. Food in the kitchen is too accessible.

Technological Challenges: Tech use fatigue, slow internet speed, IT issues, lack of broadband in some areas, IT security risks, and too many channels/methods of communication.

Place-Based Challenges: Working with others in different time zones.

Communication Challenges: People may not respond/participate in virtual meetings like they would in person. It's difficult to hear in-person meeting participants through a virtual call and the virtual meeting participant can feel like their presence in the meeting has been forgotten. It can also be difficult to perceive the intent and emotions of another person when engaging virtually. It's not as easy to brainstorm or problem solve with a team virtually. Can't just pop into someone's office if you need a quick answer to something.

Management and Development: Difficulty in managing worker performance, trusting workers to be productive, and witnessing and recognizing a remote employee's efforts. Developing workflows that are "remote first" is a shift in thinking. Some employees do require in-person management.

Productivity Challenges: Sometimes increased productivity from working remotely results in either the employee looking for busy work to do, or results in just more work responsibilities immediately put on them after achieving goals. Some "hands-on" tasks cannot be completed remotely.

Career Visibility: Potential disadvantage for remote workers competing for promotions with in-person workers who are "seen" more.

Monetary Concerns: The "convenience of the employer" rule can result in some employees having to pay taxes in two states if they reside in a different state from their employer's location. Some employees receive inconsistent funding for their travel to the office.

### Opportunities to Improve

Employer Benefits: Offer internet payment assistance, better equipment, an equipment allowance (printers, scanners, ergonomic chair, second monitor, stand-up desk, etc.), more intuitive software tools, and IT support. Offer more remote days if working a hybrid schedule. Offer payment assistance or reimbursement for use of rentable conference rooms to hold meetings with clients, or to use co-working spaces. Provide benefits similar to those for in-office workers.

Communication: Foster a supportive company culture, implement daily/weekly check-ins and feedback, and utilize flawless communication platforms. Emphasize the need for employee accountability and self-

discipline to complete work. Increase employer/employee education and awareness about remote work models and opportunities. Balance the number of virtual meetings with in-person meetings. Provide tech seminars on remote work collaboration methods and tools.

Management & Development: Prioritize onboarding training to set expectations, encourage creating dedicated workspaces, and promote clear work/life boundaries. Have contingency plans in place in case of power outages. Provide metrics for remote worker career progression. Provide clear expectations related to any required travel for remote workers. Increase remote worker staff to cover the workload in an area where a company does not have office space.

Work Environment & Networking: More affordable co-working spaces that are open early/late. Need additional co-working spaces in the Greater Cadillac and Manistee areas. Support opportunities for remote worker networking and collaboration, such as monthly coffee meet-ups, luncheons, business events. Allow and support remote employees to work in co-working spaces to foster in-person community connections.

### Comparison of Worker Perspectives

Remote Workers: Describe a comfortable, flexible, personally-controlled and quiet work environment, often at home with views of nature. Activities such as dog walking, exercise, home chores, and personal appointments can be scheduled into the work day. The lack of a commute results in valued savings of time, money, vehicle wear and less stress. Productivity and focus levels are high. People can lose track of time during the work day. Work can also be brought along during vacations if desired. Complaints include having constant communications all day via text, online chat, emails, calls or virtual meetings, and difficulty stopping work at the end of the day.

Non-Remote Workers: Experience fixed and structured work hours. Complaints include increased personal expenses, more stress, more mental energy expense, long commutes, decreased productivity due to frequent distractions, unpleasant environments (office noise, cold temperatures, lack of privacy, shared bathrooms, lack of sunlight and fresh air), working late to catch up on work because of delays from interruptions during the day, being “watched” by HR/Accounting, experiencing office drama/politics, being forced to take breaks or not having enough time for breaks, going through building security checkpoints, conference room booking issues, and lack of a flexible work schedule leading to difficulties in balancing personal obligations.

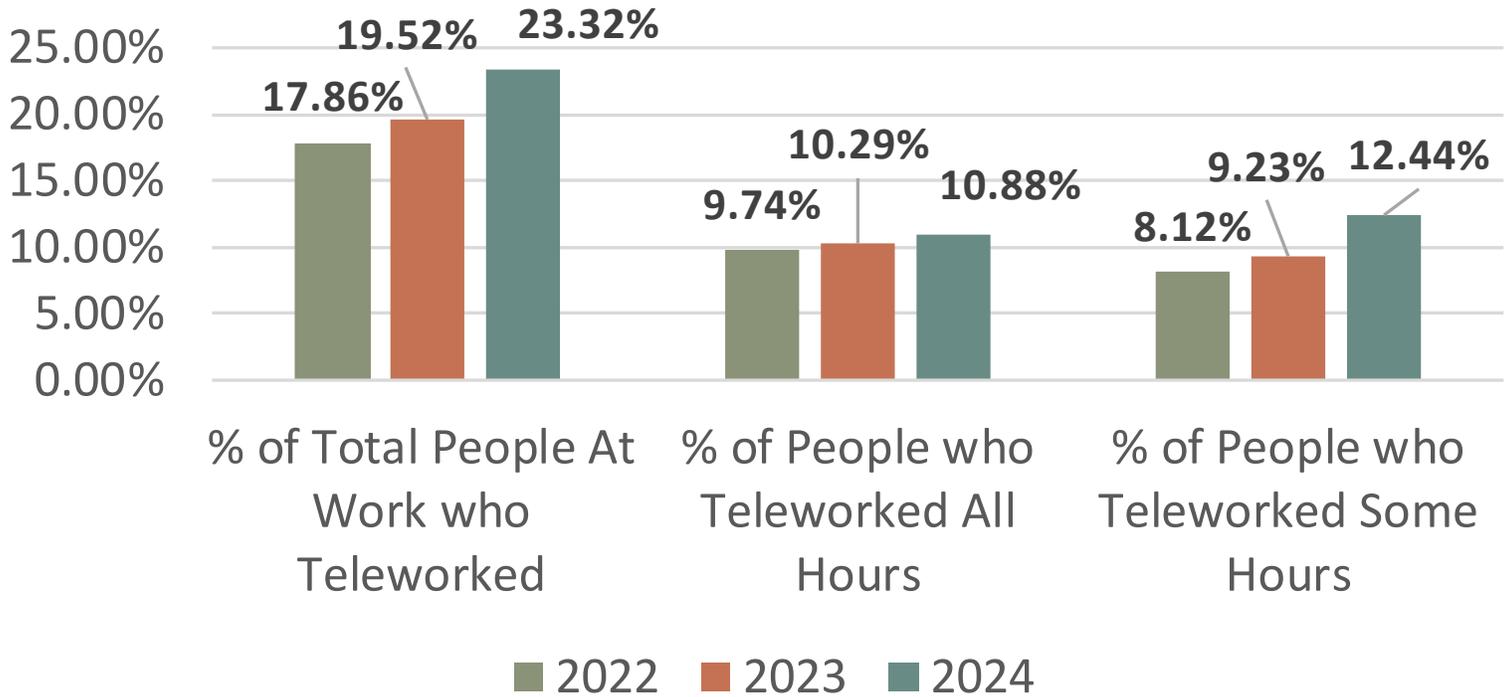
They note benefits of being able to collaborate, problem-solve, network, brainstorm and communicated more easily in-person; enjoying company perks such as an on-site gym, cafeteria or free coffee or lunch; and leaving work behind when they go home.

## Appendix C (Bureau of Labor Statistics) (Current Population Survey - National Teleworker Data)

The following data was gathered from the Bureau of Labor Statistics (BLS) 'Current Population Survey' which is administered to a statistically representative group nationally. The data provides insight into national remote worker status.

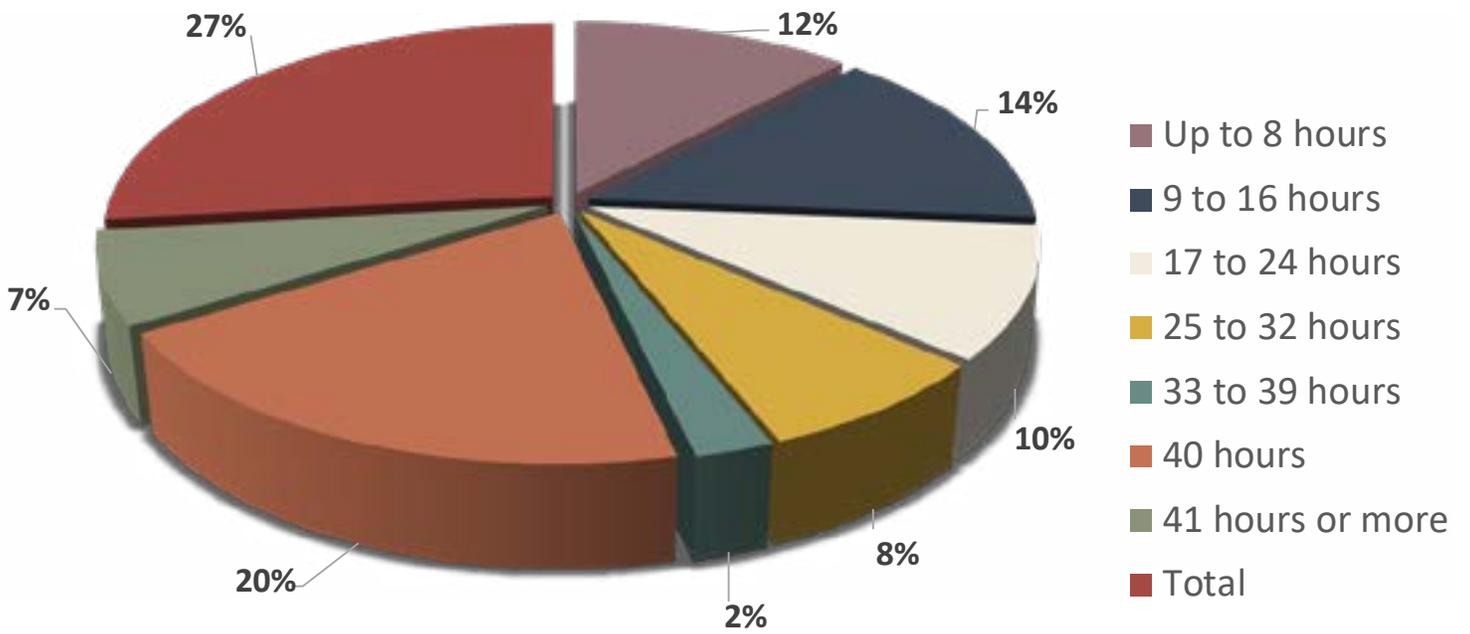
Trends were developed by computing year over year change to remote worker percentages for occupations and industries for the years 2022, 2023, 2024 and 2025. Additionally a trend depicting change from 2022 to 2025 was developed. These trends provide insight into the growth or decline of remote worker percentages for occupations and industries in the U.S.

### Estimates of Remote Workers in the U.S. (Total Teleworkers)



*\*Data from the Bureau of Labor Statistics  
Current Population Survey, 2022, 2023, 2024*

### Percentage of Teleworkers by Hours Worked Each Week



*\*Data from the Bureau of Labor Statistics  
Current Population Survey, August 2025*

## BLS Current Population Survey Base Data

Characteristic	2022			Percent Change 2022-2023	
	Percent of Teleworkers (Total)	Percent of Teleworkers (All Hours)	Percent of Teleworkers (Some Hours)	All Hours	Some Hours
Total, 16 years and over.....	17.86%	9.74%	8.12%	5.64%	13.70%
<b>Occupation</b>					
Management, professional, and related occupations.....	30.97%	16.42%	14.55%	7.98%	15.97%
Management, business, and financial operations occupations.....	36.50%	19.56%	16.94%	0.96%	13.15%
Professional and related occupations.....	26.83%	14.07%	12.76%	14.18%	17.41%
Service occupations.....	2.89%	1.84%	1.04%	14.45%	53.61%
Sales and office occupations.....	19.37%	11.67%	7.70%	-0.85%	8.83%
Sales and related occupations.....	17.92%	9.37%	8.55%	13.41%	6.18%
Office and administrative support occupations.....	20.68%	13.76%	6.92%	-9.80%	12.02%
Natural resources, construction, and maintenance occupations.....	1.73%	0.54%	1.19%	108.62%	-18.82%
Farming, fishing, and forestry occupations.....	0.88%	0.55%	0.33%	331.38%	79.74%
Construction and extraction occupations.....	1.42%	0.39%	1.03%	69.48%	-12.50%
Installation, maintenance, and repair occupations.....	2.44%	0.81%	1.63%	105.95%	-29.73%
Production, transportation, and material moving occupations.....	1.46%	0.70%	0.76%	46.64%	52.46%
Production occupations.....	1.92%	1.07%	0.85%	89.30%	108.70%
Transportation and material moving occupations.....	1.15%	0.44%	0.71%	-30.78%	2.11%
<b>Industry</b>					
Agriculture and related industries.....	5.18%	3.59%	1.64%	60.06%	81.11%
Nonagricultural industries.....	18.04%	9.83%	8.21%	5.35%	13.53%
Mining, quarrying, and oil and gas extraction.....	10.07%	2.78%	7.29%	-15.86%	-58.79%
Construction.....	5.07%	2.24%	2.83%	27.74%	21.57%
Manufacturing.....	16.33%	7.40%	8.93%	3.32%	20.07%
Wholesale and retail trade.....	10.78%	6.10%	4.68%	-9.18%	7.97%
Transportation and utilities.....	8.41%	3.12%	5.30%	39.22%	-22.16%
Information.....	45.37%	27.40%	17.97%	11.30%	-5.47%
Financial activities.....	43.60%	24.05%	19.54%	1.93%	10.08%
Professional and business services.....	39.46%	25.55%	13.91%	0.55%	13.56%
Education and health services.....	12.42%	5.95%	6.47%	33.46%	24.75%
Leisure and hospitality.....	6.42%	3.16%	3.26%	-19.55%	6.55%
Other services.....	11.06%	5.36%	5.70%	12.73%	22.21%
Public administration.....	22.59%	10.33%	12.26%	-17.53%	18.65%
Wage and salary workers, excluding incorporated independent contractors.....	17.22%	9.22%	8.00%	2.67%	14.25%
Government.....	14.47%	5.67%	8.80%	13.42%	20.40%
Federal.....	24.69%	11.78%	12.90%	12.89%	18.41%
State.....	17.91%	6.64%	11.26%	3.16%	22.85%
Local.....	7.65%	2.41%	5.24%	18.25%	13.26%
Self-employed workers, unincorporated.....	20.86%	13.61%	7.24%	27.35%	28.53%

\*Data from the Bureau of Labor Statistics 'Current Population Survey', 2022

## BLS Current Population Survey Base Data

Characteristic	2023			Percent Change 2023-2024	
	Percent of Teleworkers (Total)	Percent of Teleworkers (All Hours)	Percent of Teleworkers (Some Hours)	All Hours	Some Hours
Total, 16 years and over.....	19.52%	10.29%	9.23%	5.78%	34.73%
<b>Occupation</b>					
Management, professional, and related occupations.....	34.61%	17.73%	16.87%	-2.49%	26.07%
Management, business, and financial operations occupations.....	38.91%	19.75%	19.17%	8.87%	29.85%
Professional and related occupations.....	31.04%	16.06%	14.98%	-12.17%	23.80%
Service occupations.....	3.72%	2.11%	1.60%	61.88%	26.16%
Sales and office occupations.....	19.95%	11.57%	8.38%	11.44%	49.09%
Sales and related occupations.....	19.71%	10.63%	9.08%	7.35%	42.88%
Office and administrative support occupations.....	20.15%	12.41%	7.75%	14.12%	55.76%
Natural resources, construction, and maintenance occupations.....	2.10%	1.13%	0.96%	38.65%	157.72%
Farming, fishing, and forestry occupations.....	2.98%	2.38%	0.60%	111.30%	-19.50%
Construction and extraction occupations.....	1.57%	0.67%	0.90%	87.75%	173.67%
Installation, maintenance, and repair occupations.....	2.81%	1.66%	1.15%	-8.90%	149.28%
Production, transportation, and material moving occupations.....	2.19%	1.03%	1.16%	37.92%	34.47%
Production occupations.....	3.79%	2.03%	1.77%	2.43%	20.81%
Transportation and material moving occupations.....	1.02%	0.31%	0.72%	216.86%	61.81%
<b>Industry</b>					
Agriculture and related industries.....	8.72%	5.75%	2.96%	82.27%	19.99%
Nonagricultural industries.....	19.68%	10.35%	9.32%	5.15%	34.66%
Mining, quarrying, and oil and gas extraction.....	5.34%	2.34%	3.01%	152.96%	271.00%
Construction.....	6.29%	2.86%	3.44%	45.60%	89.18%
Manufacturing.....	18.37%	7.65%	10.72%	5.41%	14.23%
Wholesale and retail trade.....	10.60%	5.54%	5.05%	19.44%	49.65%
Transportation and utilities.....	8.47%	4.34%	4.13%	-6.01%	73.61%
Information.....	47.48%	30.50%	16.99%	-10.77%	58.48%
Financial activities.....	46.03%	24.51%	21.52%	17.66%	25.34%
Professional and business services.....	41.48%	25.69%	15.80%	-2.06%	29.15%
Education and health services.....	16.01%	7.94%	8.07%	-8.33%	34.65%
Leisure and hospitality.....	6.01%	2.54%	3.47%	42.83%	42.30%
Other services.....	13.02%	6.04%	6.97%	22.82%	52.63%
Public administration.....	23.07%	8.52%	14.54%	12.42%	21.58%
Wage and salary workers, excluding incorporated independent contractors.....	18.60%	9.47%	9.14%	3.40%	31.80%
Government.....	17.02%	6.43%	10.59%	0.15%	26.84%
Federal.....	28.61%	13.30%	15.28%	5.79%	39.22%
State.....	20.68%	6.85%	13.84%	12.31%	13.44%
Local.....	8.78%	2.84%	5.94%	-18.23%	43.22%
Self-employed workers, unincorporated.....	26.64%	17.33%	9.31%	21.23%	40.37%

\*Data from the Bureau of Labor Statistics 'Current Population Survey', 2023

## BLS Current Population Survey Base Data

Characteristic	2024			Percent Change 2024-2025	
	Percent of Teleworkers (Total)	Percent of Teleworkers (All Hours)	Percent of Teleworkers (Some Hours)	All Hours	Some Hours
Total, 16 years and over.....	23.32%	10.88%	12.44%	-1.56%	-8.15%
<b>Occupation</b>					
Management, professional, and related occupations.....	38.56%	17.29%	21.27%	-0.88%	-8.29%
Management, business, and financial operations occupations.....	46.38%	21.50%	24.89%	-5.43%	-9.45%
Professional and related occupations.....	32.65%	14.11%	18.54%	3.24%	-7.93%
Service occupations.....	5.44%	3.42%	2.02%	0.81%	9.53%
Sales and office occupations.....	25.38%	12.90%	12.49%	0.93%	-5.89%
Sales and related occupations.....	24.38%	11.41%	12.97%	3.21%	-5.50%
Office and administrative support occupations.....	26.24%	14.16%	12.07%	-0.53%	-6.35%
Natural resources, construction, and maintenance occupations.....	4.05%	1.57%	2.48%	-14.91%	-8.86%
Farming, fishing, and forestry occupations.....	5.52%	5.04%	0.48%	-39.61%	328.94%
Construction and extraction occupations.....	3.71%	1.25%	2.46%	-49.79%	-0.48%
Installation, maintenance, and repair occupations.....	4.38%	1.51%	2.86%	41.32%	-30.83%
Production, transportation, and material moving occupations.....	2.97%	1.42%	1.55%	3.97%	23.16%
Production occupations.....	4.21%	2.08%	2.14%	33.90%	19.05%
Transportation and material moving occupations.....	2.15%	0.97%	1.17%	-36.58%	29.05%
<b>Industry</b>					
Agriculture and related industries.....	13.99%	10.48%	3.56%	-7.95%	-33.46%
Nonagricultural industries.....	23.44%	10.89%	12.55%	-1.47%	-7.98%
Mining, quarrying, and oil and gas extraction.....	17.23%	5.91%	11.15%	13.95%	-39.57%
Construction.....	10.67%	4.17%	6.50%	-28.61%	-0.46%
Manufacturing.....	20.31%	8.06%	12.25%	-9.46%	-5.47%
Wholesale and retail trade.....	14.17%	6.62%	7.55%	-3.36%	-9.84%
Transportation and utilities.....	11.24%	4.08%	7.17%	7.86%	-10.18%
Information.....	54.13%	27.21%	26.92%	-6.21%	-20.79%
Financial activities.....	55.81%	28.84%	26.97%	-9.26%	-1.66%
Professional and business services.....	45.56%	25.16%	20.40%	4.54%	-8.68%
Education and health services.....	18.15%	7.28%	10.87%	-1.29%	-8.91%
Leisure and hospitality.....	8.57%	3.63%	4.94%	-8.91%	-4.93%
Other services.....	18.06%	7.42%	10.63%	-3.75%	-4.53%
Public administration.....	27.25%	9.58%	17.68%	-18.04%	-27.48%
<b>Wage and salary workers, excluding incorporated</b>					
Government.....	19.87%	6.44%	13.43%	-20.38%	-24.29%
Federal.....	35.35%	14.07%	21.27%	-46.22%	-58.09%
State.....	23.39%	7.69%	15.70%	-4.36%	-3.90%
Local.....	10.83%	2.33%	8.51%	-1.56%	-19.37%
Self-employed workers, unincorporated.....	34.08%	21.01%	13.07%	-12.05%	-4.60%

\*Data from the Bureau of Labor Statistics 'Current Population Survey', 2024

## BLS Current Population Survey Base Data

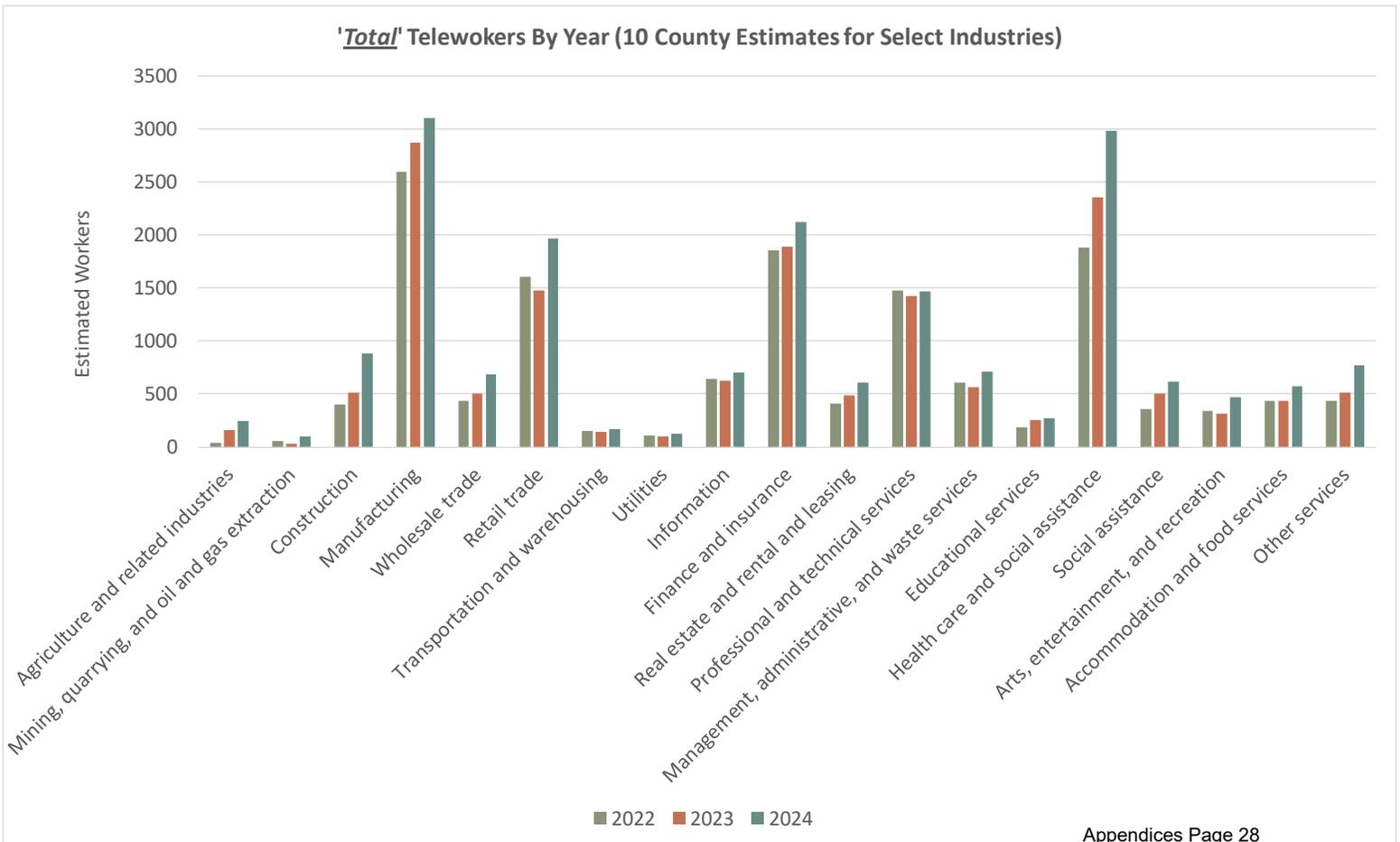
Characteristic	2025			Percent Change 2022-2025	
	Percent of Teleworkers (Total)	Percent of Teleworkers (All Hours)	Percent of Teleworkers (Some Hours)	All Hours	Some Hours
Total, 16 years and over.....	22.13%	10.71%	11.42%	9.99%	40.70%
<b>Occupation</b>					
Management, professional, and related occupations.....	36.65%	17.14%	19.51%	4.37%	34.08%
Management, business, and financial operations occupations.....	42.86%	20.33%	22.53%	3.95%	33.04%
Professional and related occupations.....	31.64%	14.57%	17.07%	3.54%	33.82%
Service occupations.....	5.66%	3.44%	2.22%	86.78%	112.26%
Sales and office occupations.....	24.76%	13.02%	11.75%	11.52%	52.71%
Sales and related occupations.....	24.04%	11.78%	12.26%	25.66%	43.35%
Office and administrative support occupations.....	25.39%	14.09%	11.31%	2.39%	63.40%
Natural resources, construction, and maintenance occupations.....	3.60%	1.34%	2.26%	146.13%	90.70%
Farming, fishing, and forestry occupations.....	5.10%	3.04%	2.06%	450.45%	520.60%
Construction and extraction occupations.....	3.08%	0.63%	2.45%	59.79%	138.31%
Installation, maintenance, and repair occupations.....	4.12%	2.14%	1.98%	165.14%	21.15%
Production, transportation, and material moving occupations.....	3.39%	1.47%	1.91%	110.29%	152.49%
Production occupations.....	5.33%	2.79%	2.54%	159.63%	200.18%
Transportation and material moving occupations.....	2.12%	0.62%	1.50%	39.10%	113.24%
<b>Industry</b>					
Agriculture and related industries.....	12.01%	9.65%	2.37%	168.53%	44.59%
Nonagricultural industries.....	22.28%	10.73%	11.55%	9.14%	40.69%
Mining, quarrying, and oil and gas extraction.....	13.68%	6.74%	6.74%	142.53%	-7.61%
Construction.....	9.44%	2.98%	6.47%	32.78%	128.93%
Manufacturing.....	18.88%	7.30%	11.58%	-1.39%	29.66%
Wholesale and retail trade.....	13.21%	6.40%	6.81%	4.83%	45.66%
Transportation and utilities.....	10.83%	4.40%	6.44%	41.13%	21.39%
Information.....	46.88%	25.52%	21.33%	-6.86%	18.67%
Financial activities.....	52.68%	26.17%	26.52%	8.82%	35.69%
Professional and business services.....	44.93%	26.30%	18.63%	2.95%	33.92%
Education and health services.....	17.08%	7.19%	9.90%	20.77%	53.00%
Leisure and hospitality.....	8.00%	3.31%	4.69%	4.66%	44.15%
Other services.....	17.28%	7.14%	10.15%	33.27%	78.09%
Public administration.....	20.66%	7.85%	12.82%	-24.01%	4.62%
Wage and salary workers, excluding incorporated independent contractors.....	20.66%	9.69%	10.97%	5.08%	37.16%
Government.....	15.29%	5.12%	10.17%	-9.56%	15.61%
Federal.....	16.48%	7.57%	8.92%	-35.78%	-30.91%
State.....	22.44%	7.35%	15.09%	10.81%	33.94%
Local.....	9.16%	2.29%	6.86%	-4.82%	30.79%
Self-employed workers, unincorporated.....	30.96%	18.48%	12.47%	35.79%	72.13%

\*Data from the Bureau of Labor Statistics 'Current Population Survey', 2025

## Appendix D (NW MI Teleworker Employment Estimates)

NW Region Teleworked ALL Hours (10 County Estimates)*			
Industry/Teleworked ALL Hours By Year	2022	2023	2024
Agriculture and related industries	27	104	184
Mining, quarrying, and oil and gas extraction	15	13	33
Construction	178	233	346
Manufacturing	1176	1195	1231
Wholesale trade	217	245	317
Retail trade	948	797	923
Transportation and warehousing	56	85	70
Utilities	39	38	33
Information	388	403	353
Finance and insurance	1068	1036	1151
Real estate and rental and leasing	183	233	257
Professional and technical services	949	875	809
Management, administrative, and waste services	414	363	392
Educational services	72	116	71
Health care and social assistance	1024	1232	1465
Social assistance	190	248	273
Arts, entertainment, and recreation	178	134	221
Accommodation and food services	183	178	193
Other services	210	237	315

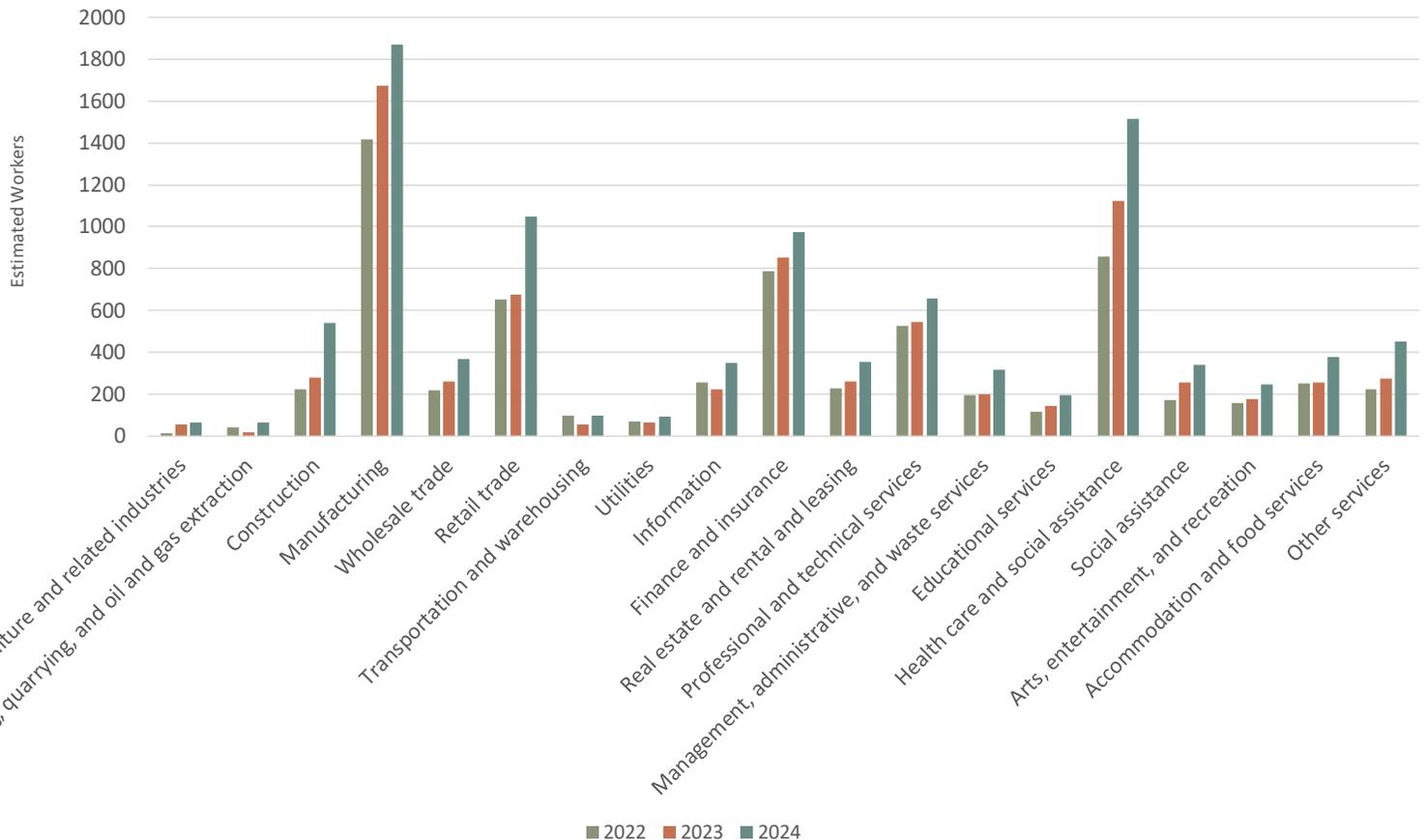
*\*Teleworker Employment estimates for NW Lower MI based upon BLS ratioed teleworker data using ACS 5-Year estimate base employment numbers*



<b>NW Region Teleworked <i>SOME</i> Hours (10 County Estimates)*</b>			
<b>Industry/Teleworked <i>SOME</i> Hours By Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Agriculture and related industries	12	54	63
Mining, quarrying, and oil and gas extraction	40	17	63
Construction	225	280	539
Manufacturing	1418	1675	1870
Wholesale trade	220	260	367
Retail trade	654	676	1047
Transportation and warehousing	95	56	96
Utilities	67	64	93
Information	254	225	349
Finance and insurance	786	855	974
Real estate and rental and leasing	228	258	351
Professional and technical services	527	547	657
Management, administrative, and waste services	197	200	316
Educational services	116	142	197
Health care and social assistance	859	1124	1516
Social assistance	172	254	341
Arts, entertainment, and recreation	159	177	245
Accommodation and food services	249	257	379
Other services	223	273	452

*\*Teleworker Employment estimates for NW Lower MI based upon BLS ratioed teleworker data using ACS 5-Year estimate base employment numbers*

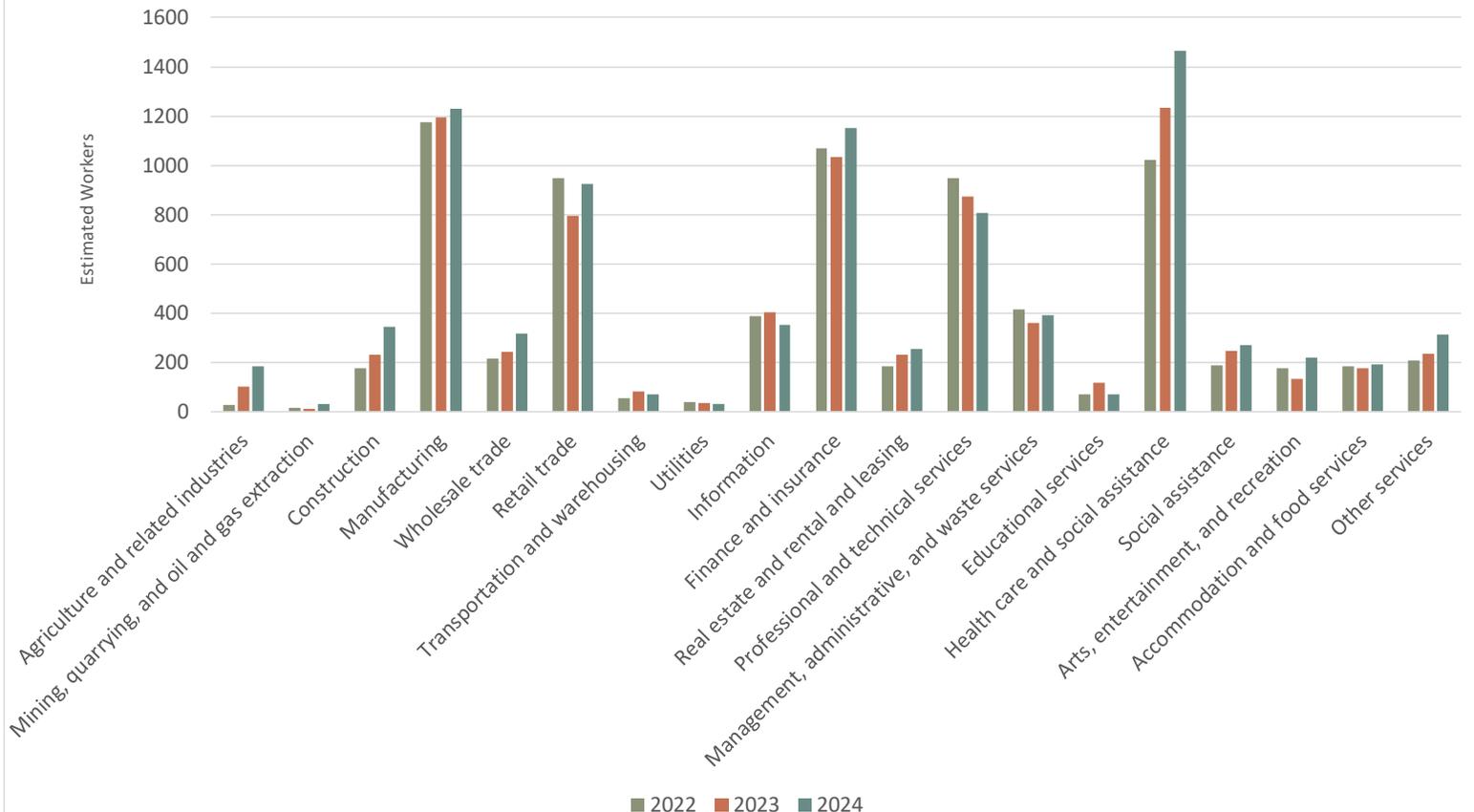
**Teleworkers 'Some Hours' By Year (10 County Estimate for Select Industries)**



<b>NW Region Teleworked ALL Hours (10 County Estimates)*</b>			
<b>Industry/Teleworked ALL Hours By Year</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Agriculture and related industries	27	104	184
Mining, quarrying, and oil and gas extraction	15	13	33
Construction	178	233	346
Manufacturing	1176	1195	1231
Wholesale trade	217	245	317
Retail trade	948	797	923
Transportation and warehousing	56	85	70
Utilities	39	38	33
Information	388	403	353
Finance and insurance	1068	1036	1151
Real estate and rental and leasing	183	233	257
Professional and technical services	949	875	809
Management, administrative, and waste services	414	363	392
Educational services	72	116	71
Health care and social assistance	1024	1232	1465
Social assistance	190	248	273
Arts, entertainment, and recreation	178	134	221
Accommodation and food services	183	178	193
Other services	210	237	315

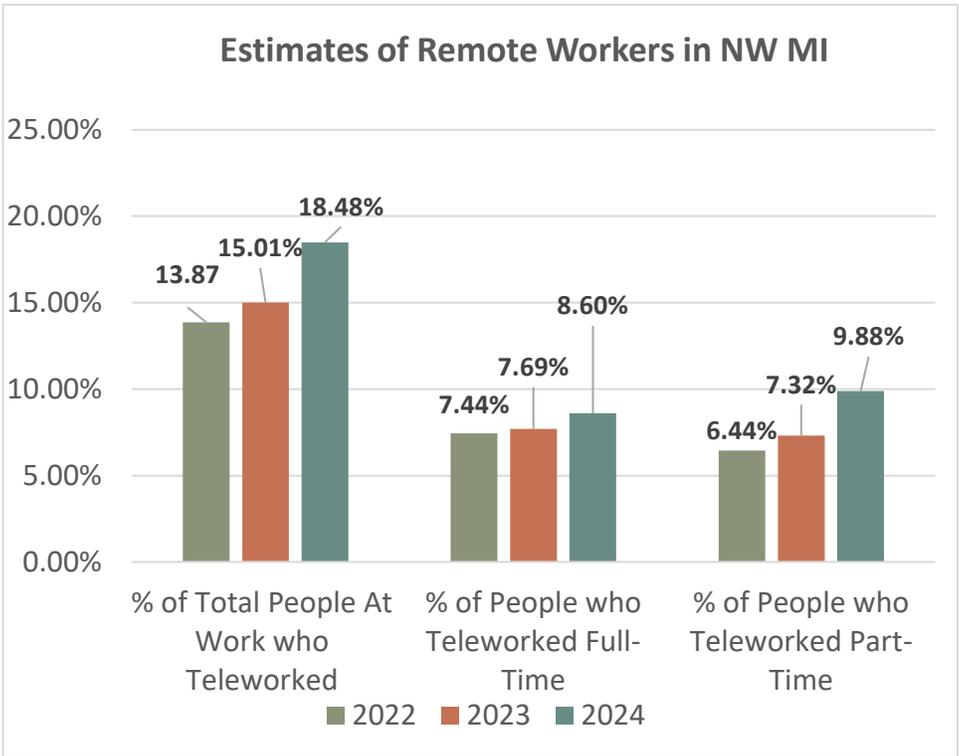
*\*Teleworker Employment estimates for NW Lower MI based upon BLS ratioed teleworker data using ACS 5-Year estimate base employment numbers*

**Teleworkers 'All Hours' By Year (10 County Estimates for Select Industries)**



NW Region Teleworkers (10 County Estimates)*			
Year	Est. Total Teleworkers (% of Total Population at Work)	Est. People who Teleworked All Hours (% of Total Population at Work)	Est. People who Teleworked Some Hours (% of Total Population at Work)
2022	14,017 (13.87%)	7,517 (7.44%)	6,501 (6.44%)
2023	15,157 (15.01%)	7,764 (7.69%)	7,393 (7.32%)
2024	18,552 (18.48%)	8,636 (8.60%)	9,915 (9.88%)

\*Teleworker Employment estimates for NW Lower MI based upon BLS ratioed teleworker data using ACS 5-Year estimate base employment numbers



**Appendix E**  
**(Comprehensive Report of Existing Remote Work Research)**

# WHITE PAPER ON REMOTE WORK CHARACTERISTICS

in the United States and the State of Michigan

Remote work (also referred to as telecommuting, telework, work from or at home, or hybrid work) is the practice of working at or from one's home or another space rather than from an employer's designated office or workplace. This white paper provides a review of secondary research materials describing the history, demographics and trends related to remote work in the United States and Michigan, supplementing the primary research data obtained from Networks Northwest's 2025 remote worker online survey and focus group meetings held in Northwest Lower Michigan.

December, 2025



**Networks  
Northwest**

Talent / Business / Community

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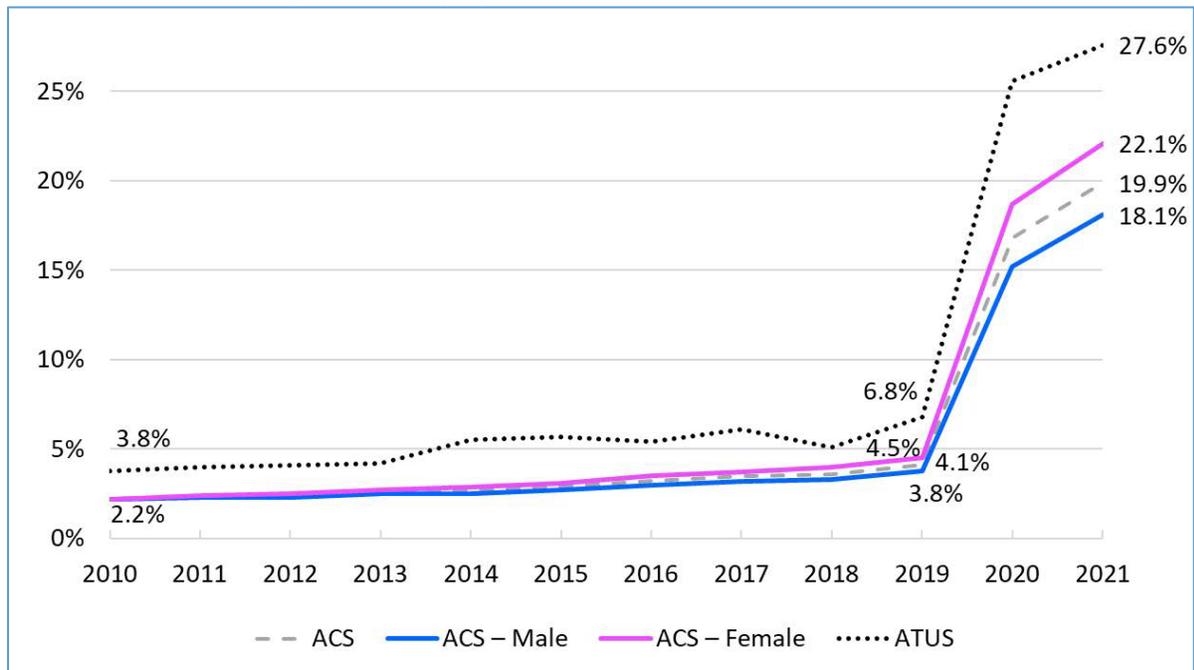
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## I. The History of Remote Work

Remote work for large employers began on a small scale in the 1970s, when technology was developed which could link satellite offices to downtown mainframes through dumb terminals using telephone lines as a network bridge. It became more common in the 1990s and 2000s, facilitated by internet technologies such as collaborative software on cloud computing and conference calling via videotelephony. In 2020, workplace hazard controls for COVID-19 catalyzed a rapid transition to remote work for primarily white-collar workers around the world (Wikipedia, 2025).

Figure 1 illustrates the annual change in the estimated percentage of people working primarily from home (from the American Community Survey, or ACS), and the percentage of workdays exclusively worked from home among full-time employees in the non-farm employment sector (from the American Time Use Survey, or ATUS) (Wulff Pabilonia & Vernon, 2024). The data indicate a gradual increase from 2010 to 2019 for remote work and a dramatic increase from 2019 to 2021.

**Figure 1. Percentage of people working primarily from home and percentage of workdays exclusively worked from home among full-time employees in the non-farm sector**



Sources: ACS and ATUS. (Wulff Pabilonia & Vernon, 2024).

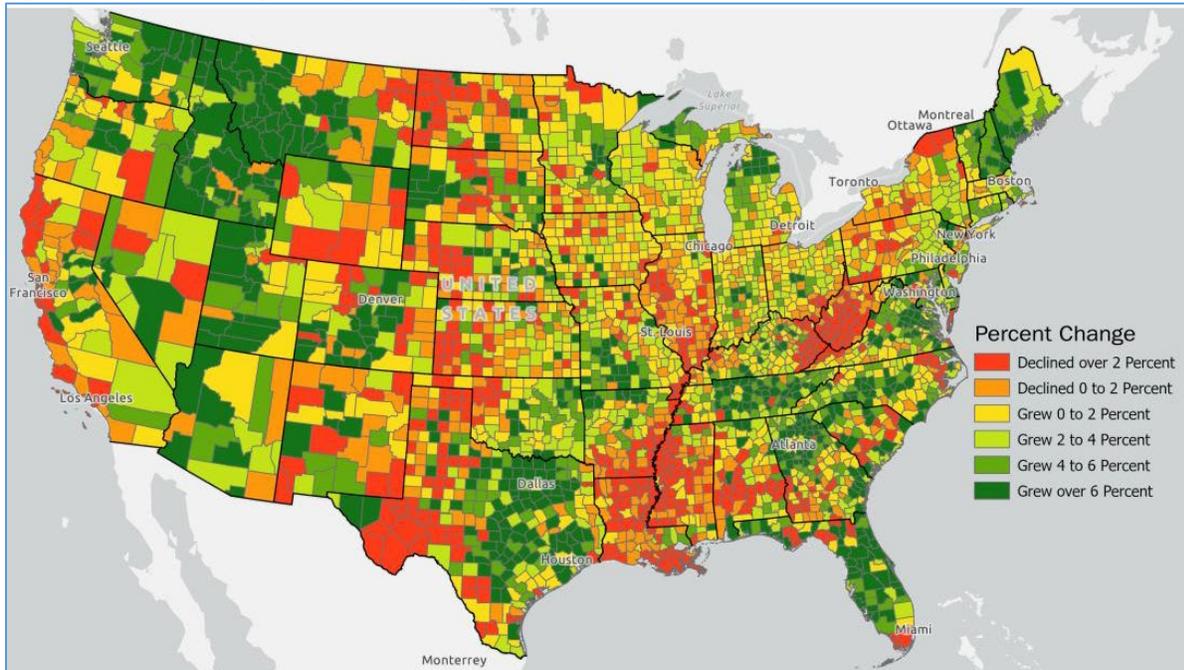
Notes: The ACS measure of working from home is the percentage of full-time full-year employees who report worked from home as their usual mode of transportation to work. The ATUS measure is the percent of workdays worked from home for full-time employees aged 25–64 and is based on working *exclusively* from home on days with at least four hours of work, including weekend days. ATUS estimates are higher because they include those who work most of their days in the office but some days at home. Estimates are weighted using survey weights.

Remote work also increased dramatically across all major industries between 2019 and 2021 and largely persisted after COVID-19 restrictions were lifted in 2022. Remote work participation was still higher in 2022 than its 2019 level in all industries except agriculture, forestry, fishing, and hunting (Wulff Pabilonia & Redmond, 2024),

Nationally, high housing costs in urban areas and increased remote and hybrid work likely contributed to rural population growth during in the first years of the COVID-19 pandemic (Butler and Leach, 2024). Population estimates published by the U.S. Census Bureau indicate that nationally, many rural counties experienced

growth between 2020 and 2023. These areas, including northern Michigan, have abundant natural amenities and outdoor recreation features. Age estimates produced by the US Census Bureau show that most of the growth that small towns and rural areas experienced between 2020 and 2023 was being driven by growth in their population of 25- to 44- year-olds (Lombard, 2024). This includes all of the counties within Northwest Lower Michigan (Figure 2).

**Figure 2. Percent Change in Population Aged 25 to 44 Years, 2020 to 2023**



Source: U.S. Census Bureau, Annual Age Estimates (Lombard, 2024; reproduced with permission)

Since 2020, the way we work has undergone a revolution. Hybrid work first proved to be a necessity for many occupations to protect public health, then it became a trend, and now some consider it to be the “norm”. While many saw it as an opportunity for a better work-life balance - among many other benefits - others have argued that it instead created a new set of workplace issues (Owl Labs, 2024).

With the removal of social distancing policies in 2022, employers started offering new and improved benefits to draw employees back to the physical office. When that failed, some began forced “return to office” mandates. Employees, on the other hand, made it clear that flexibility would be non-negotiable. The trends of “quiet quitting” and “stealth management” appeared, with managers offering flexible work to their own teams to retain talent, often going against company rules. In other cases, employees started to get creative. Trends like “polyworking” and “coffee badging” emerged as employees wanted to maintain flexibility and keep their jobs (Owl Labs, 2024).

## II. Current State of Remote Work

### A. Remote Work in the United States

In the first quarter of 2024, an estimated 35.5 million people teleworked or worked at home for pay, an increase of 5.1 million over the year. These individuals accounted for 22.9% of people at work in the first quarter of 2024, compared to the rate of 19.6% recorded a year earlier (Borkowski & Kaynas, 2025).

SelectSoftware Reviews analyzed data from the U.S. Census Bureau's Household Pulse Survey in 2023, which accounts for households where someone has worked from home in the previous seven days in each U.S. state (Figure 3). An average of 26.7% of people surveyed in the United States worked remotely at least one day a week in 2023, compared to 25% of people surveyed in Michigan (Strazzulla, 2025).

The push and pull of return-to-office mandates remain present. Job listings are very clear on in-office requirements. Owl Labs (2024) estimated that 27% of workers were working in a hybrid format in 2024 - up one percentage point from 2023 - and 11% were fully remote - an increase from 7% in 2023. Most hybrid workers work three days in the office, though only 33% said this matches their preferences.

Emerging technologies that are infusing the workplace include artificial intelligence (AI), augmented reality (AR), and virtual reality (VR). Nearly 3 out of 4 workers (72%) have used an AI tool to aid them in performing their jobs, with 23% saying they use it multiple times a day. The interest in telepresence and AR/VR technologies in the workplace slightly increased from 2023, with 46% saying they were interested in these technologies at work in 2024, compared to 44% the previous year (Owl Labs, 2024).

In 2024, employers focused on enhancing the remote and hybrid work experience by training employees and managers to adapt. Learning and development topics included how to hold effective hybrid meetings (49% of employees said their employers offered this) and ways to use mixed communication methods (47%). In terms of physical changes, 69% of employers have made upgrades ranging from hiring IT staff (28%), upgrading meeting technology (24%), and increasing office space (23%) (Owl Labs, 2024).

### B. Remote Work in Michigan

Aggregated reports of the U.S. Census Bureau's Household Pulse Survey indicate that 24.05% of Michigan workers worked remotely at least one day in the past seven days (Strazzulla, 2025).

Data from the American Society of Employers' 2025 Remote Work Pulse Survey indicate similar trends for remote work in Michigan. Hybrid work continues to be the dominant remote work model among Michigan employers. While many organizations continue to offer flexible work schedules with several remote days per week, more employers are increasing their in-office requirements. In 2025, 48.2% of organizations report offering formal remote work options for all or part of their workforce. This is a decline from 66% reported in a similar 2023 survey, but it remains the most common long-term approach.

The share of employers allowing "as-needed" or "on-demand" remote work rose from 26% in 2023 to 38.9% in 2025, suggesting a growing preference for informal flexibility. The proportion of "remote-first" organizations remained stable – 4% in 2023 and 4.7% in 2025. Approximately 8.3% of other companies continue to follow other unique remote work approaches.

## C. Employee Preferences

Job seekers highly value having autonomy over where and when they work. “Flexible work” is an arrangement where an employee can choose what time they begin to work, where to work, and when they will stop work. The 2022 American Opportunity Survey indicates that a majority (87%) of respondents said that if offered the chance to work flexibly, they would take it. This preference was found to be widespread across demographics, occupations, and geographies (Dua, Ellingrud, Kirschner, Kwok, Luby, Palter & Pemberton, 2022).

Flexibility has moved from being a nice-to-have perk to a must-have, allowing workers to better manage stress and balance work and life activities. This growing preference remains strong despite rising job insecurity, and marks flexibility as a form of psychological and practical safety. Employees may feel vulnerable within their current roles, but flexible work provides a sense of agency. According to Remote’s 2025 Workforce Pulse Survey (Mantock):

- 32% of employees said they’re more interested in fully remote jobs compared to a year ago.
- 26% report growing interest in hybrid work.
- Just 11% said they’re more interested in fully in-office jobs.
- 60% of those with flexible work arrangements would consider taking a pay cut to keep that flexibility.

According to the 2022 American Opportunity Survey, the most common rationale for a job hunt was a desire for more pay or hours, followed by a search for better career opportunities and a flexible working arrangement. When a candidate is deciding between job offers with similar compensation, the opportunity to work flexibly can become the deciding factor (Dua et al., 2022).

If employees are required to work full- or part-time from a designated office, they are now looking for more meaningful benefits and physical spaces that enable them to do their best work. In 2024, 91% of workers said they can be convinced to go into the office if the right benefits are in place (down slightly from 94% in 2023). These include greater compensation (41%), a shorter commute (28%), elimination of dress codes (23%), office setups with greater privacy (23%), better technology (18%), and more meeting rooms (14%) (Owl Labs, 2024).

Additionally, 22% of hybrid workers said that if they were no longer allowed to work remotely or hybrid, they would expect a pay increase to make up for the additional costs incurred for commuting and food/beverage purchases. The pay adjustments could go the other way, too – nearly 1 in 5 workers (19%) said they would give up 10% of their annual income for a 4-day work week, flexible working hours, or a better health insurance plan (Owl Labs, 2024).

### “HAGGERTY SHIFTS TO HYBRID WORK MODEL FOR TRAVERSE CITY EMPLOYEES”

[www.upnorthlive.com](http://www.upnorthlive.com)

by Maryjane Glynn

Wed, November 5, 2025

Hagerty, an insurance company in Traverse City, is transitioning from a remote-first work-from-home model to a "WorkForward" hybrid approach.

Approximately 500 employees, known as One Team Hagerty members, residing in the Grand Traverse region will work from the main Hagerty campus in downtown Traverse City three days a week.

The WorkForward model aims to enhance employee connection and collaboration.

Collette Champagne, Hagerty's chief human resources and chief administrative officer, stated, "Remote work remains a vital part of how we operate, but in our **most recent internal survey**, one clear theme emerged: **relationships matter, and meeting in person a few times a year wasn't enough. When we're connected, we work faster, simpler, and more integrated.**"

The hybrid approach is set to be implemented in late first quarter 2026.

## The Top Benefits of Remote Work

Top benefits of working from home (Aksoy, C., Barrero, Bloom, Davis, Dolls & Zarate, 2023).

- No commute (59.65%)<sup>1</sup>
- Save on gas & lunch costs (43.84%)<sup>2</sup>
- Flexibility over when I work (41.93%)
- Less time getting ready for work (38%)
- Individual quiet time (35.27%)
- Spending more time with family and friends (28.55%)
- Fewer meetings (9.62%)
- Other (2.08%)

Top health benefits of working from home (Howington, 2023):

- Less burnout (36%)
- Healthier food choices (35%)<sup>3</sup>
- Reduced anxiety & depression (34%)
- Improved overall mental health (33%)
- Improved sleep (32%)
- Increased exercise (30%)<sup>4</sup>
- Improved overall physical health (28%)
- Improved personal relationships (23%)

## D. Challenges

The cultural narrative around work is changing. Workers have begun to question the concept of “the way it’s always been” and haven’t been afraid to share these sentiments. In 2024, #WorkTok flourished as work-related TikToks gained popularity, and over 1 in 3 workers (34%) have posted negatively about their jobs or employers on social media. Half of employees believe their employer is requiring them to work from the office to fill empty real estate. And half say lack of career progression is their biggest workplace concern, followed by not having the flexibility they want (Owl Labs, 2024). Employees are willing to quit jobs either outright, or quietly, if their employers aren’t meeting their expectations for flexible work (Owl Labs, 2024).

The trend of coffee badging<sup>5</sup> remains popular with 44% of workers participating in this trend, and 70% admitting they’ve been caught by their employers. New trends in 2024 included: the blend of work and social, coined #WorkTok, WFB (Work-From-Bed; formerly known as the “sick day”), calendar blocking (protecting

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<sup>1</sup> Supporting data comes from Owl Labs’ 2024 State of Hybrid Work report: 85% of workers surveyed were commuting up to 45 minutes – just one way. Almost 3 in 4 (74%) said they would be more productive at their jobs without a commute, and 28% of respondents said they would be more inclined to go to the office if they had a shorter journey.

<sup>2</sup> Workers are still paying substantially more each day they go to the office than they do when they work remotely. Hybrid workers say they spend an average of \$61 a day at the office (the cost of the commute, parking, breakfast/coffee and lunch), a 20% increase from \$51 in 2023. The cost to work from home also increased, but only slightly up to \$19 per day, compared to \$15 a day in 2023 (Owl Labs, 2024).

<sup>3</sup> Supporting data comes from Owl Labs’ 2024 State of Hybrid Work report: 84% of hybrid and remote workers said they ate healthier food when working at home compared to when they work in the office.

<sup>4</sup> Despite assumptions, full-time office workers (47%) were more than twice as likely to exercise during the workday than their fully remote counterparts (22%) (Owl Labs, 2024).

<sup>5</sup> When employees come into the office not to work, but to be seen. They usually stop by long enough to grab a free cup of coffee or two and have a few conversations with their co-workers before heading back home. The idea is to spend as little time in the office as possible, while still making sure their employer knows that they are in fact in the office by making themselves noticeable when they are there (Owl Labs, 2023a).

your calendar with pretend meetings). Additionally, one-third (34%) of workers admit to posting about their job or employer negatively on social media.

Despite employee productivity in 2024 (90%) remaining consistent since 2023, employees reported significantly increased stress levels, and over 1 in 4 workers (27%) were seeking new opportunities. When asked why they feel disengaged with their work, 26% said they are feeling burnt out, 22% said they don't feel fairly compensated, and 17% said their mental health has decreased over the past year (Owl Labs, 2024).

Many employees reported feeling financial strain, according to Remote's 2025 Workforce Pulse Survey. Nearly 1 in 5 (18%) were polyworking (already had a second job), and 57% were seriously or casually considering getting a second job. The top concerns driving this trend include: retirement savings and financial preparedness (60%), followed by layoffs (45%) and job security (44%) (Mantock, 2025).

A lack of clear communication between workers and employees can erode trust: 18% of employees said their company regularly shares updates on how the economy may impact their role or organization; 26% get vague updates, and 35% get none at all. Interestingly, 50% of hybrid workers and 46% of remote workers were more likely than in-office workers (37%) to report having these conversations, suggesting that organizations with distributed teams may lean more towards intentional, proactive communication (Mantock, 2025).

Employee monitoring tools have become a growing privacy concern. Nearly half of employees (46%) said their employers added or increased the use of employee tracking software in 2024. And 86% of employees agreed that it should be a legal requirement for employers to disclose if they are using these tools (Owl Labs, 2024).

Proximity bias still remains a workplace concern, but has declined. More than half of managers of remote and hybrid employees (56%) said their teams were missing out on impromptu or informal feedback in 2024, compared to 68% feeling this sentiment in 2023. In 2024, 55% said that their managers view those in the office as harder working and more trustworthy than their remote colleagues, compared to 63% in 2023. More than half (57%) of employees are still more likely to ask the opinion of colleagues they physically work with over remote ones, dropping 10% from 2023 (Owl Labs, 2024).

Meetings are an essential part of most job functions and it can be challenging to hold effective and collaborative meetings when everyone isn't in the same room. Now, more workers are having online or hybrid meetings (86%) than in-person ones (83%). Meeting pain points range from technical difficulties to missing parts of conversations, either auditory or visually. Nearly 3 out of 4 of workers (72%) said they've lost time and started meetings late due to technical difficulties, 70% struggle to see everyone's faces, and another 70% have issues hearing everyone. With 87% saying good technology was an important work factor (up from 83% in 2023), the technology that companies choose is only becoming increasingly important.

Collaborating with employees across time zones can present scheduling challenges. Nearly 3 in 4 employees (73%) think starting meetings at 8 a.m. or before is too early. Also, 58% of employees report "calendar blocking" - blocking off time in their calendar to protect it from meetings (Owl Labs, 2024).

Workplace managers juggle the dual burden of their own stress and the wellbeing of their teams. Workplace stress has increased for all, but even more for managers, with their stress levels soaring 55% higher than non-managers (Owl Labs, 2024). While many managers have gained more experience – and training – with managing different working styles, the concerns they have about their team members differ by work location. More than a quarter of managers (27%) were concerned about employee engagement among their remote workers, while their top concern for in-office workers is employee satisfaction (27%) (Owl Labs, 2024).

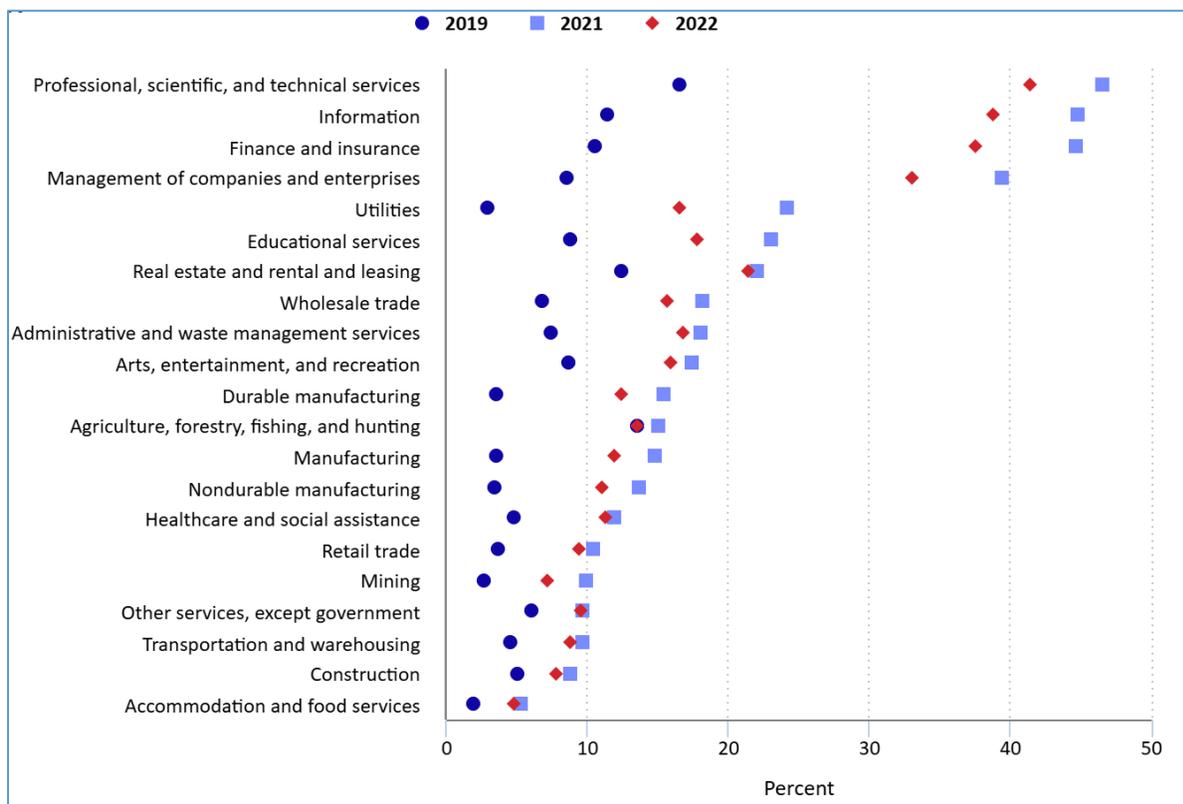
### III. Labor Characteristics

#### A. Industries

Wulff Pabilonia & Redmond’s (2024) report describes the following trends in the professional categories of remote workers between 2019 and 2022:

The rise in remote work for 21 major industries<sup>6</sup> are ranked from largest to smallest by the percentage of remote workers in 2021 (Figure 3). Although there was a larger percentage of remote workers in 2021 compared with 2019 in all major industries, these four major industries saw phenomenal increases in remote work (by over 30 percentage points): Professional, scientific, and technical services; Information; Finance and insurance; and Management of companies and enterprises. These industries had over 39 percent of their workforce working remotely in 2021 compared with less than 17 percent in 2019. Another 12 industries had between 10 and 25 percent of their workforce working remotely in 2021. The four major industries with the largest percentage of their workers remote in 2021 still had at least over 33 percent of their workforce working remotely in 2022.

**Figure 3. Percent of remote workers by major industry group, ranked from largest to smallest in 2021**



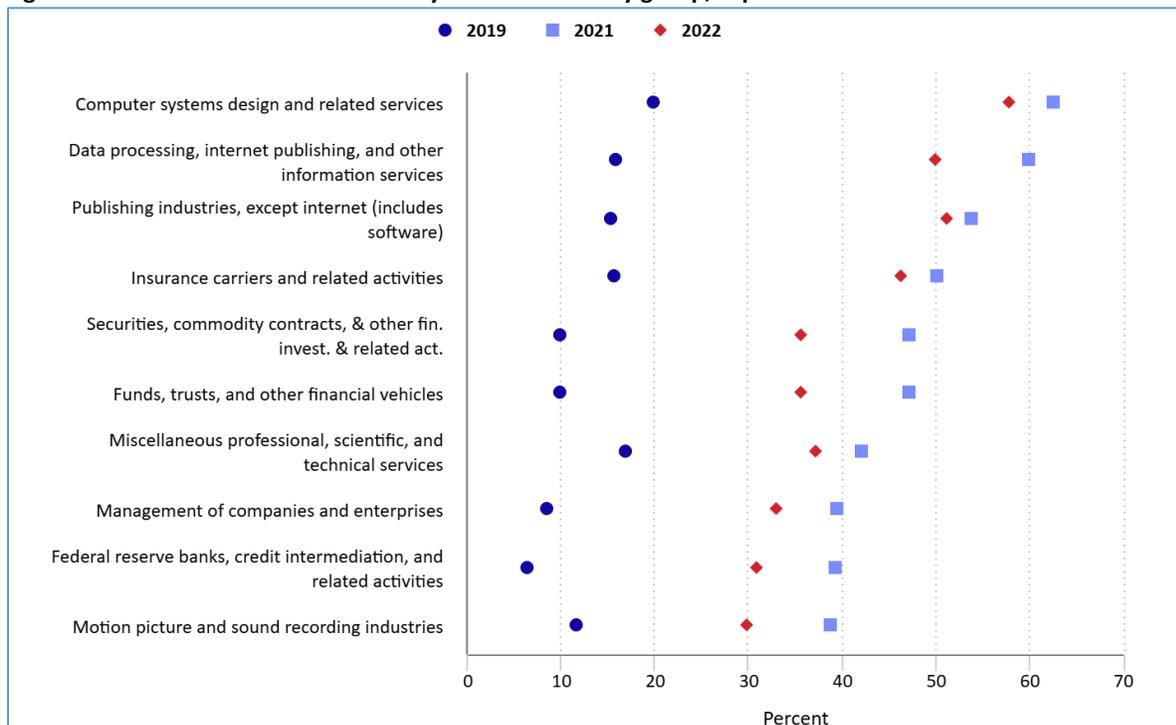
Sources: American Community Survey (ACS) and American Time Use Survey (ATUS). (Wulff Pabilonia & Redmond, 2024).

Looking at a more detailed industry breakdown (61 industries), Figure 4 shows that in four of these industries (Computer systems design and related services; Data processing, internet publishing, and other information services; Publishing industries, except internet (includes software); Insurance carriers and related activities), the majority of workers (50.2–62.5 percent) worked from home in 2021. In 2019, only 15–20 percent of workers in these same industries worked remotely. Over 40 percent of workers in another three industries

<sup>6</sup> “Industry” describes the kind of business conducted by an employer. Industry classifications are sourced from the North American Industry Classification System (NAICS) sectors and subsectors. Refer to the Appendix for a brief description of the NAICS.

(funds, trusts, and other financial vehicles; securities, commodity contracts, and other financial investments and related activities; miscellaneous professional, scientific, and technical services) worked remotely. Of the 61 detailed industries, 44 had more than 10 percent of their workforce working remotely in 2021. In 2022, the top four detailed industries in 2021 still had over 46 percent of their workforce working remotely.

**Figure 4. Percent of remote workers by detailed industry group, top 10 industries in 2021**



Note: The top 10 industries with the largest percentage of remote workers in 2021 are shown in the chart.

Sources: U.S. Census Bureau, ACS; Wulff Pabilonia & Redmond, 2024

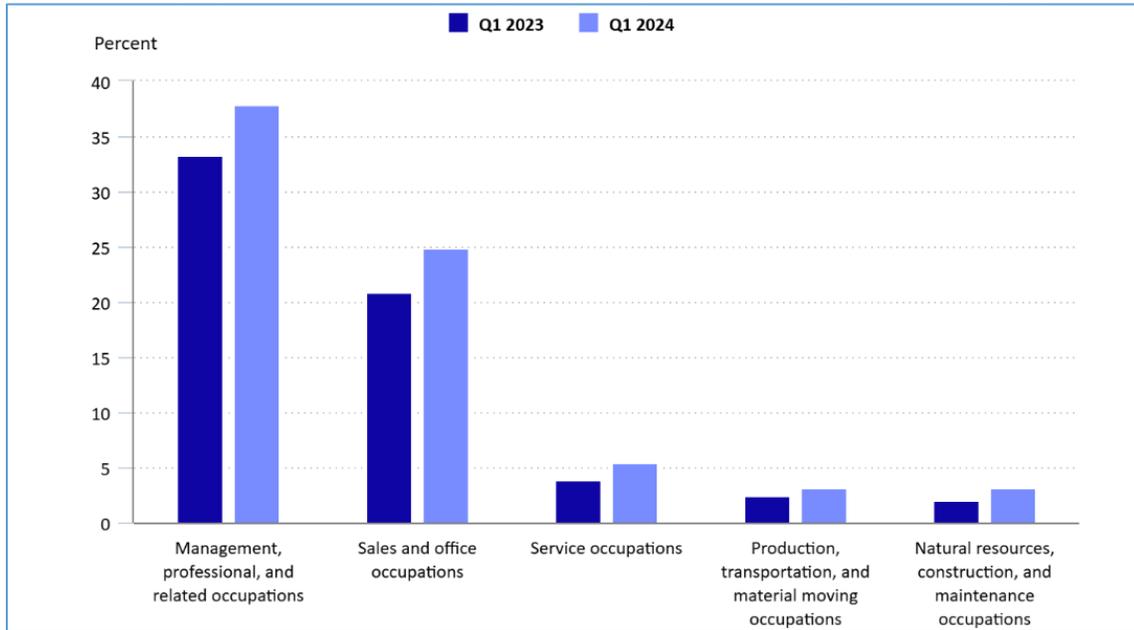
## B. Occupations<sup>7</sup>

CPS data-based findings from Borkowski & Kaynas, 2025 (see Figure 5):

- Jobs that require a high degree of physical strength, such as ‘natural resources, construction, and maintenance occupations’ and ‘production, transportation, and material moving occupations’ had relatively low rates of telework, both at 3.2 percent in the first quarter of 2024.
- ‘Service occupations’ had a telework rate of 5.4 percent in the first quarter of 2024, while ‘management, professional and related occupations’ (37.9 percent) and sales and office occupations (24.9 percent) had higher rates of telework.

<sup>7</sup> “Occupation” refers to the kind of work a person does at their job. Occupation categories refer to the Standard Occupational Classification System (SOC) groups. Refer to the Appendix for a description of the major occupational sectors.

**Figure 5. Percent of people who telework by occupation, first quarter 2023-2024, not seasonally adjusted**

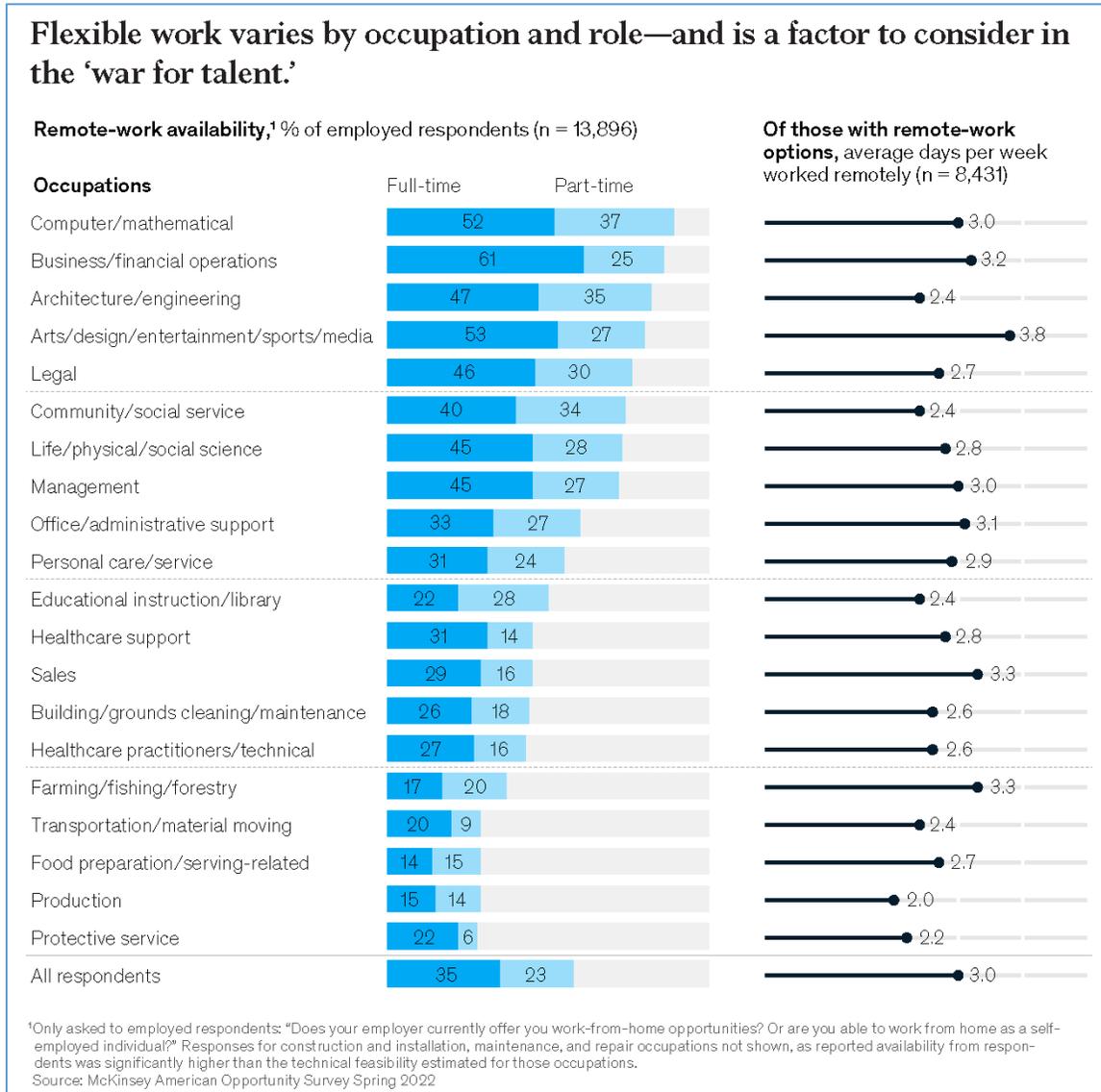


Sources: US Bureau of Labor Statistics; Borkowski & Kaynas, 2025

The 2022 American Opportunity Survey (Dua, Ellingrud, Kirschner, Kwok, Luby, Palter & Pemberton) completed by McKinsey & Company (McKinsey) indicates that the opportunity to work flexibly differs by industry and roles within industries, and has implications for companies competing for talent. The survey found that remote work availability is the highest within the computer/mathematical, business/financial operations, architecture/engineering, arts/design/entertainment/sports/media, and legal professions, and full-time workers tend to have a greater opportunity to work remotely than part-time workers (Figure 6).

However, several other occupations, including traditionally labeled “blue collar” jobs that might be expected to demand on-site labor, offer remote-work arrangements. Half of respondents working in educational instruction and library occupations and 45% of healthcare practitioners and workers in technical occupations say they do some remote work, perhaps reflecting the rise of online education and telemedicine. Even food preparation and transportation professionals said they do some work from home. Due to rapid digital transformations across industries, even those with lower overall work-from-home patterns may find that the technologists they employ demand it.

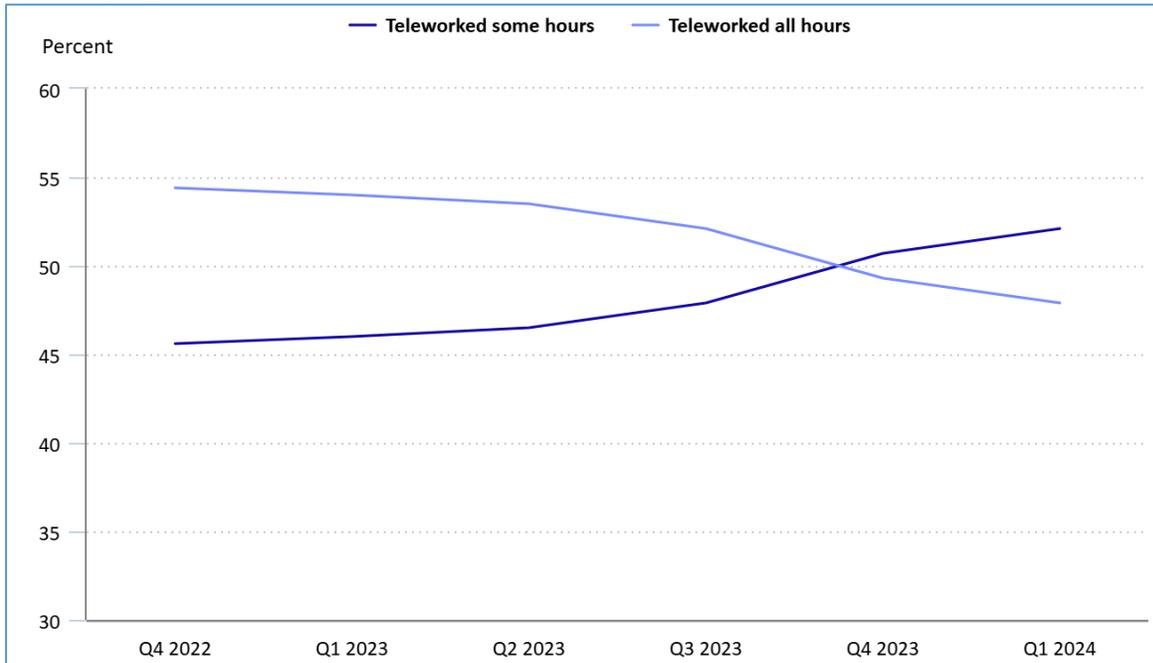
**Figure 6. Exhibit from “Americans are embracing flexible work—and they want more of it,” June 2022, McKinsey & Company, [www.mckinsey.com](http://www.mckinsey.com). Copyright (c) 2025 McKinsey & Company. All rights reserved. Reprinted by permission.**



### C. Hours Worked

The overall telework rate increased by 3.3 percentage points between the first quarters of 2023 and 2024, averaging 22.9 percent (Figure 7). However, a reduced share of teleworkers teleworked for all of their work hours. This is consistent with many employers implementing return-to-office policies during this time period.

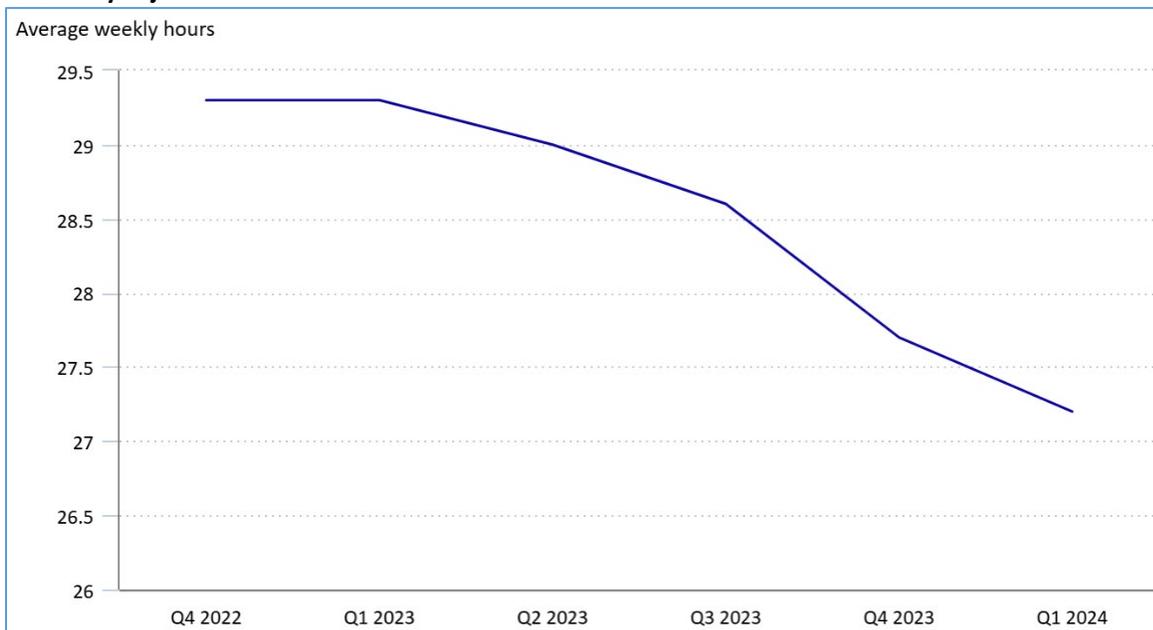
**Figure 7. Percent of those who telework by hours teleworked, fourth quarter 2022 to first quarter 2024, not seasonally adjusted**



Sources: US Bureau of Labor Statistics; Borkowski & Kaynas (2025)

The average weekly hours teleworkers worked from home was 27.2 hours in the first quarter of 2024, down by 2.1 hours over the year. However, when looking at telework hours as a share of all hours worked in the first quarter of 2024, telework accounted for 16.3 percent of all hours worked, larger than the share recorded a year earlier, at 15.0 percent (Figure 8). These data reflect an increased share of people teleworking, but for fewer hours, and more people working some, but not all, of their work hours from home.

**Figure 8. Average weekly hours teleworkers worked from home, fourth quarter 2022–first quarter 2024, not seasonally adjusted.**

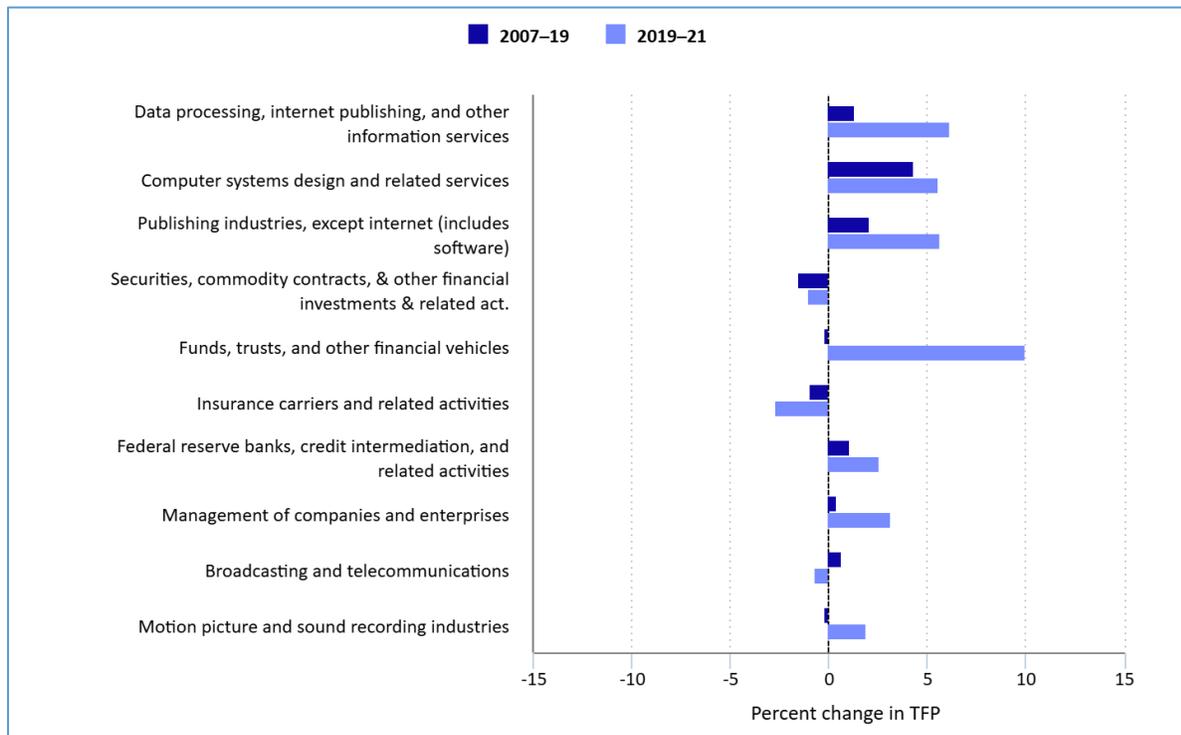


Sources: US Bureau of Labor Statistics; Borkowski & Kaynas, 2025

## D. Productivity

Total factor productivity (TFP) is calculated by dividing output by a combination of all inputs (workers, machinery and other capital, energy, materials, and services) used in production. Wulff Pabilonia & Redmond’s 2024 study compared total factor productivity (TFP) growth over the prior business-cycle (2007–2019) with TFP growth during the first part of the pandemic (2019–21) across 61 industries in the private business sector. The TFP for the top industries with the largest gains in remote work are shown in Figure 9.

**Figure 9. Pre- and post-pandemic TFP for the top 10 industries with the largest gains in remote work, 2007-19 versus 2019-21, ranked by percentage point increase in remote work, 2019-2021**



Note: Total factor productivity (TFP) growth is measured as the average annual change.

Sources: U.S. Bureau of Labor Statistics, Productivity Program; U.S. Census Bureau, American Community Survey; Wulff Pabilonia & Redmond, 2024.

Most of the industries that experienced substantial increases in the percentage of remote workers were able to enhance output during this time without a corresponding increase in labor. Table 1 shows the percent changes in output and labor input (a measure of hours worked adjusted for differences in the age, education, and sex composition of the workforce) for the top 10 industries experiencing the highest percentage-point increase in remote work over the 2019–22 period.

**Large increases in output and labor input\*** occurred in the top three industries (Computer systems design and related services; Publishing industries, except internet (includes software); and Data processing, internet publishing, and other information services), with output rising much faster than labor input.

These four top industries had **substantial output growth, but either small, positive labor input growth or a small decline in labor input\*\***: Securities, commodity contracts, and other financial investments and related activities; Management of companies and enterprises; Broadcasting and telecommunications; and Miscellaneous professional, scientific, and technical services).

The remaining three industries had **labor input growing faster than output**\*\*\*: Funds, trusts, and other financial vehicles; Insurance carriers and related activities; and Federal reserve banks, credit intermediation, and related activities.

**Table 1. Output and labor input percent changes in the ten industries with the largest gains in remote work, 2019–22**

Industry	Output	Labor input	Percentage point increase in remote workers
*Computer systems design and related services	9.3	2.8	37.9
*Publishing industries, except internet (includes software)	8.9	6	35.9
*Data processing, internet publishing, and other information services	14.8	6.9	34.1
***Insurance carriers and related activities	-0.7	1.1	30.6
**Securities, commodity contracts, & other financial investments & related act.	3.2	2.1	25.8
***Funds, trusts, and other financial vehicles	-9.9	18.8	25.8
**Management of companies and enterprises	6.1	0.9	24.6
***Federal reserve banks, credit intermediation, and related activities	-0.1	0.9	24.5
**Broadcasting and telecommunications	2	-2.1	23.7
**Miscellaneous professional, scientific, and technical services	6.5	2.7	20.2

Sources: U.S. Bureau of Labor Statistics, Productivity program and U.S. Census Bureau, American Community Survey. (BLS, 2025a).

More recent data on the productivity of remote workers can be found in Owl Labs’ annual State of Hybrid Work reports. In 2024, managers said their teams were 62% more productive when working hybrid or remotely, and an additional 22% said work location doesn’t make a difference. In 2023, managers said their remote or hybrid teams were 79% more productive, with 11% saying location didn’t have an impact. Their perception of productivity may have decreased, but it appears that working location is not the driving factor.

### E. Compensation

A statistically significant relationship was not found between the growth in remote work and the growth in hourly compensation, even when controlling for compositional changes in the workforce. This suggests that pandemic-era productivity gains associated with the rise in remote work were not passed along to workers via increased compensation (Wulff Pabilonia & Redmond, 2024).

Those findings, however, do not necessarily indicate that remote workers earn less than non-remote workers. Pabilonia & Vernon’s 2024 study involved examining trends in wage and hours differentials for workers who were primarily remote relative to workers who were primarily on-site, using ACS data from 2010 through 2021. The study provided these three key findings:

**1. On average, remote workers earned more than on-site workers.**

Blue-collar workers, however, paid a remote wage penalty until 2020 when they earned a small wage premium.

Those with access to white-collar jobs benefitted the most from the pandemic-induced work-from-home revolution. Comparing various subsamples of workers among those in white-collar jobs, they found that almost all their subsamples earned remote wage premia in 2021, even those in management occupations. Among them, however, Black workers, those with disabilities, and government employees earned relatively lower remote wage premia. White-collar workers across the wage distribution all earned wage premia when working remotely, with higher premia for men in the middle of wage distribution and for higher wage women.

**2. During the pandemic period from 2019 to 2021, occupations with larger increases in the percentage of remote workers had higher wage growth.**

**3. At the beginning of the pandemic, remote workers had higher usual weekly hours worked than on-site workers, but this gap in hours fell steadily over time, and in 2021, hours of remote workers had converged with the hours of on-site workers.**

Overall, the study's findings were consistent with remote work being productivity-enhancing for many workers. During the pandemic, wages were substantially higher for remote workers than on-site workers, while their hours were similar. Finally, referencing pandemic-era time diaries from the ATUS, remote workers had later wake-up times than on-site workers, which could mean that workers were more refreshed after their night's sleep on work-from-home days.

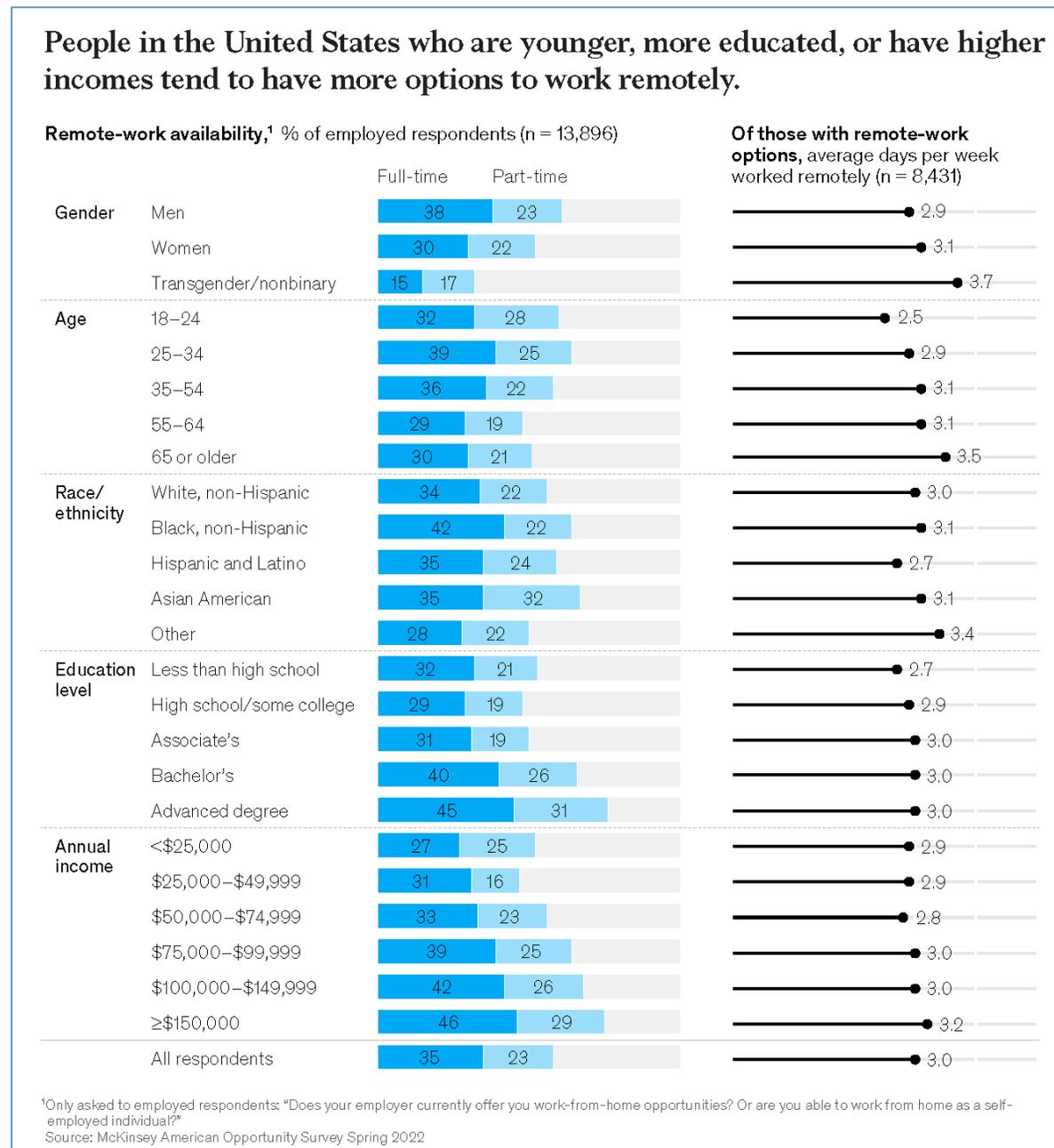
Evidence was not found to support claims that workers in 2021 were willing to pay substantially for the option to work from home, although it was found that mothers earned a slightly lower wage premium when working from home compared with women with no minor children at home. This motherhood difference in returns to remote work is consistent with either mother's being more likely to be interrupted during work hours as they worked at home alongside their children, which could be detrimental for their productivity, or mothers' being willing to forego some of their earnings for the opportunity to work from home.

The authors' found that the rise in remote work, especially among women, led to a small decline in the gender age gap. It is argued that if women and other minority demographic groups can maintain higher-paying jobs because of these new flexible job opportunities, they will be more productive throughout their careers, which should further decrease the wage gap.

## IV. Demographics

The McKinsey Opportunity Survey conducted in spring of 2022 indicates that people in the United States who are younger, more educated, or have higher incomes tend to have more options to work remotely (Figure 10).

**Figure 10. Exhibit from “Americans are embracing flexible work—and they want more of it,” June 2022, McKinsey & Company, [www.mckinsey.com](http://www.mckinsey.com). Copyright (c) 2025 McKinsey & Company. All rights reserved. Reprinted by permission.**



The U.S. Bureau of Labor Statistic’s Current Population Survey (CPS) has included questions asking about telework or work at home for pay since 2002. The survey findings from the first quarters of 2023 and 2024 complement the trends found in the McKinsey survey, and include additional data on disability status and full or part-time work status (Table 2).

**Table 2. People at work by telework status and selected characteristics for the first quarter, 2023-24 (numbers in thousands)**

Characteristic	First quarter 2023			First quarter 2024			Over-the-year change
	Total people at work [1]	Number of people who teleworked or worked at home for pay [2]	Percent who teleworked or worked at home for pay	Total people at work [1]	Number of people who teleworked or worked at home for pay [2]	Percent who teleworked or worked at home for pay	Percent who teleworked or worked at home for pay
<b>Age and sex</b>							
Total, 16 years and over	154,396	30,307	19.6	155,068	35,452	22.9	3.3
16 to 24 years	19,225	1,304	6.8	18,769	1,485	7.9	1.1
25 to 54 years	99,539	21,749	21.8	100,274	25,176	25.1	3.3
55 years and over	35,632	7,254	20.4	36,025	8,791	24.4	4
Men, 16 years and over	82,216	15,015	18.3	81,976	17,284	21.1	2.8
Women, 16 years and over	72,180	15,291	21.2	73,092	18,168	24.9	3.7
<b>Race and Hispanic or Latino ethnicity</b>							
White	118,115	22,837	19.3	118,180	27,373	23.2	3.9
Black or African American	19,925	3,109	15.6	20,069	3,430	17.1	1.5
Asian	10,617	3,384	31.9	10,753	3,524	32.8	0.9
Hispanic or Latino ethnicity	28,774	3,220	11.2	29,655	3,685	12.4	1.2
<b>Disability status</b>							
With a disability	6,798	1,372	20.2	7,203	1,758	24.4	4.2
With no disability	147,598	28,934	19.6	147,864	33,694	22.8	3.2
<b>Educational attainment</b>							
Total, 25 years and over	135,171	29,003	21.5	136,299	33,967	24.9	3.4

Characteristic	First quarter 2023			First quarter 2024			Over-the-year change
	Total people at work [1]	Number of people who teleworked or worked at home for pay [2]	Percent who teleworked or worked at home for pay	Total people at work [1]	Number of people who teleworked or worked at home for pay [2]	Percent who teleworked or worked at home for pay	Percent who teleworked or worked at home for pay
Less than a high school diploma	8,071	203	2.5	8,024	283	3.5	1
<a href="#">High school graduates, no college [3]</a>	33,286	2,438	7.3	33,476	2,842	8.5	1.2
Some college or associate degree	33,537	5,129	15.3	33,761	6,178	18.3	3
<a href="#">Bachelor's degree and higher [4]</a>	60,277	21,233	35.2	61,039	24,664	40.4	5.2
Bachelor's degree only	36,964	12,188	33	37,619	14,458	38.4	5.4
Advanced degree	23,312	9,045	38.8	23,420	10,206	43.6	4.8
<b>Usual full- and part-time status</b>							
Full-time workers	128,705	27,132	21.1	128,219	31,402	24.5	3.4
Part-time workers	25,690	3,175	12.4	26,849	4,050	15.1	2.7
<a href="#">[1] Data refer to people who worked during the survey reference week regardless of telework status. Excludes employed people absent from work the entire week due to holidays, vacation, illness, or other reasons.</a>							
<a href="#">[2] Includes people who teleworked for some but not all of their work hours.</a>							
<a href="#">[3] Includes people with a high school diploma or equivalent.</a>							
<a href="#">[4] Includes people with bachelor's, master's, professional, and doctoral degrees.</a>							
<p>Source: U.S. Bureau of Labor Statistics, 2025b. Current Population Survey, 2023-2024.</p> <p>Note: Estimates for the race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Data are not seasonally adjusted. Updated population controls are introduced annually with the release of January data.</p>							

### A. Age and Sex

- The telework rates for workers of all age groups had increased between Q1 of 2023 and Q1 of 2024.
- Younger workers, age 16 to 24, had a telework rate of 7.9% in the first quarter of 2024. This is much lower than the rates for workers age 25 and older, and can be partially attributed to the type of work that young people do. Younger people in this age group are more likely to be employed in service occupations and to work part time, both of which have relatively lower rates of telework compared with other occupations and full-time workers.
- Workers age 25 and older were much more likely to telework than workers age 16 to 24 years, with little difference in telework rates between workers age 25 to 54 years, at 25.1%, and workers age 55 years and older, at 24.4%.
- Women were more likely to telework than men. Telework rates for both women and men were up in 2024 by 3.7 percentage points and 2.8 percentage points, respectively.

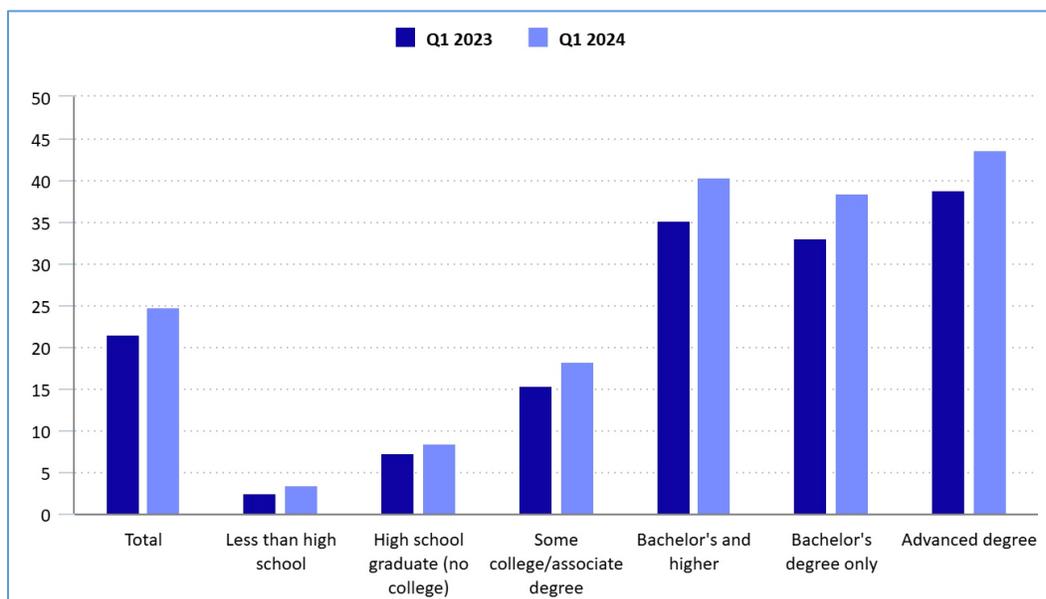
### B. Race and Ethnicity

- Asian and White workers were most likely to telework. Nearly one-third (32.8%) of Asians and one-quarter of White workers (23.2%) teleworked in the first quarter of 2024. Black and Hispanic workers were less likely to telework, at 17.1% and 12.4%, respectively.

### C. Educational Attainment

- The telework rates for workers of all educational attainment levels increased (Figure 11).
- There is a positive relationship between educational attainment and one’s likelihood of teleworking. Among people age 25 and older, those with advanced degrees teleworked the most, at 43.6% in the first quarter of 2024, exceeding the previous year’s rate of 38.8%.
- Those whose highest level of education was a bachelor’s degree teleworked at 38.4% in Q1 2024.
- Workers with some college of an associate’s degree (18.3%) and those whose highest level of education was a high school diploma (8.5%) were less likely to telework.
- Those with less than a high school diploma were the least likely to telework, at 3.5%.

**Figure 11. Percent of people 25 years and older who telework by educational attainment, first quarter 2023-24, not seasonally adjusted.**



Sources: US Bureau of Labor Statistics; Borkowski & Kaynas, 2025

#### D. Presence of Disability

- There was little difference in the telework rates of people with a disability and those no disability in the first quarter of 2024 (24.4% and 22.8%, respectively).
- The telework rate for workers with a disability increased by 4.2 percentage points over the year and the rate for those without a disability increased by 3.2 percentage points.

## V. The Future of Remote Work

The office will likely never go back to being a one-size-fits-all solution. Pabilonia & Vernon (2024) predict that in the future, workers and firms will decide on the optimal mix of work-for-home days given the job tasks to be performed, production processes, firm culture, and family/life circumstances. There are some tasks that can be performed more effectively at home versus at the office – a concept called task-based hybrid work. Owl Labs' 2024 State of Hybrid Work survey found that activities better suited for the office include meeting new people (55%), mentoring (51%), and team meetings (49%).

Workers who are less productive working from home may be more apt to find jobs at a dedicated worksite. This could potentially shrink remote wage premia while allowing aggregate wages and productivity to continue to grow (Pabilonia & Vernon, 2024)

“Remote-First” companies make working from home the default option, limiting physical office work. This model could help organizations attract a broader talent pool and reduce overhead costs associated with maintaining physical offices.

Another version of a remote work model is where employers establish small “remote work hubs” away from a central headquarters to serve small groups of remote workers. In this scenario, an employer might choose to rent a space, or cover the cost of a coworking space for a group of employees. Employees would benefit from greater flexibility in choosing where to live, while employers could enjoy the benefits of an extended talent pool and some of the productivity benefits of having employees co-located (Rembert, Osinubi, & Douglas, 2021).

## VI. Remote Work and Economic Development Strategies

The Center on Rural Innovation and Rural Innovation Strategies, Inc. recommends several economic and workforce development strategies to foster remote work in rural communities:

1. **Expand and improve broadband infrastructure, and clearly communicate where broadband is available, and where it is not, to potential residents.**
2. **When working to increase remote employment for local workers, focus workforce development efforts on skills aligned with remote work professions.**

Remote workers will have occupations like management, legal, finance, technology, sales, and other knowledge-based occupations. For local workers who already work in these occupations, workforce development programs can support remote work by offering training in the technical and interpersonal skills specific to working in a remote environment.

When targeting workers who do not have experience working in remote-friendly occupations, workforce development strategies may require looking at demand outside of the local market, and aligning training programs around in-demand skills in remote-friendly occupations. Some remote-friendly occupations are more conducive to training than others, particularly those that require a very high degree of training or education. Occupations that are remote-friendly and do not require a high degree of specialized skills, like sales, may offer more accessible pathways to remote work.

Technology occupations are also a promising field for people who are interested in moving into a remote career because there is a high demand for these skills, they are high-paying, and it is more common for people to pursue skills-based training through non-traditional pathways. Many employers are cautious about hiring entry-level workers remotely. This practice could shift in the future as companies become better equipped to incorporate entry-level remote workers, but in the near term, workforce strategies aimed at supporting workers to pursue remote careers in tech should include pathways to gain in-person experience with local employers to make themselves more competitive when applying for remote jobs.

3. **Focus on the need to maintain a variety of housing options and price points.** Remote workers tend to have higher incomes and demand larger, higher-priced houses that can accommodate home offices. An influx of remote workers into a community can drive up the cost of living for existing residents with the increase of home values and property taxes (Markarian, 2021).
4. **Create spaces, places, and programs where remote workers can meet and network to build personal and professional connections and combat isolation.** Co-working spaces provide productive spaces for remote workers to work and network, they can also serve as a critical source of broadband access for

### THE EFFECTS OF REMOTE WORK ON THE BUILT ENVIRONMENT

The rise of hybrid work has encouraged people to work at the office less, move to homes that are farther from the office, and shop less in urban cores. This has contributed to higher vacancy rates of traditionally designed office and retail spaces compared to pre-pandemic levels.

Communities can adapt to the needs of remote workers by encouraging the development of mixed-use neighborhoods, smaller multi-use office and retail spaces, and “hybrid buildings” that can easily be re-purposed to another use in the future.

Hybrid buildings would bring at least two advantages. They would protect owners from shifts in preferences that are impossible to predict now, and they fit with the trend of shorter leases in the commercial real estate sector.

With tenants moving in and out more frequently, adaptable buildings might become more valuable (Mischke, J., R. Luby, B. Vickery, J. Woetzel, O. White, A. Sanghvi, J. Rhee, A. Fu, R. Palter, A. Dua, S. Smit., 2023).

those who might have limited home service. Coworking spaces can also serve as remote work hubs for pods of distributed workers working for a single company. A community could also consider hosting events for remote workers at a local cafe or restaurant. (See sidebar regarding the creation of flexible, “hybrid” buildings.)

- 5. When attracting remote workers, leverage existing relationships and connections to the community.** Target marketing efforts to workers and professionals that grew up in or attended school in the community. During the pandemic, people who left urban cores to work remotely in rural areas were more likely to move to a place where they had pre-established relationships.
- 6. Continue to invest in the community’s quality of life.**
- 7. Incentivize remote workers through state or local government programs, such as housing or relocation assistance.** This should tactic should not be pursued until the previous recommendations are addressed.

## VII. Summary

### A. Remote Work: Where Are We Now?

- In Michigan:
  - An estimated 24% of workers worked remotely at least one day a week in 2025.
  - In 2025, 48.2% of Michigan organizations reported offering formal remote work options for all or part of their workforce, with hybrid work continuing to be the dominant remote work model.
  - The share of Michigan employers allowing “as-needed” or “on-demand” remote work rose from 26% in 2023 to 38.9% in 2025, suggesting a growing preference for informal flexibility.
- Nationally:
  - Remote work dramatically increased in 2020 and 2021 from 2019 levels, due to the safety measures applied during the COVID-19 pandemic.
  - ACS data: 4.1% in 2019 to 19.9% in 2021
  - ATUS data: 6.8% in 2019 to 27.6% in 2021
  - Amongst surveyed full-time workers between 2023 and 2024:
    - In-office workers decreased from 66% to 62%
    - Hybrid workers increased slightly from 26% to 27%
    - Fully remote workers increased from 7% to 11%
  - Between 2022 and 2024 there has been a trend of an increased share of people teleworking, but for fewer hours, and more people working some, but not all, of their work hours remotely.
  - Employers have enhanced the remote and hybrid work experience through
    - Trainings (such as how to hold effective hybrid meetings and use mixed communication methods)
    - Increasing adoption of AI to increase productivity
    - Hiring more IT staff
    - Upgrading meeting technology
    - Increasing office space as needed
- The populations in many small towns and rural areas in the U.S., including those in Northwest Lower Michigan, increased between 2020 and 2023. It is estimated that most of the growth that these areas experienced in this time was being driven by an increase in their population aged 25 to 44 years. This can be attributed in part to the increase in remote work availability and the presence of natural resources and outdoor recreation features in these areas.

### B. Employee Preferences

- Employees highly value autonomy over when and where they work.
- Workers have expressed a growing interest in fully remote, hybrid, and flexible work arrangements to allow for a better work/life balance.
- Hybrid work is now an expectation for many occupations.
- A flexible working arrangement is one of the top three most important aspects job hunters look for.
- 22% of workers said they would expect a pay increase if they could no longer work hybrid or remote, and 40% would look for a new job that offered more flexibility.
- Top three benefits of remote work:
  - No commute
  - Save money (on transportation/food). Hybrid workers say they spend an average of \$42 more per day when they work from the office versus remotely.
  - Flexibility over when to work
- Top five health benefits of remote work:
  - Less burnout

- Healthier food choices
- Reduced anxiety and depression
- Improved overall mental health
- Improved sleep

## C. Challenges

- Employee behaviors such as “coffee badging”, “calendar blocking”, or posting about their job or employer negatively on social media.
- Concerns regarding proximity bias seemed to decrease in 2024 compared to 2023. More than half of managers of remote and hybrid employees (56%) reported that their teams are missing out on impromptu or informal feedback, compared to 68% feeling this sentiment in 2023.
- The increased use of employee monitoring tools represents a privacy concern. 86% of employees agreed that it should be a legal requirement for employers to disclose if they are using these tools.
- Worker anxiety/stress levels increased between 2023 and 2024.
- Over 1 in 4 workers (28%) are “polyworking” with at least one additional job to meet their personal financial obligations.
- The limitations of virtual meetings remain an issue, as more workers are having online or hybrid meetings (86%) than in-person ones (83%). Meeting pain points range from technical difficulties to missing parts of conversations, either auditory or visually. Nearly 3 out of 4 of workers (72%) said they’ve lost time and started meetings late due to technical difficulties, 70% struggle to see everyone’s faces, and another 70% have issues hearing everyone. With 87% saying good technology was an important work factor (up from 83% in 2023), the technology that companies choose is only becoming increasingly important.
- Employee engagement is the top concern managers have about their remote workers.

## D. Labor Force

- These four major industries saw phenomenal increases in remote work (by over 30 percentage points) between 2019 and 2021:
  - Professional, scientific, and technical services
  - Information
  - Finance and insurance
  - Management of companies and enterprises
- Top 10 detailed industry groups with the greatest percentage of remote workers in 2021:
  - Computer systems design and related services
  - Data processing, internet publishing, and other information services
  - Publishing industries, except internet (includes software)
  - Insurance carriers and related activities
  - Securities, commodity contracts, & other financial investment and related activities
  - Funds, trusts, and other financial vehicles
  - Miscellaneous professional, scientific, and technical services
  - Management of companies and enterprises
  - Federal reserve banks, credit intermediation, and related activities
  - Motion picture and sound recording industries
- Occupations with the lowest telework rates include jobs that require a high degree of physical strength and/or require an in-person presence to complete the work:
  - Natural resources, construction, and maintenance occupations
  - Production, transportation, and material moving occupations
  - Service occupations

- Occupations with the highest rates of telework:
  - Management, professional and related occupations
  - Sales and office occupations
- Full-time workers have a greater opportunity to work remotely than part-time workers
- The rapid digital transformation across industries has allowed for increased remote work opportunities for “blue collar jobs”, such as:
  - Educational instruction and library occupations
  - Healthcare: practitioners, support workers and workers in technical occupations
  - Sales
  - Building/grounds cleaning/maintenance
- The total factor productivity growth over the 2019-22 period was found to be positively associated with the rise in the percentage of remote workers across 61 industries in the private business sector. This is because unit costs, especially unit non labor costs (capital, energy, material and service costs) grew less in industries where more work was done remotely. However, these productivity gains accrued to businesses did not result in increased compensation to workers.
- Managers said their teams were 62% more productive when working hybrid or remotely, and 22% said work location doesn’t make a difference.
- On average, remote workers earned more than on-site workers between 2020 and 2021.
- Between 2020-2021, people with white-collar jobs across the wage distribution all earned wage premia when working remotely. Among them, however, Black workers, those with disabilities, and government employees earned relatively lower wage premia, with higher premia for men in the middle of the wage distributions and for women with higher wages. Mothers earned a slightly lower wage premium when working from home compared to women with no minor children at home.
- Characteristics of workers who are more likely to telework:
  - Women
  - Age 25 to 54 years
  - Asian or White race
  - With no disability
  - Have a Bachelor’s degree or higher level of education
  - Work full-time

## E. What’s on the Horizon for Remote Work

- Hybrid work is the dominant model for remote work. Workers and employers will decide on the optimal mix of remote work days given the job tasks to be performed (a concept called task-based hybrid work). For example, there are some activities that may better suited for the office, such as meeting new people, mentoring, and team meetings. Production processes, firm culture, and family/life circumstances will also be considered in on-site or off-site work designations.
- Workers who are less productive working from home will be more apt to find jobs at a dedicated worksite. This scenario could potentially reduce remote wage premia while allowing aggregate wages and productivity to continue to grow.
- “Remote-First” companies that make working from home the default option could attract a broader talent pool and reduce overhead costs associated with maintaining physical offices.
- Employers can also establish small “remote work hubs” away from their central headquarters to serve small groups of remote workers. Employees would benefit in greater flexibility of choosing where to live, while employers could obtain an extended talent pool and some of the productivity benefits associated with co-located employees.

## F. Factoring Remote Work into Economic Development Strategies

- Expand and improve broadband infrastructure and clearly communicate where it is and is not available.
- When working to increase remote employment for local workers, focus workforce development efforts on skills aligned with remote work professions.
- Focus on the need to maintain a variety of housing options and price points.
- Create spaces, places, and programs where remote workers can meet and network to build personal and professional connections and combat isolation. Encourage the development of mixed-use neighborhoods, smaller multi-use office and retail spaces, and “hybrid buildings” that can easily be re-purposed to another use in the future.
- When attracting remote workers, leverage existing relationships and connections to the community.
- Continue to invest in the community’s quality of life.
- After the above strategies have been attempted, consider incentives to attract remote workers, such as through programs that offer housing or relocation assistance.

## VIII. White Paper Appendices

A. Glossary

B. Secondary Research: Survey Instruments & Methodology

C. NAICS and SOC Classifications

D. References

## A. Glossary

Term	Definition
ACS	American Community Survey
ASE	The American Society of Employers
ATUS	The American Time Use Survey
BLS	United States Bureau of Labor Statistics
Calendar Blocking	Scheduling specific blocks of time in your calendar for designated tasks or activities, such as checking emails, focused, brainstorming sessions with colleagues, lunch breaks, exercise, or errands. Some workers utilize this technique to protect their calendar with pretend meetings.
Coffee Badging	When employees come into the office not to work, but to be seen. They usually stop by long enough to grab a free cup of coffee or two and have a few conversations with their co-workers before heading back home. The idea is to spend as little time in the office as possible, while still making sure their employer knows that they are in fact in the office by making themselves noticeable when they are there. (Owl Labs, 2023a).
CPS	Current Population Survey
Flexible Work	An arrangement where an employee can choose what time they begin to work, where to work, and when they will stop work.
Hybrid Work	A flexible working model where employees work partly in the physical workplace, and partly remotely – at home or from another workspace.
Office Peacocking	Organizations that are looking for ways to entice their employees to come back into the office make their office a desirable place to be by throwing out the traditional grey cubicles and embracing swanky modern designs, fun decor and desirable perks like free coffee and food (Owl Labs, 2023a).
Polyworking	When workers have two or more jobs.
Productivity	A measure of economic efficiency that shows how effectively economic inputs are converted into goods and services (BLS, n.d).
Proximity Bias	The idea that preferential treatment is given to the people who spend the most time physically close to us. This can quickly become problematic in a hybrid workplace where some workers find themselves working remotely, and others are in-person in the office (Owl Labs, 2023a).
Pulse Survey	A pulse survey is a short and specific questionnaire conducted within an organization to get immediate viewpoints of employees on topics or issues they are directly concerned with. Pulse surveys are developed to be short, focused, and frequent, so that organizations can get timely feedback and monitor employee emotions regularly.
Quiet Quitting	When you don't quit your job, but you stop going above and beyond in any way. Essentially, you start doing the bare minimum you can do without getting fired (Owl Labs, 2023a).
Remote Work	Remote work is a broad term that encompasses any work arrangement where the employee is not required to be in a traditional office setting. This could include working from home, from a co-working space, or from another location. Remote workers may be employed by a company, but they may also be freelancers, contractors, or consultants (Owl Labs, 2023b).
RTO	Return-to-Office. This refers to an employer's policy that requires employees to work on-site instead of remotely.

Seasonally Adjusted Data	Labor force levels, employment, unemployment, and other labor market measures fluctuate sharply over the course of a year because of seasonal events such as weather, major holidays, and the opening and closing of schools. Seasonal adjustment is a statistical procedure used to remove seasonal fluctuations from data series, thereby making it easier to observe cyclical and other economic trends (BLS, 2018c).
Stealth Management	A trend where managers discreetly adopt a more flexible approach to company policies to retain top talent, possibly influenced by stricter RTO mandates (Devlin, 2024).
Telecommute	When an employee who works in an office environment works from home or another location to forgo commuting. They use phone and internet access to attend meetings and communicate with colleagues virtually. It's often referred to as "working from home", because telecommuters usually choose to work from home when not traveling to the office (Owl Labs, 2023a).
Telepresence	The appearance or sensation of a person being present at a place other than their true location, via telerobotics or video.
Telework	A model where employees work remotely while communicating with their colleagues through telephone, email or video conferencing. Teleworkers may work in another offsite location, such as their home, a coffee shop, or in company buildings outside of the main office, such as in another branch. Companies often require teleworkers to work during designated hours with employees in the office, such as from 9 a.m. to 5 p.m. (Indeed Editorial Team, 2025).
TFP	Total Factor Productivity. TFP is calculated by dividing output by a combination of all inputs used in production. Inputs include workers, machinery, and other capital, energy, materials, and services (Wulff Pabilonia & Redmond, 2024).
Unit Labor Costs	The payments for labor services used to produce each unit of goods and services (BLS, n.d.).
Unit Nonlabor Costs	The nonlabor costs associated with each unit of goods and services produced, calculated as nonlabor costs divided by output (BLS, n.d).
Videotelephony	The use of audio and video for simultaneous two-way communication. (Also known as videoconferencing or video calling).
Wage Penalty	The difference in pay between the Prevailing Wage and the wage paid to a covered employee ( <a href="https://www.lawinsider.com/">https://www.lawinsider.com/</a> ).
Wage Premium	The average amount that the wages of members of a certain group are greater than those of the population as a whole ( <a href="https://en.wiktionary.org/">https://en.wiktionary.org/</a> ).
WFH	Work From Home

## B. Secondary Research: Survey Instruments and Methodology

### 1. The U.S. Bureau of Labor Statistics: Current Population Survey (CPS)

The CPS is a monthly telephone survey of U.S. households that is conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS). The CPS provides the national unemployment rate and a variety of information about employment, unemployment, and people not in the labor force (BLS, 2018a).

The data sources for the CPS are described by the BLS (2018b) as follows:

Approximately 60,000 scientifically selected households make up the Current Population Survey (CPS) sample. Each month, U.S. Census Bureau interviewers attempt to contact a responsible person in each of these eligible households to complete a CPS interview. The U.S. Census Bureau contacts each household for eight monthly interviews over a 16-month period.

For each household in the survey, there is a designated “householder”: the person, or one of the people, who rents or owns the residence. The designation “householder” is used in the roster to identify each household member’s relationship to the householder: spouse, child, domestic partner, etc. The roster is checked for accuracy and brought up to date at each subsequent interview to take account of new or departed household residents, changes in marital status, and similar items.

Personal visits are typically required the first month the household is in the sample, and they are preferred in the fifth month. In other months, interviews generally are conducted by telephone. Households without a telephone and those which specifically request a personal visit usually receive in-person interviews each month. About 10 percent of eligible households are interviewed via computer-assisted telephone interviewing (CATI) from telephone centers located in Jeffersonville, Indiana, and Tucson, Arizona. Field representatives interview the remaining households (approximately 68 percent of households in any given month) by telephone.

At each monthly interview, a series of standard questions on work and job search activities during the reference week is asked about each household member 15 years of age or older. The reference week is generally the week that includes the 12th of the month, and Census Bureau interviewers usually begin collecting data during the week that includes the 19th of the month.

The BLS (2018c) describes aspects of the methods to calculate the CPS estimates as follows:

After interviews for the CPS are conducted, the U.S. Census Bureau processes the raw data files (as submitted by interviewers) to create a microdata file that can be used to produce estimates. In order to produce national labor force estimates from the survey microdata, a statistical weight for each person in the sample is developed. A series of procedures adjusts the weights for sample records in order to ensure that these sample-based estimates of the population match independent population controls for a number of geographic and demographic subgroups. On average, a person in the CPS sample represents about 2,500 people in the population. The estimation methodology also includes adjustments to account for people who do not respond to the survey and to minimize the error range of survey estimates.

Labor force levels, employment, unemployment, and other labor market measures fluctuate sharply over the course of a year because of seasonal events such as weather, major holidays, and the opening and closing of schools. Seasonal adjustment is a statistical procedure used to remove seasonal fluctuations from data series, thereby making it easier to observe cyclical and other economic trends. A wide range of seasonally adjusted labor market measures is available from the CPS. However, not all measures are available on a seasonally adjusted basis.

Seasonally adjusted CPS data for the current year are produced with a technique known as concurrent adjustment. Under this practice, the current month's seasonally adjusted estimate is computed with the use of all relevant original data up to and including data for the current month. Revisions to estimates for previous months, however, are postponed until the end of the calendar year, at which time BLS re-estimates the seasonal adjustment factors for CPS series in order to include the latest 12 months of data in the estimation process. On the basis of this annual reestimation, the most recent 5 years of seasonally adjusted CPS data are subject to revision. The new seasonal factors and the revised seasonally adjusted series are introduced with the publication of December estimates in January of each year. Data series that are not seasonally adjusted, including annual averages, are not part of this revision process.

Population controls are independent estimates of the population that are used to weight the CPS sample results so that estimates reflect the civilian noninstitutional population ages 16 and older. The Census Bureau develops the CPS population controls, which are based on decennial census population counts, supplemented with birth and death data and estimates of net international migration.

The Census Bureau reviews and adjusts the population estimates every year. BLS introduces the Census Bureau's annual population control adjustments into CPS estimates for January. The adjustments may increase or decrease estimates of the population level, depending on whether the latest information indicates that the population estimates have trended high or low.

The CPS captures data about people teleworking through the following questions (BLS, 2023):

From May 2020 to September 2022, the CPS included one question on telework to help gauge the effects of the COVID-19 pandemic on the labor market. The BLS refers to the terms telework and work at home for pay simply as "telework". The question asked, "At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?"

To more broadly measure changes in the prevalence of telework, the BLS added new questions to the CPS starting in October 2022 that focus on telework or work at home for pay. The questions ask whether people had teleworked or worked at home for pay in the survey reference week and the number of hours teleworked, regardless of the underlying reason for that work arrangement.

Because of the differences in concepts, question wording, reference periods, and who was asked the questions, estimates from the COVID-19 telework question asked from May 2020 through September 2022 are not directly comparable to the telework data from October 2022 and later.

Furthermore, the telework questions in the CPS are not asked of people who were employed but not at work for the entire week due to vacation, illness, or other reasons (Borkowski & Kaynas, 2025).

## 2. The U.S. Bureau of Labor Statistics: American Time Use Survey (ATUS)

The *American Time Use Survey User's Guide* (2025) explains the purpose and data collection methods for the survey as follows:

The American Time Use Survey (ATUS) is the Nation's first federally administered, continuous survey on time use in the United States. The goal of the survey is to measure how people divide their time among life's activities. In ATUS, individuals are randomly selected from a subset of households that have completed their eighth month of interviews for the Current Population Survey (CPS). ATUS respondents are interviewed only one time about how they spent their time on the previous day, where they were, and whom they were with. The survey is sponsored by the Bureau of Labor Statistics and is conducted by the U.S. Census Bureau.

Demographic information—including sex, race, age, educational attainment, occupation, income, marital status, and the presence of children in the household—also is available for each respondent. Although some of these variables are updated during the ATUS interview, most of this information comes from earlier CPS interviews, as the ATUS sample is drawn from a subset of households that have completed month 8 of the CPS.

The ATUS sample is drawn from the CPS, so the ATUS universe is the same as the CPS universe. The universe for the CPS is composed of the civilian, noninstitutional population residing in occupied households in the United States. From this universe, the CPS selects approximately 60,000 eligible households every month. About one-eighth of these retire permanently from the CPS sample each month after their eighth CPS interview attempt. Two months after households complete their eighth CPS interview, they become eligible for selection into the ATUS sample.

An advance mailer is sent to all ATUS designated persons to notify them that they have been selected for the ATUS sample. The advance mailer contains a letter and a brochure, both of which are printed in English and Spanish. The letter explains the nature of the survey, notifies the designated person of the date on which he/she will be contacted for the interview, and provides ATUS telephone and Internet contact information.

All ATUS data are collected using computer-assisted telephone interviewing (CATI). The computerized interviewing instrument offers several benefits over a paper questionnaire. First, CATI automatically inserts any answer that a respondent gives in the beginning of a survey, such as a child's name, in corresponding later questions. Next, CATI verifies that all questions have been answered and that a respondent's answers are consistent throughout the questionnaire. CATI alerts the interviewer if there is a problem so that it can be resolved during the course of the interview. Also, CATI allows complex skip patterns to be programmed into the questionnaire to ensure consistent data quality and minimize human error. CATI also uses pop-up text boxes to instruct the interviewer to probe for more information when necessary. Overall, CATI reduces interviewer burden and clerical errors, ensures consistency and better data quality, and makes the interview experience more pleasant for respondents.

The ATUS relies on a diary-based measure to capture data on people teleworking or working from home. For most reported activities, including work, people are asked where the activity took place. Measures of work at home, including incidental work at home, are derived from respondent's diary reports. For example, someone who reported spending five minutes checking their work email at home is counted as "working from home" in ATUS estimates, as is someone who reported working ten hours at home, for example. Estimates produced from these diaries represent time use on one day and are averages of diaries collected throughout an entire year (BLS, 2023).

### 3. The U.S. Census Bureau: American Community Survey (ACS)

The ACS is a nationwide, continuous survey designed to provide communities with reliable and timely social, economic, housing, and demographic data every year. The survey includes basic questions about age, sex, race, Hispanic origin, household relationship, and owner/renter status, as well as detailed questions about population and housing characteristics. The ACS is also "the largest U.S. household survey, with a one percent representative cross-sectional sample of the U.S. population surveyed annually by the U.S. Census Bureau since 2001" (Wulff Pablonia & Vernon, 2024).

- The ACS data collection process is described as follows (US Census Bureau, 2024):  
The ACS is mailed to a scientific sample of residential addresses, not to specific people. Each address has about a 1-in-480 chance of being selected in a month, and no address should be selected more than once every 5 years. Roughly 3.5 million addresses are sampled annually, and the sample is designed for good

geographic coverage allowing the ACS to produce a quality picture of our nation’s communities.

Households that receive the ACS can respond online, by mail, or with a field representative by computer-assisted interviewing. The first phase includes a mailed invitation to respond online. If the household does not respond online, a paper questionnaire is then sent to complete and return by mail. The self-response phase lasts about 8 weeks and a household can receive up to five mailings asking to respond to the survey.

The ACS releases three different products each year, roughly one year after the data are collected:

- 1-Year Estimates - 12 months of collected data; data for geographic areas with populations of 65,000+.
- 1-Year Supplemental Estimates - 12 months of collected data; data for geographic areas with populations of 20,000+; simplified versions of popular ACS tables.
- 5-Year Estimates - 60 months of collected data; data for all geographic areas (including granular census tract and block group geographies).

Remote worker status information can be obtained from responses to the following ACS question: “How did this person usually get to work Last Week?” (Wulff Pablonia & Vernon, 2024). If the survey respondent indicated “worked from home”, they can be considered as a remote worker. If the survey respondent selected a mode of transportation (such as a car, bus, subway, etc.), then they can be classified as an on-site worker. Remote workers captured in the ACS can include hybrid workers if they indicate that the majority of their work week was spent working at home instead of the office.

#### 4. The U.S. Census Bureau: Household Pulse Survey

April of 2020 to September 2024 the Census Bureau’s experimental Household Pulse Survey (HPS) measured how emergent issues were impacting U.S. households from a social and economic perspective. The cross-sectional data collection for the Household Pulse Survey (HPS) ended on September 16, 2024, with the final data of the cross-sectional data collection released on October 3, 2024. The survey included the question, “In the last 7 days, have you teleworked or worked from home?”

#### 5. McKinsey & Company: American Opportunity Survey

McKinsey Global Institute, the business and economics research arm of McKinsey, conducted the American Opportunity Survey, a 25-minute, online-only Ipsos poll between March 15 and April 18, 2022. A sample of 25,062 adults aged 18 and older from the continental United States, Alaska, and Hawaii was interviewed online in English and Spanish. To better reflect the population of the United States as a whole, post hoc weights were made to the population characteristics on gender, age, race/ethnicity, education, region, and metropolitan status. Given the limitations of online (or “internet”) surveys, it is possible that biases were introduced because of undercoverage or nonresponse. People with lower incomes, less education, people living in rural areas, or people aged 65 and older are underrepresented among internet users and those with high-speed internet access.

The survey focused on economic obstacles and opportunities for people in the U.S., and asked about people's participation in contract, freelance, temporary, or gig work, along with demographics, outlook, and overall economic position. The survey included questions such as the ability to work in the office vs. remotely, perceived values of remote and flexible work, and types of obstacles encountered to one’s peak job performance (Dua, Ellingrud, Kirschner, Kwok, Luby, Palter & Pemberton, 2022).

#### 6. Owl Labs’ Annual “State of Hybrid Work” Report

Owl Labs published their eighth annual State of Hybrid Work report in 2024. Owl Labs surveyed 2,000 full-time workers in the United States, ages 18+, at companies with 2+ employees. This survey data was collected

in July of 2024 with third-party data and research agency, Vitreous World. The survey data provides insights into the latest trends, perceptions of employees and employers, and factors shaping the future of remote work (Owl Labs, 2024).

#### 7. [American Society of Employers' \(ASE\) Remote Work Pulse Survey](#)

ASE<sup>8</sup> released its 2025 Remote Work Pulse Survey in June 2025. The survey highlights the shifting landscape of workplace flexibility across the state, and offers insight into how organizations are adapting remote work policies to meet the needs of both businesses and employees.

#### 8. ["Remote's" Workforce Pulse Survey](#)

This survey was conducted to understand the current sentiment of employees, and what they need most from employers. It was commissioned by Remote and conducted by Pollfish the week beginning May 5, 2025. It includes responses from 2,000 full-time, salaried or desk-based U.S. workers aged 22–64, spanning fully remote, fully in-office, and hybrid work environments (Mantock, 2025).

#### 9. [FlexJobs' Work Insights Survey](#)

From May 3, 2023, to May 21, 2023, FlexJobs gathered responses from over 5,600 working professionals. The survey inquired about the impact of recent workforce changes on mental health and explored attitudes toward remote work. This helped identify common challenges and professionals' outlooks on their careers.

#### 10. [WFH Research's Global Survey of Working Arrangements and Attitudes \(SWAA\)](#)

WFH Research describes their survey methodology as follows ([www.wfhresearch.com](http://www.wfhresearch.com)):

The motivation for establishing the Survey of Working Arrangements and Attitudes was to collect detailed information on these topics given the dramatic impact of the COVID-19 pandemic on the economy and working arrangements. We are particularly interested in workers' experiences and attitudes regarding working arrangements, and in forecasting how working arrangements might evolve in the longer-term after the end of COVID-19. We hope our data and research will be useful to economists, businesses, and policy makers.

SWAA respondents are working age persons in the United States who report work-related earnings over a threshold. Between May 2020 and March 2021 we used a \$20,000 threshold for 2019 earnings. Between April and September 2021 we transitioned to a threshold of \$10,000 in 2019. Between January and March 2022 we transitioned to a \$10,000 threshold for the prior year.

The first survey wave was conducted in May 2020 and data collection continues on a monthly basis. Each survey wave collects between 2,500 and 5,000 responses. Initial waves were 2,500, but we transitioned permanently to 5,000 monthly responses in April 2021 and later to 10,000 responses in 2022.

Our research team design the survey questions and then use commercial survey providers to field the survey on our behalf via the internet. These providers recruit respondents via panel aggregators who have access to potential respondents from various sources. Potential respondents sign up to receive internet surveys generally and then receive invitations to individual surveys. They do not sign up for our survey specifically. Because we use these commercial providers we do not interact directly with respondents. In our survey questionnaires, we do not ask for any private identifying information, nor are we otherwise able to identify our respondents.

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<sup>8</sup> (ASE) is an affiliate of the Employer Associations of America. ASE supports Michigan employers by providing a broad range of information, services, and training that enables them to successfully manage their most important asset: their people.

After re-weighting our data to match the share of individuals in the Current Population Survey (CPS) of a given age, sex, educational attainment, and earnings level our data matches the population in the CPS along these dimensions. The reweighted distribution is also not far off for other variables such as the industry of the current or most recent job and the Census Division (i.e. region).

## C. Industry and Occupation Classifications

The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. The structure of NAICS is hierarchical, utilizing a six-digit coding system to identify industries and their placement in this structure of the classification system. The first two digits of the structure designate the NAICS sectors that represent general categories of economic activities, and the third digit designates the subsector, as shown in the table below. Additional information on industry classifications can be found at [https://www.census.gov/naics/reference\\_files\\_tools/2022\\_NAICS\\_Manual.pdf](https://www.census.gov/naics/reference_files_tools/2022_NAICS_Manual.pdf)

<b>Sector 11. Agriculture, Forestry, Fishing and Hunting</b>
Subsector 111. Crop Production
Subsector 112. Animal Production and Aquaculture
Subsector 113. Forestry and Logging
Subsector 114. Fishing, Hunting and Trapping
Subsector 115. Support Activities for Agriculture and Forestry
<b>Sector 21. Mining, Quarrying, and Oil and Gas Extraction</b>
Subsector 211. Oil and Gas Extraction
Subsector 212. Mining (except Oil and Gas)
Subsector 213. Support Activities for Mining
<b>Sector 22. Utilities</b>
Subsector 221. Utilities
<b>Sector 23. Construction</b>
Subsector 236. Construction of Buildings
Subsector 237. Heavy and Civil Engineering Construction
Subsector 238. Specialty Trade Contractors
<b>Sector 31-33. Manufacturing</b>
Subsector 311. Food Manufacturing
Subsector 312. Beverage and Tobacco Product Manufacturing
Subsector 313. Textile Mills
Subsector 314. Textile Product Mills
Subsector 315. Apparel Manufacturing
Subsector 316. Leather and Allied Product Manufacturing
Subsector 321. Wood Product Manufacturing
Subsector 322. Paper Manufacturing
Subsector 323. Printing and Related Support Activities
Subsector 324. Petroleum and Coal Products Manufacturing
Subsector 325. Chemical Manufacturing
Subsector 326. Plastics and Rubber Products Manufacturing
Subsector 327. Nonmetallic Mineral Product Manufacturing
Subsector 331. Primary Metal Manufacturing
Subsector 332. Fabricated Metal Product Manufacturing
Subsector 333. Machinery Manufacturing
Subsector 334. Computer and Electronic Product Manufacturing

Subsector 335. Electrical Equipment, Appliance, and Component Manufacturing
Subsector 336. Transportation Equipment Manufacturing
Subsector 337. Furniture and Related Product Manufacturing
Subsector 338. Miscellaneous Manufacturing
<b>Sector 42. Wholesale Trade</b>
Subsector 423. Merchant Wholesalers, Durable Goods
Subsector 424. Merchant Wholesalers, Nondurable Goods
Subsector 425. Wholesale Trade Agents and Brokers
<b>Sector 44-45. Retail Trade</b>
Subsector 441. Motor Vehicle and Parts Dealers
Subsector 444. Building Material and Garden Equipment and Supplies Dealers
Subsector 445. Food and Beverage Retailers
Subsector 449. Furniture, Home Furnishings, Electronics, and Appliance Retailers
Subsector 455. General Merchandise Retailers
Subsector 456. Health and Personal Care Retailers
Subsector 457. Gasoline Stations and Fuel Dealers
Subsector 458. Clothing, Clothing Accessories, Shoe, and Jewelry Retailers
Subsector 459. Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers
<b>Sector 48-49. Transportation and Warehousing</b>
Subsector 481. Air Transportation
Subsector 482. Rail Transportation
Subsector 483. Water Transportation
Subsector 484. Truck Transportation
Subsector 485. Transit and Ground Passenger Transportation
Subsector 486. Pipeline Transportation
Subsector 487. Scenic and Sightseeing Transportation
Subsector 488. Support Activities for Transportation
Subsector 491. Postal Service
Subsector 492. Couriers and Messengers
Subsector 493. Warehousing and Storage
<b>Sector 51. Information</b>
Subsector 512. Motion Picture and Sound Recording Industries
Subsector 513. Publishing Industries
Subsector 516. Broadcasting and Content Providers
Subsector 517. Telecommunications
Subsector 518. Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services
Subsector 519. Web Search Portals, Libraries, Archives, and Other Information Services
<b>Sector 52. Finance and Insurance</b>
Subsector 521. Monetary Authorities-Central Bank
Subsector 522. Credit Intermediation and Related Activities
Subsector 524. Insurance Carriers and Related Activities
Subsector 525. Funds, Trusts, and Other Financial Vehicles

<b>Sector 53. Real Estate and Rental and Leasing</b>
Subsector 531. Real Estate
Subsector 532. Rental and Leasing Services
Subsector 533. Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
<b>Sector 54. Professional, Scientific, and Technical Services</b>
Subsector 541. Professional, Scientific, and Technical Services
<b>Sector 55. Management of Companies and Enterprises</b>
Subsector 561. Administrative and Support Services
Subsector 562. Waste Management and Remediation Services
<b>Sector 61. Educational Services</b>
Subsector 611. Educational Services
<b>Sector 62. Health Care and Social Assistance</b>
Subsector 621. Ambulatory Health Care Services
Subsector 622. Hospitals
Subsector 623. Nursing and Residential Care Facilities
Subsector 624. Social Assistance
<b>Sector 71. Arts, Entertainment, and Recreation</b>
Subsector 711. Performing Arts, Spectator Sports, and Related Industries
Subsector 712. Museums, Historical Sites, and Similar Institutions
Subsector 713. Amusement, Gambling, and Recreation Industries
<b>Sector 72. Accommodation and Food Services</b>
Subsector 721. Accommodation
Subsector 722. Food Services and Drinking Places
<b>Sector 81. Other Services (except Public Administration)</b>
Subsector 811. Repair and Maintenance
Subsector 812. Personal and Laundry Services
Subsector 813. Religious, Grantmaking, Civic, Professional, and Similar Organizations
Subsector 814. Private Households
<b>Sector 92. Public Administration</b>
Subsector 921. Executive, Legislative, and Other General Government Support
Subsector 922. Justice, Public Order, and Safety Activities
Subsector 923. Administration of Human Resource Programs
Subsector 924. Administration of Environmental Quality Programs
Subsector 925. Administration of Housing Programs, Urban Planning, and Community Development
Subsector 926. Administration of Economic Programs
Subsector 927. Space Research and Technology
Subsector 928. Security and International Affairs

The 2018 Standard Occupational Classification (SOC) system is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 867 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 459 broad occupations, 98 minor groups, and the 23 major groups (listed below). More information about occupational classifications can be found at: <https://www.bls.gov/soc/>

<b>2018 Standard Occupational Classification System Codes – Major Groups</b>	
11-0000	<u>Management Occupations</u>
13-0000	<u>Business and Financial Operations Occupations</u>
15-0000	<u>Computer and Mathematical Occupations</u>
17-0000	<u>Architecture and Engineering Occupations</u>
19-0000	<u>Life, Physical, and Social Science Occupations</u>
21-0000	<u>Community and Social Service Occupations</u>
23-0000	<u>Legal Occupations</u>
25-0000	<u>Educational Instruction and Library Occupations</u>
27-0000	<u>Arts, Design, Entertainment, Sports, and Media Occupations</u>
29-0000	<u>Healthcare Practitioners and Technical Occupations</u>
31-0000	<u>Healthcare Support Occupations</u>
33-0000	<u>Protective Service Occupations</u>
35-0000	<u>Food Preparation and Serving Related Occupations</u>
37-0000	<u>Building and Grounds Cleaning and Maintenance Occupations</u>
39-0000	<u>Personal Care and Service Occupations</u>
41-0000	<u>Sales and Related Occupations</u>
43-0000	<u>Office and Administrative Support Occupations</u>
45-0000	<u>Farming, Fishing, and Forestry Occupations</u>
47-0000	<u>Construction and Extraction Occupations</u>
49-0000	<u>Installation, Maintenance, and Repair Occupations</u>
51-0000	<u>Production Occupations</u>
53-0000	<u>Transportation and Material Moving Occupations</u>
55-0000	<u>Military Specific Occupations</u>

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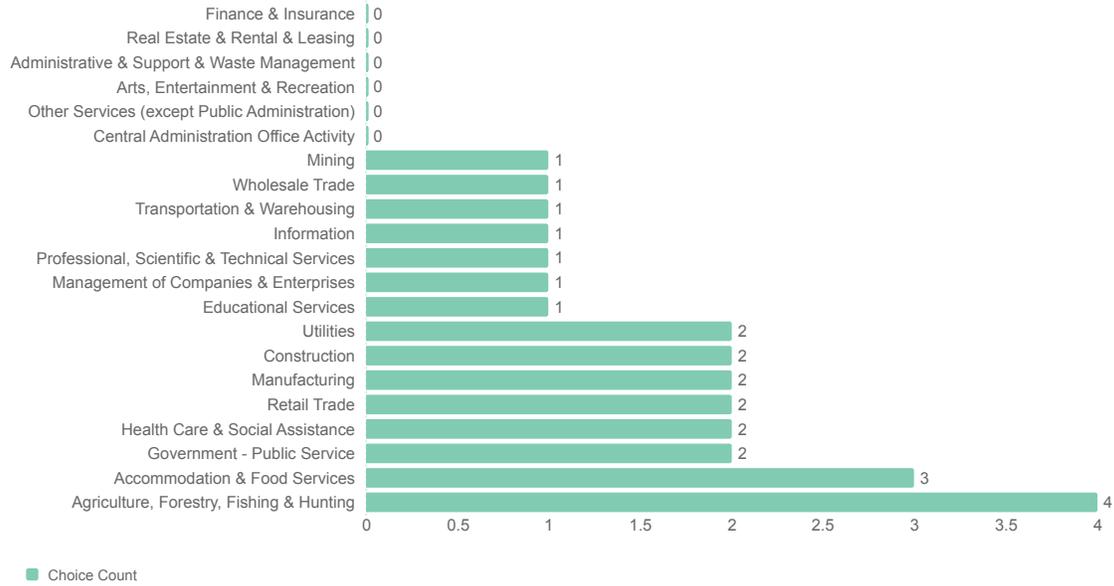
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**Appendix F**  
**(Survey Responses by County, in alphabetical order)**

## ANTRIM COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

26 Responses

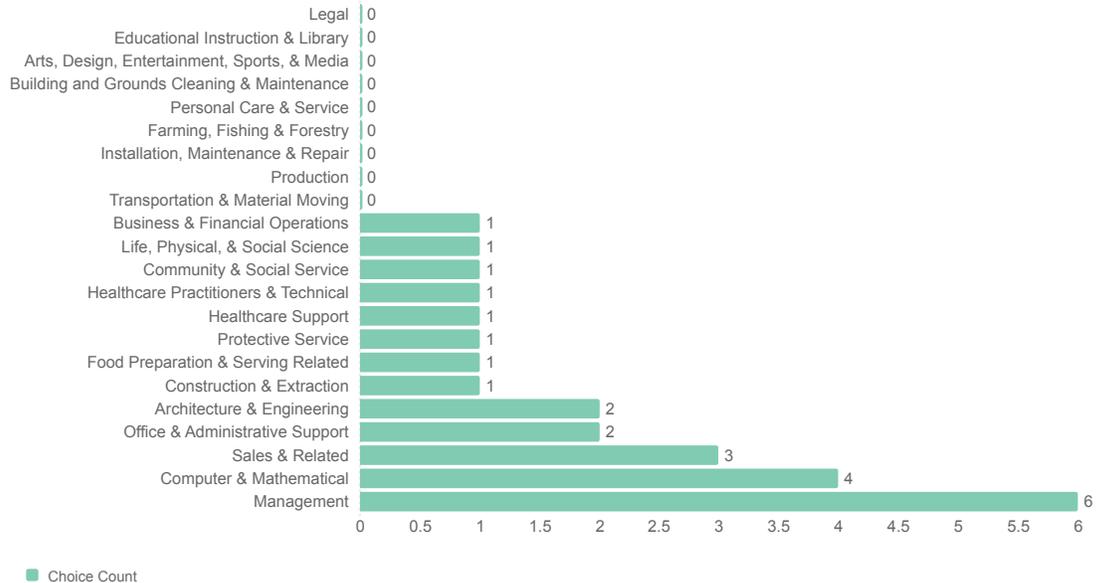


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

25 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

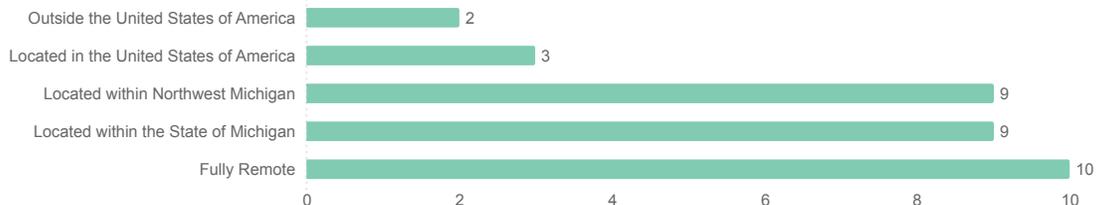
### Q4 - What company do you work for? (Optional)

7 Responses



### Q5 - Where is your employer based out of?

26 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

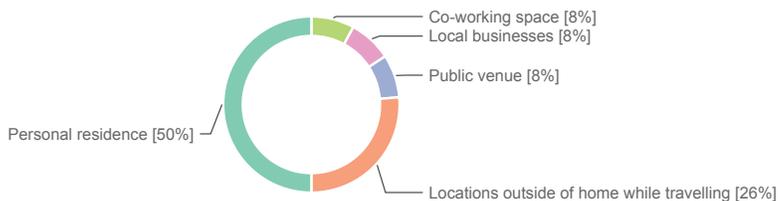
### Q7 - How many hours a week do you currently work remotely?

26 Responses



### Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

26 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

Q9 - Please select all co-working space(s) you utilize.

- Selected Choice

Field	3 Responses Choice Count
The Vault - Coworking Space (Charlevoix)	2
Other (please list names and locations)	1
Space - Coworking Space (Traverse City)	1
Northcoast Works (Petoskey)	1
The Loft - Coworking Space (Harbor Springs)	0
Commongrounds - Grove Community Incubator (Traverse City)	0
20Fathoms (Traverse City)	0

Other: "Employer provided"



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

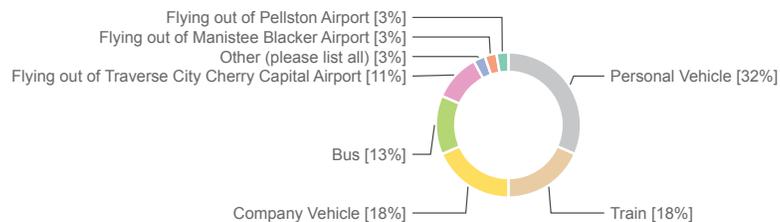
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

26 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

20 Responses



Other: "Flying out of Grand Rapids"

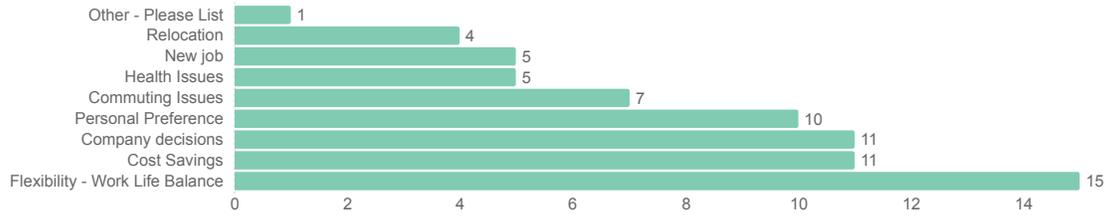


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

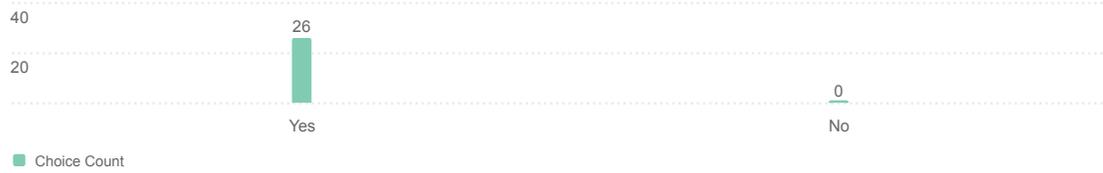
26 Responses



Other: "Care giving for aging parents and sister with disabilities"

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

26 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q13 - How would you rate your work life balance while working from home?

25 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

25 Responses

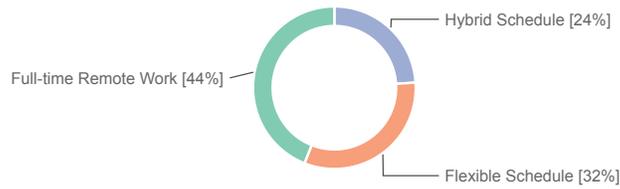


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

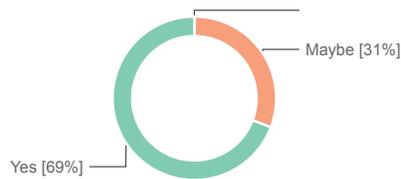
Q15 - What is your preferred remote work arrangement? - Selected Choice

25 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

26 Responses



■ No ■ Maybe ■ Yes



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

21 Responses



■ Choice Count



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q19 - What do you like most about remote work?

21 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q19 - What do you like most about remote work?

21 Responses

- Accommodation for my health issues
- At my convenience
- Balance for family needs
- Convenient. No need to go out.
- Convenient. No need to go out.
- Flexibility
- Flexibility
- Flexibility
- Flexibility
- Flexibility
- Flexibility
- Flexibility of work hours.
- Flexible and convenient for work
- Getting to choose your schedules
- Lower spending on lunches, work clothes, and dry cleaning.
- More control over my daily routine.
- No stress mornings and more sleep, both of which contribute to much higher productivity at work (so does the increased ability to focus)
- One of the best things about remote work is the flexibility it allows you to structure your day in a way that fits your productivity rhythms and personal life.
- The flexibility to work when and where I want.
- flexibility it offers
- it is very flexible



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q20 - What do you like least about remote work?

17 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

Q20 - What do you like least about remote work?

17 Responses

- A lot of work
- At times it would be easier to meet with clients in person
- Consumption of data
- Convenient. No need to go out.
- Convinced
- Disconnect from social connections that fuel workplace belonging and efficiencies
- Harder to disconnect after work hours.
- Harder to network and get to know coworkers
- Loneliness
- Not having opportunities to socialize during lunch every day
- Nothing actually
- Somehow boring or boredom
- The lack of in-person interaction and spontaneous collaboration is what I dislike most. It can make building deep team connections and brainstorming harder.
- Time zone hell
- Too much freedom
- it can feel lonely without the casual social interactions and spontaneous collaboration that happen in a shared office space.
- you dont get to see faces often



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

5 Responses

As someone in a leadership position with a fully remote staff, I appreciate many things about remote work both personally and professionally. I take personal responsibility for prioritizing and nurturing relationships between my staff members. I have reworked the meeting structure to emphasize the importance of relationships. We have all-staff meetings with members from all the teams that report to me 3-4 times per year that are intentionally planned to be highly engaging and promote relationship building. I encourage and give paid travel time for members to meet with one another face to face, I hold on and off-site strategic planning retreats for my leadership team and encourage my managers to do the same with their teams. Our organization does not pay for these opportunities. We make it happen and "work" because we so value our remote work privilege.

Important to have regular check-ins with team.

It's better than all other forms of working

It's crucial to set clear boundaries and invest in tools for effective communication and mental health support.

Video call dysmorphia

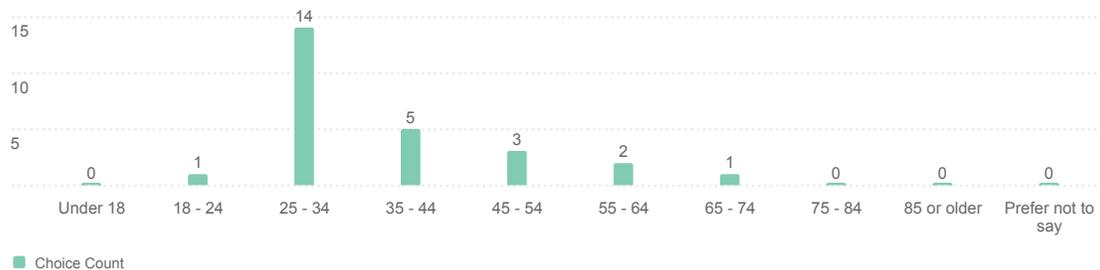


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County.

## ANTRIM COUNTY Demographics

### Q27 - Which of the following age range do you fall into?

26 Responses



### Q24 - How long have you lived at your primary residence?

26 Responses

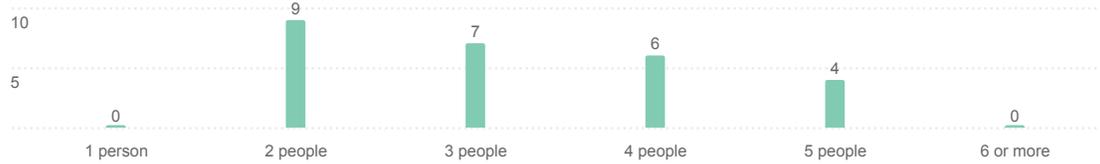


2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County

## ANTRIM COUNTY Demographics

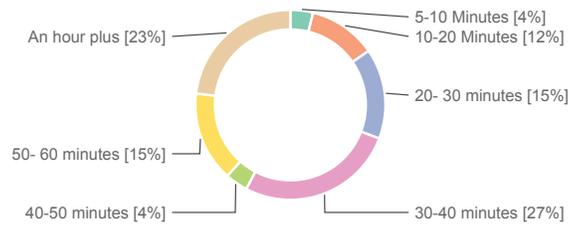
Q28 - Which of the following describes the number of people, including yourself, living in your household?

26 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

26 Responses

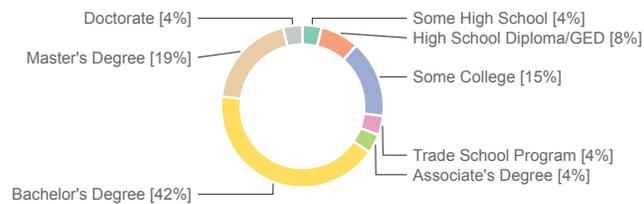


2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County

## ANTRIM COUNTY Demographics

Q29 - What is your highest level of educational attainment?

26 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

25 Responses



2025 NW MI Remote Worker Survey respondents whose primary residence is in Antrim County

## BENZIE COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

41 Responses

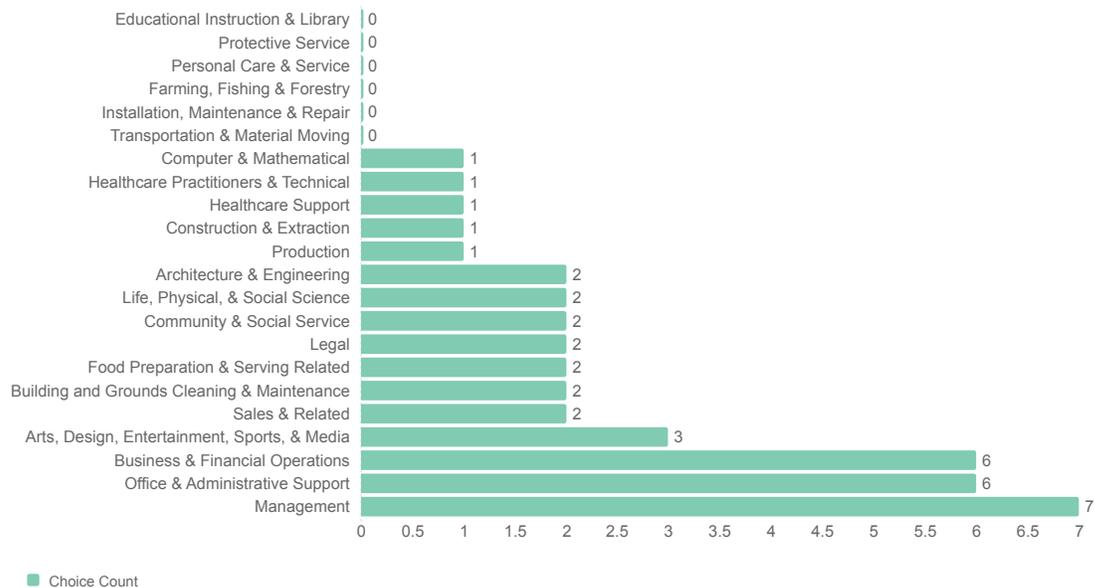


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

41 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

15 Responses

- Amazon
- Campspot
- Constructions company
- GM
- General Motors
- General Motors
- Hospital
- IQVIA
- Local Friend of the Court
- Pennsylvania Coalition Against Domestic Violence
- Public Health Institute
- Science and Technology
- The Votrubicon LLC
- US Department of Agriculture
- Wade Trim

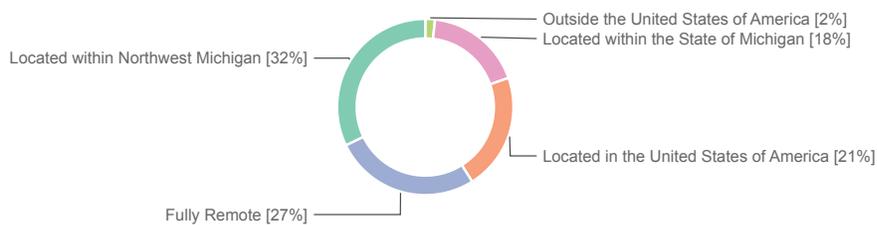


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

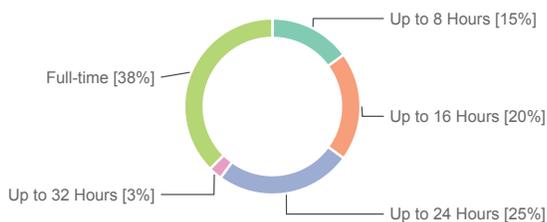
### Q5 - Where is your employer based out of?

41 Responses



### Q7 - How many hours a week do you currently work remotely?

40 Responses

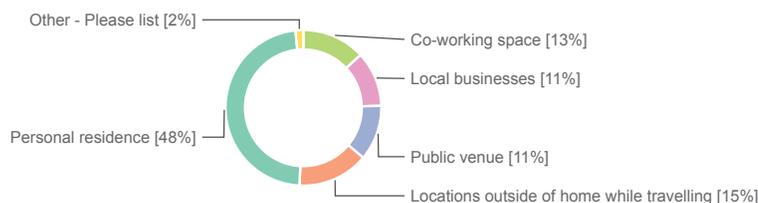


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

41 Responses



Other: "Courthouse"

Q9 - Please select all co-working space(s) you utilize. - Selected Choice

8 Responses

The Loft - Coworking Space (Harbor Springs)	4
Space - Coworking Space (Traverse City)	3
The Vault - Coworking Space (Charlevoix)	2
Commongrounds - Grove Community Incubator (Traverse City)	2
20Fathoms (Traverse City)	2
Northcoast Works (Petoskey)	1
Other (please list names and locations)	0



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

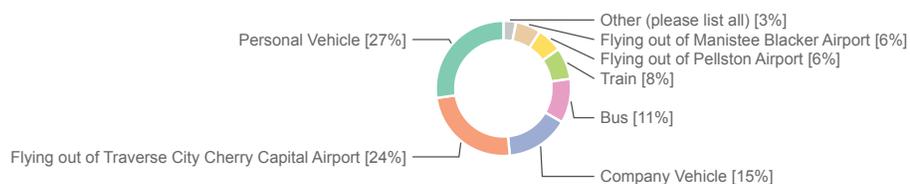
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

41 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

31 Responses



Other: "Co-workers vehicle." "renting a car in Cadillac."

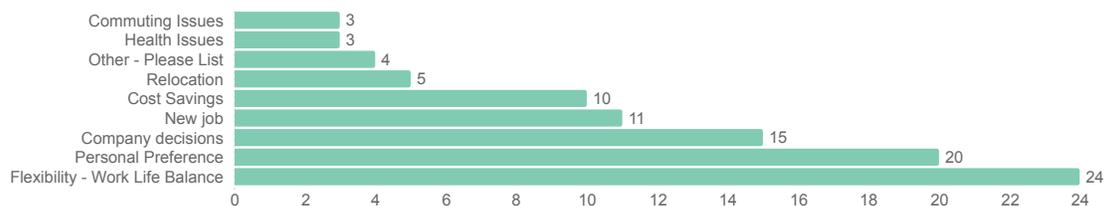


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

41 Responses



Other: COVID (2); "began with Covid - but continues because I like the flexibility"; "Higher salary than local orgs".

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

40 Responses

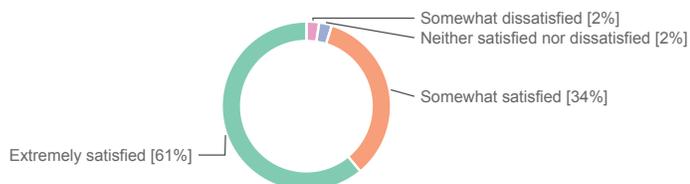


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

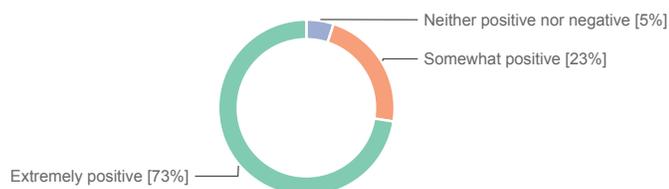
Q13 - How would you rate your work life balance while working from home?

41 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

40 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

41 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

41 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

38 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.



# BENZIE COUNTY Preferences

Not having to commute. I couldn't really answer the previous question because it lacked context. But not having to commute is the best thing ever, I will never do it again if I can manage that.

Save time commuting, ability to complete household tasks on breaks, ability to work for a West Coast company with a West Coast salary.

The ability to set your own schedule and work from anywhere (home, café, co-working space, or even while traveling).

The flexibility

The region boasts Lake Michigan shorelines, Sleeping Bear Dunes National Lakeshore, and dense forests, offering outdoor enthusiasts opportunities for hiking, skiing, kayaking, and more. This natural setting can enhance work-life balance.

Time to think without strict deadlines

easy

flexibility and a work/home life balance.

safe



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

# BENZIE COUNTY Preferences

Q20 - What do you like least about remote work?

31 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

### Q20 - What do you like least about remote work?

31 Responses

Because I am hybrid I get the benefits of in person and remote. If I was fully remote I would miss seeing people at work and connection to my employer.

Boredom

Depends on network connectivity which sometimes is poor or is affected by factors like rain.

Difficulty "switching off" when home doubles as an office, especially in smaller homes or cabins.

Excessive Team meetings

Flexibility

I miss seeing co-workers in person

Indoor most of the time

Invoices aren't on time

It needs to wait.

It's very convenient and you don't have to go out

Lack of communication with rest of organization

Lack of connection to community. I work for a California based nonprofit and work on Pacific Time. My working hours are 12p-730p ET which makes it difficult to attend social opportunities like Fresh Coast Quarterly or Recess. I also miss feeling like im impacting the Northern Michigan community. While I regularly volunteer and serve on boards, I don't feel that my contributions are valued in the same way as someone who is contributing professionally to the community.

Lack of face to face interaction

Lack of in-person interaction with colleagues can lead to feelings of disconnection. In rural areas (e.g., Northwest Michigan), limited local coworking spaces or networking events may exacerbate this.

Lack of separation between "work" and "home"

Less knowledge exchange with colleagues

Loneliness & Isolation – Missing casual chats, team bonding, and the social energy of an office.

Missing human interaction

Missing social interactions

Missing spontaneous chats and team bonding.

No in-person meetings ever, and I'm technically "at work" at all hours!



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

Social isolation

Sometimes demanding online presence

Sometimes pets are too needy.

Still having to drive kids to school

That occasionally people feel the need to have in-person retreats because they think there is something to be gained by face to face interaction. So having to fly once or twice a year back to the home office really really sucks.

The career visibility trap

The scheduling of meetings

The terrain of the environment sometimes might look uninteresting

feeling secluded. not having access to the technology provided at an office



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

12 Responses

: Jobs requiring collaboration (e.g., creative brainstorming) or physical presence (e.g., lab work) face bigger hurdles.

Hidden costs: How remote work is reshaping local economies

Hybrid is the Future . Many companies now prefer hybrid models (2-3 office days/week) for balance.

If one works on a team, as I do, there are costs to not having the team in the same space at the same time. Our team struggles to compensate for these losses (lack of interaction, hard to instill company culture, difficulty passing knowledge to younger team members). It's tricky to coordinate team schedules while trying to offer everyone flexibility. Also, for younger staff right out of college, some are expecting hybrid schedules and have never worked a professional job in person- and don't realize the benefits that come with working together as a group, so they don't necessarily appreciate the compromise.

I've really enjoyed remote work. I'm more clear headed, don't have to spend on gas, groceries, etc.

Physical Setup: Invest in ergonomic furniture (e.g., adjustable chairs, standing desks) to avoid chronic pain, especially if working long hours in a cabin or small home. Mental Health: Proactive strategies (e.g., virtual therapy, daylight lamps for winter) combat isolation or seasonal affective disorder (common in Northern Michigan winters).

Remote work seems to require a more intense tech stack to learn and utilize for my role

Remote workers have a range of schedules! With host companies based around the world, not all local remote workers work traditional business hours. It would be great to have more opportunities to connect in the morning or at other alternative times. We want to feel connected to community! Within the nonprofit community in particular, many connection opportunities are geared specifically toward employees who are impacting local initiatives. Remote workers have valuable skills we would like to share if there's room at the table. Similarly, programs like Grand Traverse Connect, the Leadership Institute and more feel inaccessible as a remote worker supporting an out of state company. I would love more opportunities to engage and learn how we can better support local initiatives and be a part of the local professional community.

Saves one a lot of energy and time which could be wasted going to work physically.

State Tax Rules: If your employer is based in another state, you may face dual tax filings (e.g., Michigan has a 4.25% income tax; some states tax remote workers differently).

We must improve and lower the cost of rural internet access.

While my contract with USDA ended in February, I worked for them part-time for 5 years through a contracting service aimed at finding jobs for workers over 55. Remote work was great for older, experienced workers who want to concentrate on the work at home.

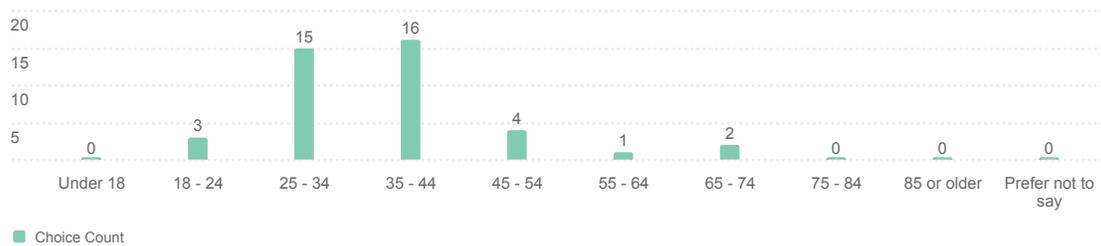


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County.

## BENZIE COUNTY Demographics

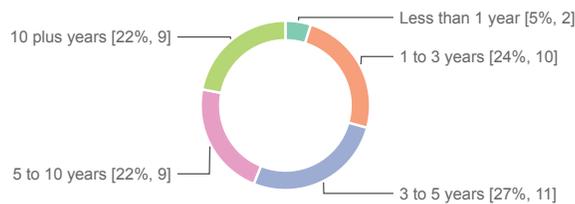
### Q27 - Which of the following age range do you fall into?

41 Responses



### Q24 - How long have you lived at your primary residence?

41 Responses

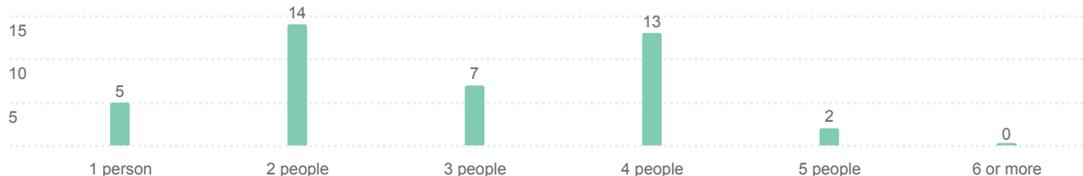


2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County

## BENZIE COUNTY Demographics

Q28 - Which of the following describes the number of people, including yourself, living in your household?

41 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

40 Responses

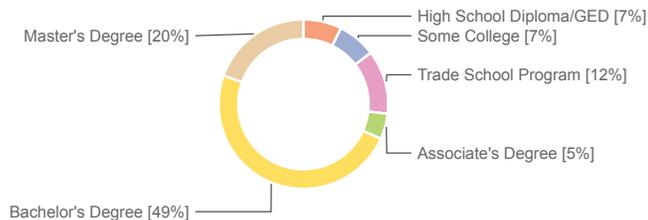


2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County

## BENZIE COUNTY Demographics

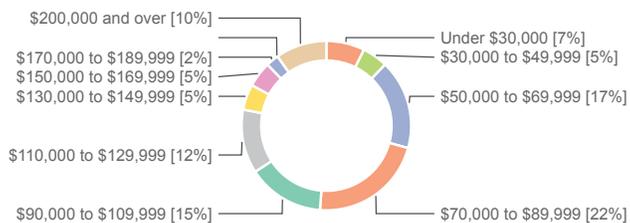
Q29 - What is your highest level of educational attainment?

41 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

41 Responses

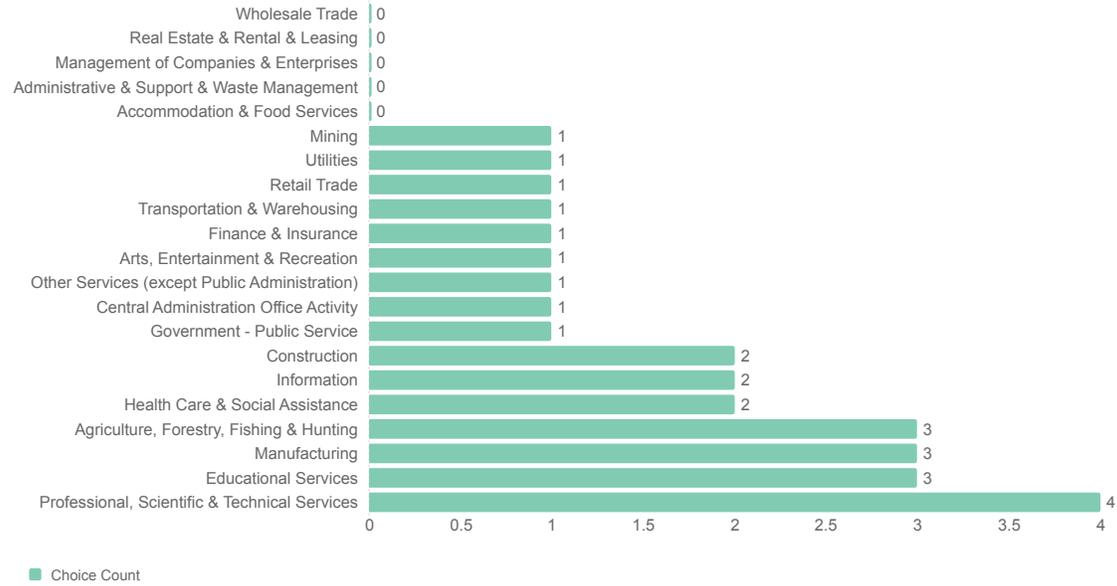


2025 NW MI Remote Worker Survey respondents whose primary residence is in Benzie County

## CHARLEVOIX COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

28 Responses

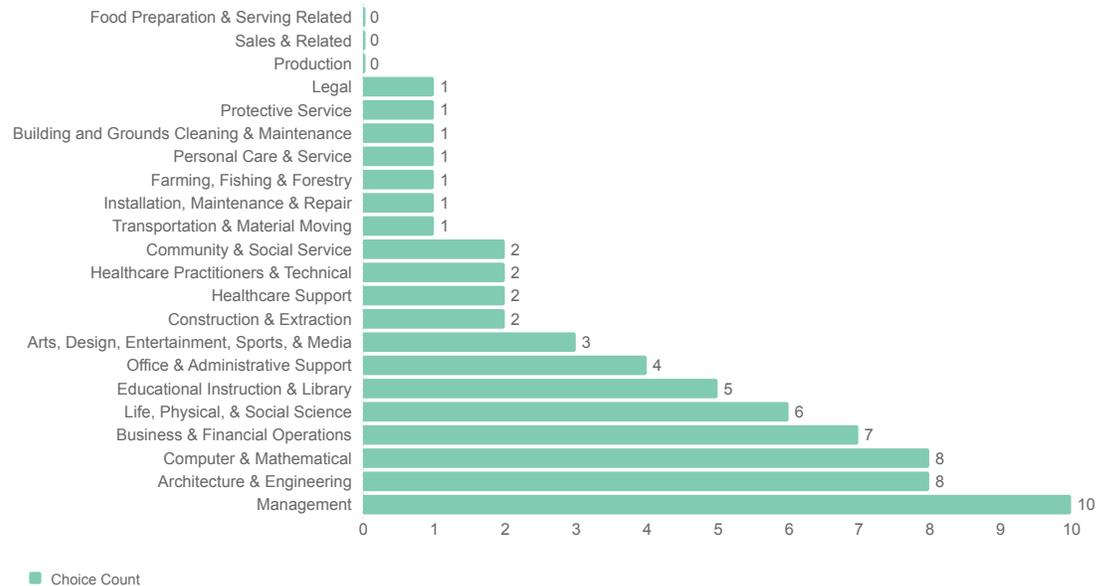


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

66 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

16 Responses

Bloomington
Boeing
Crafts Canada
Eden Lawn Service
Elanco Animal Health
Enviroitecture Design
How did you become an AI assistant
MAP International
Microsoft
Mission Realty
Orchid Security
Robinson Furniture
Royal Health Inc.
ScienceSoft
Zoetis
Zoetis

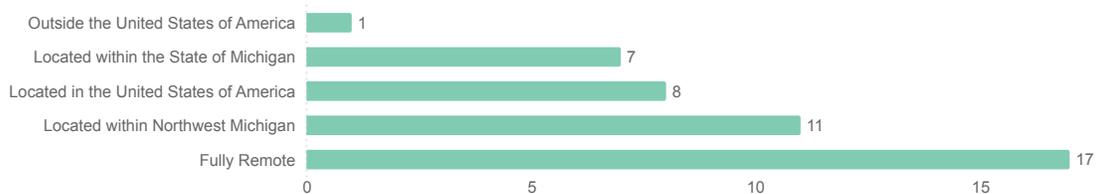


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

### Q5 - Where is your employer based out of?

28 Responses



### Q7 - How many hours a week do you currently work remotely?

67 Responses

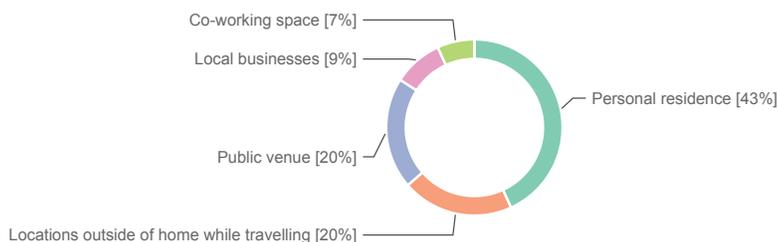


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

28 Responses



Q9 - Please select all co-working space(s) you utilize. - Selected Choice

3 Responses

Field	Choice Count
The Loft - Coworking Space (Harbor Springs)	2
Space - Coworking Space (Traverse City)	1
Commongrounds - Grove Community Incubator (Traverse City)	1
Other (please list names and locations)	0
The Vault - Coworking Space (Charlevoix)	0
Northcoast Works (Petoskey)	0
20Fathoms (Traverse City)	0



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

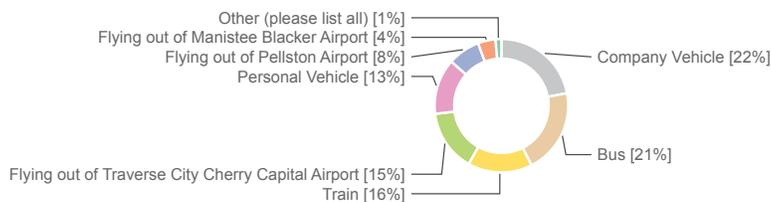
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

28 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

58 Responses



Other: "Fly but I haven't actually traveled for my company yet because I just started 3 months ago." "Rental vehicle."

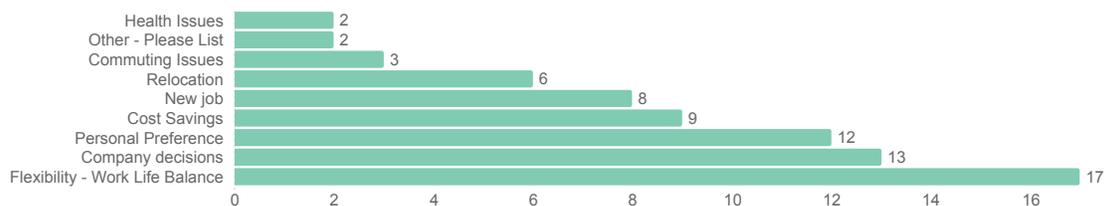


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

28 Responses



Other: "Just kind of happened when I got my first job after getting my masters. Kept getting remote jobs ever since. I think market research is a remote friendly industry." "I run a non-profit animal sanctuary and am able to take care of the animals on my lunch break. =)"

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

67 Responses

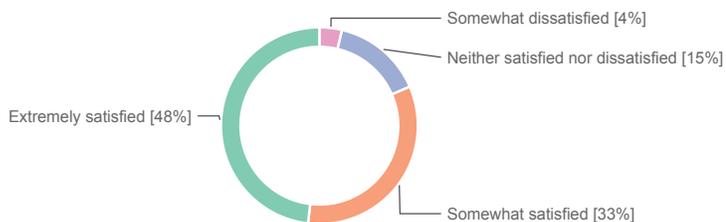


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## CHARLEVOIX COUNTY Preferences

Q13 - How would you rate your work life balance while working from home?

27 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

28 Responses

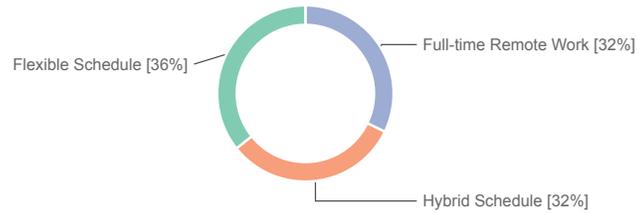


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

28 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

65 Responses

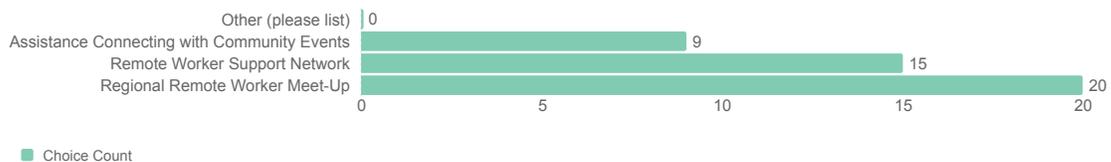


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.

## CHARLEVOIX COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

24 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County.





## CHARLEVOIX COUNTY Preferences

### Q20 - What do you like least about remote work?

32 Responses

"Out of sight, out of mind" bias

Be available at any time.

Can get easily distracted.

Coordinating with global teams can be tricky.

Dark Web Discrimination: The Collapse of Promotion Visibility

Difficulty separating work from home with new baby

Distraction and technical issues

Communication breakdown

Everything

Fewer opportunities for in-person interaction

Geographical freedom and life integration

Household chores, family, or pets can interrupt focus.

I don't like the lack of social interaction when working remotely. Lack of opportunities for face-to-face communication and brainstorming with colleagues in the office, teamwork is sometimes not smooth, and working alone for a long time is easy to feel lonely.

I miss the satisfaction of my job directly benefiting the community I live in, but I have found other ways to do that.

Isolation

Isolation from others and particularly people my age.

Lack of regular personal interaction with people throughout the day. I could work days with no interaction besides family after 5pm.

Network fluctuation issues.

Not getting to know my coworkers other than those in my department.

Potential for distractions at home.

Remote supervision of infection control in operating rooms cannot perceive the dynamics of airflow in three-dimensional space (such as dead corners of laminar purification), and will lose its guiding value when the MR reconstruction error reaches  $\pm 15\text{cm}$

Remote work may increase my stress as I need to self manage and ensure that work is completed on time.

Someone is causing trouble



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## CHARLEVOIX COUNTY Preferences

Summer = coworkers envy your location... until Airbnbs spike rents and Traverse City traffic adds 20 mins to your "quick coffee run." Remote workers report avoiding downtown July-August.

The boundary between work and life is blurred.

Virtual meetings overload! Back-to-back Zooms drain energy, and it's tough to build trust with teammates I've never met in real life.

Weak networking

When the team holds online meetings and I watch everyone take turns speaking on the screen, I often want to chime in but worry about "interrupting others." In the end, I hold back so much that I forget what I wanted to say. During offline work, I can naturally jump in with eye contact and body language, but online it's like playing a "microphone grabbing game."

Work is easily accessible

Work non-stop every day

Working from home may distract me, and household chores and temptations may interfere with my focus and work efficiency.

Working in your own space

Not available for the time being



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## CHARLEVOIX COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

20 Responses

After that, I hope remote work can get better and better.

Can blur boundaries, affecting family dynamics.

Communication and Collaboration Work Efficiency and Self-discipline

Cultural Fusion and Sense of Belonging Challenge

Cultural erosion

I also like how the management handled things

It is suggested that the company establish a more perfect remote team communication mechanism, such as regular online team building activities, cross-departmental communication and sharing meetings, etc., to enhance team cohesion.

It's such a beautiful place to live and work remotely. However it can be very isolating, particularly if you live outside of the 'city' of Petoskey or Boyne Falls I think. Remote work spaces or even just meet ups for younger (30s) remote workers or people in that age range in general would help connect the community.

Just that we need more events to connect remote workers in our area. Especially with the younger crowd as the population is growing here but I feel we're missing that connection with our community and peers

Micro-isolation

Remote teams must communicate "extra" clearly to avoid misunderstandings.

Remote work can reduce office rental and maintenance costs, and have a positive impact on a company's financial situation.

Remote work may affect employees' social interactions, and companies can enhance team cohesion through online team building activities.

Solid internet connection would entice more remote workers to the area. Currently I use Starlink but not viable for everyone due to high start up costs for equipment and physical clearance needed for reliable, continuous connection.

Tax Nuances: Workers employed by out-of-state companies don't contribute to Michigan income tax. How does this affect local budgets?

The office environment affects physical and mental health. - Working from a sofa or bed for a long time is prone to cervical spine problems. Surveys show that the incidence of low back pain among remote workers is 23% higher than that of offline workers.

The proactive construction of employee

Use of modern facilities

Virtual Watercooler Matters , Chat channels for non-work topics boost team connection.

When ECG data continuously collected by wearable devices is traded on blockchain medical platforms, there is an ethical crisis of "biometric securitization" of patients (a physiological data option pool governance model needs to be established)

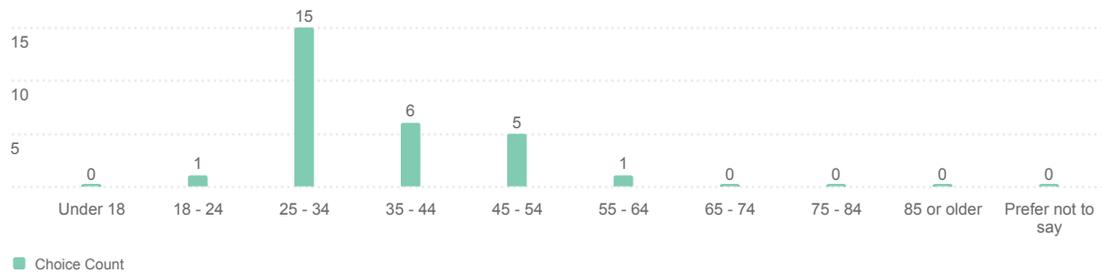


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## CHARLEVOIX COUNTY Demographics

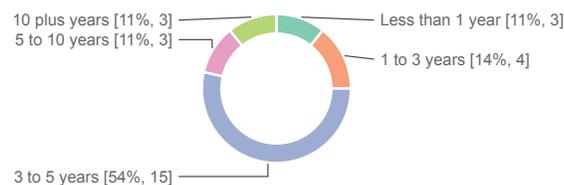
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28 Responses



### Q24 - How long have you lived at your primary residence?

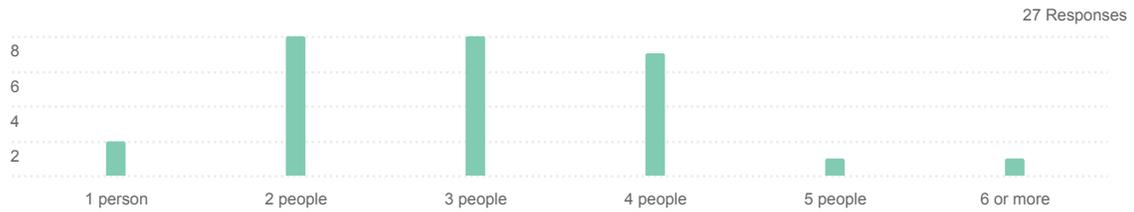
28 Responses



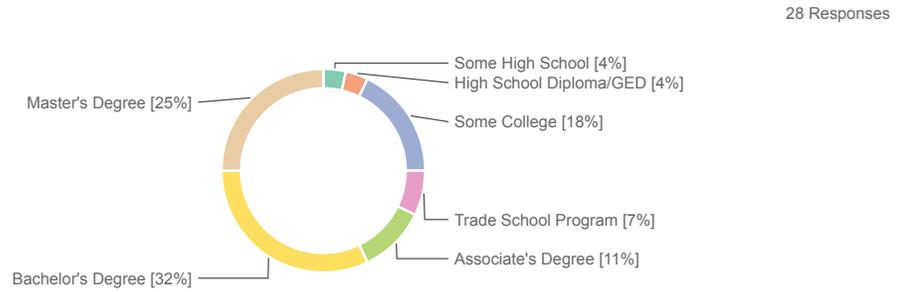
2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County

## CHARLEVOIX COUNTY Demographics

Q28 - Which of the following describes the number of people, including yourself, living in your household?



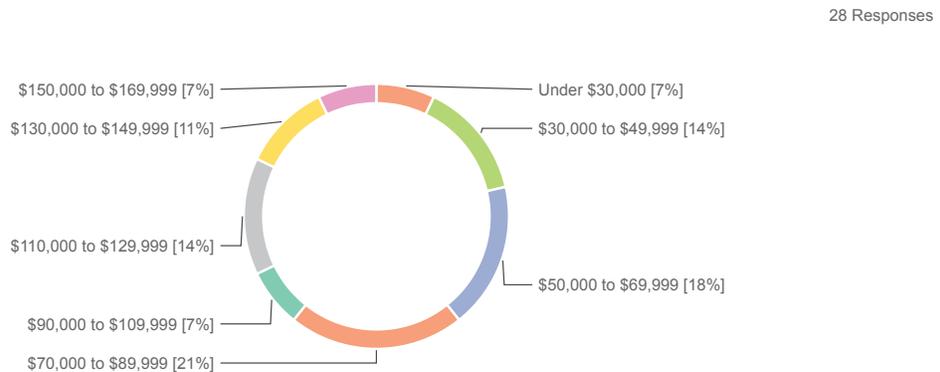
Q29 - What is your highest level of educational attainment?



2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County

## CHARLEVOIX COUNTY Demographics

Q30 - Which of the following best describes your total annual personal income before taxes?



2025 NW MI Remote Worker Survey respondents whose primary residence is in Charlevoix County

## EMMET COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

58 Responses

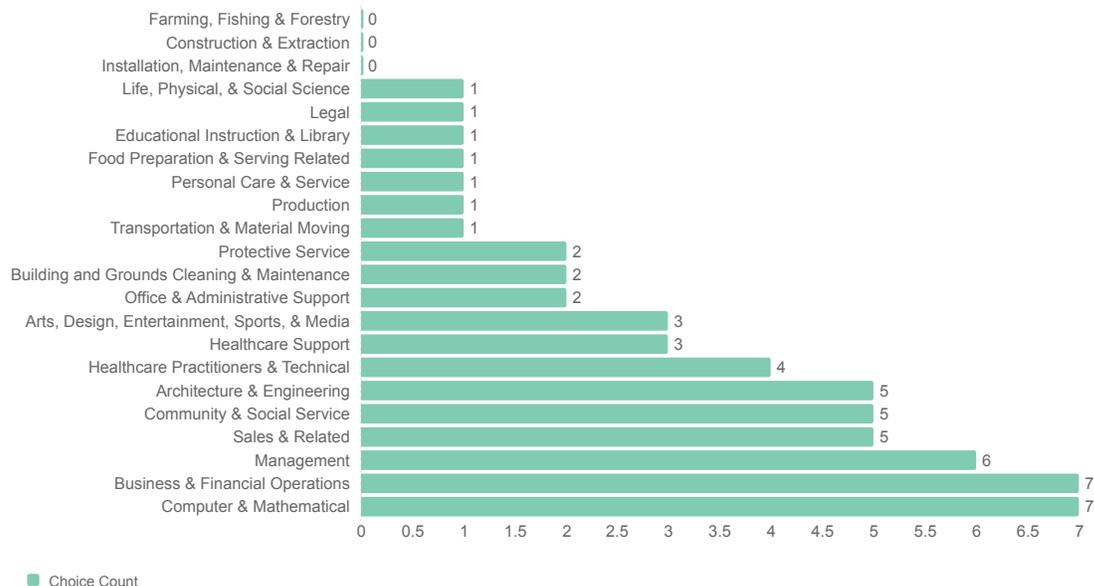


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

58 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

17 Responses

- Meta Platform Inc
- Airgas USA LLC
- Dayton Childrens Hospital
- Doctums
- GD Placemaking (my company) with a contract to work for Housing North.
- Harbor springs therapy and wellness
- Information technology
- JPMorgan Chase
- Marketlab
- Northland Library Cooperative
- Northland Library Cooperative
- Outdoornetwork LLC (Partzilla.com and Boats.net)
- Procter & Gamble
- Pure Storage
- Row 7 Seed Company
- Science and Technology
- UHS

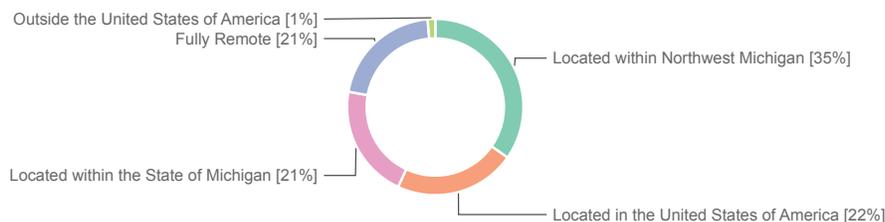


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Employment Characteristics

### Q5 - Where is your employer based out of?

58 Responses



### Q7 - How many hours a week do you currently work remotely?

58 Responses

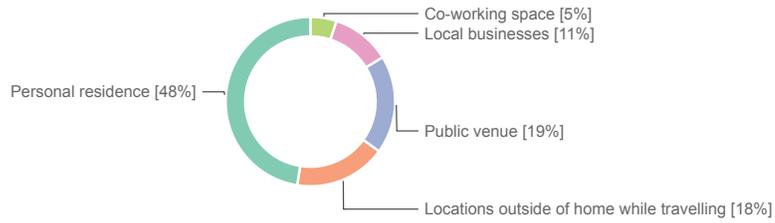


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## EMMET COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

58 Responses



Q9 - Please select all co-working space(s) you utilize. - Selected Choice

4 Responses

Field	Choice Count
Northcoast Works (Petoskey)	2
The Loft - Coworking Space (Harbor Springs)	2
The Vault - Coworking Space (Charlevoix)	1
Space - Coworking Space (Traverse City)	1
Commongrounds - Grove Community Incubator (Traverse City)	1
Other (please list names and locations)	0
20Fathoms (Traverse City)	0



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Employment Characteristics

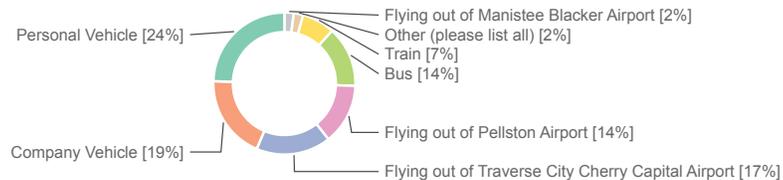
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

58 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

47 Responses



Other: "Sometimes fly out of Detroit", "Flying out of Kinross Airport (CIU)"

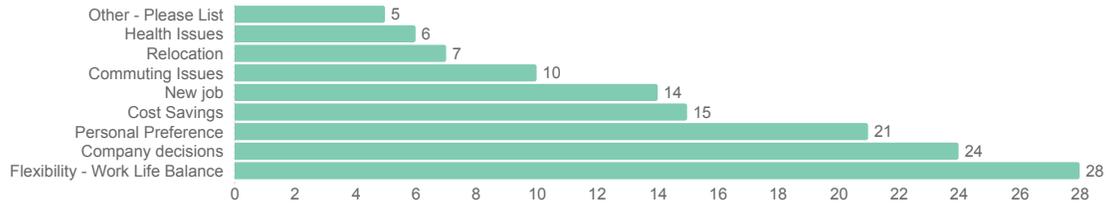


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

58 Responses



Other: "My family wouldn't be able to live in Petoskey without remote work. Not many professional jobs in the area." "Family member health issues." "Covid initially, but then loss of daycare/childcare options made it much harder to commute and put in a full day." "Pay significantly better than anything offered locally."

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

58 Responses

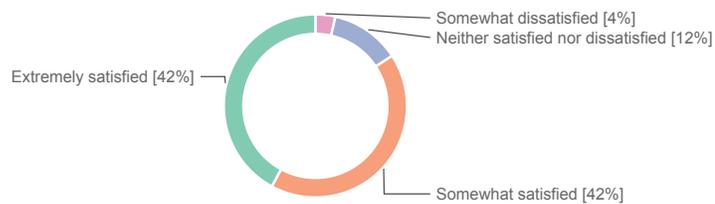


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Preferences

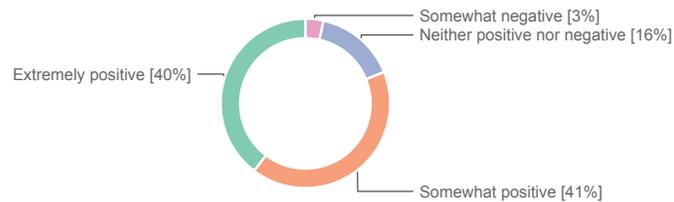
Q13 - How would you rate your work life balance while working from home?

57 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

58 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

58 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

58 Responses

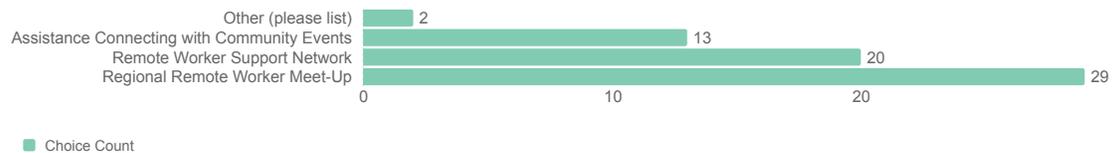


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

45 Responses



Other: "None of the above." "Low cost private office or meeting room for occasional meetings with clients."



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.



## EMMET COUNTY Preferences

- I set my schedule and can maintain a better work/life balance.
- In northwest Michigan, my "desk" might be a picnic table at Empire Bluff Trail (with a hotspot) or a cozy café in Traverse City. The ever-changing scenery—fall colors, frozen lakes—keeps monotony at bay.
- It is always conducive, easy and nice to carryout
- It's comfortable and it doesn't require movement
- It's easier
- It's just so flexible, no getting ready, no commute, no after school care needed, fridge and restrooms are private. I can work at home or in a hammock in the woods or on an extended vacation
- Less time is used
- No accidents risk
- Not having to commute
- Opportunity to live in Northern Michigan. Without remote work there are not jobs here that pay enough to support living here.
- Serenity of your space
- Stress free
- The opportunity to work with a company I enjoy without needing to relocate my family. We love Northern Michigan but there are not many opportunities here in my industry.
- The universal joy of comfy clothes + fewer distractions (unless a deer walks past your window).
- What I like most about remote work is the flexibility to create my own schedule and work from anywhere that inspires me.
- You can enjoy the scenery along the way
- convenient flexible
- easy
- everything
- flexibility
- scheduling my own time and having the flexibility to manage family obligations



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Preferences

Q20 - What do you like least about remote work?

43 Responses



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## EMMET COUNTY Preferences

### Q20 - What do you like least about remote work?

43 Responses

When Lake Michigan glows turquoise at noon, resisting the urge to ditch spreadsheets for kayaking feels like a moral failure. Productivity guilt vs. FOMO becomes a daily tug-of-war.

Always "on" mentality—harder to "clock out" when your home is your office. Risk of overworking or struggling to disconnect.

Availability

Availability

Can be isolating

Can be lonely not being in person with co-workers.

Can't communicate with others

Collaborative Entropy Increase: The Crisis of Innovation Dissipation

Flexibility

Focusing

Free time allocation

Harder to meet people locally

I don't like that my supervisor tends not to trust whether things are getting done.

I feel like I am always working -- even on the weekends and late at night. There is no "clock in clock out"

I find that one of the biggest challenges is disconnecting from work and maintaining a healthy work-life balance, especially when traveling and facing different time zones or unstable internet connections.

I miss the connection with people.

Inability to do some things accurately at times

Isolation

Isolation, lack of social environment

It takes concerted effort to disconnect from work, since it's always available right there. I do miss the unwinding drive home some days.

It's highly scheduled

It's quite dull

Lack of camaraderie and face-to-face conversations with fellow employees



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## EMMET COUNTY Preferences

Lack of connection with co workers

Lack of connections to other people

Lack separation from work and life

Less social interaction

Miss co-worker interaction/office interaction. And husband doesn't understand why I can't make dinner and clean the house when I'm "working 8-5" from home UGH!!!

No much interaction

Not a solid work/home line

Not having a team that I see daily and can bounce ideas off of

Nothing

Occasionally longer hours

One cannot travel at will

Quiet winters are magical... until they're too quiet. Limited casual social interaction (no office chatter) can compound seasonal affective disorder (SAD). Some report driving to TC's Horizon Books just to be around people.

Sedentary lifestyle

Sometimes bad Internet network

The lack of good internet. Although I have discovered Starlink and this amazing.

The societal condition at times may be found so discouraging

What I like least about remote work is how isolating it can feel without regular in-person interaction.

Working

anything

no co-workers o bounce ideas off of



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

19 Responses

- Snowblower ( 1 , 200 ) , g e n e r a t o r ( 1,200),generator(800), and a 4WD vehicle (non-negotiable) add up.
- Co-working spaces are essential for remote workers, especially in Harbor Springs where there are not a lot of coffee shops.
- Efficiency improvement and cost optimization: Employee commuting time is converted into productivity, and global research shows that the average work efficiency has increased by 13% (Stanford Research), while companies have simultaneously reduced office space and energy consumption expenses by 30% -50%; Enhanced Talent Competitiveness: Breaking geographical limitations to attract top talents from around the world, reducing enterprise turnover rates by 30% (SHRM data), while flexible systems improve employee satisfaction and innovation potential.
- Employee compensation in Emmet County is a joke. I believe anyone with an opportunity to take a remote position while living here should, as they'll make at least 20% more salary.
- Find some people who are willing to travel
- I am a semi retired consultant
- I think it's important to find a balance with clear boundaries, so work doesn't spill into personal time too much.
- Improve means of communication
- It has made my life significantly better and I am much happier.
- It's the best I can think of
- Marquette and Houghton are quietly becoming remote hubs. Should NW Michigan collaborate with the UP on advocacy (e.g., unified broadband grants)?
- Our company has done a mediocre job maintaining the culture we had in office, but tries with frequent in office lunchins. Leadership rarely shows up to these. It definitely dehumanizes my coworkers to some degree.
- Real estate paradox
- Regular virtual check-ins and clear boundaries around work hours can greatly improve the remote work experience and help mitigate feelings of isolation.
- Remote culture won't build itself—it needs structured rituals (e.g., virtual coffees, async celebrations). Documentation and transparency become non-negotiable (no more "I'll just ask Bob at his desk").
- Remote workers can benefit from more temporary workspace access. While there is a rentable meeting space available in Petoskey that you can pay \$20 daily to use, libraries, local colleges, etc., if a organization is for profit the rules for utilizing the space are complex. I need to meet with clients privately on occasion. Due to zoning rules regarding my home business, they cannot come to my home. Commercial office space is expensive and I don't need it more than once or twice a week for up to an hour. It would be awesome to have the option to rent a private office at a reasonable rate.
- Should be more opportunities.
- Yes improved wellbeing
- no high speed internet = no remote work, so it is a limiting factor in parts of the region

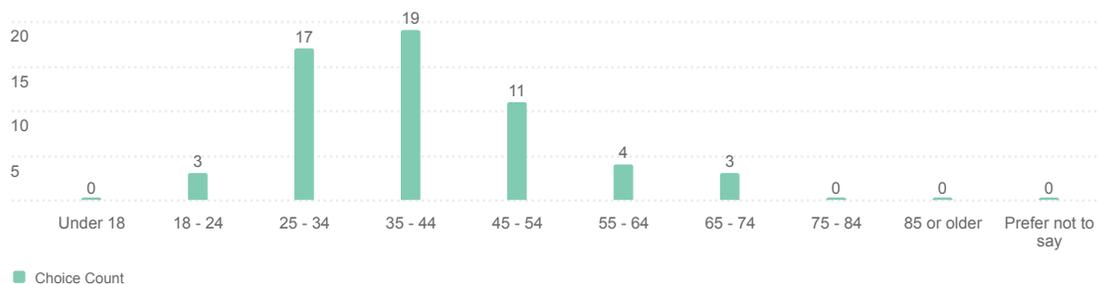


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County.

## EMMET COUNTY Demographics

### Q27 - Which of the following age range do you fall into?

57 Responses



### Q24 - How long have you lived at your primary residence?

57 Responses

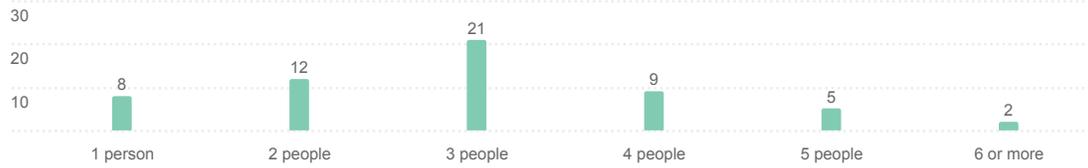


2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County

## EMMET COUNTY Demographics

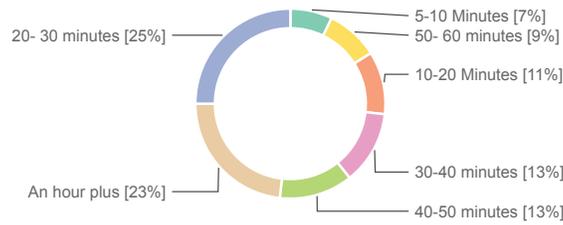
Q28 - Which of the following describes the number of people, including yourself, living in your household?

57 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

56 Responses



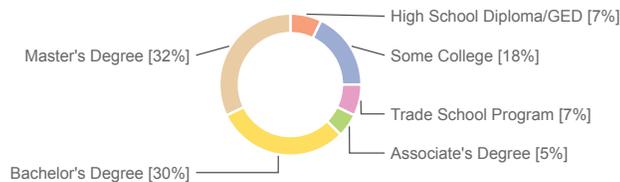
2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County

2

## EMMET COUNTY Demographics

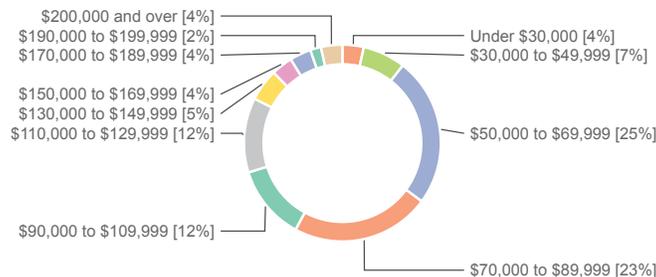
Q29 - What is your highest level of educational attainment?

56 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

57 Responses



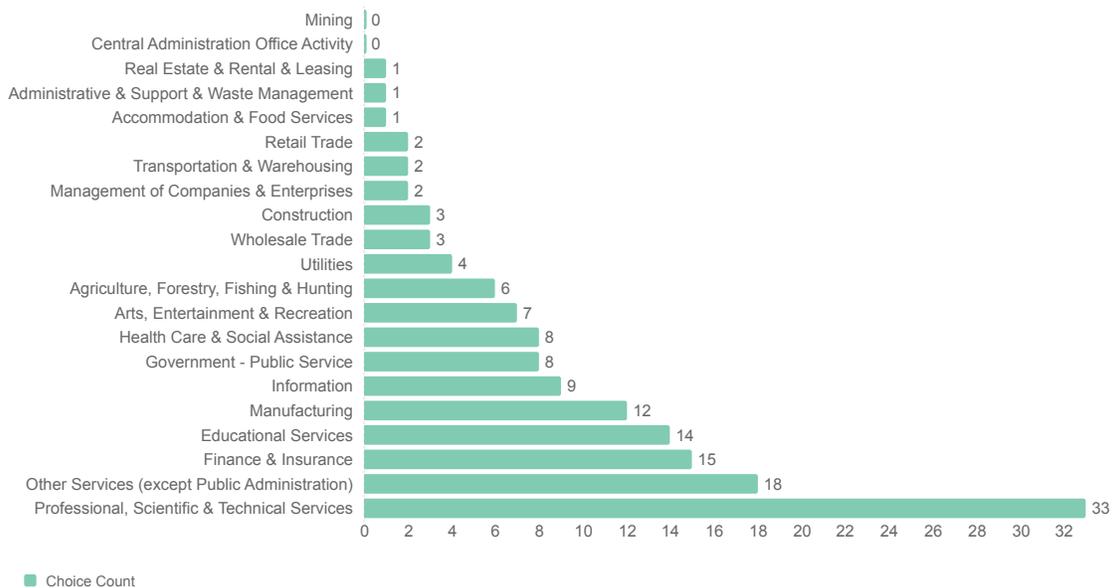
2025 NW MI Remote Worker Survey respondents whose primary residence is in Emmet County

3

## GRAND TRAVERSE COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

149 Responses

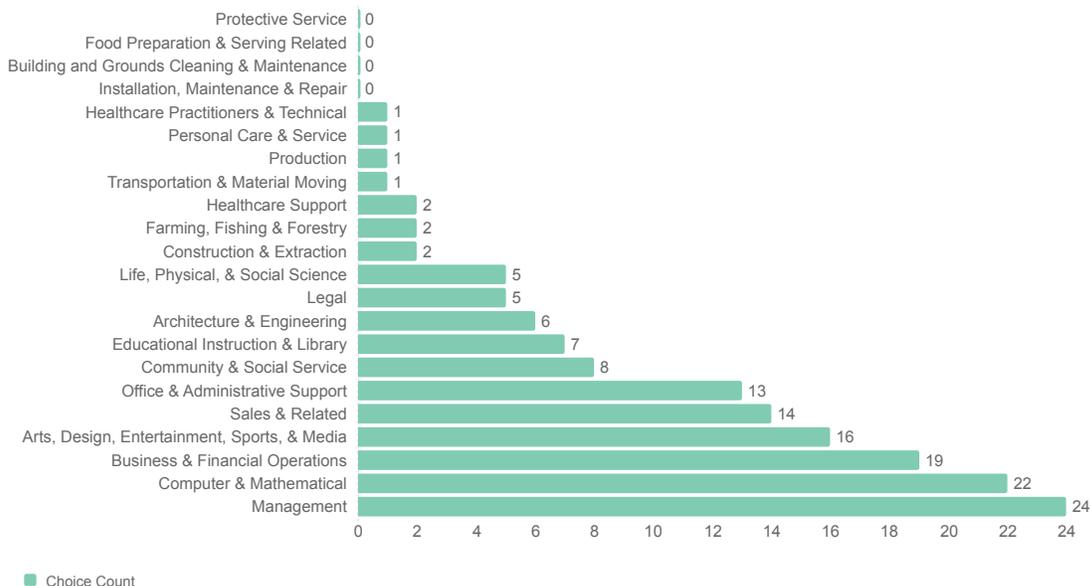


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

149 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

64 Responses

8Bit Insights  
Accredited Certifiers Association (ACA)  
Agency WITHIN, LLC  
American Tire Distributors  
An environmental policy think tank based in DC  
Anew Climate  
Autura  
Blaine's Farm and Fleet  
CVS Health  
Chloe Marie Media LLC (my own company) I provide marketing services  
Choice Property Resources, Inc.  
Cisco  
Cisco Systems  
City of Traverse City  
College Board  
Construction company  
Cornell University  
Deloitte Consulting, LLP  
E78 Partners  
Ernst & Young  
GJS Media  
Gemini AMS  
Georgia Institute of Technology  
Grand Hotel



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

Grand Traverse Regional Community Foundation  
HNI  
Hagerty  
Hagerty  
Hagerty  
HubSpot  
I'm freelance  
IDS  
Inspire Leadership Network  
Jaggaer  
Johns Hopkins University  
Kit  
Legal Associations Management  
LinkedIn  
Manufacturing company  
McClatchy MEdia  
Munson Healthcare  
Networks Northwest  
Nonprofit member association for a specific health care profession  
Northern Initiatives  
Northwest Michigan Arts and Culture Network  
Northwest Michigan Arts and Culture Network  
Northwest Michigan Works!  
Northwestern Michigan College  
Numeral  
RTI International  
Rivian



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

Self employed  
 State of Michigan  
 Stride, Inc.  
 TIAA  
 The Liblang Law Firm, PC  
 The Nature Conservancy  
 United Way of NW Michigan  
 Veritas Prime  
 Veritas Prime  
 WPP  
 Wyant Technologies  
 Xerox Corporation  
 cc

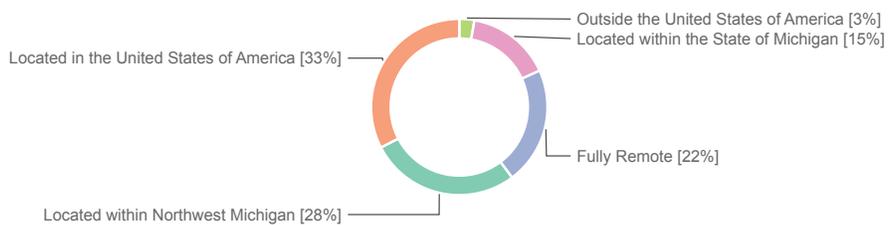


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## GRAND TRAVERSE COUNTY Employment Characteristics

Q5 - Where is your employer based out of?

149 Responses



Q7 - How many hours a week do you currently work remotely?

148 Responses

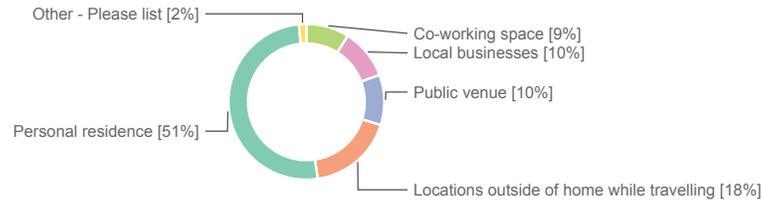


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

### Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

150 Responses



Other: "Coffee shops." "The occasional coffee shop or winery." "Coffee Shops."

### Q9 - Please select all co-working space(s) you utilize. - Selected Choice

20 Responses

Co-working Space	Count
Commongrounds - Grove Community Incubator (Traverse City)	11
20Fathoms (Traverse City)	8
Space - Coworking Space (Traverse City)	6
Other (please list names and locations)	3
Northcoast Works (Petoskey)	2
The Loft - Coworking Space (Harbor Springs)	1
The Vault - Coworking Space (Charlevoix)	0

Other: "home." "The Box, offices on 8."



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## GRAND TRAVERSE COUNTY Employment Characteristics

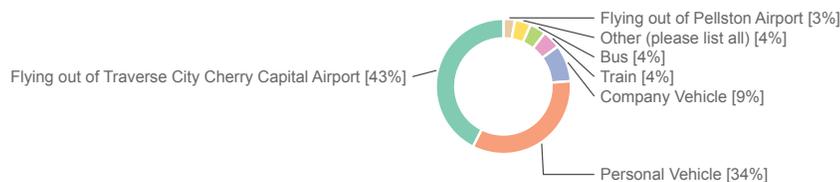
### Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

149 Responses



### Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

113 Responses



Other: rental vehicle (3); fly out of DTW; flying out of Grand Rapids or Detroit.

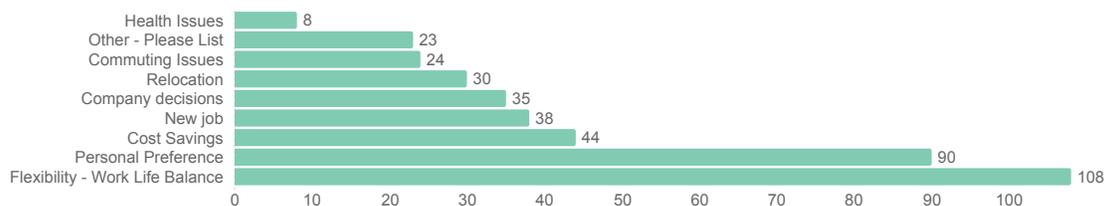


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## GRAND TRAVERSE COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

150 Responses



Q12\_9\_TEXT - Other - Please List - Text

23 Responses

Only have two employees and we are both remote

I also wanted to move here to Traverse City. Being fully remote let me do that.

Husband

Covid

Childcare

After Covid forced many of us remote, my Wife and I made the decision to move to Traverse City after only visiting once.

I find that I am more productive working remotely without the distractions of an office environment.

COVID proved that my department worked more efficiently and was more productive working remotely. So, my department and many other groups of employees (but not all) have been fully remote since the beginning of COVID and that is a permanent change.

No local opportunities

Increase in compensation



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Employment Characteristics

COVID

My wife and are caregivers to a child with medical issues requiring continuous care. We share a vehicle.

This also enabled me to relocate to TC.

I have spent my entire career working remotely, starting long before Covid.

Being in Northern Michigan in the field I am, I wouldn't be able to make the amount of salary locally as I can remotely.

Lack of affordable childcare options

Decided to move back home to TC during COVID.

I wanted to! After having hte opportunity to be mostly remote opened, I asked for fully remote and was granted it. It allowed me to move to Northern Michigan from Nashville, TN.

I started working remotely while living in a different state, I am from northern Michigan and knew I wanted to move back- remote work allowed me to do that more easily.

It was a remote only job

Moved back to be with family

Higher salary than similar local offerings

Better salary than local area can provide

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

149 Responses

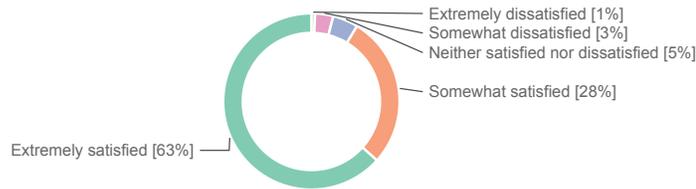


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## GRAND TRAVERSE COUNTY Preferences

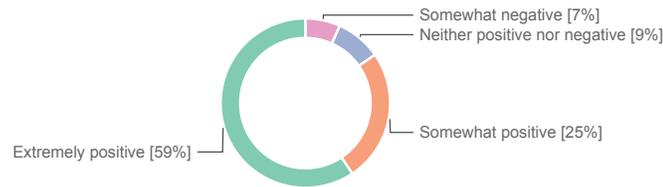
Q13 - How would you rate your work life balance while working from home?

150 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

150 Responses

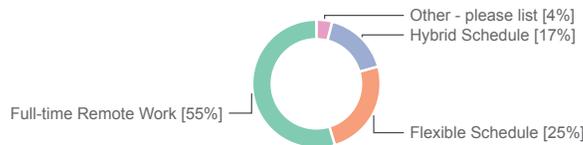


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

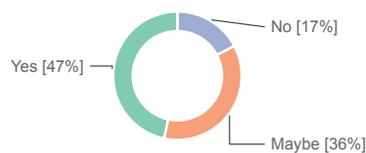
150 Responses



Other: "I enjoy FT remote work that pulls workers into hubs or HQ a few times per year. I appreciate that opportunity to plan ahead and connect with my team." "Full-time remote work with ability to meet with colleagues in person from time to time." "Remote with quarterly on site team building. Also monthly client travel." "I do travel 2x per month to other cities, typically just overnight. I enjoy that balance." "I like traveling at least once every other month (if not monthly) to work with colleagues." "I would prefer to be in the office, but don't want to live where the offices are!"

Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

150 Responses



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## GRAND TRAVERSE COUNTY Preferences

### Q19 - What do you like most about remote work?

123 Responses

\* don't have to use pto for service calls at home \* save \$ on commute and lunch \* can take care of quick household tasks during breaks \* don't have to sit in hotdesk cubicle farm — way more productive

-Flexibility to live and go where I want and when -Less office drama and politics -Working and connecting with others across the country (or world) -Getting household chores done during the day (laundry break) -Cooking lunch at home (saving money) -Saving money by not commuting

Ability to do household chores during breaks and make my own food at home to save money

Ability to live in TC

Ability to live in Traverse City

Ability to work in my industry while living in northern Michigan

Access to good pay that Northern Michigan lacks

Autonomy

Availability

Availability and saves time to and from work

Being able to live in Northern Michigan, close to my family, in a position/profession not commonly found in this area.

Being able to live in TC

Being able to live in Traverse City even though my office is in Birmingham.

Being able to live where I want but still be able to travel around the great state of Michigan.

Being able to plan my work uniquely around each day. And the flexibility it will give us with childcare soon.

Being able to still be around family, flexibility

Being with my cats. Not having to participate in small talk. Being able to stop for dinner and then hop back onto work if I need to, rather than staying late and being hungry. Being able to dress comfortably from the waist down. Being able to set the temperature so I'm comfortable. Huge savings on gas and car upkeep. A much quieter environment than in an office.

Control of my schedule and work times.

Control over my daily schedule



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Control over my environment, work/life balance, less, distractions, cost savings.

Cost effective

Cost effective

Cost savings

Cost savings in gas and food.

Easier environment to focus in and do deep work, flexibility, work/life balance, easier to save money.

Every single thing!

Extremely convenient — a 0-minute commute and lots of schedule flexibility during the day based on my personal needs

Fewer distractions

Fewer interruptions - more productive work time

Fewer interruptions and being home when kids get home from school.

Flexibility

Flexibility - have a chronic illness and childcare needs so it helps make my life possible

Flexibility and ability to complete household tasks when taking short breaks.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Flexibility and ability to focus without typical office distractions

Flexibility and control of my own work environment

Flexibility and productivity

Flexibility in being able to live in Traverse City

Flexibility of working hours time of day

Flexibility to use my breaks to get tasks done at home or walk the dog. I define my start and end times and just need to get my work done each day without punching a clock

Flexibility, ability to do chores during the workday (laundry), easier and cheaper lunches, wearing comfortable clothes.

Flexibility, able to focus more on in-depth projects with fewer interruptions, savings on time wasted commuting

Flexibility, and being able to live where i want to live.

Flexibility, being able to work while raising a family

Flexibility, choice, work-life balance, salary

Flexibility, comfort in my desk set-up, can work with clients all over the US

Flexibility, no commute time, get more accomplished

Flexibility, working anywhere, ability to live in northern Michigan but making a salary larger than if I were employed locally based on my industry

Flexibility. I am able to travel, manage health and vet appointments, tire changes, and other life "stuff" while still getting my work done. I can travel freely and work from anywhere. My work life balance is excellent. I can hang out with my dogs and husband all day!

Flexibility. I can prep dinner or do laundry in between meetings. Also easier to schedule appointments around work.

Flexible

Flexible working hours

Freedom

Freedom and flexibility to work how and when I want.

Freedom, If I am working remotely for meetings if it does not directly involve me I can do other work while listening to the meeting, listen to music without headphones, be able to some minor house things while it is a slow period at work. Not have to worry about commute or packages showing up to house. I can never return to in office work after experiencing the productivity of remote work.



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## GRAND TRAVERSE COUNTY Preferences

Hanging out with my cat

Having flexibility, being able to set my schedule, getting up early to get things done and having time at the end of the day for personal matters

I am in the work environment that best supports my productivity, mental health, and family.

I am more productive, there are less interruptions, and I feel more in charge of my time. I also like foregoing the hassle of a morning commute, especially when the weather is bad.

I can stop and start when I want and keep up with other items in my life.

I can think and work without interruption, I can have a walk instead of walking in nature than in an office or conference room, and I can wear flipflops!

I get more work done

I have been able to be home with growing children for after school hours, I spend less on clothing and gas to be in-office, and I feel more in control of my daily schedule - walking away from my desk for micro breaks or to perform a brief household task.

I like my organization's trust and faith in me to accomplish my work without heavy oversight.

I like not having a commute, I like not having to wear office attire, I like being able to work in a focused manner.

I often enjoy several aspects of remote work, which include: flexibility, reduced commuting time, comfort and work life balance

I value the autonomy, efficiency, and flexibility. Remote work allows me to focus deeply on strategic initiatives without distractions, manage my time across both corporate and entrepreneurial efforts, and live where it aligns with my personal interests and goals.

Increased productivity and more time for myself - I don't lose time to commuting or office distractions

It allows me to focus on pressing tasks without interruption. It saves me 30 minutes of commute time plus the time it takes to prepare to go into the office (packing lunch, extra time getting ready, etc.).

It breaks up the week.

It enhances the work-life balance

It is the reason I'm able to live in Traverse City

Life balance

More Deep Focused Work. & Not driving my car. I only fill up my gas tank maybe once a month.

No commute and maximum autonomy to get done what I need to.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

No commute, ability to work while traveling, access to my own kitchen for healthier lunch options, don't have to leave my dogs home alone for extended periods of time.

No commute, no fake "office culture", flexibility

No driving commute. Less interruptions in office (people stopping by to ask you things)

No noise from coworkers on the phone, not having bathroom privacy (coffee = ☹️!), getting an hour more of sleep.

No parking challenges, quiet environment, short commute, no driving in inclement weather

No work distractions in the office

No workplace distractions. No "downtime" where you sit and look at your hands.

Not having interruptions from other coworkers or noise in an office environment. I get a lot more done in a day working from home than I would in a traditional work situation.

Pause-friendly

Quiet for focus work, independence, ability to be available for family and child care

Saves cost and flexible

Set my own schedule.

The flexibility

The flexibility and work life balance. I also get A LOT more work done when I am at my home office.

The flexibility and work-life balance

The flexibility it gives me to actually live my life and make the most of my day.

The flexibility of the job. Plus the ability to not waste time commuting daily.

The flexibility to set my own schedule. I feel more productive too.

The flexibility; as an introvert, I appreciate being able to work in a space (my home) where I am comfortable and the environment is quiet; being able to live in northern Michigan, where I'm from, and make a great salary and have opportunities to travel for work.

The savings on time, energy, and fuel. Having the space to focus. Work-life flexibility. Comfort, reduced distractions.

The time back from not having to commute, and the flexibility to go to appointments and get things done at home on breaks.

We don't have to live in or near a big city.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

What I like most about remote work is the ability to work comfortably from home without commuting.

Work life flexibility

Work-life balance, increased ability to focus, casual environment

Work/life balance

Working for a big company and getting to live in TC

Working for a world-class organization with no equivalent in NW Michigan

Working in the comfort of my home, walking pad

change of scenery (sparks creativity and simple enjoyment for variety); focused time (less interruptions), and not needing to commute.

flexibility

flexibility

flexibility and no commute

flexibility of working from home, making my own schedule, more comfortable

flexibility, less interruption, work-life balance

freedom and lifestyle design

freedom of time, opportunity, and location

more comfortable and private work space



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.



## GRAND TRAVERSE COUNTY Preferences

I really don't have any dislikes. I am thrilled with remote work and do not want to ever go back to an office environment

I sometimes struggle with social isolation, difficulty communicating effectively with team members and Self motivation

Illiteracy

In some cases strategic planning feels more productive in person

Incompetence

Isolated

Isolation

Isolation

Isolation

Isolation in winter

Isolation, lack of collaborative environment

It can be isolating

It can be isolating. I miss my coworkers, I don't have conversations, lunches or brainstorming issues in an office.

It can be pretty lonely—and it's hard to walk away at the end of the day

It can be very isolating, and it becomes much more difficult in the winter in our NM climate. I struggle during the winter months.

It can cause complacency

Lack of collaboration with co workers

Lack of connections with co-workers

Lack of human connection

Lack of in person connection

Lack of in person interaction for team building purposes

Lack of in-person collaboration. Office culture FOMO. Local business and restaurant operating hours which are almost exclusively set within my working hours.

Lack of in-person interactions

Lack of personal connection

Lack of social events

Lack of social interaction with my team.

Lack of socializing with colleagues in real life.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Less in person access to coworkers

Less interaction with coworkers

Less opportunity to get to know co-workers

Less opps for promotions

Less separation of work/home, so I have to be deliberate about ending work each day

Little to no interaction with a team, sometimes feeling a bit stir crazy always stuck at home

Loneliness, disconnection from my co-workers

Meetings and the illusion that meetings = productivity

Miss activities with my co-workers.

Missing an in person tema and connection

My company is based in southwest Michigan and northern Indiana, so I don't have much of a community in NoMi because my days are spent at home working with people who live a few hours away.

My work culture prioritizes in-person connections. I do not have this option, which makes networking challenging and offers fewer opportunities and a lower sense of belonging.

N/A. I love everything about it!

Need more year-round flight options out of TVC

Negative long term career impact

Not being in an office, with co workers!

Not connecting with people

Not entirely in the Know of what is happening at the office - receiving packages, emergency on calls etc

Not having any professional community or interactions locally. I would love to get together with people who remotely and have some semblance of a professional network here.

Not having in person contact with co-workers and missing informal conversations and opportunities for collaboration.

Not interacting with other people in person.

Not much! Can be a bit isolating sometimes.

Not seeing coworkers f2f

Occasionally feels isolated, easy to lean into my introverted default mode



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Office gossip and learning computer shortcuts by looking over someone's shoulder

Old school perceptions that working remotely is somehow less productive, when in reality it's the opposite, slow connectivity in some locations

Online availability

Remote work can make it harder to organically build relationships with peers, influence cross-functional dynamics, or be top-of-mind for broader leadership. Additionally, navigating organizational politics or advocating for strategic initiatives can sometimes feel slower or less effective without face-to-face engagement.

So-called "productivity" tools like Slack and Teams that chain you to your screens, cause mental illness, and promote workplace toxicity

Solitude

Sometimes during the week, I don't even leave my house.

Sometimes it's hard to get closure on a workday. Sometimes it's very lonely.

Sometimes lonely!

Sometimes that I hardly leave the house, and it's sometimes harder to take a step back because work is right there in the next room.

Sometimes there can be a disconnect with team members who are not as attentive to work as others.

Spending too much time at my home desk

TC needs fiber / can't live and work without access

The change in my environment, when I need to work at the office, can be a bit unsettling. But, I guess that's not really a complaint about remote work. :)

The constant threat of it being taken away

The human connection, getting up and getting more "ready" for my day.

The isolation

The lack of social connections

The stigma of it, Some people still seem to think I don't work or it is a comfortable job just because it is remote, when I am more productive than those of my coworkers who do go to the main office.

There isn't anything I don't like.

Took me way longer to succeed in the role than if I was in person

Unable to escape from personal life distractions.

What I like least about remote work is the lack of face-to-face collaboration and spontaneous team interactions.

Work overtime at night

You can't just walk over to ask a question



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

Zoom fatigue, working with people in different time zones can stretch the day.

being isolated

isolation

it can sometimes be isolating

lack of casual contact with colleagues

limited opportunities for advancement

n/a. I would never go back to in-person work if I didn't have to.

need more opportunities to connect. offsites and company social meetups are amazing <https://www.offsite.com>

not being able to connect in person with my coworkers. Missing the small connections that take place in the office.

not being able to engage with coworkers in person

providing my own technology and support

too much screen time. video meetings



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

48 Responses

Accidental invisibility

Building a company culture that supports remote work, including social opportunities that are remote (such as Airbnb Experiences, shared cooking classes or happy hours, or annual company retreats) solves almost all the problems with being remote. You don't have to feel unconnected or alone -- company culture can solve it and build strong bonds.

Companies should trust their employees

EY has offices all over the US but the closest is Detroit. If I couldn't work remotely, I'd have to move from TC or quit—and I don't really know which I would do.

Find an effective way to monitor and evaluate employee performance

For an introvert like me, it's the best thing ever. My mental health has never been better. I didn't know I could be this happy while still working. I thought that retirement was my only escape, but it turns out that what I needed was remote work.

For many of us, working remotely is the only way we can live in TC. There just aren't enough jobs here, and if I lost my current role I know I would not be able to replace my income locally. That can be stressful.

Helps the environment!

How beneficial it can be for the environment and mental health of those who do remote work.

I am more efficient working remotely

I believe remote work is beneficial, far outweighing the pros of in-person work. Especially because my husband and I have always wanted to live in Northern Michigan, but our fields were going to be hard to have longstanding careers up here. Remote work allowed us to move to our dream life, truly.

I could not live in Traverse City and work in my industry if I was not able to work remotely. There are no research organizations doing what I do in NW MI.

I find I'm far more productive at home than in office as I'm not constantly interrupted

I have no desire, nor would I consider, going back to working out of an office.

I question why more employers don't get on board with remote work. Especially employers who can't afford to pay the best wages or offer decent benefits. Most everyone I know would be willing to settle for lesser wages/benefits for the privilege of working from home.

I think productive remote work depends 100% on the type of work and the person doing the work. It's not for everyone and not for every kind of work. But I believe it should be an option that is available at least on a flexible/hybrid basis.

It can be successful though it takes additional intentional steps. My company has been remote since it started in 1999. One of the key things we do is recruit people in geographic areas where other staff are located, primarily Traverse City and Columbus, Ohio (the exceptions are mostly those in sales roles that need to be in other geographic areas for job duties).



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

## GRAND TRAVERSE COUNTY Preferences

It has genuinely improved my life for the better. I've been able to move to northern Michigan, improve my health and spend more time with my wife.

It has greatly improved my life.

It looks different for everyone at every company! Some people are glued to their computers, others have the ability to work unique hours when they want with more flexibility. Also, my past two companies have been in the healthcare sector, and surprisingly healthcare is very remote-friendly

It would be helpful to provide more support for setting up ergonomic home workspaces and maintaining team connection virtually.

It's not for everyone. Managers and company leaders need training in the right kind of workplace culture that will support and elevate remote work and workers. Managers without training and companies with toxic culture will ensure that remote workers get isolated and that they constantly waste time. I have worked for 5 companies since starting remote work in 2006. Company culture and leadership training make all the difference whether remote work is successful or not.

Its healthier for a lot of people, especially with mental health in the workplace

It's a great option, especially for lawyers - I love not having to spend time driving to court, paying for parking, wasting time waiting for my case to be heard, etc. Also, remote court appearances mean far fewer scheduling conflicts, which allows cases to move more quickly.

It's the future

Local jobs do not pay very well so I think you are forced to go to a larger employer and be remote in order to live well in traverse city.

Many people work remote but can't work from Home due to wifi accessibility issues

Many remote positions want you to be close to a major airport for necessary travel. Some won't consider remote workers in Northern Michigan because of the cost of airfare

More co-working spaces offering drop-in childcare would be an amazing asset to Traverse City that I think many remote workers would utilize. When my kids were younger, I would get a YMCA membership when my kids were younger just to have 2 hours of Child Watch because that was the only affordable childcare option that made working as a mother of young children feasible for our family.

More out of curiosity, but I'd love to know the positive and negative impacts of covid-19 pandemic to the regional economy as it relates to salaries (average), home prices, and general career opportunities. I've suspected this to be a mixed bag, but if there is a study or information I could be pointed to, it would be appreciated. Thank you!

My company studies work, as we manufacture office furniture, and our studies show employee satisfaction goes up when flexibility and choice are supported.

Promote remote work in traverse city as a hub

Reliable internet is critical

Remote work has allowed me to deliver strong outcomes for my firm and our participants while maintaining the flexibility to pursue my personal and professional goals. That said, it's most effective when paired with intentional efforts to stay connected. I believe success in a remote role hinges on clear communication, proactive visibility, and measurable results

Remote work is not a new concept.

Since Covid, people have been more kind. People find new ways to work and customers aren't as serious.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

# GRAND TRAVERSE COUNTY Preferences

Since office buildings are sitting empty, can we please create housing? Also, rural broadband!

That there is negligible possibility of this full-time remote work policy being rescinded is one of my top reasons for not seeking another job.

The ability to work remote is the only reason I am able to support my family, afford my bills, and consistently meet my work deadlines. It is essential.

The media portrays remote workers as people with full flexibility, working on laptops in coffee shops, working for tech startups. That is only the loud minority.

Use of modern facilities

We all proved during COVID that we can work effectively remotely. Those who force people to come into the office after proving that the work can be done remotely just show how little their workplace trusts them as working professionals. Hybrid is an option when the occasion calls for it. Some jobs (healthcare, teachers in the classroom) cannot be or are extremely difficult to do remotely. But at the end of the day, a successful remote work position is about trust and respect.

When locations such as ours or Marquette become desirable hubs for remote work, the long term effect is also a surge in home and rentals pricing. It's inevitable and connected.

Will never not work remote

Wish there was more remote jobs

You have to be very intentional and creative to connect digitally with others who cannot meet in person. For roles that learn from hearing/listening to others in close proximity, it can lengthen onboarding and stifle the learning curve. With all of that, I appreciate remote work from our little community that offers opportunity to learn and work with others from diverse backgrounds around the globe.

flexible, remote-first work is essential for the future. requirements for in-office a certain number of days per week dilutes the essence and point of a remote-first, future-focused workplace. smart companies know the best employees and teams are leaders who enjoy the freedom, trust, and autonomy of working in their zone of genius from wherever and whenever that is. the best companies also provide ample opportunities for remote workers to connect regularly through social meetups, company offsites, and monthly or quarterly happenings to engage and connect with fellow teammates. look at the benefits and perks offered by the best remote companies. understand them fully to understand what success in remote work looks like: <https://basecamp.com/handbook/benefits-and-perks>

the first year i worked remotely i was concerned about double taxation (both NY state and MI taxes), but am grateful that MI credits for taxes paid elsewhere

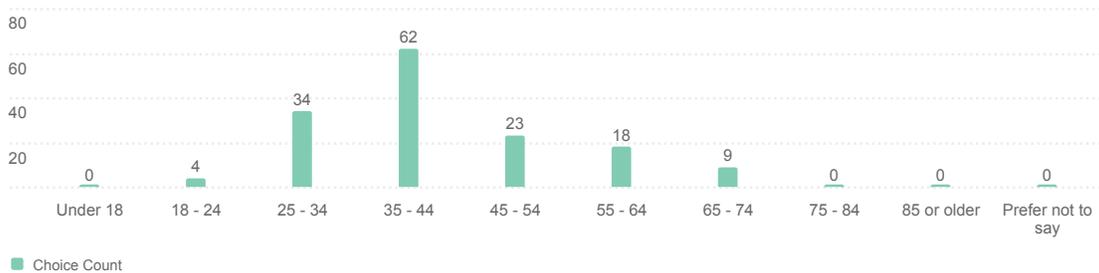


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County.

# GRAND TRAVERSE COUNTY Demographics

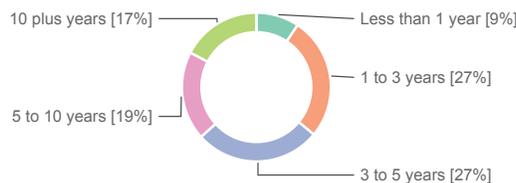
Q27 - Which of the following age range do you fall into?

150 Responses



Q24 - How long have you lived at your primary residence?

150 Responses

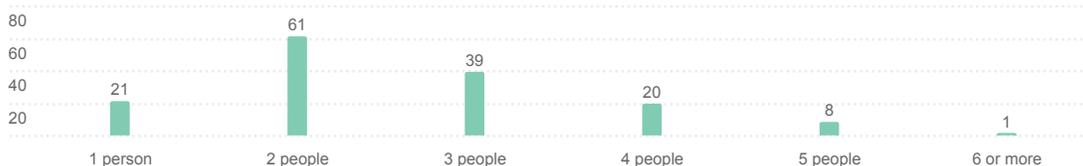


2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County

## GRAND TRAVERSE COUNTY Demographics

Q28 - Which of the following describes the number of people, including yourself, living in your household?

150 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

148 Responses

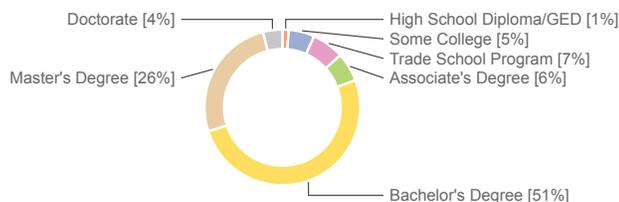


2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County

## GRAND TRAVERSE COUNTY Demographics

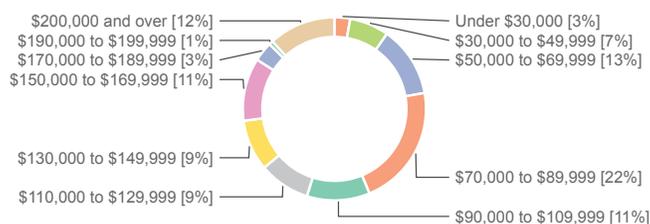
Q29 - What is your highest level of educational attainment?

150 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

144 Responses



2025 NW MI Remote Worker Survey respondents whose primary residence is in Grand Traverse County

## KALKASKA COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

31 Responses

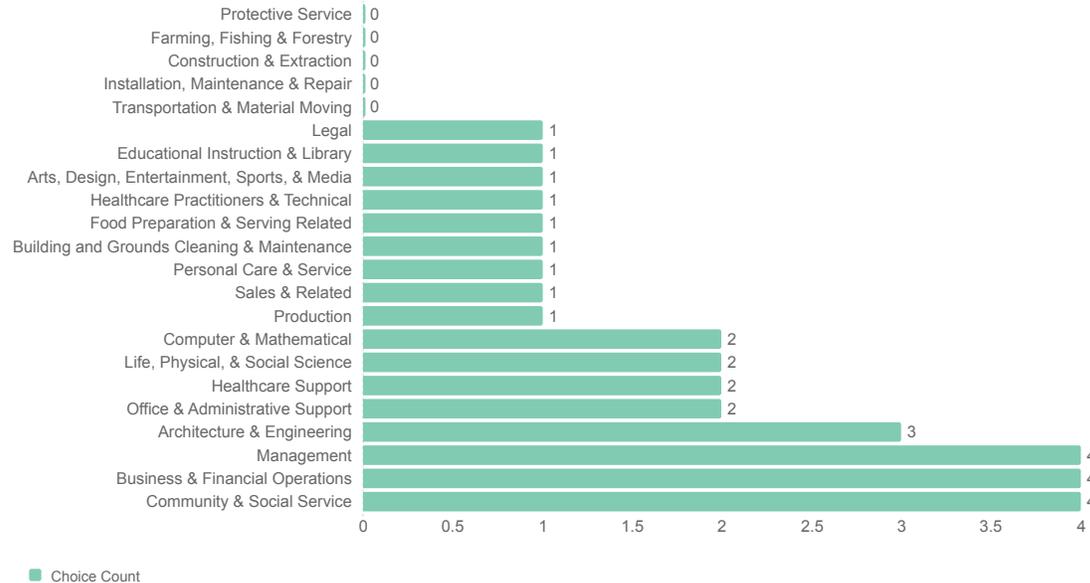


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

32 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

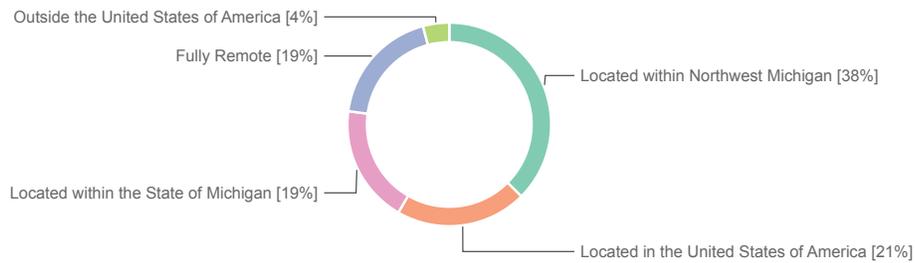
### Q4 - What company do you work for? (Optional)

8 Responses

Dun Rite Lawn Maintenance
Munson Healthcare
Networks Northwest
NovaTech Innovations
PLOS Medicine (Open-access)
Tesla
Various
Walmart

### Q5 - Where is your employer based out of?

32 Responses

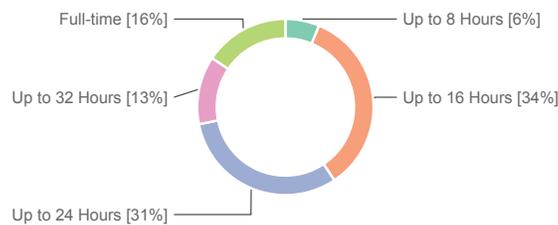


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

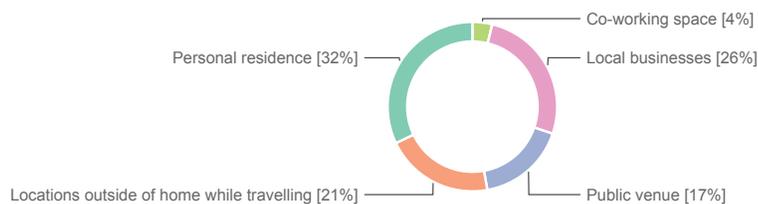
### Q7 - How many hours a week do you currently work remotely?

32 Responses



### Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

32 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

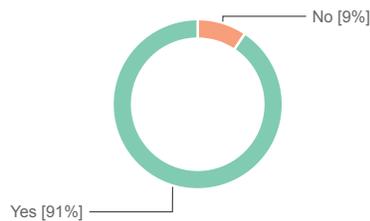
### Q9 - Please select all co-working space(s) you utilize. - Selected Choice

2 Responses

Field	Choice Count
The Loft - Coworking Space (Harbor Springs)	2
The Vault - Coworking Space (Charlevoix)	1
Space - Coworking Space (Traverse City)	1
Other (please list names and locations)	0
Northcoast Works (Petoskey)	0
Commongrounds - Grove Community Incubator (Traverse City)	0
20Fathoms (Traverse City)	0

### Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

32 Responses

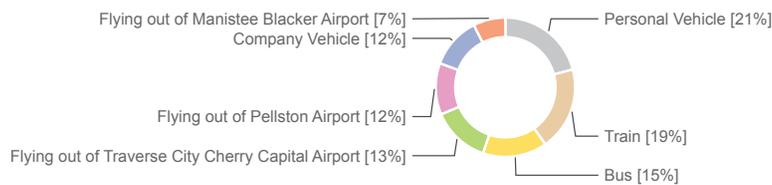


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

### Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

29 Responses



### Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

32 Responses



Other: "Childcare constraints made it impossible to work in an office full-time which became a requirement for me as we "returned to work" post-Covid."  
"Childcare." "Increase in compensation."



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Employment Characteristics

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

32 Responses

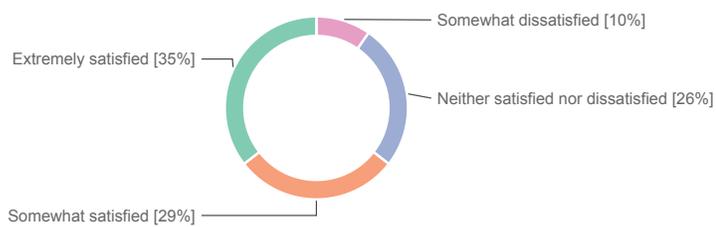


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Preferences

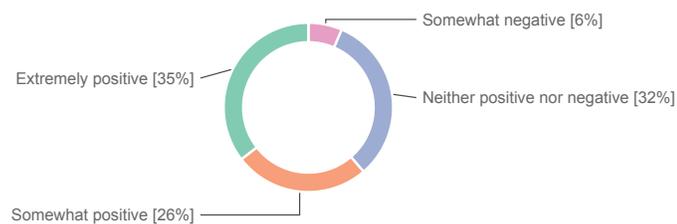
Q13 - How would you rate your work life balance while working from home?

31 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

31 Responses

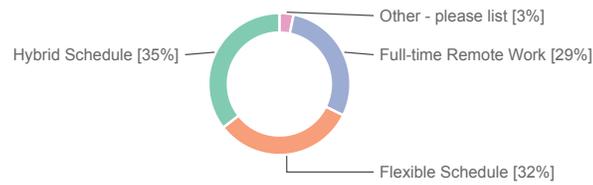


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

31 Responses



Other: "Remote but occasionally non-remote."

Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

32 Responses

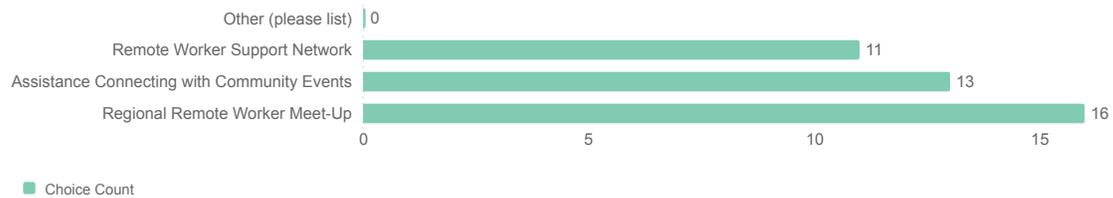


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

## KALKASKA COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

26 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.





# KALKASKA COUNTY Preferences

## Q21 - Is there anything else you would like us to know or consider about remote work?

16 Responses

- Cross-functional governance committee (IT, Legal, Business Units).
- Asynchronous work unlocks global potential: Mastering intentional communication (clear documentation, scheduled updates) allows teams across time zones to thrive without constant real-time meetings, boosting efficiency and inclusion.
- Balance transparency with boundaries.
- Company culture might suffer without face-to-face.
- Increase payment
- Intentional Communication Matters: Over-communicating progress or challenges prevents missteps in virtual settings.
- It allows for certain luxuries, like being able to schedule doctor appointments as build my schedule around them. It can be challenging working with people in different time zones, as hours can extend outside of the standard 9-5.
- Local Engagement: Volunteer, join clubs (e.g., Traverse City's art or fishing groups), or attend town events to build roots and avoid feeling like an outsider. Hybrid Networking: Attend regional industry meetups (e.g., Grand Rapids tech events) or virtual forums to balance local and professional connections.
- Permanent transplants often seek schools/healthcare—could this pressure rural systems? (See: Charlevoix's clinic wait times.)
- Remote work only works for certain careers and it's the only way that I can have a full-time job until my children are older as my husband has a career that he canNOT do from home. One of us has to have a more flexible schedule as the "default parent." That said, one days that I'm on the road and in meetings, he's able to work with his employer to be more available and close by. In a world where both parents are working, FLEXIBILITY is the #1 things we need as employees in order to maintain that work-life balance.
- Summarize recent findings from these journals (if publicly available).
- The "Quiet Crisis" of Remote Work
- The benefits for the companies and the employees being remote workers far outweigh the negatives but making time to have occasional in person connections is still so important for most! Whether that's the companies we work for providing those opportunities or if it's our own selves finding opportunities to have in person connections with people outside of our home offices after we clock out.
- Third spaces vanish
- Without remote work I would be spending thousands per month on childcare. With work flexibility I can raise my children while also getting all work done.

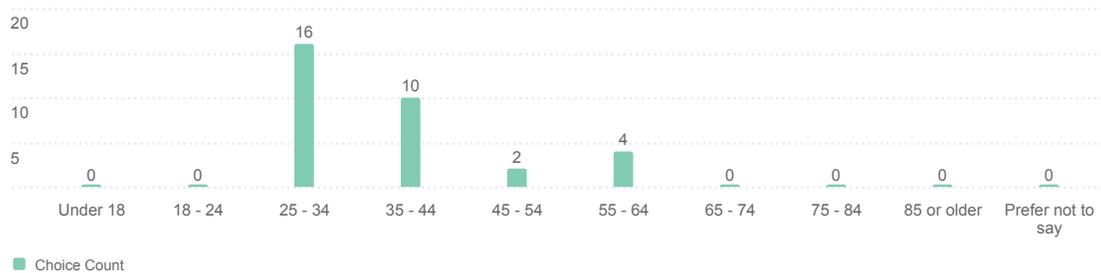


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County.

# KALKASKA COUNTY Demographics

## Q27 - Which of the following age range do you fall into?

32 Responses



## Q24 - How long have you lived at your primary residence?

32 Responses

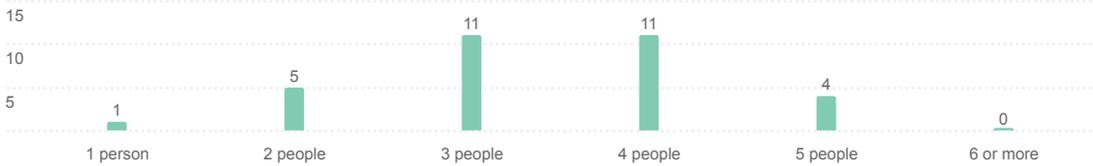


2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County

# KALKASKA COUNTY Demographics

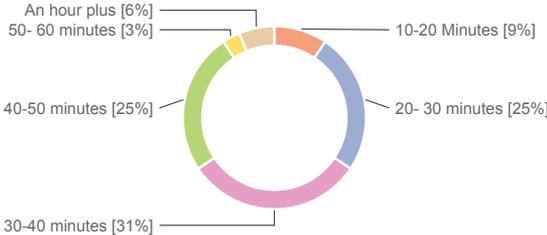
Q28 - Which of the following describes the number of people, including yourself, living in your household?

32 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

32 Responses



2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County

# KALKASKA COUNTY Demographics

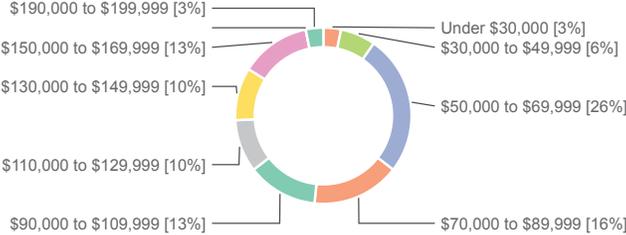
Q29 - What is your highest level of educational attainment?

32 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

31 Responses

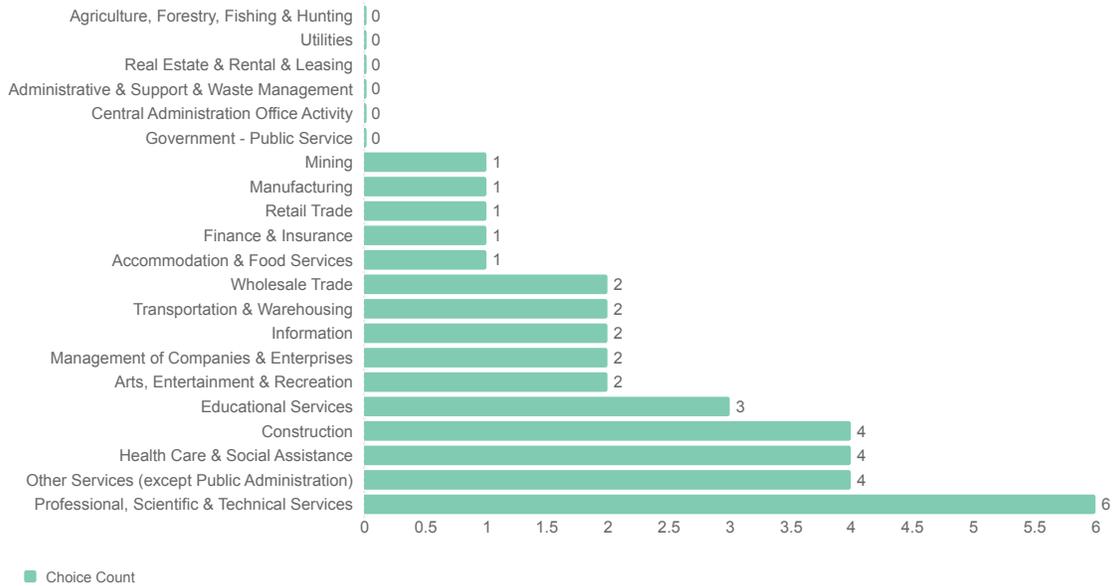


2025 NW MI Remote Worker Survey respondents whose primary residence is in Kalkaska County

## LEELANAU COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

36 Responses

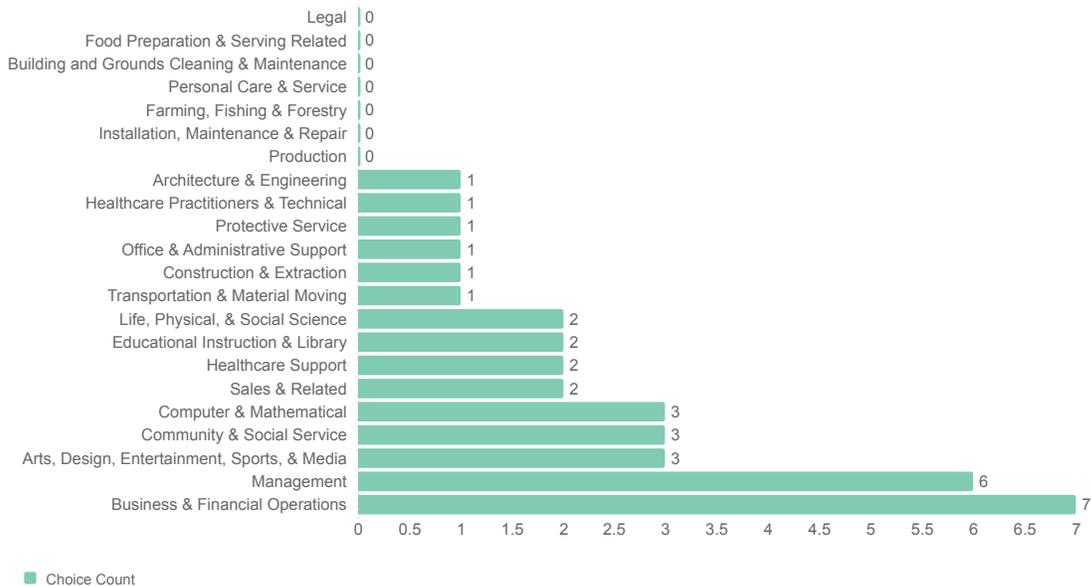


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

36 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

13 Responses

- Airbnb
- Azure Aerospace
- Cherry Tree Wealth Management
- Dematic
- Fanzoo Technology, Inc.
- Genentech, A Member of the Roche Group
- I am a gig worker so I work for myself.
- Microsoft
- Northwest Michigan Rural Housing Partnership (Housing North)
- The Toy Association
- Ukrop
- W.L. Gore & Associates
- Wilson



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

### Q5 - Where is your employer based out of?

35 Responses



### Q7 - How many hours a week do you currently work remotely?

36 Responses

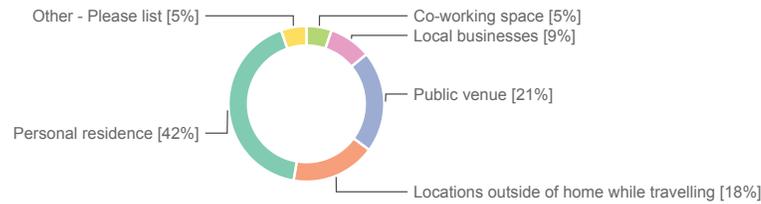


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

36 Responses



Other: "Libraries, government centers, town halls", "Small office in Leland", "Single office"

Q9 - Please select all co-working space(s) you utilize. - Selected Choice

3 Responses

Co-working Space	Count
20Fathoms (Traverse City)	3
Space - Coworking Space (Traverse City)	1
Other (please list names and locations)	0
The Vault - Coworking Space (Charlevoix)	0
Northcoast Works (Petoskey)	0
The Loft - Coworking Space (Harbor Springs)	0
Commongrounds - Grove Community Incubator (Traverse City)	0



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

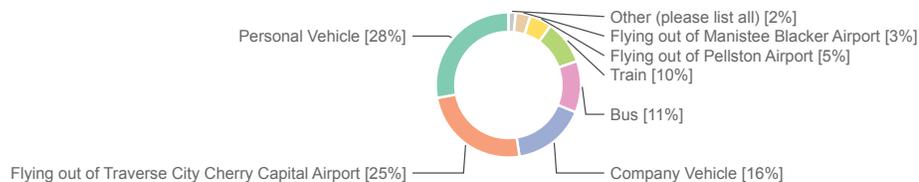
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

36 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

33 Responses



Other: "Detroit or Chicago if it's cheaper. Ubers to and from airports to save on parking fees."

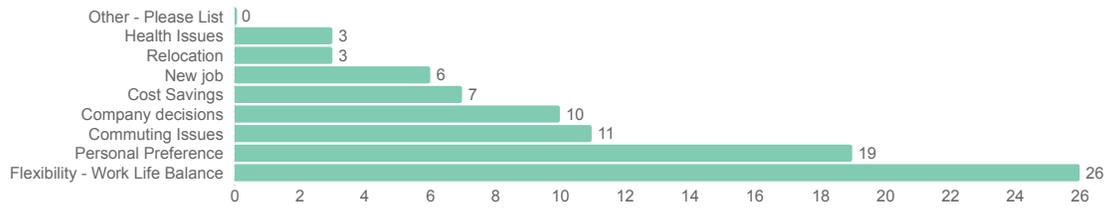


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

36 Responses



Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

36 Responses

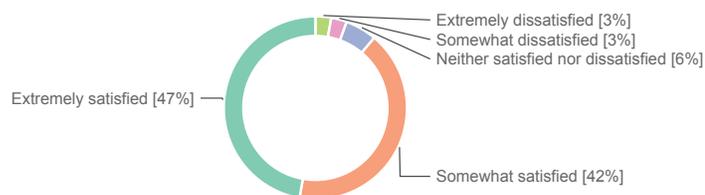


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Preferences

Q13 - How would you rate your work life balance while working from home?

36 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

36 Responses

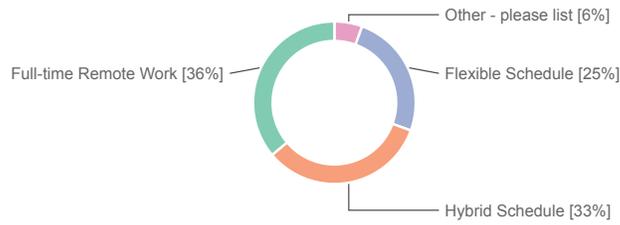


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

36 Responses



Other: "Return to the office." "Remote with onsite presence every~6 weeks."

Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

36 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice

30 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.





## LEELANAU COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

8 Responses

Accountability is a challenge but can be over come.

Enterprises should regularly communicate with remote employees to understand their needs and challenges, and provide timely assistance.

Ergonomics Require Investment: Prioritizing proper chairs/desks prevents long-term physical strain.

I also choose to be remote with my company when we moved to Traverse City because all of the local in-person opportunities I found were as low as half the salary of what I was making, but the cost of living here is equal to or greater than where we moved from (Flagstaff, AZ)

I wish there was a way to meet other remote workers locally.

Remote work has a negative impact on culture.

Remote work highly depends on stable network and proper equipment. Also, it's necessary to pay more attention to team - building activities to maintain team cohesion.

The variety in my work week is excellent for my overall well being.

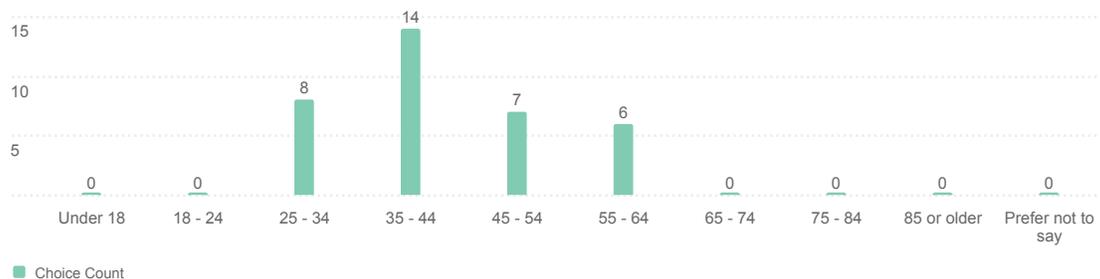


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County.

## LEELANAU COUNTY Demographics

### Q27 - Which of the following age range do you fall into?

35 Responses



### Q24 - How long have you lived at your primary residence?

35 Responses

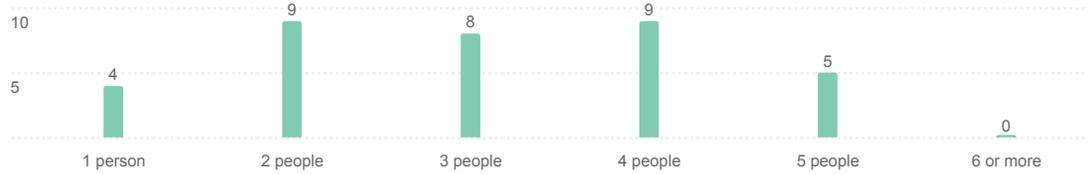


2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County

## LEELANAU COUNTY Demographics

Q28 - Which of the following describes the number of people, including yourself, living in your household?

35 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

34 Responses

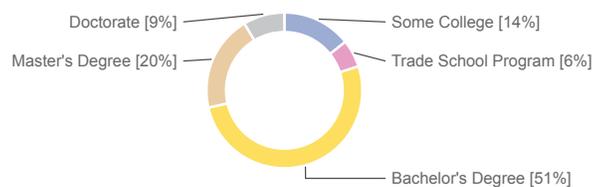


2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County

## LEELANAU COUNTY Demographics

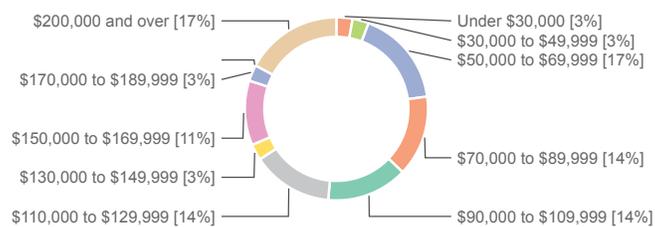
Q29 - What is your highest level of educational attainment?

35 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

35 Responses

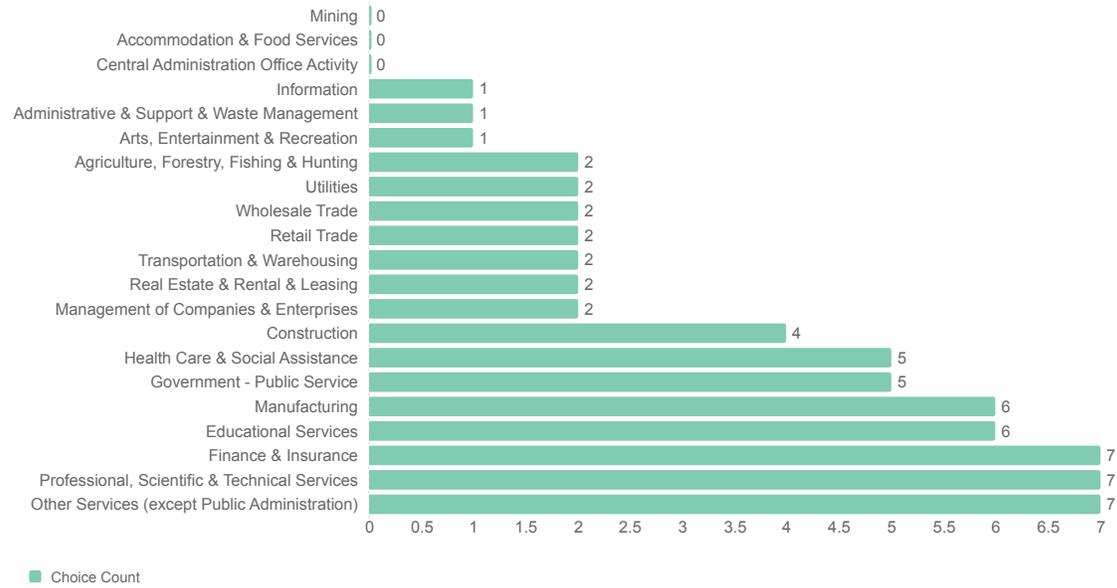


2025 NW MI Remote Worker Survey respondents whose primary residence is in Leelanau County

## MANISTEE COUNTY Employment Characteristics

### Q2 - What Industry best describes your employer?

64 Responses

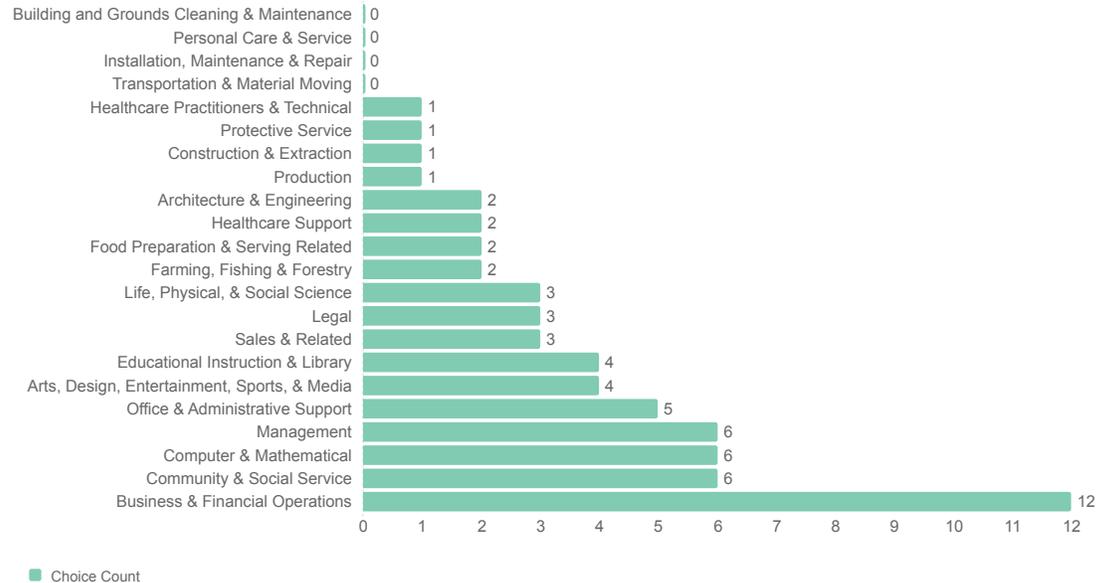


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

64 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

22 Responses

- 20Fathoms
- AT&T
- Amptech, Inc. DBA Myotek
- BCBSM and OpTech
- BCBSM and OpTech
- City of Manistee
- Dewlicious Farms
- Dhhs
- Filer Credit Union
- Michigan great lakes virtual academy
- Munson Healthcare
- Packaging Corporation of America
- Public Sector Consultants
- RE/MAX Bayshore
- Ramsdell Regional Center for the Arts
- Rockwell Automation
- Steel Shire Design
- Vexos
- Village of Copemish
- WPP
- Young Audiences New York
- Zapier



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

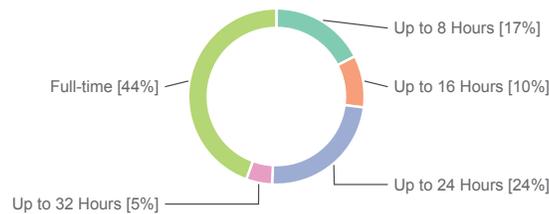
### Q5 - Where is your employer based out of?

64 Responses



### Q7 - How many hours a week do you currently work remotely?

63 Responses

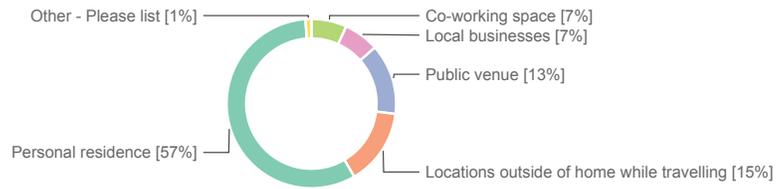


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

64 Responses



Other: "My company also has an office that I work from sometimes."

Q9 - Please select all co-working space(s) you utilize. - Selected Choice

5 Responses

Northcoast Works (Petoskey)	2
Commongrounds - Grove Community Incubator (Traverse City)	2
Other (please list names and locations)	1
20Fathoms (Traverse City)	1
The Vault - Coworking Space (Charlevoix)	0
Space - Coworking Space (Traverse City)	0
The Loft - Coworking Space (Harbor Springs)	0



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

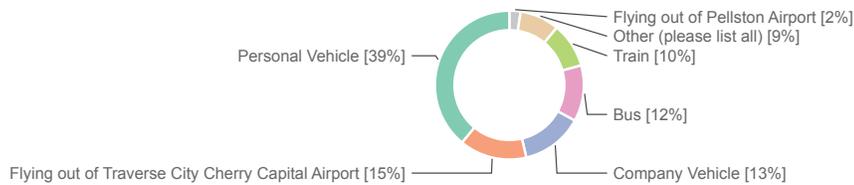
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

64 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

46 Responses



Other: "Uber and traverse city airport", "My strong preference would be to rent a vehicle, but there are no national car rental agencies in Manistee". "Flying out of Grand Rapids"(3)

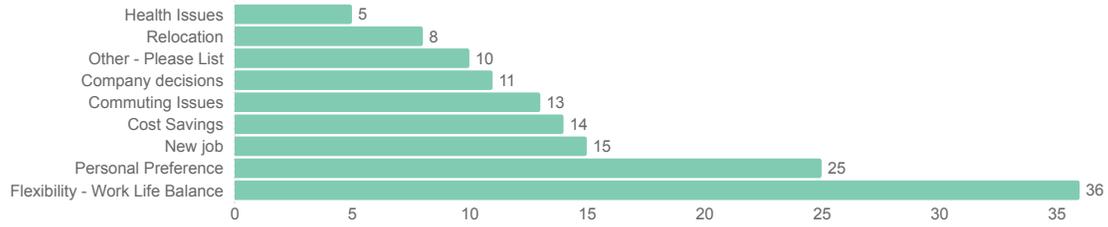


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

64 Responses



Q12\_9\_TEXT - Other - Please List - Text

10 Responses

Covid

I have always lived over 2 hours from the main office. We negotiated being remote to retain my talent in the company.

I like working in a fast paced environment but living day to day somewhere that I can slow down, reconnect with nature, and remain grounded

I used to work remotely more often before getting hired on with Amptech. Here, I work remotely when I don't feel good, when I am traveling, when I have things to take care of at home such as contractors coming, or when the plant is closed.

I was a single mother with two children in elementary school, and wanted to be available for my girls.

No air conditioning. Silly to turn on the heat in the winter for one person.

Our building was damaged, so our work is 100% remote now. Previously, it was about 50% remote.

Position is hybrid.

Salary

The salaries available locally do not match market rate for my industry.

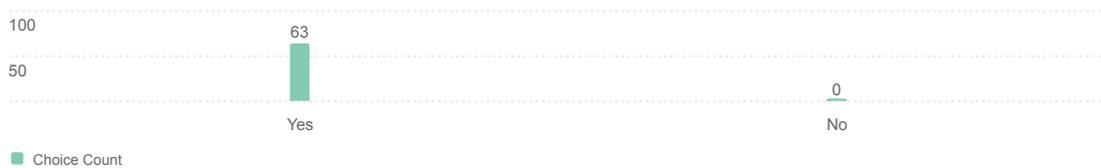


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Employment Characteristics

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

63 Responses

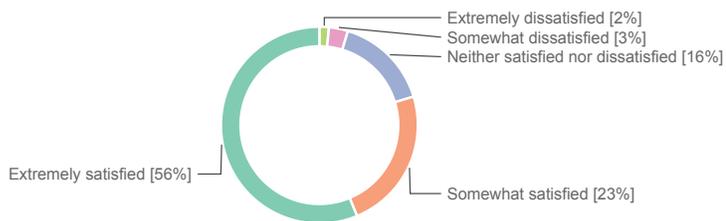


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

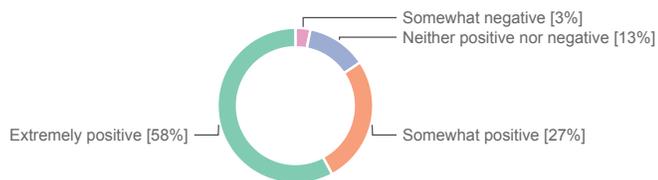
Q13 - How would you rate your work life balance while working from home?

64 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

64 Responses

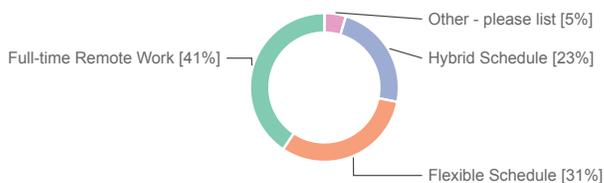


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

64 Responses



Other: "Fully remote with the option to go to clients for important meetings." "I'd love the option to cowork so I could remote work wherever I want but not always at home. There's something to be said about getting out of the house." "Full-time Remote Work with visits to the office at least annually."

Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

64 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.



## MANISTEE COUNTY Preferences

### Q19 - What do you like most about remote work?

52 Responses

A little more casual dress, fewer distractions, change of scenery, can pre-heat the oven sooner.

Ability to care for aging parent

Ability to work from anywhere and ability to control my work environment

Ability to work outside of a major city; flexibility

Agile Response: The Advantage of Crisis Survival

Because it's flexible.

Being able to do household chores.

Being able to work for the best companies in American while working from the best place in America.

Being alone

Certainly the ability to navigate a more efficient work life balance while maintaining my mental clarity.

Control your routine

Dedicate more time on my job

Deep Focus: Farewell to Fragmentation

Efficiency

Efficiency, flexibility

Flexibility and lack of distractions

Flexibility

Flexibility

Flexibility

Flexibility

Flexibility and no commute

Flexibility and working in NW lower Michigan

Flexibility for family

Flexibility to care for pets, eat healthy at home, relax while working, increased productivity, more time to workout or take a walk during the day



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

Flexibility to live in Northern Michigan. Without the option to work remote, career opportunities for me in Northern Michigan would be extremely limited and I would have to relocate back to the metro-Detroit area.

Flexibility to live where I choose to live but still make a salary commensurate with a larger metropolitan area.

Flexibility; savings on work-related expenses (gas, food, clothing)

Flexible schedule, no commute

Hanging out with my dog and being in my own space.

I am free to make decisions about the use of my time. I am not judged for what I wear. I can use the bathroom when I need to. I don't have to dress up for work. I don't have to interact with a lot of people every day.

I can be focused on my tasks and be creative without interruptions. Flexibility to work the time of day I want without worried about driving home in the dark.

I can do the type of job that fills my cup while still living in a location that fills my cup. I hate Detroit it's awful, but that's where I'd be without remote work

I can work as I have the time to devote to tasks.

I have some chronic health issues, so the flexibility to accommodate those needs without impacting my work availability has been great.

I'm able to focus more working from home and love being able to be with my family more.

It helps me work at my own comfort

It provides more time in a day not commuting. Also there are less distractions and more work gets done. Along with saving \$ not eating lunch out.

Life balance

No commute. Able to focus with fewer distractions.

No time lost to commute

Reduced carbon footprint from commuting and office energy use.

Sleeping in and not having to get ready

The accessibility to resources.

The opportunity to work remotely let me move back to my hometown and be closer to family. I'd applied for jobs in Manistee while living in Lansing wanting to move here, but never even got a callback. Working remotely was the only way I could live where I wanted

There is no need to clock in and out at the company during working hours

Time to not get interrupted.

Work life balance

Work life balance and break from office environment. Reduced distractions and get more done on remote days.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.



## MANISTEE COUNTY Preferences

### Q20 - What do you like least about remote work?

48 Responses

- Being an introvert
- Boredom
- Cognitive Overload: The Cancerization of Context Switching
- Corrupt technology
- Current employer is very 9-5 thinking which isn't necessary for the position I am in
- Eye strain & posture problems
- Face to face interaction to build relationships
- Feels like I'm constantly asking someone to do something, vs. spending time fostering relationships.
- Flexibility for family
- Harder to shut down at the end of day
- Having family around that are a distraction.
- I miss interacting with people daily sometimes. I don't like being paid less than brick and mortar teachers for the same work.
- In person team meetings
- Isolation
- Isolation during the day
- It can get lonely
- It time saving
- It's great. I have no downsides to it.
- It's easy to get disconnected from the local community and feel isolated.
- Lack of comradery
- Lack of personal connection
- Lack of sociability
- Less clear separation between work time and personal time; missing the casual encounters with staff members not in my work group
- Less money



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

- Less pressure
- Like if all
- Limited face time with colleagues or other professionals.
- Missing friends from the office
- Not being able to go into the office more than annually due to proximity and cost of travel.
- Not having the people interaction
- Nothing, I prefer home based work.
- Nothing. It is how I how to work going forward and would not accept a full in-office job ever again.
- Occasional in person meetings with my staff.
- Parenting Traps: The Multiplication of Maternal Penalties
- Relationship
- Social Aspect
- Sometimes I miss seeing coworkers in person, but nothing major
- Sometimes it does affect my eyesight.
- Sometimes, I need to communicate with people one on one.
- The lack of boundaries
- The stigma others can have about those who work remote.
- There are interruptions from children, phones, people stopping over, and other daily interruptions that occur in the home which make it challenging at times.
- There are many overtime hours at night, so you need to be online at all times
- There is nothing I dislike about remote work.
- Too many unnecessary meetings
- Too much computer time
- Traveling to the airport almost weekly
- Unable to bring some files home. Wi-Fi issues (very rare)



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

20 Responses

Boundary and productive education is helpful for those who don't possess the skills naturally.

Clear communication during work

Convenience of Employer tax is really doing a number on some folks like me who are getting double taxed.

Cost savings and less sick days used. On the flip side some employees are less productive

Highly appreciative of being offered

I get more done working remotely because I don't get interrupted as often

I get so much more work done when at home than in the office! Less distractions and formalities that take up time

I think it is a great option and opportunity for Michigan to bring in remote workers with potentially higher salaries, meaning they contribute to the local economy

Internet in the country makes online schools very frustrating. It's only available to kiss in bigger cities.

It's a great perk, I think personal interaction with co-workers is important, but 1 or 2 days a week away from our desk is refreshing.

It's not for everyone, there are people who will thrive and there are people who will be miserable. IMO someone is thriving when they're able to integrate into the community v just living somewhere.

People need to be willing to work w/o being babysat

Remote work is a phenomenal way to not let geography limit your ability to attract and retain top talent. Successfully working remote does take discipline and extra considerations and effort you simply do not have to make when you work regularly out of an office. If I leaved near the office, I would likely choose to go in at least 1/week; it is nice to see people and connect. I currently live 4.5 hours from the nearest office and 100/100 times I would choose to be able to live where I do (and deal with some of the negative parts of working remote) vs. having to relocate back outside of Northern Michigan.

Remote work is a wonderful option and it's a shame many organizations are forcing workers to shift away from it right now. I expect this mentality to phase out as Boomers pass the baton to Gen X and Millennial workforce in the years to come.

Remote work is becoming increasingly more valuable and available to professions. To not include it in a work environment (in most cases) could lead to significant obstacles for a business.

Remote workers need the same things as everyone else. Affordable housing, affordable child care, and well supported community services. This survey is absurd and a waste of money.

Sometimes difficult to separate work from home life.

Spreading awareness of it's existence is crucial.



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County.

## MANISTEE COUNTY Preferences

There's so much regional knowledge passed by word of mouth when you're working - someone started renting out their loft, somebody is taking a sewing class, someone is working at the animal shelter and has the perfect dog - and these are the things I miss. I'm naturally quite introverted so if I haven't actively committed to helping someone with something, I'm not likely to go. Being more aware of community engagements would be lovely.

Time zone colonialism

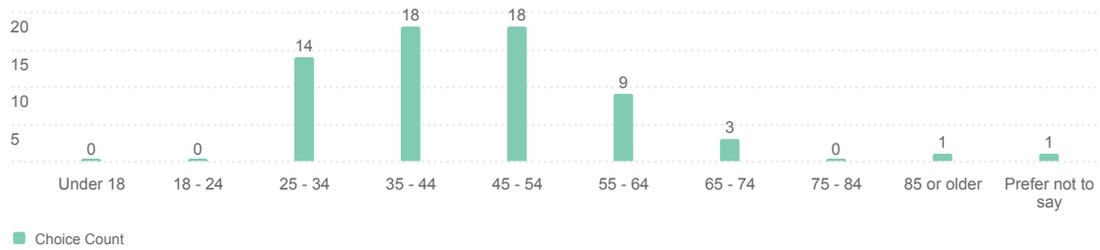


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## MANISTEE COUNTY Demographics

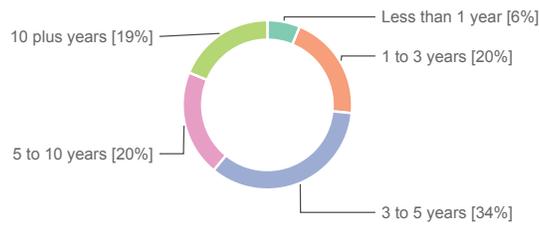
Q27 - Which of the following age range do you fall into?

64 Responses



Q24 - How long have you lived at your primary residence?

64 Responses

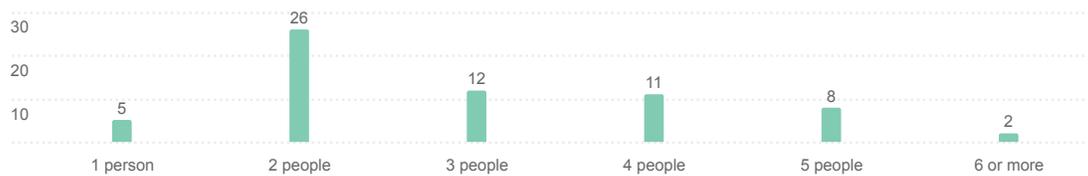


2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County

## MANISTEE COUNTY Demographics

Q28 - Which of the following describes the number of people, including yourself, living in your household?

64 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

64 Responses

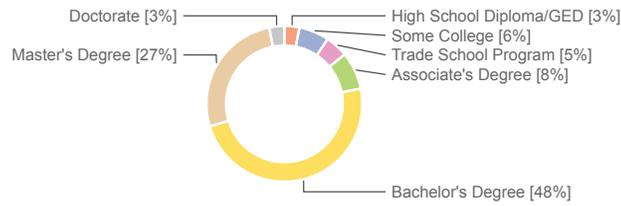


2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County

## MANISTEE COUNTY Demographics

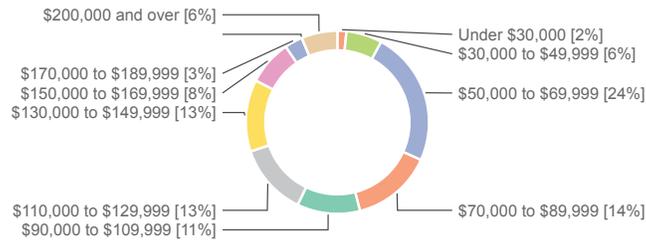
Q29 - What is your highest level of educational attainment?

64 Responses



Q30 - Which of the following best describes your total annual personal income before taxes?

63 Responses



2025 NW MI Remote Worker Survey respondents whose primary residence is in Manistee County

## MISSAUKEE COUNTY Employment Characteristics

Q2 - What Industry best describes your employer?

16 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

16 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

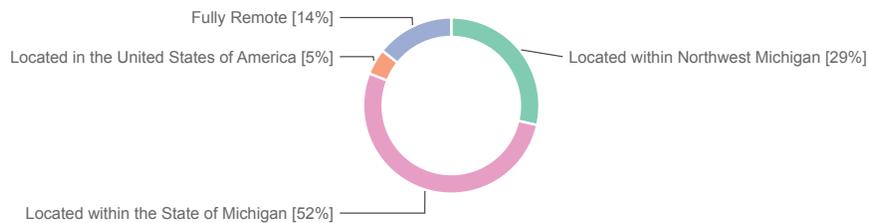
### Q4 - What company do you work for? (Optional)

6 Responses



### Q5 - Where is your employer based out of?

16 Responses

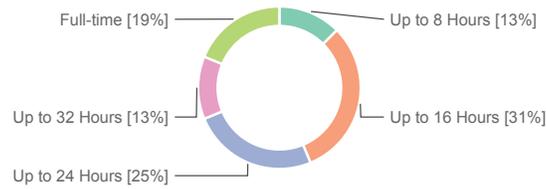


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

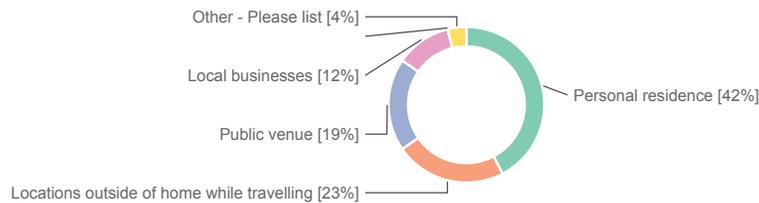
Q7 - How many hours a week do you currently work remotely?

16 Responses



Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

16 Responses



Other: "rent an office space"



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

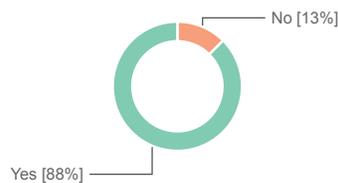
Q9 - Please select all co-working space(s) you utilize. - Selected Choice

No data found - your filters may be too exclusive!

No respondents from Missaukee County answered Question 9.

Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

16 Responses

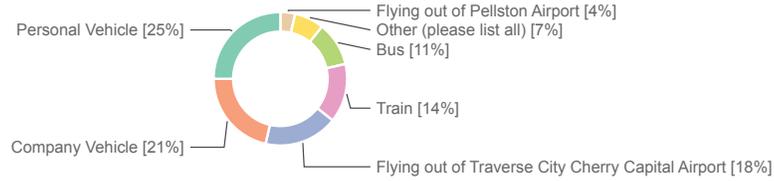


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

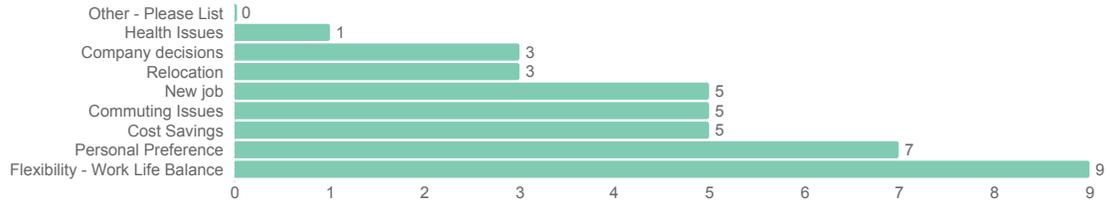
14 Responses



Other: Flying out of Grand Rapids (2); Flying out of Detroit

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

16 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Employment Characteristics

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

16 Responses

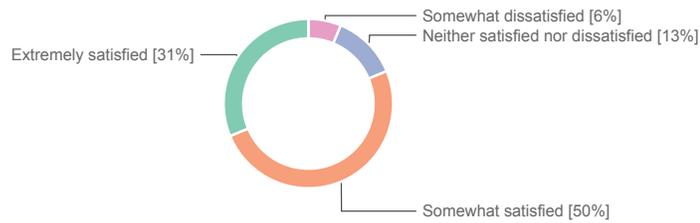


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## MISSAUKEE COUNTY Preferences

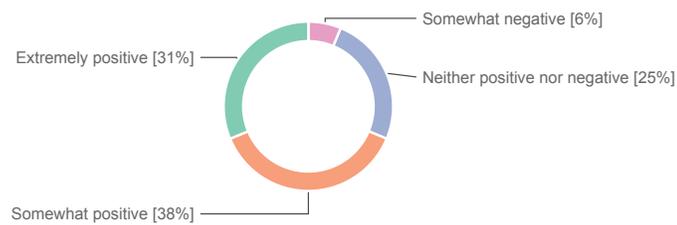
Q13 - How would you rate your work life balance while working from home?

16 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

16 Responses



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## MISSAUKEE COUNTY Preferences

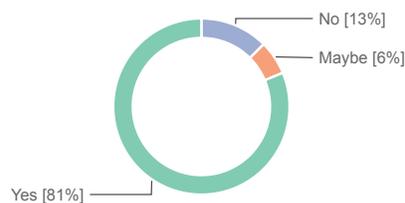
Q15 - What is your preferred remote work arrangement? - Selected Choice

16 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

16 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Preferences

Q19 - What do you like most about remote work?

9 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

# MISSAUKEE COUNTY Preferences

## Q19 - What do you like most about remote work?

9 Responses

- Flexibility to tailor my day—no commute, choose where to work (home/cafe), and manage family time seamlessly.
- Ability to focus on my work and produce great results
- Ability to work from anywhere with internet, enabling travel.
- Flexibility
- Instead of sitting in traffic, I start my day with a kayak trip on Lake Michigan (in summer) or a snowshoe hike (in winter). Those reclaimed hours fuel creativity.
- It's give time
- More family time
- Use saved time for online courses or side projects.
- ability to complete a higher volume of work/tasks without external interruptions and being able to completely disconnect when I'm done working by stepping outside to enjoy the natural beauty of Northern Michigan.

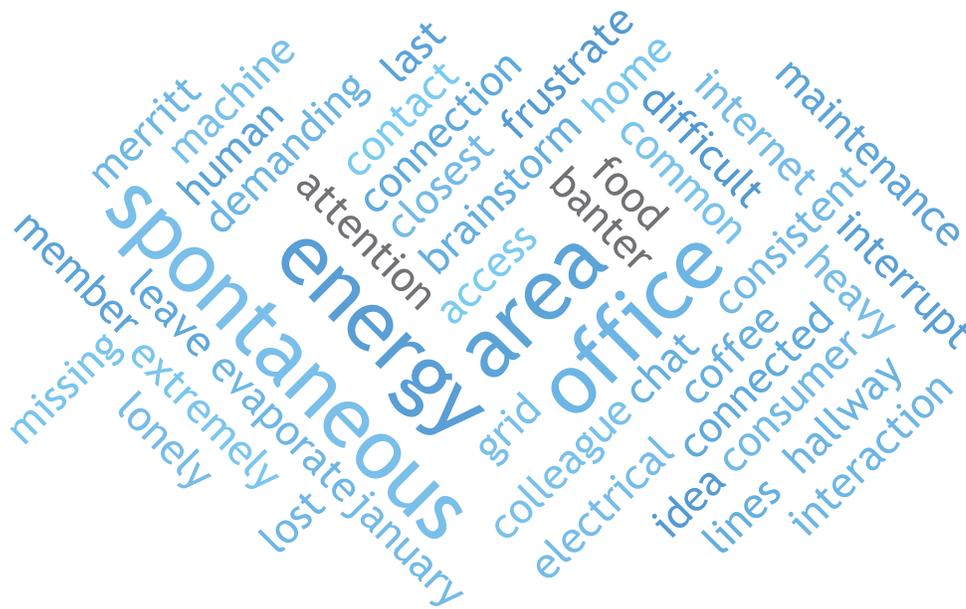


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

# MISSAUKEE COUNTY Preferences

## Q20 - What do you like least about remote work?

9 Responses



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Preferences

### Q20 - What do you like least about remote work?

9 Responses

Food temptations

Increased self-motivation pressure without physical oversight or team energy.

It's lonely

Lack of human contact

Lack of spontaneous office banter and the subtle teamwork that happens in person. Feels harder to "read" colleagues' moods online.

Missing those unplanned office moments—coffee machine chats, hallway brainstorming—that often spark ideas. In rural areas, even grocery store small talk evaporates in winter when tourists leave.

One of the things I like least about remote work is the reduced sense of spontaneous connection

The unreliable POWER GRID in Northern Michigan. The power at my home near Merritt, MI is often interrupted by strong winds, heavy rain, or snow. As of this year (since January), I have lost power more than 10 times and the closest public area where I can get internet access is 35 minutes away making it difficult to be connected when I have to. Last year, I lost power more than 20 times. The power lines in northern MI need more regularly scheduled maintenance since Consumer's Energy often states that trees are the cause of the common power outages. I'm extremely frustrated with lack of consistent power - I'm at the point where I'm ready to write to our state senators & house members demanding that the electrical power grid in Northern MI needs attention and taxpayer dollars to be upgraded.

little adult interaction



\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County.

## MISSAUKEE COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

4 Responses

After years of remote freedom, re-entering traditional office environments (even briefly for meetings) can feel alien. You'll notice inefficiencies you once tolerated—like 2-hour status updates that could've been a Slack thread.

Pay localization

Social Rituals Need Effort: Virtual coffee breaks or team games replicate office camaraderie

The remote workers I know oftentimes are parents so our schedules are busy. Remote work provides for us to attend school events but we often need to work later at night. so if we do events, having childcare or kid activities too would be needed.

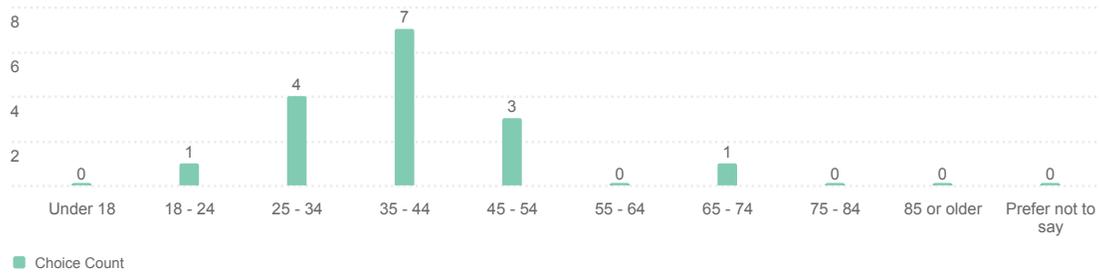


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## MISSAUKEE COUNTY Demographics

Q27 - Which of the following age range do you fall into?

16 Responses



Q24 - How long have you lived at your primary residence?

16 Responses

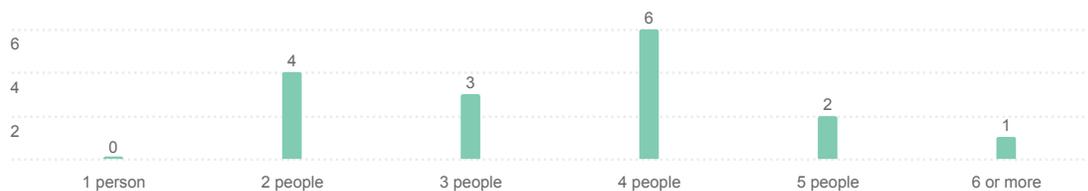


2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County

## MISSAUKEE COUNTY Demographics

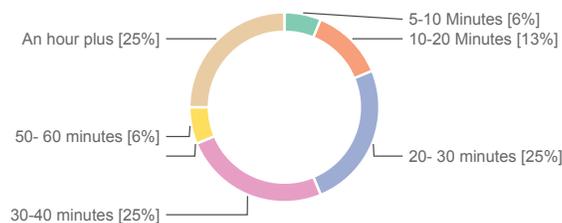
Q28 - Which of the following describes the number of people, including yourself, living in your household?

16 Responses



Q18 - If there was no remote work option, what would your average daily one-way commute be?

16 Responses



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## MISSAUKEE COUNTY Demographics

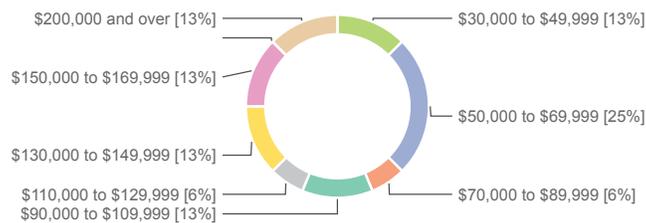
Q29 - What is your highest level of educational attainment?

16 Responses



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16 Responses

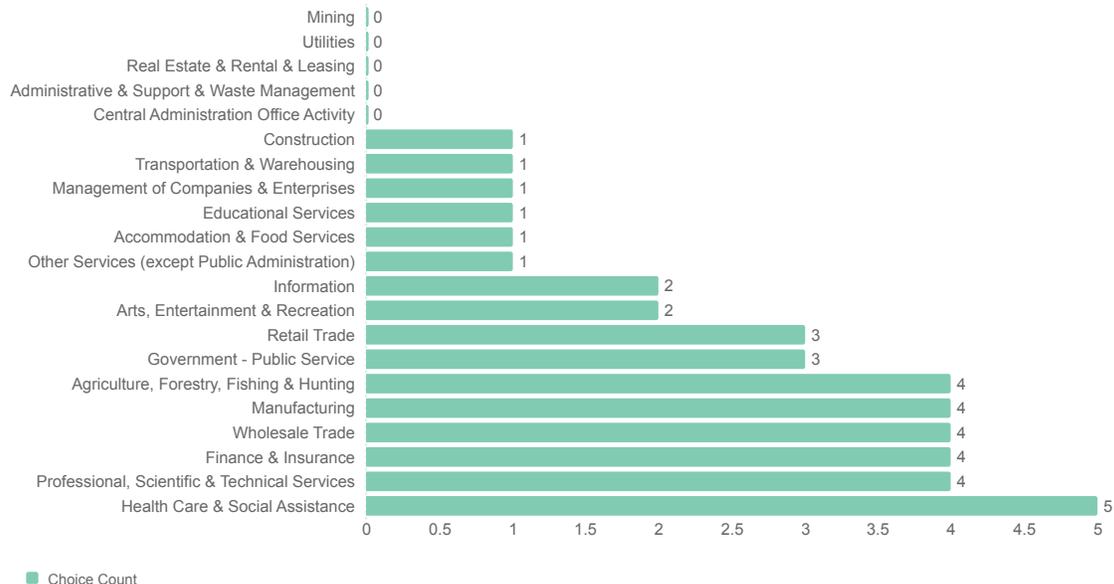


2025 NW MI Remote Worker Survey respondents whose primary residence is in Missaukee County

## WEXFORD COUNTY Employment Characteristics

Q2 - What Industry best describes your employer?

41 Responses



Choice Count

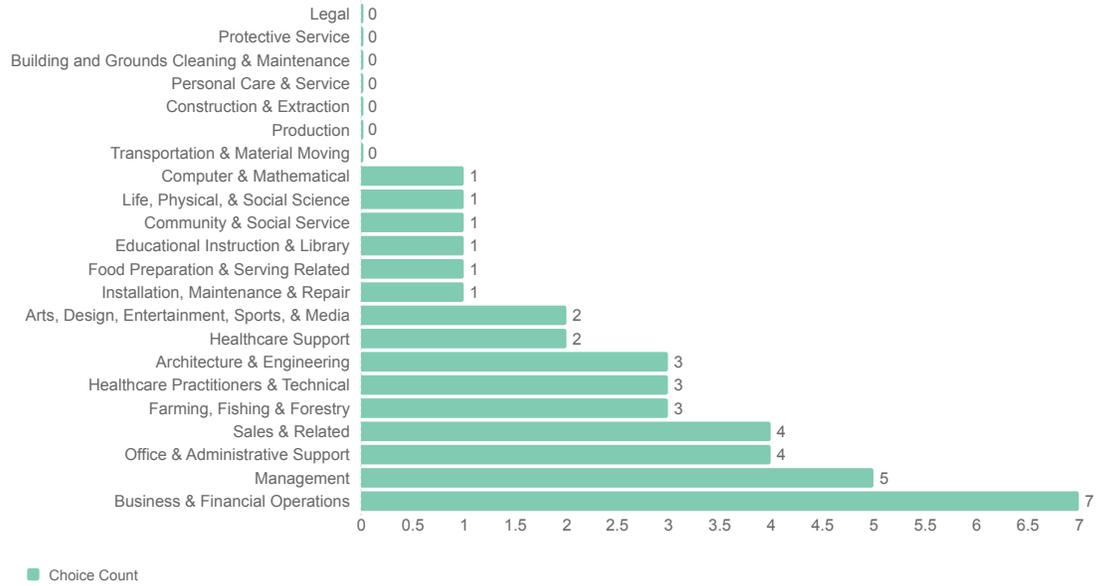


\*2025 NW MI Remote Worker Survey respondents whose primary residence is in Wexford County.

## WEXFORD COUNTY Employment Characteristics

### Q3 - What Occupation best describes your employment?

39 Responses



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## WEXFORD COUNTY Employment Characteristics

### Q4 - What company do you work for? (Optional)

15 Responses

- ADP
- Corewell Health
- General Motors
- Huntington Distribution Finance, Inc.
- I've work with insurance company and as LDS coordinator
- M R Products, Inc.
- NetOne Communications
- Northwest Michigan Works, Networks Northwest
- Self employed
- South Branch Township
- State of Michigan
- TBA Credit Union
- Talon Group Titlen
- Total Serve
- UKG



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## WEXFORD COUNTY Employment Characteristics

Q5 - Where is your employer based out of?

41 Responses



Q7 - How many hours a week do you currently work remotely?

41 Responses

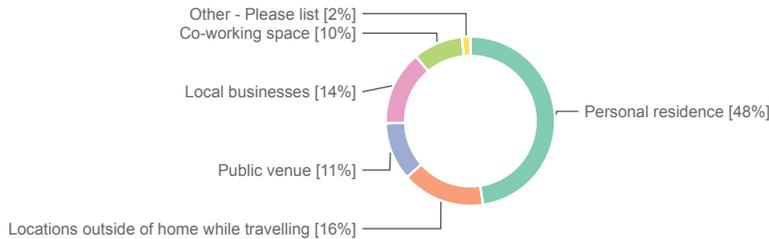


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## WEXFORD COUNTY Employment Characteristics

Q8 - Where do you work remotely from? Select all that apply. - Selected Choice

41 Responses



Other: "Library"

Q9 - Please select all co-working space(s) you utilize. - Selected Choice

6 Responses

Space - Coworking Space (Traverse City)	4
Commongrounds - Grove Community Incubator (Traverse City)	2
20Fathoms (Traverse City)	2
The Vault - Coworking Space (Charlevoix)	1
Northcoast Works (Petoskey)	1
The Loft - Coworking Space (Harbor Springs)	1
Other (please list names and locations)	0



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## WEXFORD COUNTY Employment Characteristics

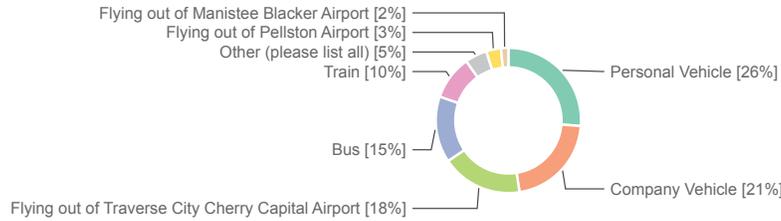
Q10 - Do you travel to other locations for work purposes, such as flying or driving to company headquarters, regional hubs, etc.?

41 Responses



Q11 - How do you travel for work purposes? Select all that apply. - Selected Choice

26 Responses



Other: Flying out of Grand Rapids (3); Flying out of DTW

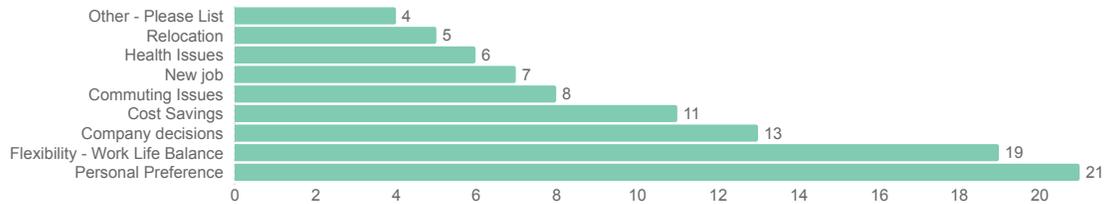


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## WEXFORD COUNTY Employment Characteristics

Q12 - What factor(s) led to you working remotely? Select all that apply. - Selected Choice

41 Responses



Other: "Ease of Internet access from home", "They hire remote only", "networking", "Less energy!!"

Q1 - Have you worked remotely prior to or following the COVID-19 Pandemic?

40 Responses



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## WEXFORD COUNTY Preferences

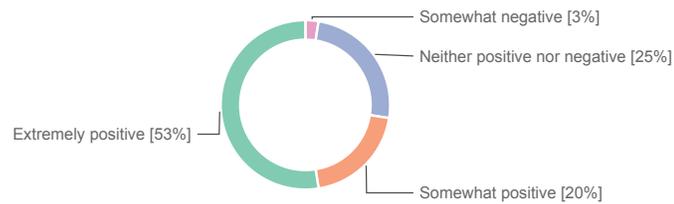
Q13 - How would you rate your work life balance while working from home?

40 Responses



Q14 - How does the opportunity/availability of remote work impact your mental health?

40 Responses

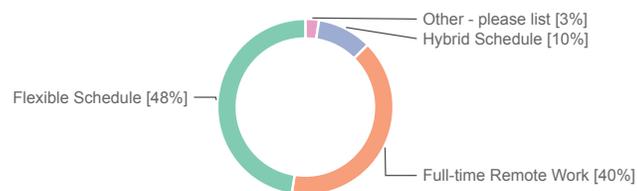


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## WEXFORD COUNTY Preferences

Q15 - What is your preferred remote work arrangement? - Selected Choice

40 Responses



Q25 - If the availability of remote work was removed, would you remain in Northwest Michigan?

40 Responses



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## WEXFORD COUNTY Preferences

Q17 - Do you need or would you like to be a part of any of the following? Select all that apply. - Selected Choice



Q17\_4\_TEXT - Other (please list) - Text

Other (please list) - Text

I am involved in my local community through 3 events/orgs

1 Responses

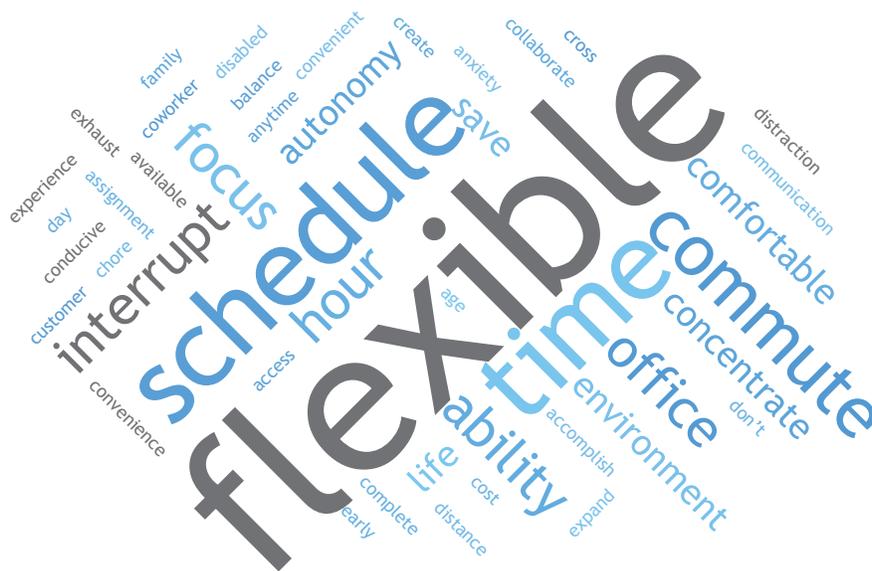


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## WEXFORD COUNTY Preferences

Q19 - What do you like most about remote work?

34 Responses



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## WEXFORD COUNTY Preferences

### Q19 - What do you like most about remote work?

34 Responses

A snowstorm becomes a reason to hunker down and write; a sunny July day turns into a "floating office" on a paddleboard.

Allows me time to concentrate on my work without office interruptions

Being here for the family. Also, not wasting time and resources commuting.

Can prioritize my schedule and workload to be able to work in a more focused environment (remote) than when at the office.

Can work in my comfortable home environment.

Collaborate with international teams, expanding perspectives.

Conducive and Comfortable

Convenience

Cross-distance communication is convenient.

Flexibility

Flexibility

Flexibility in my schedule and very limited distractions from coworkers.

Flexibility to work during my peak productivity hours—early mornings for me, not the standard 9-5.

Flexibility with scheduling

Flexibility, I can work anywhere at anytime

Flexible hours. Ability to fully concentrate on assignments.

Flexibility of accomplishing work and life

I can work from anywhere, at any time with internet access,also my schedule and pace are setup by me.

I don't have to be around real people. I have anxiety and mask a lot in person and it is exhausting.

I set the who what where when and How.

I'm where my customers are if I need to make a on-site visit.

My mental health

Networking

New experience



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## WEXFORD COUNTY Preferences

No commute

No commute

Provides an opportunity for mobility disabled to work. If I did not have the ability to do the job 100% remote, I probably would not work at all.

Save cost of transportation

Saves time and money... And with two school aged kids, that's a huge perk. Plus I've found im way more productive with online mtgs, lead interruptions, and more time to focus

The ability to focus without interruptions and also the ability to get some house-chores completed before work and during lunch hour.

The flexibility and no commute are what I like most about remote work.

The flexibility with my time.

Work life balance and flexibility and autonomy help you create your own schedule and availability.

autonomy, scheduling my projects and time

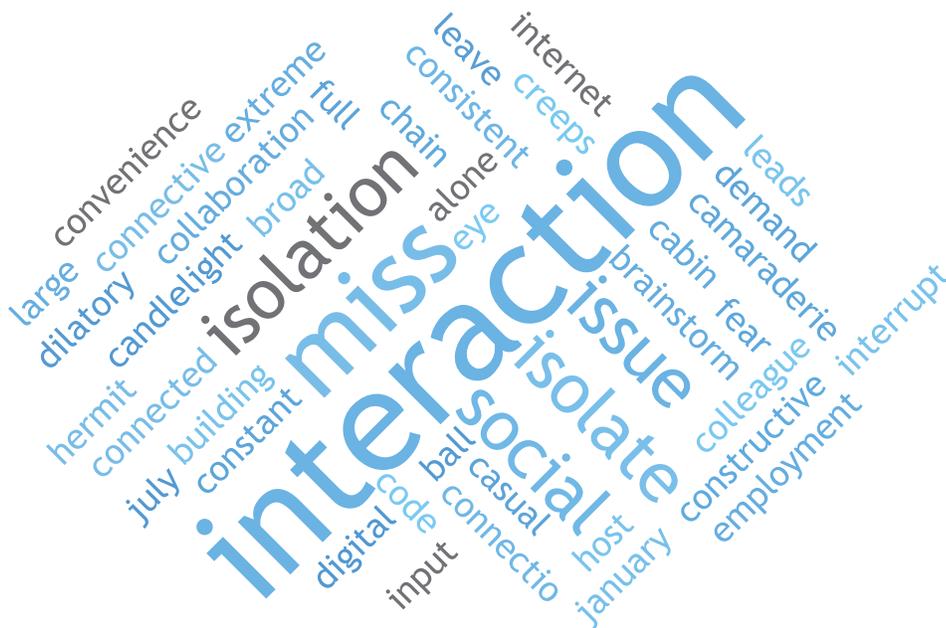


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## WEXFORD COUNTY Preferences

Q20 - What do you like least about remote work?

30 Responses



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## WEXFORD COUNTY Preferences

Q20 - What do you like least about remote work?

30 Responses

In July, you're a paddleboarding digital nomad; by January, you're a hermit coding by candlelight during power outages. The extremes demand constant reinvention.

- Cabin fever
- Can be isolating
- Comfort and convenience and broader job opportunities.
- Dilatory
- Feels like my ball and chain.
- I like everything about it.
- IT/connectivity issues on occasion although rare.
- Internet issues
- Interruptions by Spouse
- Isolation
- Isolation creeps in after weeks alone. Miss the casual brainstorming that happens around the watercooler.
- Lack of constructive input from others.
- Missing out on face to face interaction and social connectio
- More screen time leads to eye strain.
- No social interactions
- Not having full office set up, monitors, printers, etc.
- Not having needed material with me at all times.
- Nothing really. I get so much work done in my uninterrupted space!
- Options for employment
- Sitting so much.
- Socialization
- Some times I miss the camaraderie, but my team is pretty connected
- Sometimes I miss face to face interactions or building relationships with colleagues.



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## WEXFORD COUNTY Preferences

The lack of in-person interaction can feel isolating at times.

There is consistent fear of it being "taken away," or that it is a "privilege." So, I sometimes do feel more stress when working remotely, that I need to have a large work output to keep that "privilege."

Too much time

You don't get to physically meet your co workers

loneliness and way less collaboration, as well as just not leaving as much

unfriendly hosts



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## WEXFORD COUNTY Preferences

### Q21 - Is there anything else you would like us to know or consider about remote work?

17 Responses

Best working arrangement I ever had. Never want to go back to an office.

Clear and regular communication is crucial for remote teams

Clear communication and trust are key to making remote work successful.

Companies that offer.

I am a freelance designer working for myself, and I also work remotely for another company located in Lake Ann. All of my contact is email/slack/google meet with clients and collaborators. Its necessary to volunteer or work with community orgs to see people and be able to be seen, for my own networking and marketing myself for projects.

I love being able to live where I want to live... Which for me is back to being near aging parents, near the woods and lakes, and where my kids have the freedom to explore the world 'up north'

I think remote work is the best

I wish more companies would truly embrace it and allow their people to work the way they know best for their overall health

If the grid collapsed tomorrow, does your remote work skill translate to tangible value here? Coders: Could you troubleshoot a dairy farm's milking bot? Writers: Would the local paper pay for a story on ice-fishing traditions? Designers: Can you make a killer trail map for the Chamber of Commerce?

Increase productivity without office distraction

It is a nice option, and I appreciate my employer offering it.

It is not for everyone. You need to be motivated to do the job and do it well, and be able to ignore distractions. A dedicated workspace is important.

It seems everyone understands it now, whereas pre-pandemic everyone smirked or asked me for an "easy job."

Overemployment risks

Remote work suits self-starters. Companies should provide mental health resources and clarify expectations for availability.

Requires clear communication protocols.

You need a very good internet connection. Some places do not have that.

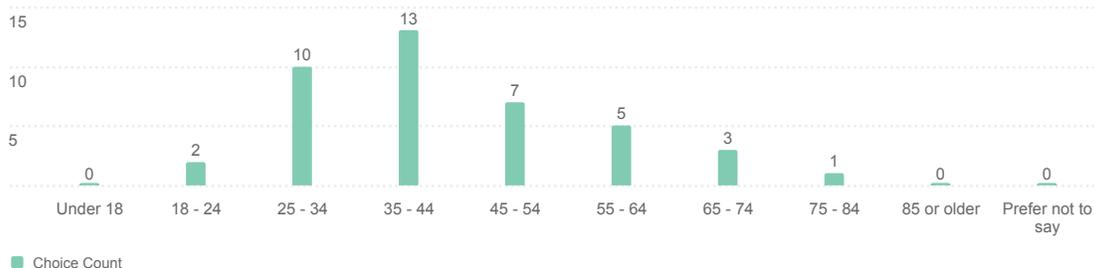


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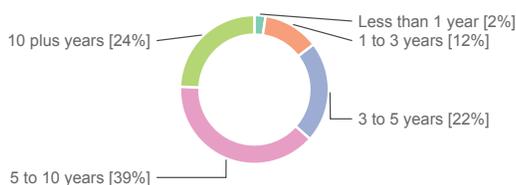
Q27 - Which of the following age range do you fall into?

41 Responses



Q24 - How long have you lived at your primary residence?

41 Responses

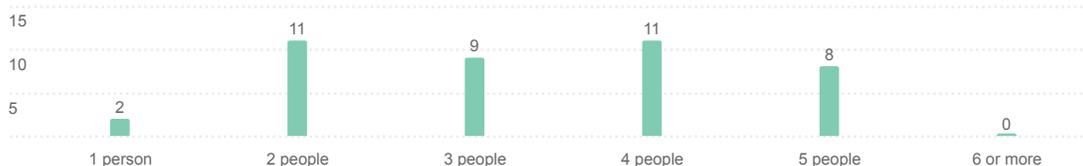


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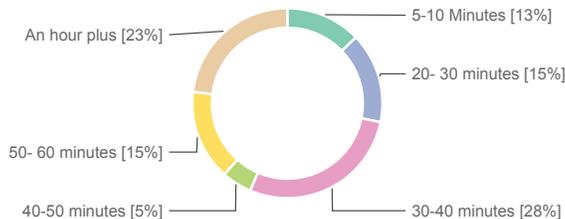
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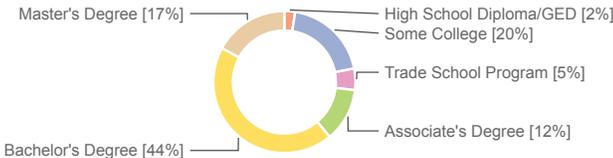


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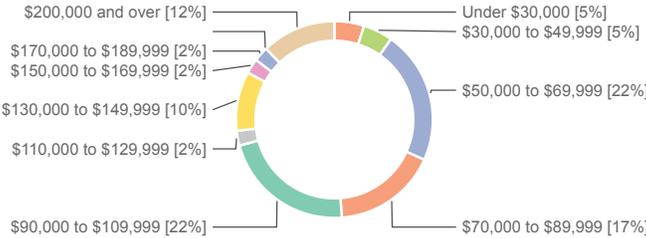
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