



GLENGARIFF GROUP, INC.



**MICHIGAN STATEWIDE SURVEY
MICHIGAN RESIDENTS UNDER THE AGE OF 30 YEARS OLD**

AUGUST 25, 2023

TABLE OF CONTENTS

Page	Topic
3	Methodology
4	Key Findings
28	Aggregate Survey Results
60	Cross-tabulation Report
140	APPENDIX A: Question 7
145	APPENDIX B: Question 8
148	APPENDIX C: Question 9
150	APPENDIX D: Question 9
154	APPENDIX E: Question 12
158	APPENDIX F: Question 13
160	APPENDIX G: Question 14
163	APPENDIX H: Question 15
174	APPENDIX I: Question 21
177	APPENDIX J: Question 35
181	APPENDIX K: Question 44
193	APPENDIX L: Question 45
206	APPENDIX M: Question 46

METHODOLOGY

The Glengariff Group, Inc. conducted a Michigan statewide survey of residents under the age of thirty years old. The 600 sample, live operator telephone survey was conducted on August 14-19, 2023 and has a margin of error of +/-4.0% with a 95% level of confidence. 100.0% of respondents were contacted via cell phone telephone. This survey was jointly commissioned by the Detroit Regional Chamber and Business Leaders for Michigan.

KEY FINDINGS

64.3% of Young Michiganders See Themselves in Michigan Ten Years From Now

- * 64.3% of Michiganders aged 18-29 see themselves living in Michigan ten years from now. 26.2% see themselves living somewhere else. 9.3% simply were not sure whether they would be living in Michigan or somewhere else.

83.8% of survey respondents said they were born in Michigan. 15.5% of survey respondents said they were born outside of Michigan.

66.7% of native Michiganders saw themselves living in Michigan in ten years. But 24.3% thought they would be living somewhere else. 8.9% were unsure.

But only 52.7% of non-native Michiganders saw themselves staying Michigan in ten years while 29.7% thought they would be living elsewhere. 10.6% were unsure.

- * A key determinant was the marriage status of the respondent.

24.2% of respondents were married. 75.7% of respondents were not married.

Among married respondents 79.3% saw themselves in Michigan with 15.2% seeing themselves elsewhere. 5.5% were unsure.

Among non-married respondents only 59.5% saw themselves remaining in Michigan with 29.7% seeing themselves elsewhere. 10.6% were unsure.

- * Black respondents were significantly more likely to see themselves leaving Michigan than White respondents.

Only 55.4% of Black respondents saw themselves remaining in Michigan with 38.0% moving elsewhere. 6.5% were unsure.

67.1% of White respondents saw themselves remaining in Michigan with 21.7% moving elsewhere. 11.0% were unsure.

- * There was no statistical correlation based on education level other than technical certified respondents were more likely to remain in Michigan.

<u>Education Level</u>	<u>Remain</u>	<u>Move Elsewhere</u>	<u>Unsure</u>
High School	66.7%	26.1%	7.2%
Associates Degree	62.2%	28.9%	8.9%
Technical Certificate	73.1%	19.2%	7.7%
Bachelors/Masters/ PhD	62.5%	26.5%	10.7%

- * Young respondents that voted Republican were statistically less likely to leave than young voters that voted Democratic, Independent or said they did not vote.

41.3% of respondents tended to vote Democratic. 25.8% of respondents tended to vote Republican. 18.9% of respondents said they were Independent voters. 12.2% of respondents said they did not vote.

<u>Party Affiliation</u>	<u>Remain</u>	<u>Move Elsewhere</u>	<u>Unsure</u>
Strong Democratic	63.9%	30.4%	5.8%
Lean Democratic	64.9%	19.3%	15.8%
Independent	61.1%	28.7%	9.3%
Lean Republican	70.2%	17.5%	12.3%
Strong Republican	74.5%	19.4%	6.1%
Did Not Vote	50.7%	32.9%	16.4%

- * Overall, respondents were asked on a scale of one to ten how likely it was that they would be living in Michigan ten years from now. Respondents came in at 7.0 on a 10.0-point scale that they would be living in Michigan.

Michigan natives came in at 7.2 while non-native residents came in at 6.4.

Married residents came in at 7.8 while non-married residents came in at 6.8.

White respondents came in at 7.1 while Black respondents came in at 6.8.

On this question, college educated respondents hedged their number coming in slightly lower at 6.8. While those with a technical certificate came in at a strong 7.8 for remaining in Michigan.

<u>Education Level</u>	<u>Score</u>
High School	7.1
Associates Degree	7.1
Technical Certificate	7.8
Bachelors/ Masters/ PhD	6.8

Why Do You Think You Will Be Leaving Michigan?

* The 26.2% of respondents that thought they would leave Michigan were asked why they would leave in an open-ended question.

22.9%	To see new places and scenery
19.7%	There are better job opportunities elsewhere/ For more opportunities
12.7%	The weather/ I don't like the cold
6.4%	Family or friends live in another state
5.7%	My job moves my location
4.5%	The cost of living
4.5%	Democrats are in office
4.5%	I plan to leave the country

* When asked where specifically they would be living there was a mix of responses:

8.9%	Somewhere in the south/ warmer place
7.0%	Texas
5.7%	Florida
5.1%	Tennessee
5.1%	Somewhere in the west
4.5%	California
4.5%	North Carolina
3.8%	Arizona
3.8%	Colorado
3.8%	South Carolina
3.8%	Somewhere in the east
3.8%	Europe
3.2%	Georgia
3.2%	New York
3.2%	Different country on this continent

* 63 respondents listed a specific state they planned to move to. 84.0% of these respondents chose a warm weather state including Texas, Florida, Tennessee, California, North Carolina, Arizona, Georgia and South Carolina.

[11 Texas, 9 Florida, 8 Tennessee, 7 California, 7 North Carolina, 6 South Carolina, 6 Colorado, 6 Arizona, 5 New York, 5 Georgia, 3 Illinois, 1 Alaska]

73.5% of Young Michiganders Optimistic About Their Economic Future in Michigan

* 73.5% of Michiganders aged 18-29 are optimistic about their economic future in Michigan. 18.8% were pessimistic about their economic future in Michigan and 7.5% could not offer an opinion.

Respondents from cities and suburbs were more optimistic than respondents from small towns and rural areas.

<u>Type of Town</u>	<u>Optimistic</u>	<u>Pessimistic</u>
Urban	77.4%	17.4%
Suburban	75.2%	16.4%
Small Town	69.0%	22.5%
Rural	67.4%	22.8%

- * 80.4% of Black respondents were optimistic compared to 70.4% of White respondents.
- * There were no distinguishable statistical differences between Republican, Democratic or Independent respondents in their level of personal economic optimism. Respondents with or pursuing technical certificates or college degrees were slightly more optimistic than those with a high school diploma or an associates degree.
- * The largest difference was based on whether a respondent planned to leave Michigan in the next ten years. 79.3% of those planning to be in Michigan and 75.0% of those that were unsure of their location were optimistic about their economic future in Michigan. *But only 59.2% of those that planned to leave Michigan were optimistic about their economic future.*

<u>Next Ten Years</u>	<u>Optimistic</u>	<u>Pessimistic</u>
Michigan	79.3%	13.2%
Undecided	75.0%	12.5%
Somewhere else	59.2%	34.4%

79.2% of Young Michiganders Believe the State has the Same or More Opportunity Than Other Locations

- * 79.2% of young Michiganders believe the state has the same or more opportunity than other locations.
- 58.0% believe Michigan has the same opportunity. 21.2% believe Michigan has more opportunity. 15.0% believe Michigan has less opportunity than other states.

* There were only four demographic groups where more than 20% of respondents believe Michigan had less opportunity than other locations:

- 24.2% Those believing that they will be somewhere else in ten years
- 28.1% Leaning Republicans
- 21.4% Strong Republicans
- 20.2% Small Town respondents

The 15.0% of respondents that said Michigan offered less opportunity were asked why in an open-ended question:

- 12.2% There are less opportunities in my field
- 12.2% There are not enough jobs
- 11.1% Michigan is not diverse in its industry
- 8.9% General cost of living in Michigan
- 6.7% Taxes are higher here
- 6.7% The Democrats and their policies
- 6.7% Michigan has low wages compared to other states
- 5.6% Michigan does not have the population of other states

80.2% Choose Michigan Over Texas

- * Respondents were asked if they were offered similar job opportunities with similar salaries, would they choose to live in Michigan or Texas.

80.2% of respondents would choose Michigan.

17.5% of respondents would choose Texas

2.2% of respondents were undecided.

- * There were also sharp differences by education levels to this choice.

<u>Education</u>	<u>Michigan</u>	<u>Texas</u>
High School	77.1%	22.2%
Associates Degree	73.3%	23.7%
Technical Certification	78.8%	19.2%
Bachelors/Masters/ PhD	87.0%	10.7%

- * There were sharp partisan differences on the choice between Michigan and Texas.

<u>Party Affiliation</u>	<u>Michigan</u>	<u>Texas</u>
Strong Democratic	87.4%	11.0%
Lean Democratic	87.7%	10.5%
Independent	76.9%	23.1%
Lean Republican	82.5%	14.0%
Strong Republican	70.4%	28.6%
Do Not Vote	71.2%	20.5%

But there were important differences in why different partisan affiliations chose Texas. 61% of Republicans that chose Texas cited the fact that the state was conservative, had no income tax, a better government or cheaper costs. Only 24% of Independents and 11% of Democrats that chose Texas cited those factors. 52% of Democrats and 36% of Independents that chose Texas cited weather compared to 11% of Republicans that chose Texas.

89.2% Choose Michigan Over California

- * Respondents were asked if they were offered similar job opportunities with similar salaries, would they choose to live in Michigan or California.

89.2% of respondents would choose Michigan.

9.8% of respondents would choose California.

1.0% of respondents were undecided.

50% of respondents that chose California would do so because of warmer weather and the ocean beaches.

- * In a reverse of the Texas choice, Democratic respondents and those that did not vote would be most likely to choose California. Virtually no Republican or Independent respondents chose California.

<u>Party Affiliation</u>	<u>Michigan</u>	<u>California</u>
Strong Democratic	83.8%	16.2%
Lean Democratic	93.0%	5.3%
Independent	91.7%	6.5%
Lean Republican	94.7%	3.5%
Strong Republican	95.9%	3.1%
Do Not Vote	83.6%	16.4%

6.5% of men chose California while 13.4% of women chose California.

87.2% Choose Michigan Over Chicago; 17.8% of College Educated Choose Chicago

- * Respondents were asked if they were offered similar job opportunities with similar salaries, would they choose to live in Michigan or Chicago.

87.2% of respondents would choose Michigan.

11.3% of respondents would choose Chicago

1.2% of respondents were undecided.

* Chicago presented the strongest draw for college educated voters, Black voters and non-native Michiganders.

<u>Education</u>	<u>Michigan</u>	<u>Chicago</u>
High School	91.5%	7.8%
Associates Degree	92.6%	5.9%
Technical Certification	94.2%	5.8%
Bachelors/Masters/ PhD	80.2%	17.8%

* Chicago was also a strong draw for Democratic respondents attracting 16.2% of Strong Democrats and 14.0% of Leaning Democrats.

* 13.7% of non-married respondents and 13.7% of respondents with no children would choose Chicago over Michigan.

* When asked in an open-ended question why they would choose Chicago over Michigan, 41% of respondents gave an answer that talked about big-city life. 14.7% have family/friends in Chicago.

19.1%	I like the big city.
14.7%	I have family and friends there.
13.2%	There's more to do there.
8.8%	The culture/food.
5.9%	There are more/better jobs in my field.
4.4%	Public transportation.
4.4%	It's pretty.
4.4%	It's close to Michigan.

Florida, Colorado, Southeastern States Top ‘Other’ Choices

- * After being asked about Texas, California and Chicago, respondents were asked in an open-ended question if there were other locations that interested them instead of Michigan.

6.3% said Florida.
4.0% said Colorado.
3.3% said New York
2.8% said North Carolina.
2.7% said Georgia.

- * 55.0% of respondents saying Florida were Republican respondents.
- * 58.0% of respondents saying Colorado were Democratic respondents.
55.0% of respondents saying New York were Democratic respondents.
71.0% of respondents saying North Carolina were Democratic respondents.
- * 38.0% of respondents saying Georgia were Black respondents.

80.2% Say Michigan Offers Strong Career Opportunities in Their Chosen Field

- * 80.7% of respondents said Michigan does offer strong career opportunities in their chosen field. 15.3% of respondents said Michigan did not offer strong career opportunities. But only 65.6% of respondents that plan to leave Michigan in the next ten years said Michigan offered strong career opportunities with 29.9% saying Michigan did NOT offer strong opportunities in their field.

26.1% of rural respondents said Michigan did not offer strong career opportunities in their field.
- * The largest category of respondents that said Michigan did not offer strong career opportunities were respondents in the arts. 17.3% of those saying Michigan did not offer strong opportunities came from the performing arts, visual arts and design and film/broadcasting. The second biggest category at 8.7% was in medical/ medical studies. 8.7% said the service industry. 7.6% said education/behavior.

75.8% of Respondents With High School Diploma Open to Two Additional Years

- * 75.8% of respondents with a high school diploma said they were interested in getting a job that paid on average 22% more in salary if the additional two years of education or training it required were provided for free.

82.5% of high school graduates that plan to leave Michigan in ten years said they would be interested in the additional two years of education.

- * While 88.1% of high school respondents in Metro Detroit are interested in the additional two years, 66.3% of high school respondents in out-state Michigan are interested in the additional two years.
- * There was a particularly sharp statistical difference based on party affiliation to this question among respondents with a high school diploma with strong Republican respondents statistically less interested in two additional free years of education.

<u>Party Affiliation</u>	<u>Interested</u>	<u>Not Interested</u>
Strong Democratic	93.2%	4.5%
Lean Democratic	72.7%	18.2%
Independent	79.3%	13.8%
Lean Republican	70.0%	20.0%
Strong Republican	59.3%	29.6%
No Vote	69.0%	27.6%

- * 48.2% of those with a college education hold at least \$10,000 in student loan debt. 25.9% of respondents with/ studying for an Associates Degree hold \$10,000 of student loan debt. 17.3% of those with a technical certificate hold \$10,000 in student loan debt.

What Is Important In a Work Setting

- * Respondents were presented three different types of businesses they could work for and asked which ONE appealed to them the most. Respondents were equally split between the three options.

34.0% A business that encourages strong growth goals and recognizes employees that meet those ambitious goals.
 32.8% A business that encourages relationship building, employee morale and consensus to build a team approach.
 31.0% A business that encourages entrepreneurship, risk taking and outside the box approaches.

- * But there was a particularly striking difference in choices by education level with high school diploma, Associates Degree, and technical certification all opting for the ‘strong growth goals/ recognizing employees that meet those goals’.

But college educated voters strongly opted for the business that promoted relationship building and building consensus.

<u>Education</u>	<u>Goals</u>	<u>Team Approach</u>	<u>Risk Taking</u>
High School	35.9%	26.1%	34.6%
Associates Degree	36.3%	27.4%	35.6%
Technical Certificate	42.3%	25.0%	28.8%
Bachelors/ Masters/ PhD	29.2%	41.5%	27.7%

- * Respondents were asked when they compare businesses they could work at in Michigan and those in other states did Michigan businesses offer the same work environment, a more flexible work environment, or a stricter work environment.

36.5% said Michigan businesses offered a more flexible environment.
 35.0% said Michigan businesses offered the same work environment.
 11.2% said Michigan businesses offered a stricter work environment.
 14.5% of respondents simply did not know.

There was little statistical difference by demographic group on this question. Even among respondents that planned to leave Michigan, only 14.6% said that Michigan businesses offered a stricter work environment.

* Respondents were asked whether it was important or not important that the job they are working towards allows them to work remotely or at home at least part of the time.

52.7% said it was important.
46.5% said it was not important.

29.7% said it was very important.
23.0% said it was somewhat important.
11.8% said it was not very important.
34.7% said it was not important at all.

* The largest demographic differences came by party affiliation, gender and education level.

<u>Party Affiliation</u>	<u>Important</u>	<u>Not Important</u>
Strong Democratic	61.3%	38.7%
Lean Democratic	61.4%	35.1%
Independent	52.8%	47.3%
Lean Republican	35.1%	64.9%
Strong Republican	44.9%	53.0%
Do Not vote	48.0%	49.4%

<u>Education Level</u>	<u>Important</u>	<u>Not Important</u>
High School	49.0%	50.0%
Associates Degree	49.7%	49.6%
Technical Certificate	44.2%	55.8%
Bachelors/ Masters/ PhD	58.9%	41.1%

<u>Gender</u>	<u>Important</u>	<u>Not Important</u>
Male	47.9%	51.1%
Female	57.8%	41.6%

Ranking Twelve Different Factors: Cost of Housing/Rent Tops Key Factors

* Respondents were read twelve different factors and asked to rank each factor on a one to ten scale for how important it would be to them personally in a decision between a job offer in Michigan and a comparable job offer in another state. The higher the number, the greater the personal importance. The twelve factors are ranked below from greatest importance to lowest importance.

- 8.6 Cost of housing/rent
- 8.3 Low crime rates
- 7.9 Affordability and availability of higher education or job training
- 7.6 That the state protects individuals' rights on issues of race, LGBTQ rights and abortion.
- 7.6 Being close to other family members.
- 7.5 Access to good public schools
- 7.4 The state's outdoor recreational opportunities.
- 7.3 The cultural opportunities like concerts, theatres, bars and restaurants.
- 6.8 Living among a diverse population including a thriving immigrant community.
- 6.6 Good public transportation and walkable communities.
- 6.3 The state's weather
- 6.2 Living around people your own age.

* For those respondents that plan to stay in Michigan, the highest rated factors were:

- 8.5 Cost of housing/rent
- 8.3 Low crime rates
- 8.2 Close to other family.
- 7.9 Access to good public schools.
- 7.9 Affordability and availability of higher education or job training

- * For those respondents that were undecided about staying in Michigan, the highest rated factors were:
 - 8.6 Cost of housing/rent
 - 8.5 Low crime rates.
 - 8.0 Affordability and availability of higher education or job training
 - 7.9 That the state protects individuals' rights on issues of race, LGBTQ rights and abortion.
 - 7.8 Cultural opportunities like concerts, theatres, bars and restaurants.

- * For those respondents that plan to leave Michigan, the highest rated factors were:
 - 8.6 Cost of housing/rent
 - 8.0 Low crime rates
 - 7.8 Affordability and availability of higher education or job training
 - 7.4 That the state protects individuals' rights on issues of race, LGBTQ rights and abortion.
 - 7.3 Cultural opportunities like concerts, theatres, bars and restaurants.

- * For those with or studying for a college education, the highest rated factors were:
 - 8.6 Cost of housing/rent
 - 8.2 Low crime rates
 - 7.8 That the state protects individuals' rights on issues of race, LGBTQ rights and abortion.
 - 7.8 Affordability and availability of higher education or job training
 - 7.7 Close to other family.

Social Issues Take on Increasing Importance

- * The factor that had the largest demographic disparities was that the state protects individuals' rights on issues of race, LGBTQ rights and abortion by party affiliation.

<u>Political Affiliation</u>	<u>Score</u>
Strong Democratic	9.1
Lean Democratic	8.4
Independent	7.8
Lean Republican	6.3
Strong Republican	4.9
No Vote	7.2

- * The issue is particularly important to young women who rate it at 8.6. Men, on the other hand, rate it only at 6.7.
- * Respondents were asked if a state's policy on abortion would or would not be important in deciding whether to accept a job in another state.

46.8% said it would be important, and that they were pro-choice.

6.3% said it would be important, and that they were pro-life.

42.5% said it would not be important.

Among men, 33.0% said it was important and they were pro-choice and 8.1% said it was important and pro-life. 55.0% of men said a state's position on abortion would not be important. **But among women, 61.5% said a state's position on abortion would be important and they were pro-choice.** 4.5% said it was important and they were pro-life. Only 29.2% of women said a state's position on abortion would not be important.

53.0% of college educated respondents said the abortion position would be important and they were pro-choice. 5.5% said it would be important and they were pro-life. 37.9% of college educated respondents said a state's position on abortion was not important.

Among voters that think they will live somewhere other than Michigan in ten years, 52.2% said it was important and they were pro-choice. 7.6% said it was important and they were pro-life. Only 36.9% said a state's position on abortion was not important to their choice.

* Respondents were asked if a state's policy on LGBTQ rights would or would not be important in deciding whether to accept a job in another state.

47.8% said it would be important, and that they support the laws.

4.0% said it would be important, and they oppose the laws.

44.7% said a state's policy on LGBTQ rights would not be important.

Among women, 60.5% said it was important and they support the laws. 2.7% said it was important and they oppose the laws. Only 33.3% said a state's LGBTQ policy was not important to their choice. Among men, only 35.9% said a state's LGBTQ policy was important and they support the laws. 5.2% said it was important and they oppose the laws. 55.3% of men said a state's LGBTQ policies were not important to their choice.

Among college respondents, 54.2% said a state's LGBTQ policy was important and they support the laws. 3.2% said it was important and they oppose the laws. 41.1% of college respondents said a state's LGBTQ policy was not important to their choice.

Among respondents that plan to leave Michigan in the next ten years, 52.9% said LGBTQ policy was important to their choice and they support the laws. 6.4% said it was important to their choice and they oppose the laws. 38.2% said it was not important to their choice.

* Respondents were asked if a state’s policies on racial equality would or would not be important in deciding whether to accept a job in another state.

73.5% said it would be important.
25.0% said it would not be important

Among women, 84.2% said it would be important with 15.5% saying it would not be important. 63.4% of men said it would be important with 34.0% saying it would not be important.

88.0% of Black respondents said it would be important. 69.5% of White respondents said it would be important.

* Respondents were asked if a state’s policies on legalized recreational marijuana would or would not be important in deciding whether to accept a job in another state.

40.3% said it would be it would be important.
57.5% said it would not be important.

Gun Law Policies Ranks Most Importance Among Social Issues

* Respondents were asked if a state’s policies on gun policy including background checks, red flag laws and safe storage laws would or would not be important in deciding whether to accept a job in a state.

60.2% of respondents said it would be important and they support the laws.

11.3% of respondents said it would be important and they oppose the laws.

3.5% of respondents said it would not be important.

18.7% of respondents could not offer an opinion.

A majority of every demographic group with the exception of rural, Strong Republican, Leaning Republican or respondents that do not vote said gun policy laws were important and that they supported the laws.

Among respondents that plan to leave, 61.1% said the laws were important and they supported the laws.

Among respondents that were undecided on leaving, 64.3% said the laws were important and they supported the laws.

Party Affiliation Plays a Crucial Role on the Importance of Social Policy Issues

* ***The single largest differentiator on whether social policy issues would important to a respondent’s was party affiliation. The chart below compares party affiliation on each social policy issue and whether the state’s position would be important AND they supported the law.***

Marijuana policy was the one exception to these social policies where there was a noticeable, but not as drastic difference by party affiliation. Abortion, LGBTQ rights, racial equality and gun policy all showed drastic differences by party affiliation.

<u>Party Affiliation</u>	<u>Abortion</u>	<u>LBGTQ</u>	<u>Race</u>	<u>Marijuana</u>	<u>Gun Policy</u>
Strong Democratic	74.1%	75.4%	94.2%	50.8%	73.8%
Lean Democratic	71.9%	66.7%	87.7%	45.6%	70.2%
Independent	42.9%	45.4%	78.7%	39.8%	63.9%
Lean Republican	19.3%	17.5%	45.6%	33.3%	42.1%
Strong Republican	9.2%	10.2%	36.7%	25.5%	40.8%
No Vote	32.9%	37.0%	71.2%	34.2%	47.9%

23.7% Say Michigan Weather Is a Reason To Leave; But Michigan’s Water Will Influence Those Decisions

* 23.7% of respondents said Michigan’s weather was a reason to move elsewhere. 72.5% of respondents said it was not.

Among those that said they planned to move elsewhere, 40.1% said Michigan’s weather was a reason to move elsewhere while 56.7% said it was not. Among those that are undecided about moving elsewhere, 26.8% said it was a reason to move elsewhere.

There were no statistical differences by other demographics.

* The 23.7% of respondents that said Michigan weather was a reason to move were asked if they were worried or not worried about moving to a location affected by climate change including extreme heat or extreme weather.

Only 24.2% were very worried about moving to a location affected by climate change.

35.8% were somewhat worried.

38.8% of these respondents said they were not worried at all about moving to a climate change affected location.

* Among the 23.7% of respondents that said Michigan’s weather was a reason to move, they were asked if Michigan’s abundance of fresh water would or would not affect their decision to move given the increased scarcity of water in other parts of the country.

63.0% of these ‘weather movers’ said Michigan’s abundance of water would influence their decision.

33.9% of these ‘weather movers’ said Michigan’s water abundance would not influence their decision.

67.2% of native-Michigan ‘weather movers’ said it would influence their decision.

42.9% of non-native ‘weather movers’ said it would influence their decision.

61.8% of those planning to move elsewhere that said weather was a reason to move, said Michigan’s water would influence their decision. 72.2% of those that were undecided about moving elsewhere that said weather was a reason to move, said Michigan’s water would influence their decision.

What Would Make Michigan Better? Fix the Roads

* Respondents were asked in an open-ended question if there was one thing they could do to make Michigan a better place for them to live and work, what would it be? [All responses above 1.0% are listed below.]

9.8%	Fix the roads and infrastructure
6.8%	Increase wages and benefits
5.8%	Offer more affordable housing
4.8%	Make more and better jobs available
3.3%	Provide better public transportation
3.3%	Clean up the state/ protect the environment
3.2%	Lower the overall cost of living
2.3%	Get rid of the government/ provide political change
2.3%	More activities/ Things to do
1.8%	Get rid of Governor Whitmer
1.8%	Better taxes/ Tax code
1.8%	Lower crime rates
1.7%	Better economic opportunity
1.3%	Better access to health care
1.3%	Better police protection
1.2%	Lower gas prices

* When all answers are consolidated into groupings, the list of improvement falls into the following categories:

14.1%	Improve Infrastructure
13.3%	Improve Wages/ Benefits/ Job Opportunities
13.0%	Lower Costs
7.6%	Political Change
4.4%	Crime and Justice
4.3%	Improve Community Services
3.3%	Protect the Environment

* 12.3% of out-state respondents cited roads compared to 7.1% of Metro respondents.

Michigan's Biggest Advantage: Easily the Great Lakes and Outdoors

* Respondents were asked in an open-ended question what is Michigan's biggest advantage that would get them to stay in Michigan. All responses above 1.0% are listed below.

15.8%	Great Lakes/ Other fresh water locations
15.8%	Family and friends are here
8.7%	Natural beauty/wildlife
5.5%	Job opportunities/ My work
5.0%	The four seasons
3.3%	Michigan's weather in general
3.0%	Cost of living is good
2.7%	People and friendly community environment
2.5%	Outdoor recreational opportunities
2.5%	Diverse population and culture
2.3%	Our political climate and policies
2.2%	Lots of attractions/ things to do
2.2%	Gretchen Whitmer
2.0%	Affordable housing
2.0%	Great educational opportunities
2.0%	Been here my whole life
1.7%	Higher wages
1.7%	We do not have natural disasters
1.7%	Good laws/ freedoms
1.2%	The Upper Peninsula
1.0%	Economic opportunity

* These advantages grouped together fall into seven main categories:

27.0%	Great Lakes/Outdoors
15.8%	Family/Friends are here
8.5%	Jobs/ Opportunity/ Benefits
8.8%	Michigan's weather
7.4%	Community advantages
6.7%	Lower costs
6.2%	Political climate

* 26.2% of married respondents and 24.5% of respondents with children said Michigan's biggest advantage was family/friends nearby.

Michigan's Biggest Challenge: Weather, Opportunities, Political Climate

* Respondents were asked in an open-ended question what is Michigan's biggest challenge that might get them to leave. All responses above 1.0% are listed below.

7.0%	Winter/ Cold
5.3%	The weather
5.2%	Bad roads/ Infrastructure
4.5%	Political climate is bad
3.7%	Crime and drugs
3.5%	Lack of affordable housing
3.5%	Cost of living
3.3%	No jobs here
2.7%	Better jobs elsewhere
2.5%	Michigan's economy is in trouble
2.3%	Paid more in another state
2.3%	Governor Whitmer
2.2%	Family issues/ Family leaving
2.0%	Boredom, not a lot to do
1.7%	Inflation/ Prices

1.7%	Closed minded people
1.7%	Too reliant on cars
1.5%	Democrats/ Liberals
1.5%	Disagree with some laws/ regulations
1.5%	Lack of job diversity
1.3%	Poor education
1.2%	Lack of opportunity
1.2%	Pollution
1.0%	Who comes after Whitmer
1.0%	Losing social protections/ rights

* When these responses are placed in buckets or categories bad weather and lack of opportunities are the two largest challenges Michigan faces:

14.3%	Bad weather
13.5%	Lack of opportunities/ Better jobs
11.5%	Political climate
8.7%	Cost of living
6.9%	Infrastructure
6.2%	Community problems
4.2%	Personal/ Family

MICHIGAN STATEWIDE UNDER-30'S SURVEY
AUGUST 2023

Hello, my name is _____. I'm not selling anything. I'm doing a quick survey of attitudes in Michigan. It should take approximately six minutes.

1. Can you tell me in what year you were born?

- | | | | |
|----|--------------------------|--------------------|--------|
| 1. | 18-29.....CONTINUE | [1994-2005] | 100.0% |
| 2. | All Others.....TERMINATE | [1993 and earlier] | |

2. And can you tell me in what county you live in?

- | | | |
|-----|--------------------------|-------|
| 1. | UP/North | 8.0% |
| 2. | West | 13.0% |
| 3. | Southwest | 9.7% |
| 4. | Mid Michigan | 12.5% |
| 5. | East Central | 9.8% |
| 6. | Oakland | 11.7% |
| 7. | Macomb | 8.2% |
| 8. | Wayne | 8.8% |
| 9. | City of Detroit | 8.2% |
| 10. | Remainder of Detroit MSA | 10.2% |

3. CODE:

- | | | |
|----|-----------------------------------------------------------------|-------|
| 1. | Outstate
(UP/North, West, Southwest, Mid, East Central) | 53.0% |
| 2. | Metro Detroit
(Oakland, Macomb, Wayne, Detroit, Detroit MSA) | 47.0% |

4. Ten years from now, regardless of which political party is in power, would you say you are optimistic or pessimistic about Michigan's future?

1. Optimistic	62.5%
2. Pessimistic	23.0%
3. Indifferent/ Neutral/ Not Sure...DO NOT OFFER	14.0%
4. Refused...DO NOT OFFER	0.5%

5. And what about your own economic future in Michigan. Would you say you are optimistic or pessimistic about your own economic future in Michigan?

1. Optimistic	73.5%
2. Pessimistic	18.8%
3. Indifferent/ Neutral/ Not Sure...DO NOT OFFER	7.5%
4. Refused...DO NOT OFFER	0.2%

6. And ten years from now, do you think you will be living in Michigan or do you think you will be living somewhere else?

1. In Michigan....MOVE TO QUESTION 10	64.3%
2. Somewhere else....ASK QUESTIONS 7 AND 8	26.2%
3. Not Sure/ Undecided/ Depends....DO NOT OFFER/ ASK QUESTION 9	9.3%
4. Refused...DO NOT OFFER ...MOVE TO Q10	0.2%

7. And why specifically do you think you will be leaving Michigan?

And why specifically do you think you will be leaving Michigan?	Number	Percent
Better job opportunities elsewhere	24	15.3 %
My job moves locations	9	5.7 %
To see new places and scenery	36	22.9 %
I don't like the cold	10	6.4 %
The weather in general	13	8.3 %
Friends and family live out of state	10	6.4 %
The Democrats in office	7	4.5 %
Cost of living	7	4.5 %
To attend graduate school out of state	3	1.9 %
Michigan's industry isn't diverse	4	2.5 %
I'm leaving the USA all together	7	4.5 %
For more opportunities in general	7	4.5 %
Trouble with Michigan's laws and legal system	3	1.9 %
State taxes	3	1.9 %
I want more big cities with things to do	3	1.9 %
Issues with infrastructure here	3	1.9 %
I don't like the people here	3	1.9 %
I don't like Michigan	3	1.9 %
Misc	0	0.0 %
Don't Know/ Refused	2	1.3 %

8. And where do you think you will be living instead of Michigan?

And where do you think you will be living instead of Michigan?	Number	Percent
Arizona	6	3.8 %
California	7	4.5 %
Colorado	6	3.8 %
Florida	9	5.7 %
New York	5	3.2 %
North Carolina	7	4.5 %
South Carolina	6	3.8 %
Tennessee	8	5.1 %
Texas	11	7.0 %
Georgia	5	3.2 %
Illinois	3	1.9 %
Alaska	1	0.6 %
Miscellaneous West	8	5.1 %
Miscellaneous East	6	3.8 %
Miscellaneous Midwest	5	3.2 %
Miscellaneous South/ warmer	14	8.9 %
A different country on this continent	5	3.2 %
Europe	6	3.8 %
Miscellaneous other countries	4	2.5 %
Don't Know/ Refused	35	22.3 %

9. And why are you unsure about whether you will be in Michigan?

And why are you unsure about whether you will be in Michigan?	Number	Percent
Ten years is a long time	11	19.6 %
I'm still in school	4	7.1 %
It depends on my family	7	12.5 %
It depends on my job	5	8.9 %
It depends on where I can get a job	5	8.9 %
I might change my career path	5	8.9 %
There's a lot to explore and experience out there	5	8.9 %
The weather	3	5.4 %
There might be better opportunities	3	5.4 %
The economy here	3	5.4 %
Quality of life	1	1.8 %
Too much is unknown in politics	1	1.8 %
Misc	0	0.0 %
Don't Know/ Refused	3	5.4 %

10. I want you to rank the likelihood you will be living in Michigan ten years from now on a one to ten scale. One means you will definitely be living somewhere else, ten means you will definitely be living in Michigan. You can choose any number from one to ten.

SCORE: 7.0

1	2	3	4	5	6	7	8	9	10	DK/Ref
3.3%	2.3%	3.7%	4.5%	13.5%	8.7%	15.3%	18.5%	9.5%	20.3%	0.3%

11. Would you say that Michigan offers you more economic opportunity, less economic opportunity or about the same amount of economic opportunity as other states?

1.	More opportunity	21.2%
2.	Same opportunity	58.0%
3.	Less opportunity....	15.0%

ASK: AND WHY DO YOU THINK MICHIGAN OFFERS LESS ECONOMIC OPPORTUNITY THAN OTHER STATES?

4.	[RECORD AS STATED/ CODE RESPONSE] Don't Know/ Refused....DO NOT OFFER	5.8%
----	--------------------------------------------------------------------------	------

AND WHY DO YOU THINK MICHIGAN
OFFERS LESS ECONOMIC
OPPORTUNITY THAN OTHER STATES?

	Number	Percent
Not enough business/work	3	3.3 %
Not enough jobs	11	12.2 %
Less opportunities in my field	11	12.2 %
Michigan isn't diverse in its industry	10	11.1 %
Low wages compared to other states	6	6.7 %
General cost of living	8	8.9 %
Taxes are higher here	6	6.7 %
The democrats and their policies	6	6.7 %
We don't have the population that other places do	5	5.6 %
Not a lot of business	3	3.3 %
The geography of the state makes it difficult	2	2.2 %
High housing costs	2	2.2 %
Issues with economic recovery	3	3.3 %
Michigan isn't welcoming to me	3	3.3 %
People I know have moved and say it's better	2	2.2 %
There's better education in other states	1	1.1 %
Misc	1	1.1 %
Don't Know/ Refused	7	7.8 %

12. If you were offered a similar job opportunity paying a similar salary, would you choose to live in Michigan or Texas?

- 1. Michigan 80.2%
- 2. Texas... 17.5%

ASK: AND WHY WOULD YOU CHOOSE TEXAS?

-
- 3. Undecided/ Depends... 2.2%

ASK: AND WHAT WOULD IT DEPEND ON?

-
- 4. Refused....DO NOT OFFER 0.2%

AND WHY WOULD YOU CHOOSE
TEXAS?

	Number	Percent
It's warmer/ Weather	32	30.5 %
I have friends and family there	7	6.7 %
They're conservative	6	5.7 %
No state income tax/ lower taxes	9	8.6 %
Cheaper cost of living	7	6.7 %
Cheaper land and housing	5	4.8 %
Their economy is better than ours	3	2.9 %
The government and its regulations are better there	8	7.6 %
For a change of scenery	7	6.7 %
I like the atmosphere there	4	3.8 %
More opportunities there	5	4.8 %
Everything is bigger in Texas	3	2.9 %
Food and culture	2	1.9 %
Social opportunities like sports and nightlife	2	1.9 %
I generally like it/ always wanted to go	3	2.9 %
Misc	0	0.0 %
Don't Know/ Refused	2	1.9 %

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
What part of Texas	3	23.1 %
The climate there	3	23.1 %
What benefits were offered	1	7.7 %
If I'd be comfortable living there	2	15.4 %
The cost of living there	2	15.4 %
What the job was	1	7.7 %
Misc	0	0.0 %
Don't Know/ Refused	1	7.7 %

13. And what about if your choice was Michigan or California?
- | | | |
|-------|-----------------------------------------------------------|-------|
| 1. | Michigan | 89.2% |
| 2. | California...ASK:
AND WHY WOULD YOU CHOOSE California? | 9.8% |
| <hr/> | | |
| 3. | Undecided/ Depends...ASK:
AND WHAT WOULD IT DEPEND ON? | 1.0% |
| <hr/> | | |
| 4. | Refused....DO NOT OFFER | 0.0% |

AND WHY WOULD YOU CHOOSE
California?

	Number	Percent
It's warmer/ Weather	20	33.9 %
The ocean and beaches	4	6.8 %
I lived there before	6	10.2 %
There's more to experience and do there	5	8.5 %
For a change of scenery	5	8.5 %
Better opportunities	4	6.8 %
More and better jobs in my field	5	8.5 %
Diverse living means they'd care more about me there	3	5.1 %
Healthier living	1	1.7 %
I generally like it/ always wanted to go	4	6.8 %
Misc	1	1.7 %
Don't Know/ Refused	1	1.7 %

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
If travel expenses were paid	1	16.7 %
If the salary was adjusted for higher cost of living	2	33.3 %
The people	1	16.7 %
The political situation at the time	1	16.7 %
Misc	0	0.0 %
<u>Don't Know/ Refused</u>	<u>1</u>	<u>16.7 %</u>

14. And what about if your choice was Michigan or the City of Chicago?
- | | | |
|-------|-----------------------------------------------------------|-------|
| 1. | Michigan | 87.2% |
| 2. | Chicago...ASK:
AND WHY WOULD YOU CHOOSE Chicago | 11.3% |
| <hr/> | | |
| 3. | Undecided/ Depends...ASK:
AND WHAT WOULD IT DEPEND ON? | 1.2% |
| <hr/> | | |
| 4. | Refused....DO NOT OFFER | 0.3% |

<u>AND WHY WOULD YOU CHOOSE Chicago</u>	<u>Number</u>	<u>Percent</u>
I like the big city life	13	19.1 %
I have family and friends there	10	14.7 %
The culture and food	6	8.8 %
There's more to do	9	13.2 %
It's close to Michigan	3	4.4 %
More and better jobs in my field	4	5.9 %
More jobs in general	2	2.9 %
More opportunities	2	2.9 %
For a new environmental experience	2	2.9 %
It's pretty	3	4.4 %
The population	2	2.9 %
Public transportation	3	4.4 %
Economic activities and development	2	2.9 %
Better cost of living	1	1.5 %
My partner would be happy there	1	1.5 %
I generally like it/ always wanted to go	2	2.9 %
Misc	1	1.5 %
<u>Don't Know/ Refused</u>	<u>2</u>	<u>2.9 %</u>

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
The housing market	2	28.6 %
My family	2	28.6 %
What the job is	1	14.3 %
I'm not sure I'd like the big city lights	1	14.3 %
Misc	0	0.0 %
<u>Don't Know/ Refused</u>	<u>1</u>	<u>14.3 %</u>

15. Is there another location that you would choose instead of Michigan?...IF YES, ASK: AND WHAT LOCATION IS THAT?

- 1. Yes 48.2%
ASK: AND WHY WOULD YOU CHOOSE THAT LOCATION?
- 2. No 50.5%
- 3. Don't Know/Refused...DO NOT OFFER 1.3%

AND WHAT LOCATION IS THAT?	Number	Percent
Alaska	5	1.7 %
Arizona	11	3.8 %
Colorado	24	8.3 %
Florida	38	13.1 %
Georgia	16	5.5 %
Hawaii	4	1.4 %
Kentucky	5	1.7 %
Maine	6	2.1 %
Montana	10	3.5 %
Nevada	7	2.4 %
New York	20	6.9 %
North Carolina	17	5.9 %
South Carolina	13	4.5 %
Oregon	6	2.1 %
Washington	9	3.1 %
Massachusetts	9	3.1 %
Tennessee	15	5.2 %
Ohio	5	1.7 %
Miscellaneous West	8	2.8 %
Miscellaneous East	13	4.5 %
Miscellaneous Midwest	11	3.8 %
Miscellaneous South	9	3.1 %
Canada	9	3.1 %
Europe	9	3.1 %
Miscellaneous other countries	10	3.5 %

AND WHY WOULD YOU CHOOSE THAT
LOCATION?

	Number	Percent
The weather	48	16.6 %
The nature and environment	24	8.3 %
The geography like mountains and coastline	16	5.5 %
It's beautiful	20	6.9 %
Wide open rural areas	13	4.5 %
Family and friends live there	35	12.1 %
I've lived there before	4	1.4 %
Cost of living is cheaper there	8	2.8 %
More and better jobs in my field	15	5.2 %
More jobs in general	15	5.2 %
The culture and food	15	5.2 %
I love a more active urban area	11	3.8 %
Better government and regulations	12	4.2 %
How conservative they are	3	1.0 %
Better economy	5	1.7 %
Cheaper land and housing	4	1.4 %
I like the people there	4	1.4 %
For something new/different	3	1.0 %
The diversity	2	0.7 %
Recreational activities like gambling and sports	3	1.0 %
Health and medical care	3	1.0 %
Educational institutions	1	0.3 %
It isn't America	3	1.0 %
I generally like it/ always wanted to go	12	4.2 %
Misc	1	0.3 %
Don't Know/ Refused	9	3.1 %

16. I am going to read you three different types of businesses you could work for. Please tell me which ONE appeals to you the most. [READ 1-3]

- | | | |
|----|---------------------------------------------------------------------------------------------------------------------|-------|
| 1. | Business 1 encourages relationship building, employee morale and consensus to build a team approach with employees. | 32.8% |
| 2. | Business 2 encourages entrepreneurship, risk taking, and outside the box approaches with their employees. | 31.0% |
| 3. | Business 3 encourages setting strong growth goals and recognizes employees that meet those ambitious goals. | 34.0% |
| 4. | I plan to open my own business....DO NOT OFFER | 1.5% |
| 5. | None of them...DO NOT OFFER | 0.0% |
| 6. | Other/ Don't Know/ Refused...DO NOT OFFER | 0.7% |

17. When you compare the businesses you could work for in Michigan and businesses you could work for in some of the other locations I mentioned, would you say Michigan's businesses offer you a similar work environment, do Michigan businesses offer a stricter work environment or do Michigan businesses offer a more flexible work environment than those in other locations I mentioned?

- | | | |
|----|----------------------------------------|-------|
| 1. | Same work environment | 35.0% |
| 2. | Stricter work environment | 11.2% |
| 3. | More flexible work environment | 36.5% |
| 4. | Depends on the business...DO NOT OFFER | 2.8% |
| 5. | Don't Know/ Refused...DO NOT OFFER | 14.5% |

18. I want you to think about the job in your field that you may be working towards. Would you say it is very important, somewhat important, not very important or not important at all that this job allows you to work remotely or at home – at least part of the time?

- | | | |
|----|------------------------------------|-------|
| 1. | Very important | 29.7% |
| 2. | Somewhat important | 23.0% |
| 3. | Not very important | 11.8% |
| 4. | Not important at all | 34.7% |
| 5. | Don't Know/ Refused...DO NOT OFFER | 0.8% |

19. And which best describes your highest level of education?
- | | | |
|----|---------------------------------------------------------------------------------------------------------|-------|
| 1. | A high school diploma....MOVE TO Q20 | 25.5% |
| 2. | A two-year associates degree or currently studying for one....MOVE TO Q21 | 22.5% |
| 3. | A trade certification or specialized training certificate or currently studying for one....MOVE TO Q21 | 8.7% |
| 4. | A bachelors degree, masters degree or doctorate degree – or currently studying for one.....MOVE TO Q 21 | 42.2% |
| 5. | Don't Know/ Refused/ Other/ MOVE TO Q21 | 1.2% |
20. Would you be interested in getting a job that paid on average 22% more in salary if the additional two years of education or training it required were provided for free?
- | | | |
|----|---------------------------------------------|-------|
| 1. | Interested | 75.8% |
| 2. | Not interested | 18.3% |
| 3. | Depends/ Don't Know/ Refused...DO NOT OFFER | 5.9% |
21. Would you say that Michigan does or does not offer strong career opportunities in your chosen field?
- | | | |
|-------|--------------------------------------------------------------------------|-------|
| 1. | Does | 80.7% |
| 2. | Does Not....ASK: AND WHAT IS YOUR CHOSEN FIELD? | 15.3% |
| <hr/> | | |
| 3. | [RECORD AS STATED/ CODE RESPONSE]
Don't Know/ Refused....DO NOT OFFER | 4.9% |

<u>AND WHAT IS YOUR CHOSEN FIELD?</u>	<u>Number</u>	<u>Percent</u>
Education and behavior	7	7.6 %
Veterinary and animal care	4	4.3 %
Performing arts	6	6.5 %
Visual arts and design	6	6.5 %
Film and broadcasting	4	4.3 %
Medical and medical studies	8	8.7 %
Law and legal studies	4	4.3 %
Environmental studies and sustainability	5	5.4 %
Business administration	3	3.3 %
Criminal justice and safety	4	4.3 %
Personal care and beauty	4	4.3 %
Finance and billing	5	5.4 %
Property development and management	3	3.3 %
Computer science and technology	5	5.4 %
Service industry	8	8.7 %
Construction and manual labor	3	3.3 %
Aviation and aerospace	2	2.2 %
Engineering	2	2.2 %
Manufacturing and machining	4	4.3 %
Public service	2	2.2 %
Misc	2	2.2 %
<u>Don't Know/ Refused</u>	<u>1</u>	<u>1.1 %</u>

22. Are you currently carrying a student debt of more than \$10,000?

1. Yes	29.5%
2. No	69.8%
3. Don't Know/ Refused...DO NOT OFFER	0.7%

I am going to read you a list of things that may or may not factor into your decision to live in Michigan. For each, I want you to tell me on a one to ten scale how important that is to you personally in your decision if the job offers you had were comparable in Michigan and another state. One means that issue is not at all important to you. Ten means that issue it is extremely important to you. For each, you can choose any number between one and ten.

23. Your access to good public schools

SCORE: 7.5

1	2	3	4	5	6	7	8	9	10	DK/Ref
9.8%	1.8%	2.9%	1.7%	6.8%	5.2%	9.5%	15.2%	5.2%	42.3%	0.5%

24. Affordability and availability of higher education or job training

SCORE: 7.9

1	2	3	4	5	6	7	8	9	10	DK/Ref
3.0%	1.0%	2.5%	2.0%	6.0%	7.0%	14.8%	17.2%	6.7%	39.0%	0.8%

25. Being close to other family members

SCORE: 7.6

1	2	3	4	5	6	7	8	9	10	DK/Ref
4.2%	3.2%	3.0%	3.2%	9.2%	8.2%	7.9%	13.8%	6.5%	41.8%	0.0%

26. Living among a diverse population including a thriving immigrant community.

SCORE: 6.8

1	2	3	4	5	6	7	8	9	10	DK/Ref
7.2%	2.3%	4.2%	3.5%	14.8%	8.8%	12.7%	14.7%	6.5%	24.2%	1.2%

27. The cost of housing or rent

SCORE: 8.6

1	2	3	4	5	6	7	8	9	10	DK/Ref
1.5%	0.5%	0.8%	1.2%	5.5%	3.7%	9.2%	15.7%	12.0%	49.7%	0.3%

28.	Low crime rates											SCORE: 8.3
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	1.8%	0.5%	1.2%	1.8%	6.5%	5.7%	11.5%	17.0^	10.7%	43.2%	0.2%	
29.	That the state protects individuals' rights on issues of race, LGBTQ rights, and abortion.											SCORE: 7.6
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	10.0%	3.2%	1.5%	1.5%	8.5%	3.5%	7.3%	9.0%	8.3%	46.5%	0.7%	
30.	The state's weather											SCORE. 6.3
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	8.3%	4.5%	3.8%	3.5%	18.3%	10.7%	15.3%	11.0%	3.5%	20.5%	0.5%	
31.	The state's outdoor recreational opportunities											SCORE. 7.4
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	1.8%	2.2%	1.8%	3.5%	9.7%	11.5%	19.2%	20.2%	7.8%	22.9%	0.3%	
32.	The cultural opportunities like concerts, theatres, bars and restaurants											SCORE: 7.3
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	1.8%	2.2%	1.8%	3.5%	9.7%	11.5%	19.2%	20.2%	7.8%	22.9%	0.3%	
33.	Living around people your age.											SCORE: 6.2
	1	2	3	4	5	6	7	8	9	10	DK/Ref	
	6.8%	4.3%	3.7%	5.3%	18.8%	10.5%	18.3%	13.2%	6.3%	12.3%	0.3%	

34. Good public transportation and walkable communities

SCORE. 6.6

1	2	3	4	5	6	7	8	9	10	DK/Ref
8.3%	2.5%	3.0%	5.5%	14.2%	11.8%	14.7%	13.0%	5.8%	20.7%	0.5%

35. Are there other key factors that would be important to you? ASK: AND WHAT WOULD THOSE BE? [ACCEPT UP TO THREE ANSWERS]

Are there other key factors that would be important to you?

	Number	Percent
Good communities and outreach	9	1.5 %
Improved roads and infrastructure	9	1.5 %
Higher paying jobs	6	1.0 %
More and better jobs for everyone	7	1.2 %
Wide options for worship	5	0.8 %
Access to alternatives to public education	4	0.7 %
General cost of living	4	0.7 %
Access to necessities and assistance	8	1.3 %
Access to healthcare and care facilities	9	1.5 %
Lower and more transparent taxes	7	1.2 %
Environmental quality and sustainability	7	1.2 %
Good police and sovereignty of law	6	1.0 %
The government and responsiveness of officials	7	1.2 %
Personal rights protected by our amendments	3	0.5 %
Healthy business growth without price gouging	3	0.5 %
Affording a vehicle	3	0.5 %
Decreasing gas prices	2	0.3 %
Pet and animal friendly areas	3	0.5 %
Agriculture and agricultural freedom	3	0.5 %
Economic variety and opportunity	3	0.5 %
Open spaces and country living	2	0.3 %
Shared conservative values	3	0.5 %
Misc	2	0.3 %
<u>Don't Know/ Refused</u>	<u>503</u>	<u>83.8 %</u>

36. Let me ask you a couple of specific questions about social issues. Would you say a state's policy on abortion would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND WOULD YOU SAY YOU ARE PRO-LIFE OR WOULD YOU SAY YOU ARE PRO-CHOICE?
- | | | |
|----|----------------------------------------------|-------|
| 1. | Yes, pro-choice | 46.8% |
| 2. | Yes, pro-life | 6.3% |
| 3. | Yes, refused/ not sure/ other...DO NOT OFFER | 2.2% |
| 4. | No, not important | 42.5% |
| 5. | Don't Know/ Refused...DO NOT OFFER | 2.2% |
37. Would you say a state's policy on LBGTQ rights would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND WOULD YOU SAY YOU SUPPORT OR OPPOSE LBGTQ RIGHTS LAWS?
- | | | |
|----|----------------------------------------------|-------|
| 1. | Yes, support laws | 47.8% |
| 2. | Yes, oppose laws | 4.0% |
| 3. | Yes, refused/ not sure/ other...DO NOT OFFER | 2.8% |
| 4. | No, not important | 44.7% |
| 5. | Don't Know/ Refused...DO NOT OFFER | 0.7% |
38. Would you say a state's policies on racial equality would or would not be important in deciding whether to accept a job in that state?
- | | | |
|----|------------------------------------|-------|
| 1. | Yes, important | 73.5% |
| 2. | No, not important | 25.0% |
| 3. | Don't Know/ Refused...DO NOT OFFER | 1.5% |
39. Would you say a state's position on legalizing recreational marijuana would or would not be important in deciding whether to accept a job in that state
- | | | |
|----|------------------------------------|-------|
| 1. | Yes, important | 40.3% |
| 2. | No, not important | 57.5% |
| 3. | Don't Know/ Refused...DO NOT OFFER | 2.2% |

40. Would you say a state's policies on gun policy including background checks, red flag laws and safe storage of gun laws would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND DO YOU SUPPORT OR OPPOSE THESE GUN LAWS?
- | | | |
|----|----------------------------------------------|-------|
| 1. | Yes, support laws | 60.2% |
| 2. | Yes, oppose laws | 11.3% |
| 3. | Yes, refused/ not sure/ other...DO NOT OFFER | 6.3% |
| 4. | No, Not Important | 3.5% |
| 5. | Don't Know/ Refused...DO NOT OFFER | 18.7% |
41. Would you say Michigan's weather is or is not a reason to move elsewhere?
- | | | |
|----|---------------------------------------|-------|
| 1. | Is....ASK Q 42 and Q 43 | 23.7% |
| 2. | Is not....MOVE TO Q44 | 72.5% |
| 3. | Depends/ Don't Know/ ASK Q42 and Q 43 | 3.8% |
| 4. | Refused...DO NOT OFFER/ MOVE TO Q44 | 0.0% |
42. Would you say you are or are not worried about moving to a location that is currently being affected by climate change including extreme heat or more extreme weather? IF WORRIED, ASK: WOULD THAT BE VERY WORRIED OR JUST SOMEWHAT WORRIED?
- | | | |
|----|---------------------------------------------|-------|
| 1. | Very worried | 24.2% |
| 2. | Somewhat worried | 35.8% |
| 3. | Not worried | 38.8% |
| 4. | Don't Know/ Depends/ Refused...DO NOT OFFER | 1.2% |
43. Would you say that Michigan's abundance of fresh water would or would not influence your decision to move given the increased scarcity of water in other parts of the country due to climate change?
- | | | |
|----|---------------------------------------------|-------|
| 1. | Would influence | 63.0% |
| 2. | Would not influence | 33.9% |
| 3. | Don't Know/ Depends/ Refused...DO NOT OFFER | 3.0% |

44. If there is one thing you could do to make Michigan a better place for you to live and work, what would it be?

[RECORD AS STATED/ CODE RESPONSE]

If there is one thing you could do to make Michigan a better place for you to live and work, what would it be?

	Number	Percent
Offer more affordable housing	35	5.8 %
Fix the roads and infrastructure	59	9.8 %
Better public transportation	20	3.3 %
Increase wages and benefits	41	6.8 %
Make more and better jobs available	29	4.8 %
Lower gas prices	7	1.2 %
Lower overall cost of living	19	3.2 %
Get rid of the governor/ Whitmer	11	1.8 %
Get rid of the government/ Political change	14	2.3 %
Get rid of Republicans	3	0.5 %
Balance out political power/ Work together	6	1.0 %
Clean up the state and environment	12	2.0 %
Protect the environment	8	1.3 %
Better taxes and tax code	11	1.8 %
Lower cost of car insurance	6	1.0 %
Better access to health care	8	1.3 %
Lower crime rates	11	1.8 %
Better police protection	8	1.3 %
Stricter gun control laws	3	0.5 %
Better justice system	5	0.8 %
More activities/ things to do	14	2.3 %
More walkable/bikeable cities	4	0.7 %
Decrease or get rid of construction	6	1.0 %
Better economic opportunity	10	1.7 %

Improve education	7	1.2 %
Less laws, more personal freedom	6	1.0 %
Equality without discrimination/ Respect	11	1.8 %
More opportunities	4	0.7 %
Invest in and improve communities and cities	3	0.5 %
Bring in more people	3	0.5 %
More help with child care	3	0.5 %
Move to a different part of the state	2	0.3 %
Increase Christian values	2	0.3 %
Get out to vote/ Make my voice heard	6	1.0 %
Be more involved in my community	11	1.8 %
Volunteer more often	8	1.3 %
Be positive and understanding	5	0.8 %
Misc	6	1.0 %
<u>Don't Know/ Refused/ Nothing</u>	<u>173</u>	<u>28.8 %</u>

45. What would you say is Michigan's biggest advantage that would get you to stay here?

[RECORD AS STATED/ CODE RESPONSE]

What would you say is Michigan's biggest advantage that would get you to stay here?	Number	Percent
My family and friends are here	95	15.8 %
Our Great Lakes and other fresh water locations	95	15.8 %
The four seasons	30	5.0 %
The weather in general	20	3.3 %
Our summers	3	0.5 %
The fall is beautiful	2	0.3 %
I love the snow and cold	3	0.5 %
We don't have natural disasters	10	1.7 %
Natural beauty and wildlife	52	8.7 %
Outdoor recreation opportunities	15	2.5 %
Lots of attractions and things to do	13	2.2 %
Our governor/ Gretchen Whitmer	13	2.2 %
Good political climate and policies	14	2.3 %
Job opportunities/ my work	33	5.5 %
Affordable housing	12	2.0 %
Cost of living is good	18	3.0 %
Great educational opportunities	12	2.0 %
High wages	10	1.7 %
Diverse population and culture	15	2.5 %
The people and friendly community environment	16	2.7 %
The Upper Peninsula	7	1.2 %
Economic opportunity	6	1.0 %
Equal rights for everyone	4	0.7 %
Lower taxes	5	0.8 %
Good laws and freedoms	10	1.7 %
Abortion protections	4	0.7 %

Legalized recreational marijuana	4	0.7 %
Detroit and the metro area	4	0.7 %
Access to health care	4	0.7 %
Low crime rates	3	0.5 %
Canada is so close	3	0.5 %
Opportunities are constantly evolving	3	0.5 %
We're a mix of urban and rural	2	0.3 %
I'm comfortable here	6	1.0 %
I've been here my whole life	12	2.0 %
Misc	1	0.2 %
<u>Don't Know/ Refused/ Nothing</u>	<u>41</u>	<u>6.8 %</u>

46. What would you say is Michigan's biggest challenge that might get you to leave?

[RECORD AS STATED/ CODE RESPONSE]

What would you say is Michigan's biggest challenge that might get you to leave?	Number	Percent
The winter/Cold	42	7.0 %
The weather	32	5.3 %
Bad roads and infrastructure	31	5.2 %
Bad governor/ Gretchen Whitmer	14	2.3 %
Political climate is bad	27	4.5 %
Democrats and liberal ideology	9	1.5 %
Who might come after Whitmer/ We might go red	6	1.0 %
Lack of affordable housing	21	3.5 %
General cost of living	21	3.5 %
No jobs here	20	3.3 %
Better jobs elsewhere	16	2.7 %
I can get paid more in another state	14	2.3 %
Lack of job diversity here	9	1.5 %
Michigan's economy is in trouble	15	2.5 %
Inflation, prices are just too high	10	1.7 %
Crime and drugs	22	3.7 %
Family issues/ People moving away	13	2.2 %
Abortion laws, I'm pro-life	4	0.7 %
Lack of opportunity	7	1.2 %
I'm bored, there's not a lot to do	12	2.0 %
Closed minded people mean a bad social climate	10	1.7 %
We're too car reliant with bad public transport	10	1.7 %
Poor available education	8	1.3 %
Taxes	5	0.8 %
Cost of car insurance	2	0.3 %

LGBTQ+ laws and issues	3	0.5 %
Pollution being overlooked	7	1.2 %
Gun laws	6	1.0 %
Losing social protections and rights	5	0.8 %
I disagree with some of our laws and regulations	9	1.5 %
Cities and communities aren't developed equally	3	0.5 %
Population density	3	0.5 %
Misc	4	0.7 %
<u>Don't Know/ Refused/ Nothing</u>	<u>180</u>	<u>30.0 %</u>

Now just a couple of questions for statistical purposes.

47. Would you say you were born and raised in Michigan or would you say you were born and raised somewhere else before moving to Michigan?

1.	In Michigan	83.8%
2.	Somewhere else	15.5%
3.	Don't Know/ Refused/ Other...DO NOT OFFER	0.7%

48. And would you say you are an American citizen right now, or would you say you are currently a citizen of another nation? IF CITIZEN OF ANOTHER NATION, ASK: DO YOU HOPE TO STAY IN MICHIGAN LONG TERM OR DO YOU PLAN TO GO ELSEWHERE?

1.	American citizen	98.7%
2.	Non-citizen, HOPE TO STAY	0.5%
3.	Non-citizen, PLAN TO GO ELSEWHERE	0.2%
4.	Don't Know/ Depends/ Refused...DO NOT OFFER	0.7%

49. And which best describes your employment status right now:

1.	Full time job	68.7%	FULL	68.7%
2.	Part time job	8.0%	PART	8.9%
3.	Not employed, but looking	4.8%	UNEMPLOY	4.8%
4.	I am currently a student without a job	3.7%	STUDENT	15.5%
5.	I am currently student with a part time job	6.5%		
6.	I am currently student with a full time job	5.3%		
7.	Not employed, not looking/ Disability	2.5%	NOT LOOK	2.5%
8.	Don't Know/ Refused/ Other....DO NOT OFFER	0.5%		

50.	And would you say you are married or not married?	
1.	Married	24.2%
2.	Not married	75.7%
3.	Don't Know/ Refused/ Other...DO NOT OFFER	0.2%
51.	And do you currently have any children under the age of 18 years old?	
1.	Yes	24.5%
2.	No	75.3%
3.	Don't Know/ Refused...DO NOT OFFER	0.2%
52.	Would you say you currently live in an urban city, a suburb, a small town or a rural area of Michigan?	
1.	Urban city	25.8%
2.	Suburb	35.7%
3.	Small Town	21.5%
4.	Rural area	15.3%
5.	Don't Know/ Refused...DO NOT OFFER	1.7%
53.	And what is your race or ethnic background?	
1.	Caucasian	69.8%
2.	African American	15.3%
3.	Hispanic/ Puerto Rican/ Mexican American	4.5%
4.	Asian	2.5%
5.	Mixed Race...DO NOT OFFER	4.5%
6.	Native American	0.8%
7.	Other/ Don't Know/ Refused...DO NOT OFFER	2.5%

54. Generally speaking, would you say you tend to vote mostly for Republican candidates, do you vote mostly for Democratic candidates, would you say you vote equally for both Republican and Democratic candidates, or would you say you generally don't vote? IF VOTE EQUALLY ASK: WOULD YOU SAY YOU LEAN MORE TO THE DEMOCRATIC PARTY OR MORE TO THE REPUBLICAN PARTY, OR WOULD YOU SAY YOU ARE AN INDEPENDENT VOTER?

1.	Strongly Democratic	31.8% DEM	41.3%
2.	Lean Democratic	9.5%	
3.	Independent	18.0% IND	18.9%
4.	Lean Republican	9.5%	
5.	Strong Republican	16.3% GOP	25.8%
6.	Don't Vote	12.2% NO VOTE	12.2%
7.	Other/ Refused/ Don't Know....DO NOT OFFER	2.7%	

55. GENDER

1.	Male	51.5%
2.	Female	48.5%
3.	Non-binary...DO NOT OFFER	0.0%

4. Ten years from now, regardless of which political party is in power, would you say you are optimistic or pessimistic about Michigan's future?

	Optimistic	Pessimistic
Out	57.5%	26.1%
Metro	68.1%	19.5%
Michigan	65.8%	20.5%
Elsewhere	54.8%	31.8%
Undecided	60.7%	16.1%
Michigan	60.8%	23.5%
Non Michigan	72.0%	20.4%
Married	57.9%	29.0%
Not Married	63.9%	21.1%
Children	54.4%	28.6%
No Children	65.0%	21.2%
Urban	69.7%	12.8%
Suburban	65.4%	20.1%
Small Town	53.5%	29.5%
Rural	55.4%	38.0%
White	57.3%	26.5%
Black	79.3%	9.8%

Strong Dem	79.6%	12.0%
Lean Dem	66.7%	14.0%
Independent	64.8%	17.6%
Lean GOP	45.6%	42.1%
Strong GOP	42.9%	43.9%
No Vote	54.8%	24.7%
Male	59.9%	25.6%
Female	65.3%	20.3%
Full	60.9%	24.3%
Part	62.5%	14.6%
Student	66.7%	22.6%
High	60.8%	21.6%
Associate	63.0%	27.4%
Certificate	55.8%	23.1%
College	66.4%	20.6%

5. And what about your own economic future in Michigan. Would you say you are optimistic or pessimistic about your own economic future in Michigan?

	Optimistic	Pessimistic
Out	71.1%	19.2%
Metro	76.2%	18.4%
Michigan	79.3%	13.2%
Elsewhere	59.2%	34.4%
Undecided	75.0%	12.5%
Michigan	72.2%	19.7%
Non Michigan	80.6%	14.0%
Married	74.5%	17.2%
Not Married	73.1%	19.4%
Children	69.4%	19.7%
No Children	74.8%	18.6%
Urban	77.4%	17.4%
Suburban	75.2%	16.4%
Small Town	69.0%	22.5%
Rural	67.4%	22.8%
White	70.4%	20.8%
Black	80.4%	14.1%

Strong Dem	76.4%	18.8%
Lean Dem	66.7%	24.6%
Independent	79.6%	13.9%
Lean GOP	64.9%	26.3%
Strong GOP	77.6%	16.3%
No Vote	64.4%	20.5%
Male	74.8%	17.5%
Female	72.2%	20.3%
Full	74.0%	17.7%
Part	72.9%	20.8%
Student	73.1%	22.6%
High	73.2%	18.3%
Associate	68.9%	19.3%
Certificate	78.8%	17.3%
College	77.1%	18.2%

6. And ten years from now, do you think you will be living in Michigan or do you think you will be living somewhere else?

	Michigan	Somewhere Else	Undecided
Out	64.5%	24.2%	11.0%
Metro	64.2%	28.4%	7.4%
Michigan			
Elsewhere			
Undecided			
Michigan	66.6%	24.3%	8.9%
Non Michigan	52.7%	36.6%	10.8%
Married			
Married	79.3%	15.2%	5.5%
Not Married	59.5%	29.7%	10.6%
Children			
Children	71.4%	21.8%	6.8%
No Children	61.9%	27.7%	10.2%
Urban			
Urban	65.2%	27.7%	7.1%
Suburban			
Suburban	63.6%	22.9%	13.6%
Small Town			
Small Town	60.5%	29.5%	10.1%
Rural			
Rural	68.5%	27.2%	3.3%
White			
White	67.1%	21.7%	11.0%
Black			
Black	55.4%	38.0%	6.5%

Strong Dem	63.9%	30.4%	5.8%
Lean Dem	64.9%	19.3%	15.8%
Independent	61.1%	28.7%	9.3%
Lean GOP	70.2%	17.5%	12.3%
Strong GOP	74.5%	19.4%	6.1%
No Vote	50.7%	32.9%	16.4%
Male	66.0%	25.6%	8.4%
Female	62.5%	26.8%	10.3%
Full	67.7%	25.0%	7.3%
Part	52.1%	33.3%	14.6%
Student	58.1%	28.0%	12.9%
High	66.7%	26.1%	7.2%
Associate	62.2%	28.9%	8.9%
Certificate	73.1%	19.2%	7.7%
College	62.5%	26.5%	10.7%

7. And why specifically do you think you will be leaving Michigan?

	Opportunities	Job Moves	New Places	Cold	Weather	Friends/Family
Out	14.3%	5.2%	16.9%	7.8%	9.1%	11.7%
Metro	16.3%	6.3%	28.8%	5.0%	7.5%	1.3%
Michigan						
Elsewhere	15.3%	5.7%	22.9%	6.4%	8.3%	6.4%
Undecided						
Michigan	14.8%	3.3%	26.2%	6.6%	7.4%	5.7%
Non Michigan	17.6%	14.7%	11.8%	5.9%	11.8%	8.8%
Married	22.7%	4.5%	13.6%	9.1%	18.2%	0.0%
Not Married	14.1%	5.9%	24.4%	5.9%	6.7%	7.4%
Children	12.5%	3.1%	21.9%	9.4%	6.3%	6.3%
No Children	16.0%	6.4%	23.2%	5.6%	8.8%	6.4%
Urban	16.3%	4.7%	32.6%	4.7%	9.3%	2.3%
Suburban	16.3%	6.1%	26.5%	4.1%	6.1%	2.0%
Small Town	10.5%	7.9%	18.4%	13.2%	5.3%	7.9%
Rural	20.0%	4.0%	8.0%	4.0%	16.0%	20.0%
White	17.6%	6.6%	22.0%	6.6%	8.8%	7.7%
Black	11.4%	5.7%	28.6%	5.7%	5.7%	2.9%

Strong Dem	22.4%	8.6%	27.6%	3.4%	8.6%	3.4%	
Lean Dem	9.1%	0.0%	18.2%	9.1%	0.0%	18.2%	
Independent	12.9%	6.5%	25.8%	6.5%	6.5%	6.5%	
Lean GOP	0.0%	10.0%	20.0%	10.0%	20.0%	10.0%	
Strong GOP	10.5%	5.3%	15.8%	5.3%	10.5%	5.3%	
No Vote	16.7%	0.0%	16.7%	12.5%	8.3%	4.2%	
Male	17.7%	2.5%	16.5%	6.3%	10.1%	7.6%	*6.3% Dems are in office
Female	12.8%	9.0%	29.5%	6.4%	6.4%	5.1%	
Full	14.6%	6.8%	23.3%	9.7%	8.7%	4.9%	
Part	25.0%	6.3%	12.5%	0.0%	18.8%	6.3%	
Student	19.2%	3.8%	30.8%	0.0%	3.8%	7.7%	
High	10.0%	0.0%	30.0%	5.0%	7.5%	7.5%	
Associate	7.7%	7.7%	28.2%	7.7%	2.6%	10.3%	
Certificate	10.0%	10.0%	50.0%	10.0%	0.0%	10.0%	
College	23.9%	7.5%	11.9%	6.0%	13.4%	3.0%	

10. I want you to rank the likelihood you will be living in Michigan ten years from now on a one to ten scale. One means you will definitely be living somewhere else, ten means you will definitely be living in Michigan. You can choose any number from one to ten.

	SCORE
Out	7.0
Metro	7.1
Michigan	8.3
Elsewhere	4.4
Undecided	5.9
Michigan	7.2
Non Michigan	6.4
Married	7.8
Not Married	6.8
Children	7.4
No Children	6.9
Urban	7.1
Suburban	6.9
Small Town	6.8
Rural	7.3
White	7.1
Black	6.8

Strong Dem	7.0
Lean Dem	7.0
Independent	6.7
Lean GOP	7.2
Strong GOP	7.4
No Vote	6.8
Male	7.0
Female	7.0
Full	7.1
Part	6.4
Student	7.0
High	7.1
Associate	7.1
Certificate	7.8
College	6.8

11. Would you say that Michigan offers you more economic opportunity, less economic opportunity or about the same amount of economic opportunity as other states?

	More	Same	Less
Out	17.9%	59.7%	15.4%
Metro	24.8%	56.0%	14.5%
Michigan	24.4%	57.0%	11.7%
Elsewhere	13.4%	59.2%	24.2%
Undecided	19.6%	62.5%	12.5%
Michigan	20.5%	58.1%	15.1%
Non Michigan	23.7%	60.2%	12.9%
Married	15.2%	65.5%	15.2%
Not Married	22.9%	55.7%	15.0%
Children	12.9%	64.6%	17.7%
No Children	23.7%	56.0%	14.2%
Urban	26.5%	56.1%	12.9%
Suburban	22.0%	59.3%	13.1%
Small Town	16.3%	55.8%	20.2%
Rural	17.4%	62.0%	16.3%
White	19.6%	61.3%	13.1%
Black	28.3%	50.0%	18.5%

Strong Dem	26.2%	57.6%	11.5%
Lean Dem	22.8%	66.7%	5.3%
Independent	21.3%	61.1%	10.2%
Lean GOP	14.0%	52.6%	28.1%
Strong GOP	12.2%	60.2%	21.4%
No Vote	20.5%	49.3%	23.3%
Male	23.9%	54.7%	16.2%
Female	18.2%	61.5%	13.7%
Full	20.9%	59.2%	14.6%
Part	25.0%	52.1%	16.7%
Student	22.6%	55.9%	14.0%
High	25.5%	56.2%	11.1%
Associate	17.8%	58.5%	16.3%
Certificate	26.9%	55.8%	11.5%
College	19.4%	59.3%	17.0%

12. If you were offered a similar job opportunity paying a similar salary, would you choose to live in Michigan or Texas?

	Michigan	Texas	Undecided
Out	78.9%	18.2%	2.8%
Metro	81.6%	16.7%	1.4%
Michigan	88.1%	10.9%	1.0%
Elsewhere	63.2%	32.5%	4.5%
Undecided	73.2%	21.4%	3.6%
Michigan	79.9%	17.5%	2.4%
Non Michigan	81.7%	17.2%	1.1%
Married	85.5%	11.7%	2.8%
Not Married	78.4%	19.4%	2.0%
Children	77.6%	19.7%	2.7%
No Children	81.0%	16.8%	2.0%
Urban	84.5%	13.5%	1.9%
Suburban	80.8%	16.4%	2.3%
Small Town	74.4%	24.9%	1.6%
Rural	79.3%	17.4%	3.3%
White	82.3%	15.8%	1.9%
Black	71.7%	26.1%	2.2%

Strong Dem	87.4%	11.0%	1.6%
Lean Dem	87.7%	10.5%	1.8%
Independent	76.9%	23.1%	0.0%
Lean GOP	82.5%	14.0%	1.8%
Strong GOP	70.4%	28.6%	1.0%
No Vote	71.2%	20.5%	8.2%
Male	76.4%	22.0%	1.6%
Female	84.2%	12.7%	2.7%
Full	79.4%	18.7%	1.9%
Part	85.4%	12.5%	2.1%
Student	84.9%	12.9%	1.1%
High	77.1%	22.2%	0.7%
Associate	73.3%	23.7%	2.2%
Certificate	78.8%	19.2%	1.9%
College	87.0%	10.7%	2.4%

13. And what about if your choice was Michigan or California?

	Michigan	California	Undecided
Out	89.6%	8.8%	1.6%
Metro	88.7%	11.0%	0.4%
Michigan	94.8%	4.7%	0.5%
Elsewhere	76.4%	22.3%	1.3%
Undecided	85.7%	10.7%	3.6%
Michigan	89.9%	8.9%	1.2%
Non Michigan	84.9%	15.1%	0.0%
Married	91.7%	7.6%	0.7%
Not Married	88.3%	10.6%	1.1%
Children	90.5%	7.5%	2.0%
No Children	88.7%	10.6%	0.7%
Urban	87.1%	12.3%	0.6%
Suburban	91.1%	7.9%	0.9%
Small Town	88.4%	10.1%	1.6%
Rural	88.0%	10.9%	1.1%
White	91.2%	7.9%	1.0%
Black	81.5%	17.4%	1.1%

Strong Dem	83.8%	16.2%	0.0%
Lean Dem	93.0%	5.3%	1.8%
Independent	91.7%	6.5%	1.9%
Lean GOP	94.7%	3.5%	1.8%
Strong GOP	95.9%	3.1%	1.0%
No Vote	83.6%	16.4%	0.0%
Male	91.9%	6.5%	1.6%
Female	86.3%	13.4%	0.3%
Full	88.6%	10.7%	0.7%
Part	91.7%	8.3%	0.0%
Student	89.2%	10.8%	0.0%
High	88.9%	9.8%	1.3%
Associate	90.4%	9.6%	0.0%
Certificate	96.2%	1.9%	1.9%
College	87.4%	11.9%	0.8%

14. And what about if your choice was Michigan or the City of Chicago?

	Michigan	Chicago	Undecided
Out	89.6%	8.2%	1.9%
Metro	84.4%	14.9%	0.4%
Michigan	92.7%	6.5%	0.8%
Elsewhere	75.2%	22.3%	1.3%
Undecided	82.1%	14.3%	3.6%
Michigan	87.7%	10.7%	1.2%
Non Michigan	86.0%	12.9%	1.1%
Married	94.5%	4.1%	0.7%
Not Married	84.8%	13.7%	1.3%
Children	94.6%	4.1%	0.7%
No Children	84.7%	13.7%	1.3%
Urban	83.9%	14.8%	1.3%
Suburban	86.0%	11.7%	1.9%
Small Town	89.9%	9.3%	0.8%
Rural	90.2%	8.7%	0.0%
White	88.3%	10.3%	1.4%
Black	88.0%	10.9%	0.0%

Strong Dem	82.2%	16.2%	1.0%
Lean Dem	82.5%	14.0%	3.5%
Independent	89.8%	9.3%	0.9%
Lean GOP	91.2%	7.0%	0.0%
Strong GOP	94.9%	4.1%	1.0%
No Vote	89.0%	11.0%	0.0%
Male	87.7%	11.0%	1.0%
Female	86.6%	11.7%	1.4%
Full	88.1%	10.7%	1.0%
Part	93.8%	6.3%	0.0%
Student	79.6%	17.2%	2.2%
High	91.5%	7.8%	0.7%
Associate	92.6%	5.9%	0.7%
Certificate	94.2%	5.8%	0.0%
College	80.2%	17.8%	1.6%

15. Is there another location that you would choose instead of Michigan?....IF YES, ASK: AND WHAT LOCATION IS THAT?

	Yes	No
Out	46.2%	52.2%
Metro	50.4%	48.6%
Michigan	40.4%	58.3%
Elsewhere	67.5%	31.2%
Undecided	46.4%	51.8%
Michigan	48.9%	49.5%
Non Michigan	44.1%	55.9%
Married	46.2%	52.4%
Not Married	48.9%	49.8%
Children	44.9%	54.4%
No Children	49.3%	49.1%
Urban	45.8%	52.3%
Suburban	51.4%	47.7%
Small Town	48.8%	50.4%
Rural	45.7%	52.2%
White	48.7%	49.4%
Black	47.8%	52.2%
Strong Dem	49.7%	49.2%
Lean Dem	43.9%	52.6%
Independent	47.2%	51.9%
Lean GOP	54.4%	43.9%
Strong GOP	52.0%	46.9%
No Vote	42.5%	57.5%

Male	50.8%	48.5%
Female	45.4%	52.6%
Full	48.3%	50.0%
Part	58.3%	39.6%
Student	47.3%	52.7%
High	51.6%	47.7%
Associate	50.4%	48.1%
Certificate	38.5%	61.5%
College	46.6%	51.4%

16. I am going to read you three different types of businesses you could work for. Please tell me which ONE appeals to you the most. [READ 1-3]

	Relationship	Entrepreneurship	Growth Goals	Own Business
Out	31.1%	30.8%	35.2%	1.9%
Metro	34.8%	31.2%	32.6%	1.1%
Michigan	35.5%	27.7%	34.7%	1.6%
Elsewhere	26.1%	38.2%	33.1%	1.3%
Undecided	32.1%	33.9%	32.1%	1.8%
Michigan	34.6%	31.4%	32.2%	1.4%
Non Michigan	23.7%	28.0%	44.1%	2.2%
Married	25.5%	31.0%	41.4%	2.1%
Not Married	35.0%	31.1%	31.7%	1.3%
Children	22.4%	33.3%	41.5%	2.7%
No Children	36.1%	30.3%	31.6%	1.1%
Urban	31.0%	33.5%	32.5%	1.9%
Suburban	39.7%	25.2%	35.0%	0.0%
Small Town	30.2%	32.6%	35.7%	0.8%
Rural	25.0%	34.8%	34.8%	5.4%
White	33.7%	27.9%	36.5%	1.4%
Black	27.2%	47.8%	21.7%	1.1%

Strong Dem	43.5%	27.7%	28.8%	0.0%
Lean Dem	38.6%	28.1%	29.8%	1.8%
Independent	27.8%	37.0%	33.3%	0.9%
Lean GOP	22.8%	28.1%	47.4%	1.8%
Strong GOP	22.4%	33.7%	39.8%	3.1%
No Vote	28.8%	32.9%	34.2%	4.1%
Male	26.5%	37.2%	33.7%	2.3%
Female	39.5%	24.4%	34.4%	0.7%
Full	31.1%	31.8%	35.2%	1.5%
Part	33.3%	37.5%	29.2%	0.0%
Student	37.9%	31.0%	20.7%	6.9%
High	26.1%	34.6%	35.9%	2.0%
Associate	27.4%	35.6%	36.3%	0.7%
Certificate	28.8%	25.0%	42.3%	3.8%
College	41.5%	27.7%	29.2%	0.8%

17. When you compare the businesses you could work for in Michigan and businesses you could work for in some of the other locations I mentioned, would you say Michigan’s businesses offer you a similar work environment, do Michigan businesses offer a stricter work environment or do Michigan businesses offer a more flexible work environment than those in other locations I mentioned?

	Same	Stricter	More Flexible	Depends
Out	37.1%	11.3%	34.0%	2.5%
Metro	32.6%	11.0%	39.4%	3.2%
Michigan	36.0%	9.8%	38.6%	1.6%
Elsewhere	32.5%	14.6%	34.4%	3.8%
Undecided	35.7%	10.7%	26.8%	8.9%
Michigan	35.6%	10.7%	36.4%	2.4%
Non Michigan	33.3%	11.8%	38.7%	4.3%
Married	42.1%	9.7%	24.8%	4.1%
Not Married	32.8%	11.5%	40.3%	2.4%
Children	33.3%	11.6%	34.0%	4.8%
No Children	35.6%	10.8%	37.4%	2.2%
Urban	33.5%	7.7%	41.9%	4.5%
Suburban	36.9%	13.1%	33.2%	0.9%
Small Town	35.7%	10.9%	33.3%	3.9%
Rural	31.5%	10.9%	40.2%	3.3%
White	40.1%	9.5%	32.0%	2.6%
Black	22.8%	14.1%	51.1%	4.3%

Strong Dem	34.6%	11.0%	37.2%	3.1%
Lean Dem	49.1%	3.5%	36.8%	1.8%
Independent	34.3%	14.8%	34.3%	1.9%
Lean GOP	26.3%	17.5%	38.6%	3.5%
Strong GOP	38.8%	10.2%	32.7%	3.1%
No Vote	31.5%	8.2%	41.1%	4.1%
Male	34.0%	12.3%	36.9%	2.3%
Female	36.1%	10.0%	36.1%	3.4%
Full	37.1%	9.5%	35.7%	2.7%
Part	22.9%	10.4%	43.8%	4.2%
Student	35.5%	15.1%	36.6%	1.1%
High	27.5%	9.8%	49.0%	1.3%
Associate	31.9%	8.1%	42.2%	3.0%
Certificate	46.2%	11.5%	28.8%	5.8%
College	39.1%	13.4%	28.5%	2.8%

18. I want you to think about the job in your field that you may be working towards. Would you say it is very important, somewhat important, not very important or not important at all that this job allows you to work remotely or at home – at least part of the time?

	Very Important	Somewhat Important	Not Very Important	Not Important At All
Out	27.4%	21.7%	11.3%	38.1%
Metro	32.3%	24.5%	12.4%	30.9%
Michigan	29.5%	20.7%	12.2%	37.6%
Elsewhere	34.4%	24.2%	11.5%	28.7%
Undecided	17.9%	35.7%	8.9%	32.1%
Michigan	29.2%	22.9%	11.7%	35.2%
Non Michigan	33.3%	23.7%	11.8%	31.2%
Married	29.7%	18.6%	11.0%	40.0%
Not Married	29.7%	24.4%	12.1%	32.8%
Children	33.3%	15.6%	12.2%	38.1%
No Children	28.5%	25.4%	11.7%	33.4%
Urban	26.5%	27.1%	11.0%	34.2%
Suburban	30.4%	24.3%	14.0%	30.8%
Small Town	32.6%	19.4%	9.3%	38.0%
Rural	31.5%	16.3%	10.9%	41.3%
White	26.0%	24.1%	11.0%	37.9%
Black	37.0%	22.8%	13.0%	27.2%

Strong Dem	39.3%	22.0%	14.1%	24.6%
Lean Dem	22.8%	38.6%	8.8%	26.3%
Independent	25.0%	27.8%	13.0%	34.3%
Lean GOP	19.3%	15.8%	10.5%	54.4%
Strong GOP	26.5%	18.4%	7.1%	46.9%
No Vote	28.8%	19.2%	11.0%	38.4%
Male	25.9%	22.0%	11.3%	39.8%
Female	33.7%	24.1%	12.4%	29.2%
Full	28.9%	19.4%	12.4%	38.6%
Part	37.5%	27.1%	10.4%	25.0%
Student	22.6%	32.3%	12.9%	32.3%
High	26.1%	22.9%	14.4%	34.6%
Associate	30.4%	19.3%	8.9%	40.7%
Certificate	26.9%	17.3%	15.4%	40.4%
College	32.4%	26.5%	11.5%	29.6%

19. And which best describes your highest level of education?

	High School	Associates	Certification	Bachelor/Advanced
Out	27.0%	23.9%	9.1%	38.7%
Metro	23.8%	22.0%	8.2%	46.1%
Michigan	26.4%	21.8%	9.8%	40.9%
Elsewhere	25.5%	24.8%	6.4%	42.7%
Undecided	19.6%	21.4%	7.1%	48.2%
Michigan	26.4%	23.1%	9.3%	40.2%
Non Michigan	21.5%	20.4%	4.3%	52.7%
Married	24.8%	19.3%	11.7%	43.4%
Not Married	25.8%	23.6%	7.5%	41.9%
Children	34.7%	25.2%	12.2%	25.9%
No Children	22.6%	21.7%	7.3%	47.6%
Urban	26.5%	24.5%	5.8%	41.9%
Suburban	20.1%	17.8%	7.0%	54.2%
Small Town	33.3%	27.9%	10.1%	27.1%
Rural	27.2%	20.7%	15.2%	35.9%
White	25.1%	19.3%	9.3%	45.1%
Black	33.7%	29.3%	5.4%	31.5%

Strong Dem	23.0%	19.4%	3.7%	53.4%
Lean Dem	19.3%	22.8%	3.5%	54.4%
Independent	26.9%	26.9%	9.3%	37.0%
Lean GOP	17.5%	24.6%	14.0%	52.1%
Strong GOP	27.6%	23.5%	13.3%	34.7%
No Vote	39.7%	21.9%	12.3%	21.9%
Male	28.5%	19.1%	11.3%	39.5%
Female	22.3%	26.1%	5.8%	45.0%
Full	27.4%	20.4%	10.4%	41.0%
Part	31.3%	22.9%	4.2%	41.7%
Student	8.6%	32.3%	4.3%	54.8%
High				
Associate				
Certificate				
College				

20. Would you be interested in getting a job that paid on average 22% more in salary if the additional two years of education or training it required were provided for free?

	Interested	Not Interested
Out	66.3%	27.9%
Metro	88.1%	6.0%
Michigan	72.5%	19.6%
Elsewhere	82.5%	17.5%
Undecided	81.8%	9.1%
Michigan	75.9%	18.0%
Non Michigan	75.0%	20.0%
Married	66.7%	27.8%
Not Married	78.6%	15.4%
Children	68.6%	29.4%
No Children	79.4%	12.7%
Urban	82.9%	9.8%
Suburban	72.1%	18.6%
Small Town	74.4%	23.3%
Rural	72.0%	24.0%
White	72.4%	21.9%
Black	83.9%	6.5%

Strong Dem	93.2%	4.5%
Lean Dem	72.7%	18.2%
Independent	79.3%	13.8%
Lean GOP	70.0%	20.0%
Strong GOP	59.3%	29.6%
No Vote	69.0%	27.6%
Male	70.5%	21.6%
Female	83.1%	13.8%
Full	74.3%	20.4%
Part	73.3%	6.7%
Student	100.0%	0.0%
High	75.8%	18.3%
Associate		
Certificate		
College		

21. Would you say that Michigan does or does not offer strong career opportunities in your chosen field?

	Does	Does Not
Out Metro	79.2%	16.0%
	82.3%	14.5%
Michigan	87.3%	9.3%
Elsewhere	65.6%	29.9%
Undecided	76.8%	16.1%
Michigan	80.9%	14.9%
Non Michigan	80.6%	16.1%
Married	78.6%	17.9%
Not Married	81.5%	14.3%
Children	83.0%	13.6%
No Children	80.1%	15.7%
Urban	83.2%	14.2%
Suburban	83.2%	13.1%
Small Town	82.2%	12.4%
Rural	68.5%	26.1%
White	81.9%	13.8%
Black	79.3%	17.4%

Strong Dem	81.7%	14.7%
Lean Dem	80.7%	19.3%
Independent	82.4%	13.9%
Lean GOP	78.9%	19.3%
Strong GOP	84.7%	11.2%
No Vote	75.3%	17.8%
Male	82.5%	13.9%
Female	78.7%	16.8%
Full	82.8%	13.6%
Part	66.7%	29.2%
Student	81.7%	14.0%
High	78.4%	16.3%
Associate	82.2%	14.1%
Certificate	84.6%	11.5%
College	81.4%	16.2%

22. Are you currently carrying a student debt of more than \$10,000?

	Yes	No
Out	24.8%	74.5%
Metro	34.8%	64.5%
Michigan	27.5%	71.8%
Elsewhere	34.4%	65.0%
Undecided	28.6%	71.4%
Michigan	30.2%	69.2%
Non Michigan	25.8%	73.1%
Married	27.6%	72.4%
Not Married	30.2%	68.9%
Children	20.4%	79.6%
No Children	32.5%	66.6%
Urban	35.5%	64.5%
Suburban	31.8%	67.3%
Small Town	20.9%	79.1%
Rural	25.0%	72.8%
White	29.4%	69.9%
Black	35.9%	63.0%

Strong Dem	42.9%	57.1%
Lean Dem	36.8%	61.4%
Independent	35.2%	63.9%
Lean GOP	12.3%	87.7%
Strong GOP	15.3%	84.7%
No Vote	16.4%	82.2%
Male	23.0%	76.4%
Female	36.4%	62.9%
Full	27.9%	72.1%
Part	35.4%	58.3%
Student	39.8%	59.1%
High	7.2%	92.8%
Associate	25.9%	73.3%
Certificate	17.3%	82.7%
College	48.2%	50.6%

23. Your access to good public schools

	SCORE
Out	7.5
Metro	7.5
Michigan	7.9
Elsewhere	6.8
Undecided	7.3
Michigan	7.5
Non Michigan	8.0
Married	8.0
Not Married	7.4
Children	8.2
No Children	7.3
Urban	7.2
Suburban	7.7
Small Town	7.6
Rural	7.7
White	7.3
Black	8.4

Strong Dem	7.7
Lean Dem	7.9
Independent	7.9
Lean GOP	6.5
Strong GOP	7.0
No Vote	7.9
Male	7.2
Female	7.9
Full	7.7
Part	7.0
Student	7.0
High	7.7
Associate	7.7
Certificate	7.5
College	7.4

24. Affordability and availability of higher education or job training

	SCORE
Out	7.7
Metro	8.1
Michigan	7.9
Elsewhere	7.8
Undecided	8.0
Michigan	7.9
Non Michigan	8.2
Married	7.6
Not Married	8.0
Children	8.1
No Children	7.8
Urban	8.1
Suburban	7.8
Small Town	7.7
Rural	7.9
White	7.7
Black	8.9

Strong Dem	8.3
Lean Dem	7.8
Independent	8.3
Lean GOP	7.5
Strong GOP	6.8
No Vote	8.3
Male	7.4
Female	8.4
Full	7.8
Part	7.9
Student	8.3
High	7.9
Associate	8.5
Certificate	7.5
College	7.8

25. Being close to other family members

	SCORE
Out	7.7
Metro	7.5
Michigan	8.2
Elsewhere	6.2
Undecided	7.6
Michigan	7.7
Non Michigan	7.1
Married	8.3
Not Married	7.4
Children	8.0
No Children	7.5
Urban	7.5
Suburban	7.7
Small Town	7.2
Rural	8.4
White	7.7
Black	7.4

Strong Dem	7.4
Lean Dem	7.5
Independent	7.1
Lean GOP	8.1
Strong GOP	8.3
No Vote	7.8
Male	7.4
Female	7.8
Full	7.7
Part	7.3
Student	7.3
High	7.6
Associate	7.5
Certificate	7.7
College	7.7

26. Living among a diverse population including a thriving immigrant community.

	SCORE
Out	6.6
Metro	7.0
Michigan	6.9
Elsewhere	6.6
Undecided	6.8
Michigan	6.8
Non Michigan	7.1
Married	6.4
Not Married	6.9
Children	6.5
No Children	6.9
Urban	7.2
Suburban	6.8
Small Town	6.7
Rural	6.3
White	6.5
Black	7.5

Strong Dem	7.9
Lean Dem	7.2
Independent	7.0
Lean GOP	5.5
Strong GOP	4.8
No Vote	7.0
Male	6.2
Female	7.4
Full	6.7
Part	7.2
Student	7.2
High	6.9
Associate	7.2
Certificate	5.7
College	6.8

27. The cost of housing or rent

	SCORE
Out	8.6
Metro	8.5
Michigan	8.5
Elsewhere	8.6
Undecided	8.6
Michigan	8.5
Non Michigan	8.7
Married	8.5
Not Married	8.6
Children	8.4
No Children	8.6
Urban	8.7
Suburban	8.5
Small Town	8.6
Rural	8.4
White	8.4
Black	9.0

Strong Dem	8.9
Lean Dem	8.7
Independent	8.7
Lean GOP	8.5
Strong GOP	7.5
No Vote	8.9
Male	8.2
Female	9.0
Full	8.5
Part	9.0
Student	8.5
High	8.4
Associate	8.7
Certificate	8.3
College	8.6

28. Low crime rates

	SCORE
Out	8.2
Metro	8.3
Michigan	8.3
Elsewhere	8.0
Undecided	8.5
Michigan	8.3
Non Michigan	8.3
Married	8.8
Not Married	8.1
Children	8.7
No Children	8.1
Urban	8.4
Suburban	8.1
Small Town	8.2
Rural	8.4
White	8.2
Black	8.7

Strong Dem	8.1
Lean Dem	8.0
Independent	8.6
Lean GOP	8.6
Strong GOP	8.2
No Vote	8.5
Male	7.9
Female	8.7
Full	8.2
Part	8.5
Student	8.1
High	8.2
Associate	8.6
Certificate	8.1
College	8.2

29. That the state protects individuals' rights on issues of race, LGBTQ rights, and abortion.

	SCORE
Out	7.2
Metro	8.0
Michigan	7.6
Elsewhere	7.4
Undecided	7.9
Michigan	7.6
Non Michigan	7.5
Married	7.1
Not Married	7.7
Children	7.1
No Children	7.7
Urban	8.3
Suburban	7.4
Small Town	7.7
Rural	6.6
White	7.3
Black	8.3

Strong Dem	9.1
Lean Dem	8.4
Independent	7.8
Lean GOP	6.3
Strong GOP	4.9
No Vote	7.2
Male	6.7
Female	8.6
Full	7.3
Part	8.1
Student	8.4
High	7.4
Associate	8.1
Certificate	6.4
College	7.8

30. The state's weather

	SCORE
Out	6.2
Metro	6.5
Michigan	6.4
Elsewhere	6.1
Undecided	6.3
Michigan	6.3
Non Michigan	6.7
Married	6.6
Not Married	6.3
Children	6.3
No Children	6.3
Urban	6.8
Suburban	6.1
Small Town	6.3
Rural	6.2
White	6.2
Black	7.2

Strong Dem	6.3
Lean Dem	6.0
Independent	6.8
Lean GOP	6.0
Strong GOP	6.3
No Vote	6.3
Male	6.1
Female	6.6
Full	6.4
Part	6.2
Student	6.2
High	6.5
Associate	6.4
Certificate	6.3
College	6.3

31. The state's outdoor recreational opportunities

	SCORE
Out	7.4
Metro	7.4
Michigan	7.5
Elsewhere	7.0
Undecided	7.5
Michigan	7.4
Non Michigan	7.5
Married	7.6
Not Married	7.4
Children	7.7
No Children	7.3
Urban	7.6
Suburban	7.2
Small Town	7.4
Rural	7.7
White	7.3
Black	7.7

Strong Dem	7.1
Lean Dem	7.1
Independent	7.9
Lean GOP	7.2
Strong GOP	7.6
No Vote	7.7
Male	7.5
Female	7.4
Full	7.4
Part	7.0
Student	7.4
High	7.9
Associate	7.6
Certificate	8.2
College	7.0

32. The cultural opportunities like concerts, theatres, bars and restaurants

	SCORE
Out	7.1
Metro	7.5
Michigan	7.3
Elsewhere	7.3
Undecided	7.8
Michigan	7.3
Non Michigan	7.6
Married	6.9
Not Married	7.5
Children	6.9
No Children	7.5
Urban	7.7
Suburban	7.3
Small Town	7.0
Rural	7.2
White	7.1
Black	8.2

Strong Dem	7.5
Lean Dem	7.2
Independent	7.7
Lean GOP	7.1
Strong GOP	6.9
No Vote	7.3
Male	7.1
Female	7.6
Full	7.3
Part	7.2
Student	7.4
High	7.4
Associate	7.6
Certificate	7.1
College	7.2

33. Living around people your age.

	SCORE
Out	5.9
Metro	6.5
Michigan	6.2
Elsewhere	6.1
Undecided	6.6
Michigan	6.1
Non Michigan	6.8
Married	5.4
Not Married	6.5
Children	5.2
No Children	6.5
Urban	6.7
Suburban	6.2
Small Town	5.9
Rural	5.8
White	5.9
Black	7.0

Strong Dem	6.6
Lean Dem	6.6
Independent	6.5
Lean GOP	5.2
Strong GOP	5.7
No Vote	6.1
Male	6.1
Female	6.3
Full	6.1
Part	6.6
Student	6.6
High	6.0
Associate	6.4
Certificate	6.0
College	6.4

34. Good public transportation and walkable communities

	SCORE
Out	6.2
Metro	7.0
Michigan	6.4
Elsewhere	6.9
Undecided	6.6
Michigan	6.5
Non Michigan	7.0
Married	5.7
Not Married	6.8
Children	6.4
No Children	6.6
Urban	7.1
Suburban	6.6
Small Town	6.3
Rural	5.9
White	6.1
Black	8.1

Strong Dem	7.3
Lean Dem	6.8
Independent	7.1
Lean GOP	5.1
Strong GOP	4.5
No Vote	7.6
Male	6.2
Female	6.9
Full	6.3
Part	6.8
Student	8.2
High	7.0
Associate	6.8
Certificate	6.1
College	6.2

36. Let me ask you a couple of specific questions about social issues. Would you say a state's policy on abortion would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND WOULD YOU SAY YOU ARE PRO-LIFE OR WOULD YOU SAY YOU ARE PRO-CHOICE?

	Yes, Pro Choice	Yes, Pro Life	Yes, Undecided	No, Not Important
Out	42.8%	7.9%	0.6%	45.9%
Metro	51.4%	4.6%	3.9%	38.7%
Michigan	44.6%	6.0%	1.6%	45.6%
Elsewhere	52.2%	7.6%	2.5%	36.9%
Undecided	46.4%	5.4%	5.4%	37.5%
Michigan	46.9%	6.2%	2.2%	42.5%
Non Michigan	46.2%	7.5%	1.1%	43.0%
Married	36.6%	12.4%	4.1%	44.8%
Not Married	50.0%	4.4%	1.5%	41.9%
Children	34.0%	6.1%	2.7%	52.4%
No Children	50.9%	6.4%	2.0%	39.4%
Urban	52.3%	5.8%	2.6%	36.1%
Suburban	49.1%	5.6%	2.3%	41.6%
Small Town	48.1%	7.0%	0.8%	42.6%
Rural	31.5%	8.7%	2.2%	55.4%
White	45.6%	6.7%	1.7%	43.9%
Black	52.2%	6.5%	3.3%	35.9%

Strong Dem	74.3%	1.6%	2.1%	21.5%
Lean Dem	71.9%	1.8%	3.5%	22.8%
Independent	42.6%	7.4%	3.7%	45.4%
Lean GOP	19.3%	12.3%	1.8%	63.2%
Strong GOP	9.2%	16.3%	1.0%	70.4%
No Vote	32.9%	2.7%	1.4%	57.5%
Male	33.0%	8.1%	1.6%	55.0%
Female	61.5%	4.5%	2.7%	29.2%
Full	44.2%	7.5%	2.2%	44.7%
Part	54.2%	4.2%	2.1%	37.5%
Student	58.1%	2.2%	2.2%	36.6%
High	45.8%	5.9%	2.6%	42.5%
Associate	43.7%	8.9%	2.2%	43.7%
Certificate	32.7%	5.8%	1.9%	59.6%
College	53.0%	5.5%	2.0%	37.9%

37. Would you say a state's policy on LBGTQ rights would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND WOULD YOU SAY YOU SUPPORT OR OPPOSE LBGTQ RIGHTS LAWS?

	Yes, Support laws	Yes, Oppose laws	Yes, Undecided	No, Not Important
Out	44.0%	3.1%	3.5%	48.7%
Metro	52.1%	5.0%	2.1%	40.1%
Michigan	46.4%	2.8%	2.6%	47.7%
Elsewhere	52.9%	6.4%	2.5%	38.2%
Undecided	42.9%	5.4%	5.4%	42.9%
Michigan	48.5%	3.6%	3.0%	44.1%
Non Michigan	43.0%	6.5%	2.2%	48.4%
Married	37.9%	4.8%	4.8%	51.7%
Not Married	50.9%	3.7%	2.2%	42.5%
Children	32.7%	5.4%	4.8%	55.8%
No Children	52.7%	3.5%	2.2%	41.2%
Urban	58.1%	1.9%	1.3%	36.1%
Suburban	46.3%	6.1%	2.3%	45.3%
Small Town	48.8%	1.6%	3.9%	45.7%
Rural	32.6%	5.4%	5.4%	56.5%
White	48.4%	3.8%	2.4%	44.9%
Black	45.7%	5.4%	2.2%	44.6%

Strong Dem	75.4%	1.6%	1.6%	20.9%
Lean Dem	66.7%	1.8%	3.5%	28.1%
Independent	45.4%	4.6%	3.7%	45.4%
Lean GOP	17.5%	1.8%	5.3%	75.4%
Strong GOP	10.2%	8.2%	2.0%	79.6%
No Vote	37.0%	8.2%	2.7%	49.3%
Male	35.9%	5.2%	3.2%	55.3%
Female	60.5%	2.7%	2.4%	33.3%
Full	44.9%	4.4%	2.9%	47.8%
Part	68.8%	4.2%	4.2%	22.9%
Student	50.5%	3.2%	1.1%	45.2%
High	47.1%	6.5%	3.9%	41.8%
Associate	43.7%	3.7%	3.0%	48.9%
Certificate	34.6%	1.9%	7.7%	55.8%
College	54.2%	3.2%	1.2%	41.1%

38. Would you say a state's policies on racial equality would or would not be important in deciding whether to accept a job in that state?

	Yes, Important	No, Not Important
Out	67.3%	31.1%
Metro	80.5%	18.1%
Michigan	72.8%	25.4%
Elsewhere	74.5%	25.5%
Undecided	75.0%	21.4%
Michigan	73.0%	25.6%
Non Michigan	76.3%	21.5%
Married	68.3%	30.3%
Not Married	75.1%	23.3%
Children	68.7%	29.3%
No Children	75.0%	23.7%
Urban	84.5%	14.8%
Suburban	72.0%	26.6%
Small Town	75.2%	24.8%
Rural	56.5%	38.0%
White	69.5%	28.9%
Black	88.0%	12.0%

Strong Dem	94.2%	5.2%
Lean Dem	87.7%	12.3%
Independent	78.7%	21.3%
Lean GOP	45.6%	50.9%
Strong GOP	36.7%	61.2%
No Vote	71.2%	24.7%
Male	63.4%	34.0%
Female	84.2%	15.5%
Full	70.6%	27.9%
Part	85.4%	10.4%
Student	83.9%	16.1%
High	73.2%	26.1%
Associate	74.8%	22.2%
Certificate	59.6%	38.5%
College	77.1%	22.1%

39. Would you say a state's position on legalizing recreational marijuana would or would not be important in deciding whether to accept a job in that state

	Yes, Important	No, Not Important
Out	39.0%	58.2%
Metro	41.8%	56.7%
Michigan	37.6%	61.1%
Elsewhere	50.3%	47.1%
Undecided	30.4%	62.5%
Michigan	39.8%	57.9%
Non Michigan	44.1%	54.8%
Married	32.4%	66.9%
Not Married	43.0%	54.4%
Children	38.8%	60.5%
No Children	40.9%	56.4%
Urban	45.2%	52.3%
Suburban	40.7%	58.4%
Small Town	38.8%	58.1%
Rural	33.7%	64.1%
White	38.7%	59.2%
Black	38.0%	59.8%

Strong Dem	50.8%	47.1%
Lean Dem	45.6%	54.4%
Independent	39.8%	58.3%
Lean GOP	33.3%	63.2%
Strong GOP	25.5%	73.5%
No Vote	34.2%	60.3%
Male	39.5%	58.9%
Female	41.2%	56.0%
Full	39.8%	58.3%
Part	47.9%	50.0%
Student	34.4%	62.4%
High	47.1%	51.0%
Associate	39.3%	57.8%
Certificate	40.4%	59.6%
College	36.4%	61.7%

40. Would you say a state's policies on gun policy including background checks, red flag laws and safe storage of gun laws would or would not be important in deciding whether to accept a job in that state? IF YES, ASK: AND DO YOU SUPPORT OR OPPOSE THESE GUN LAWS?

	Yes, Support laws	Yes, Oppose laws	Yes, Undecided	No, Not Important
Out	54.7%	11.3%	6.9%	23.3%
Metro	66.3%	11.3%	5.7%	13.5%
Michigan	59.1%	11.4%	6.2%	20.5%
Elsewhere	61.1%	12.7%	6.4%	14.6%
Undecided	64.3%	7.1%	7.1%	17.9%
Michigan	61.2%	10.7%	5.8%	18.5%
Non Michigan	54.8%	15.1%	8.6%	19.4%
Married	49.7%	15.9%	7.6%	24.8%
Not Married	63.4%	9.9%	5.9%	16.7%
Children	55.8%	15.6%	6.1%	19.7%
No Children	61.5%	10.0%	6.4%	18.4%
Urban	62.6%	8.4%	9.0%	16.1%
Suburban	63.6%	10.7%	5.1%	17.8%
Small Town	58.1%	7.8%	7.0%	22.5%
Rural	47.8%	23.9%	4.3%	20.7%
White	56.6%	11.7%	6.4%	22.0%
Black	79.3%	8.7%	4.3%	3.3%

Strong Dem	73.8%	5.8%	6.3%	11.5%
Lean Dem	70.2%	7.0%	5.3%	14.0%
Independent	63.9%	5.6%	6.5%	19.4%
Lean GOP	42.1%	21.1%	1.8%	35.1%
Strong GOP	40.8%	28.6%	7.1%	22.4%
No Vote	47.9%	8.2%	9.6%	23.3%
Male	54.0%	14.6%	6.1%	21.7%
Female	66.7%	7.9%	6.5%	15.5%
Full	55.8%	12.9%	5.8%	22.3%
Part	66.7%	12.5%	6.3%	10.4%
Student	73.1%	7.5%	7.5%	9.7%
High	60.8%	9.8%	8.5%	15.7%
Associate	61.0%	10.4%	8.1%	17.0%
Certificate	55.8%	21.2%	1.9%	19.2%
College	60.5%	10.3%	4.7%	21.3%

41. Would you say Michigan's weather is or is not a reason to move elsewhere?

	Is	Is Not	Depends
Out	23.9%	72.9%	4.1%
Metro	23.4%	73.0%	3.5%
Michigan	16.6%	79.5%	3.9%
Elsewhere	40.1%	56.7%	3.2%
Undecided	26.8%	67.9%	5.4%
Michigan	23.7%	72.8%	3.6%
Non Michigan	24.7%	69.9%	5.4%
Married	21.4%	75.9%	2.8%
Not Married	24.4%	71.4%	4.2%
Children	19.0%	78.9%	2.0%
No Children	25.2%	70.4%	4.4%
Urban	22.6%	74.2%	3.2%
Suburban	22.0%	74.3%	3.7%
Small Town	29.5%	65.1%	5.4%
Rural	22.8%	75.0%	2.2%
White	21.2%	74.0%	4.8%
Black	29.3%	68.5%	2.2%

Strong Dem	24.1%	71.2%	4.7%
Lean Dem	28.1%	70.2%	1.8%
Independent	22.2%	74.1%	3.7%
Lean GOP	19.3%	73.7%	7.0%
Strong GOP	22.4%	75.5%	2.0%
No Vote	30.1%	65.8%	4.1%
Male	24.6%	71.8%	3.6%
Female	22.7%	73.2%	4.1%
Full	24.0%	71.8%	4.1%
Part	20.8%	72.9%	6.3%
Student	29.0%	68.8%	2.2%
High	17.6%	77.78%	4.6%
Associate	27.4%	70.4%	2.2%
Certificate	21.2%	73.1%	5.8%
College	26.5%	69.6%	4.0%

42. Would you say you are or are not worried about moving to a location that is currently being affected by climate change including extreme heat or more extreme weather? IF WORRIED, ASK: WOULD THAT BE VERY WORRIED OR JUST SOMEWHAT WORRIED?

	Very Worried	Somewhat Worried	Not Worried	Undecided
Out	18.0%	34.8%	44.9%	2.2%
Metro	31.6%	36.8%	31.6%	0.0%
Michigan	26.6%	31.6%	40.5%	1.3%
Elsewhere	25.0%	39.7%	35.3%	0.0%
Undecided	11.1%	38.9%	44.4%	5.6%
Michigan	24.8%	37.2%	37.2%	0.7%
Non Michigan	21.4%	28.6%	46.4%	3.6%
Married	17.1%	31.4%	48.6%	2.9%
Not Married	26.2%	36.9%	36.2%	0.8%
Children	19.4%	41.9%	35.5%	3.2%
No Children	25.4%	34.3%	39.6%	0.7%
Urban	32.5%	27.5%	40.0%	0.0%
Suburban	21.8%	36.4%	40.0%	1.8%
Small Town	20.0%	40.0%	40.0%	0.0%
Rural	26.1%	39.1%	30.4%	4.3%
White	20.2%	36.7%	42.2%	0.9%
Black	37.9%	37.9%	24.1%	0.0%

Strong Dem	47.3%	40.0%	12.7%	0.0%
Lean Dem	11.8%	41.2%	47.1%	0.0%
Independent	21.4%	35.7%	42.9%	0.0%
Lean GOP	0.0%	26.7%	66.7%	6.7%
Strong GOP	12.5%	20.8%	66.7%	0.0%
No Vote	12.0%	44.0%	44.0%	0.0%
Male	19.5%	32.2%	46.0%	2.3%
Female	29.5%	39.7%	30.8%	0.0%
Full	25.0%	31.9%	42.2%	0.9%
Part	15.4%	46.2%	30.8%	7.7%
Student	20.7%	48.3%	31.0%	0.0%
High	11.8%	44.1%	44.1%	0.0%
Associate	25.0%	37.5%	35.0%	2.5%
Certificate	14.3%	28.6%	50.0%	7.1%
College	31.2%	32.5%	36.4%	0.0%

43. Would you say that Michigan’s abundance of fresh water would or would not influence your decision to move given the increased scarcity of water in other parts of the country due to climate change?

	Would Influence	Would Not Influence
Out	62.9%	33.7%
Metro	63.2%	34.2%
Michigan	62.0%	35.4%
Elsewhere	61.8%	35.3%
Undecided	72.2%	22.2%
Michigan	67.2%	30.7%
Non Michigan	42.9%	50.0%
Married	62.9%	37.1%
Not Married	63.1%	33.1%
Children	58.1%	41.9%
No Children	64.2%	32.1%
Urban	72.5%	22.5%
Suburban	65.5%	32.7%
Small Town	57.8%	40.0%
Rural	56.5%	39.1%
White	65.1%	33.0%
Black	55.2%	37.9%

Strong Dem	70.9%	27.3%
Lean Dem	76.5%	23.5%
Independent	57.1%	35.7%
Lean GOP	40.0%	53.3%
Strong GOP	58.3%	41.7%
No Vote	60.0%	36.0%
Male	58.6%	37.9%
Female	67.9%	29.5%
Full	64.7%	33.6%
Part	61.5%	30.8%
Student	58.6%	34.5%
High	55.9%	41.2%
Associate	62.5%	32.5%
Certificate	64.3%	35.7%
College	66.2%	31.2%

44. If there is one thing you could do to make Michigan a better place for you to live and work, what would it be?

	Housing	Roads	Transit	Wages	Jobs	DK/Nothing
Out	6.3%	12.3%	2.2%	6.0%	4.7%	31.8%
Metro	5.3%	7.1%	4.6%	7.8%	5.0%	25.5%
Michigan	6.5%	11.1%	3.6%	7.3%	4.1%	28.0%
Elsewhere	4.5%	6.4%	3.8%	7.6%	8.3%	31.8%
Undecided	3.6%	10.7%	0.0%	1.8%	0.0%	26.8%
Michigan	6.0%	10.1%	3.6%	6.6%	4.2%	28.2%
Non Michigan	5.4%	8.6%	2.2%	6.5%	8.6%	33.3%
Married	6.2%	7.6%	2.1%	9.0%	3.4%	29.7%
Not Married	5.7%	10.6%	3.7%	6.2%	5.3%	28.6%
Children	4.8%	7.5%	0.0%	8.8%	4.8%	26.5%
No Children	6.2%	10.6%	4.4%	6.2%	4.9%	29.6%
Urban	6.5%	11.0%	3.9%	10.3%	3.9%	29.0%
Suburban	2.8%	11.2%	4.2%	5.1%	5.1%	26.6%
Small Town	7.0%	10.1%	2.3%	4.7%	4.7%	31.8%
Rural	10.9%	5.4%	2.2%	8.7%	4.3%	29.3%
White	6.0%	9.8%	3.8%	5.0%	5.0%	30.3%
Black	4.3%	7.6%	1.1%	17.4%	4.3%	25.0%

Strong Dem	7.9%	8.9%	5.8%	7.9%	4.7%	26.2%	
Lean Dem	7.0%	8.8%	8.8%	7.0%	7.0%	28.1%	
Independent	6.5%	12.0%	1.9%	7.4%	3.7%	27.8%	
Lean GOP	3.5%	12.3%	0.0%	8.8%	3.5%	26.3%	
Strong GOP	2.0%	9.2%	0.0%	3.1%	4.1%	37.8%	8.2% Political change
No Vote	5.5%	11.0%	2.7%	8.2%	5.5%	27.4%	
Male	3.2%	12.9%	3.2%	5.8%	6.1%	28.8%	
Female	8.6%	6.5%	3.4%	7.9%	3.4%	28.9%	
Full	6.3%	8.5%	2.7%	7.0%	4.6%	30.3%	
Part	4.2%	6.3%	10.4%	2.1%	4.2%	33.3%	
Student	3.2%	18.3%	3.2%	7.5%	3.2%	25.8%	
High	7.2%	12.4%	2.0%	7.8%	3.9%	24.8%	5.2% Lower taxation
Associate	5.2%	6.7%	1.5%	12.6%	3.0%	29.6%	
Certificate	9.6%	15.4%	0.0%	5.8%	5.8%	21.2%	7.7% Lower gas prices
College	4.7%	9.1%	5.9%	3.2%	6.3%	32.4%	

45. What would you say is Michigan's biggest advantage that would get you to stay here?

	Family	Great Lakes	Beauty/Wildlife	Work/Jobs
Out	14.8%	18.6%	10.7%	4.1%
Metro	17.0%	12.8%	6.4%	7.1%
Michigan	16.6%	15.5%	8.3%	6.5%
Elsewhere	12.7%	16.6%	10.2%	4.5%
Undecided	19.6%	16.1%	7.1%	1.8%
Michigan	16.9%	16.5%	8.5%	6.0%
Non Michigan	10.8%	12.9%	9.7%	3.2%
Married	26.2%	13.1%	8.3%	3.4%
Not Married	12.6%	16.7%	8.8%	6.2%
Children	24.5%	12.2%	8.8%	6.8%
No Children	13.1%	17.0%	8.6%	5.1%
Urban	15.5%	16.1%	8.4%	5.2%
Suburban	18.7%	17.3%	6.5%	6.1%
Small Town	14.0%	17.1%	12.4%	3.9%
Rural	14.1%	10.9%	9.8%	6.5%
White	17.2%	17.2%	9.3%	5.3%
Black	10.9%	12.0%	2.2%	7.6%

Strong Dem	15.7%	12.6%	7.3%	4.7%	
Lean Dem	14.0%	15.8%	7.0%	7.0%	
Independent	14.8%	15.7%	9.3%	6.5%	
Lean GOP	19.3%	24.6%	8.8%	12.3%	
Strong GOP	18.4%	13.3%	11.2%	3.1%	
No Vote	15.1%	21.9%	11.0%	4.1%	
Male	13.9%	16.5%	7.8%	5.5%	
Female	17.9%	15.1%	9.6%	5.5%	
Full	14.8%	17.0%	9.7%	5.1%	
Part	16.7%	18.8%	6.3%	6.3%	6.3%. Equal Rights for everyone
Student	11.8%	16.1%	8.6%	3.2%	5.4% Affordable Housing/ 5.4% Cost of living
High	14.4%	13.1%	3.3%	8.5%	
Associate	17.0%	14.1%	9.6%	5.9%	
Certificate	5.8%	21.2%	19.2%	9.6%	
College	18.2%	17.8%	9.5%	2.8%	

46. What would you say is Michigan's biggest challenge that might get you to leave?

	Cold	Weather	Roads	Political Climate	Housing	Crime/Drugs	
Out	9.4%	5.0%	4.4%	5.7%	3.1%	2.5%	
Metro	4.3%	5.7%	6.0%	3.2%	3.9%	5.0%	
Michigan	6.0%	3.9%	6.7%	4.7%	4.4%	3.4%	
Elsewhere	8.3%	8.3%	2.5%	3.8%	2.5%	4.5%	4.5% . Costs, No jobs, Bored
Undecided	10.7%	7.1%	1.8%	5.4%	0.0%	3.6%	7.1% No Jobs, Better Jobs
Michigan	7.6%	4.4%	5.0%	4.8%	3.4%	4.0%	
Non Michigan	4.3%	10.8%	6.5%	3.2%	4.3%	2.2%	
Married	10.3%	3.4%	4.8%	6.2%	2.8%	3.4%	
Not Married	5.9%	5.9%	5.3%	4.0%	3.7%	3.7%	
Children	7.5%	2.7%	4.8%	6.8%	3.4%	4.8%	
No Children	6.9%	6.2%	5.3%	3.8%	3.5%	3.3%	
Urban	5.2%	8.4%	5.8%	4.5%	3.2%	5.2%	
Suburban	6.5%	4.7%	5.6%	4.2%	3.3%	2.3%	
Small Town	11.6%	6.2%	4.7%	3.1%	4.7%	4.7%	
Rural	5.4%	1.1%	4.3%	7.6%	2.2%	3.3%	
White	7.6%	4.8%	4.5%	4.5%	3.3%	3.3%	3.6% Costs
Black	7.6%	7.6%	4.3%	1.1%	1.1%	6.5%	6.5% No Jobs/5.4% Better

Strong Dem	6.3%	5.8%	4.2%	2.1%	3.1%	3.1%	5.2% No Jobs/ 5.2% Better Job
Lean Dem	10.5%	3.5%	8.8%	3.5%	7.0%	3.5%	
Independent	5.6%	5.6%	3.7%	5.6%	3.7%	4.6%	
Lean GOP	1.8%	5.3%	7.0%	5.3%	3.5%	3.5%	
Strong GOP	9.2%	4.1%	6.1%	7.1%	2.0%	4.1%	7.1% Governor/ 6.1% Dems
No Vote	11.0%	8.2%	4.1%	4.1%	4.1%	4.1%	
Male	5.5%	6.8%	6.1%	6.5%	2.3%	3.9%	
Female	8.6%	3.8%	4.1%	2.4%	4.8%	3.4%	
Full	8.7%	4.1%	5.3%	5.6%	2.9%	3.4%	
Part	0.0%	6.3%	6.3%	2.1%	4.2%	8.3%	6.3% No jobs here
Student	4.3%	10.8%	3.2%	3.2%	4.3%	3.2%	
High	9.8%	2.6%	3.9%	4.6%	5.2%	5.2%	
Associate	8.1%	8.1%	6.7%	5.2%	5.2%	4.4%	
Certificate	9.6%	1.9%	7.7%	9.6%	5.8%	1.9%	
College	4.3%	6.3%	4.7%	3.2%	1.2%	2.8%	5.1% Bo jobs here

APPENDIX A: QUESTION 7

And why specifically do you think you will be leaving Michigan?

	Number	Percent
It's freezing.	1	0.6 %
To see new areas.	1	0.6 %
I want something new.	1	0.6 %
Transfer from my job.	1	0.6 %
There's no money in Northern Michigan.	1	0.6 %
Taxation.	1	0.6 %
I've always wanted to live in the Carolinas.	1	0.6 %
For financial reasons.	1	0.6 %
I want to travel and see other places.	1	0.6 %
To travel.	1	0.6 %
To be closer to friends.	1	0.6 %
Career choice.	1	0.6 %
Different scenery.	1	0.6 %
I'm not from here.	1	0.6 %
Don't know.	2	1.3 %
Bad economy in America.	1	0.6 %
Cost of living.	1	0.6 %
Something new.	1	0.6 %
I have interests with people out of the state.	1	0.6 %
I don't like winter.	1	0.6 %
I just want to see something new.	1	0.6 %
Bad people.	1	0.6 %
The weather.	2	1.3 %
I want to live outside the country.	1	0.6 %
Weather.	6	3.8 %
Career path.	1	0.6 %
Issues with court.	1	0.6 %
Lack of jobs.	1	0.6 %
Bad weather.	1	0.6 %

For jobs.	1	0.6 %
So I can go back to my home town.	1	0.6 %
I work as a travel nurse.	1	0.6 %
I plan to leave the country if I can afford it, for free health care.	1	0.6 %
More jobs elsewhere.	1	0.6 %
I'm interested in the humanities like social policies and politics.	1	0.6 %
The US has run its course.	1	0.6 %
I want a bigger city with more opportunities.	1	0.6 %
Graduate school.	1	0.6 %
Taxes.	1	0.6 %
Better opportunity.	1	0.6 %
The lack of sunshine.	1	0.6 %
More opportunities.	2	1.3 %
I've been here all my life.	1	0.6 %
My husband's job.	1	0.6 %
Jobs are limited.	1	0.6 %
Mom's got cancer, life is too short.	1	0.6 %
I don't want to live here.	1	0.6 %
Deer hunting regulations.	1	0.6 %
Wanting to travel.	1	0.6 %
I've been here my whole life.	1	0.6 %
It's too cold.	2	1.3 %
For a tech job.	1	0.6 %
Family.	3	1.9 %
I want to be down south.	1	0.6 %
Prices are raising.	1	0.6 %
Sitting Democrats in office.	1	0.6 %
Blindness opportunities.	1	0.6 %
To leave the USA altogether.	1	0.6 %
Cold weather.	1	0.6 %
Better jobs.	1	0.6 %

Bad roads.	1	0.6 %
I hate snow.	1	0.6 %
My friend needs a roommate.	1	0.6 %
I don't like Michigan.	1	0.6 %
Politically I don't think we're doing great.	1	0.6 %
I don't like the industry.	1	0.6 %
People aren't nice here.	1	0.6 %
I have a desire to travel.	1	0.6 %
My mom is a traveling nurse.	1	0.6 %
For better job opportunities.	1	0.6 %
Don't like the water crisis.	1	0.6 %
Job opportunities.	3	1.9 %
Jobs are on the west coast.	1	0.6 %
I will be leaving for work.	1	0.6 %
A little too temperate, I don't like the weather.	1	0.6 %
A new job.	1	0.6 %
I love the ocean.	1	0.6 %
The job I'm studying for doesn't have a lot of opportunities in Michigan.	1	0.6 %
To see other places.	1	0.6 %
Opportunities.	1	0.6 %
Gun laws.	1	0.6 %
Democrats are in control.	1	0.6 %
Cost of living is too high.	1	0.6 %
My particular industry.	1	0.6 %
For better weather.	1	0.6 %
Industry reasons.	1	0.6 %
Climate.	1	0.6 %
Work related.	1	0.6 %
Economy is too sales focused.	1	0.6 %
My job goes to other states.	1	0.6 %
Change of scenery.	2	1.3 %
I don't like snow.	1	0.6 %

To branch out at 29 years old.	1	0.6 %
The roads and road work.	1	0.6 %
Democrats and their ridiculous laws.	1	0.6 %
Greater opportunities elsewhere.	1	0.6 %
I've been here most of my life, it's time for a change of scenery.	1	0.6 %
Car insurance is too high.	1	0.6 %
Expand my horizons.	1	0.6 %
I hate Michigan.	1	0.6 %
Advanced health care has no future in Michigan.	1	0.6 %
The cost of living.	1	0.6 %
The hazy weather.	1	0.6 %
Job prospects.	1	0.6 %
There's no big places outside of Detroit.	1	0.6 %
It depends on economic opportunities.	1	0.6 %
Nature.	1	0.6 %
Because of work.	1	0.6 %
Actor.	1	0.6 %
Lack of work.	1	0.6 %
It's cold and I have the winters here.	1	0.6 %
It's boring.	1	0.6 %
For something different.	1	0.6 %
To do something new.	1	0.6 %
The snow.	1	0.6 %
Family matters.	1	0.6 %
New scenery.	2	1.3 %
I'm just ready for a change.	1	0.6 %
Cold.	1	0.6 %
I'm graduating soon and looking for post graduate schools.	1	0.6 %
To see new things.	2	1.3 %
State taxes.	1	0.6 %
The world is big.	1	0.6 %

Different jobs.	1	0.6 %
I've lived here too long.	1	0.6 %
Democrats.	1	0.6 %
Trust issues with people here.	1	0.6 %
I can't afford the cost of rent.	1	0.6 %
To see the world.	1	0.6 %
To see new places.	1	0.6 %
I want to travel.	1	0.6 %
Jobs aren't in the state.	1	0.6 %
Job market.	1	0.6 %
I will likely go to another school, after I graduate, outside of the state.	1	0.6 %
Try something new.	1	0.6 %
More leaving the country.	1	0.6 %
I want to be a traveling nurse.	1	0.6 %
American health care.	1	0.6 %
I don't like the governor.	1	0.6 %
Just change in lifestyle.	1	0.6 %
<u>Politics.</u>	1	0.6 %

APPENDIX B: QUESTION 8

And where do you think you will be living

<u>instead of Michigan?</u>	<u>Number</u>	<u>Percent</u>
North Carolina.	7	4.5 %
Don't know.	31	19.7 %
Mexico.	1	0.6 %
Refused.	1	0.6 %
Europe.	1	0.6 %
Nowhere specific, I live in a van.	1	0.6 %
Texas.	9	5.7 %
Illinois.	1	0.6 %
Out of country.	1	0.6 %
Georgia.	3	1.9 %
New Jersey.	1	0.6 %
Honduras.	1	0.6 %
Philippines.	1	0.6 %
Colorado.	6	3.8 %
Florida.	9	5.7 %
Washington.	1	0.6 %
Somewhere South.	1	0.6 %
Central America.	1	0.6 %
Tennessee.	8	5.1 %
South Carolina.	6	3.8 %
Indiana.	2	1.3 %
Canada.	2	1.3 %
Wherever my job takes me.	1	0.6 %
Philadelphia, Pennsylvania.	1	0.6 %
Alaska.	1	0.6 %
California.	7	4.5 %
Atlanta Georgia.	1	0.6 %
Iowa.	2	1.3 %
A warmer climate.	1	0.6 %

Vermont.	1	0.6 %
Wyoming.	1	0.6 %
Kentucky.	2	1.3 %
Scotland.	1	0.6 %
Arizona.	6	3.8 %
Further south.	1	0.6 %
Nashville.	1	0.6 %
West Virginia.	1	0.6 %
Alabama.	2	1.3 %
Virginia.	2	1.3 %
Italy.	1	0.6 %
Ohio.	2	1.3 %
Oregon.	1	0.6 %
New York.	3	1.9 %
Out west.	1	0.6 %
Nowhere specific.	1	0.6 %
Indonesia.	1	0.6 %
Probably still in the Midwest but a bigger more populated area.	1	0.6 %
South.	1	0.6 %
Washington DC.	1	0.6 %
Boston, Massachusetts.	1	0.6 %
New York City.	1	0.6 %
New York, New York.	1	0.6 %
Atlanta.	1	0.6 %
Mississippi.	1	0.6 %
Houston Texas.	1	0.6 %
Somewhere south.	1	0.6 %
Chicago.	2	1.3 %
Houston, Texas.	1	0.6 %
Spain.	1	0.6 %
Germany.	1	0.6 %
Utah.	1	0.6 %

Boston.	1	0.6 %
Seattle.	1	0.6 %
France.	1	0.6 %
<u>Outside of the country.</u>	<u>1</u>	<u>0.6 %</u>

APPENDIX C: QUESTION 9

And why are you unsure about whether you
will be in Michigan?

	Number	Percent
My field.	1	1.8 %
I have yet to travel more.	1	1.8 %
10 years is a long time away.	1	1.8 %
You never know.	1	1.8 %
My career could change.	1	1.8 %
Other countries seem to have higher expectations for quality of life.	1	1.8 %
I'm going to be a traveling nurse.	1	1.8 %
I can't predict the future.	2	3.6 %
To experience something new.	1	1.8 %
There's so much to explore outside of Michigan, I don't like staying in the same place for too long.	1	1.8 %
I'm just not sure yet.	1	1.8 %
I'm in school.	1	1.8 %
I have family in Texas.	1	1.8 %
I like to travel.	1	1.8 %
It depends on where I get a job.	1	1.8 %
I have a boyfriend from California.	1	1.8 %
Family issues.	2	3.6 %
Career move.	1	1.8 %
I'm unsure about tomorrow.	1	1.8 %
I don't know where football will take me.	1	1.8 %
Refused.	1	1.8 %
Economics.	1	1.8 %
It depends on how I feel in 10 years.	1	1.8 %
It just depends on my job.	1	1.8 %
I'm still in school.	1	1.8 %
It depends on work.	1	1.8 %

My family might move.	1	1.8 %
Too much unknown in politics.	1	1.8 %
Family.	1	1.8 %
Depends on the economy here.	1	1.8 %
I don't look that far into the future.	1	1.8 %
Good school.	1	1.8 %
I'm not a big fan of the cold and would maybe move somewhere warmer.	1	1.8 %
I don't know if I'll stay in my chosen career.	1	1.8 %
I'm still young-ish.	1	1.8 %
I'm going to school and have no idea where it'll take me.	1	1.8 %
My sister moved back to Ohio where we're from, I might move back too.	1	1.8 %
10 years is too long away.	1	1.8 %
Don't know.	1	1.8 %
There's more to explore in the world.	1	1.8 %
It's too far away.	1	1.8 %
Better opportunities.	1	1.8 %
Change of pace now.	1	1.8 %
Situations in between weather.	1	1.8 %
Entertainment industry.	1	1.8 %
Opportunities come and go.	1	1.8 %
Winters.	1	1.8 %
I got my commercial drivers license and have been applying for jobs in other states.	1	1.8 %
Work.	1	1.8 %
Job opportunities.	1	1.8 %
Depending on my job.	1	1.8 %
I plan to go to a veterinary 7 year program so who knows where I'll be.	1	1.8 %
Who knows what life will bring.	1	1.8 %
Prices going up.	1	1.8 %

APPENDIX D: QUESTION 9

AND WHY DO YOU THINK MICHIGAN
OFFERS LESS ECONOMIC
OPPORTUNITY THAN OTHER STATES?

	Number	Percent
It's too expensive.	1	1.1 %
Not much opportunity with too many small towns.	1	1.1 %
They typically give the good jobs to males.	1	1.1 %
Don't know.	5	5.6 %
The geography doesn't allowed trade.	1	1.1 %
Various factors like lack of job diversity.	1	1.1 %
High insurance.	1	1.1 %
How the state is designed, the lakes and everything about highway 10, there's only one way in or out.	1	1.1 %
No good jobs.	1	1.1 %
The cost of living vs low wages.	1	1.1 %
There are bigger populations elsewhere.	1	1.1 %
It's based on the size.	1	1.1 %
Taxes.	2	2.2 %
I'm a biology major and there's more opportunities for research down south.	1	1.1 %
Legislation changes impacted my business.	1	1.1 %
Too much travel to work.	1	1.1 %
No big businesses.	1	1.1 %
I work in Indiana but live in Michigan.	1	1.1 %
The business tax rate is high.	1	1.1 %
I don't think there's enough interest or jobs outside of medical and automotive.	1	1.1 %
The job openings are few for my career path, Zoology.	1	1.1 %
The cost of living is disproportionate to wages.	1	1.1 %
Too much government control.	1	1.1 %
It's hard to find a good job in the area.	1	1.1 %
There are few jobs.	1	1.1 %

Taxes are higher in Michigan.	1	1.1 %
I don't see a lot of opportunity after I graduate to find a job without moving.	1	1.1 %
Pay and benefits aren't as good here.	1	1.1 %
Our bureaucracy is corrupt.	1	1.1 %
Most jobs have moved from the country.	1	1.1 %
They pay less than other surrounding states.	1	1.1 %
It's hard to find people who actually want to work.	1	1.1 %
My field is fire arms and there are state that outperform Michigan in the quality and quantity available.	1	1.1 %
The pandemic put a toll on us and we haven't fully recovered.	1	1.1 %
We don't have a welcoming vibe.	1	1.1 %
Because of my job.	1	1.1 %
Not enough different businesses.	1	1.1 %
Not hiring for veterinary medicine.	1	1.1 %
Blindness assistance here isn't what it needs to be.	1	1.1 %
Michigan work is outsourced.	1	1.1 %
Not enough businesses.	1	1.1 %
Wages.	1	1.1 %
We don't have a lot of government contracts.	1	1.1 %
Whitmer is awful.	1	1.1 %
I did more work in Florida.	1	1.1 %
The city I'm in is really poor area so it's hard to get a good job.	1	1.1 %
Family in Arizona says it's better.	1	1.1 %
The cost of living.	1	1.1 %
Industries are leaving.	1	1.1 %
Blowing the budget.	1	1.1 %
Just my personal thoughts.	1	1.1 %
More displaced workers, people are having difficulty finding work out of college.	1	1.1 %
I don't think they've developed enough industries.	1	1.1 %

Nursing jobs are scarce.	1	1.1 %
The economy.	1	1.1 %
Other states offer better choices.	1	1.1 %
Less job availability in high wage areas.	1	1.1 %
The housing market and rent are out of control so it's harder to save money here than in some other states.	1	1.1 %
I went to college and couldn't get a job here.	1	1.1 %
Things are overpriced.	1	1.1 %
Refused.	1	1.1 %
People I know that have moved.	1	1.1 %
No tax breaks for film makers.	1	1.1 %
It's automotive.	1	1.1 %
Higher taxes.	1	1.1 %
Not enough theaters, I'm an actor.	1	1.1 %
Work options.	1	1.1 %
We're getting there like other states, slowly.	1	1.1 %
It's hard to find jobs.	1	1.1 %
Cost of living.	1	1.1 %
I haven't come across a lot of good opportunities here in Michigan.	1	1.1 %
I have to look at jobs in my field of work in other states.	1	1.1 %
More work opportunities elsewhere.	1	1.1 %
Democrats.	1	1.1 %
People here are cheap and don't like spending money.	1	1.1 %
Less tech opportunities.	1	1.1 %
Housing costs.	1	1.1 %
Types of industry are limited.	1	1.1 %
Teacher salaries are low here.	1	1.1 %
Compared with other states there is more education elsewhere.	1	1.1 %
Fewer industries.	1	1.1 %
Less medical opportunities.	1	1.1 %
In my path there's a higher salary elsewhere.	1	1.1 %

Interest rates are too high.	1	1.1 %
<u>Not as busy of a state.</u>	<u>1</u>	<u>1.1 %</u>

APPENDIX E: QUESTION 12

AND WHY WOULD YOU CHOOSE
TEXAS?

	Number	Percent
Don't know.	2	1.9 %
The land of the free.	1	1.0 %
Weather.	6	5.7 %
Very good football.	1	1.0 %
Belief systems there.	1	1.0 %
Everything is bigger in Texas.	1	1.0 %
I'm tired of cold winters.	1	1.0 %
Political reasons.	1	1.0 %
I have family there.	2	1.9 %
Texas is always somewhere I've wanted to travel to.	1	1.0 %
There aren't such strict regulations on teachers.	1	1.0 %
It's a lot warmer.	1	1.0 %
The weather for sure.	1	1.0 %
The housing is better.	1	1.0 %
It's warmer.	1	1.0 %
It's warmer than Michigan.	1	1.0 %
Warm climate.	1	1.0 %
Cheaper house.	1	1.0 %
Cheaper cost of living.	1	1.0 %
Economic growth.	1	1.0 %
Good weather.	1	1.0 %
It's hot and I don't like the cold.	1	1.0 %
I'm comfortable with the direction they're headed politically.	1	1.0 %
No income tax means a lower cost of living.	1	1.0 %
I'd just like to be there.	1	1.0 %
Lots of work there.	1	1.0 %
I heard Austin has a good social an night life.	1	1.0 %

My time has run its course in Michigan.	1	1.0 %
I like the heat.	1	1.0 %
They're fair.	1	1.0 %
No state income tax.	3	2.9 %
A lot of opportunities booming in the past years.	1	1.0 %
Weather is nicer.	1	1.0 %
Culture.	1	1.0 %
They aren't liberal there.	1	1.0 %
There's no state income tax in Texas.	1	1.0 %
Better economic growth.	1	1.0 %
I'm tired of snow.	1	1.0 %
Better weather.	4	3.8 %
My sister lives there.	1	1.0 %
Hot weather.	1	1.0 %
They don't get snow.	1	1.0 %
Cost of living is lower.	1	1.0 %
They're more supportive.	1	1.0 %
It's a different place.	1	1.0 %
More opportunity.	1	1.0 %
Just to get out of Michigan.	1	1.0 %
Warmer.	1	1.0 %
It's bigger in Texas.	1	1.0 %
I like the atmosphere there.	1	1.0 %
It's warm down there.	1	1.0 %
Great job opportunities.	1	1.0 %
Cheaper land.	1	1.0 %
Bigger.	1	1.0 %
Family.	1	1.0 %
New opportunities.	1	1.0 %
Property prices.	1	1.0 %
Better real estate and land.	1	1.0 %
Lower taxes.	1	1.0 %
I've never been there and would like to see it.	1	1.0 %

Better food.	1	1.0 %
Nicer weather.	2	1.9 %
The warm weather.	1	1.0 %
No state taxes so cost of living is generally cheaper.	1	1.0 %
Income is worth more there.	1	1.0 %
Constitutional carry.	1	1.0 %
It's warm all year.	1	1.0 %
It's a conservative state.	1	1.0 %
Taxes.	1	1.0 %
Economically they're doing better than Michigan.	1	1.0 %
Change of scenery.	1	1.0 %
Get out of city politics.	1	1.0 %
Cheaper living.	2	1.9 %
To experience change.	1	1.0 %
I know people that lived there.	1	1.0 %
Texas has a better run government.	1	1.0 %
Better cost of living.	1	1.0 %
It's hot and I like it.	1	1.0 %
Better environment.	1	1.0 %
The laws are better in Texas.	1	1.0 %
New scenery and something different.	1	1.0 %
Half of my friends are there.	1	1.0 %
I liked the atmosphere when I visited.	1	1.0 %
For something different.	1	1.0 %
The weather.	1	1.0 %
Nice weather.	1	1.0 %
It's more conservative.	1	1.0 %
My family.	1	1.0 %
It has a low cost of living.	1	1.0 %
No state taxes.	1	1.0 %
<u>Texas has their head on straight.</u>	<u>1</u>	<u>1.0 %</u>

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
Don't know.	1	7.7 %
Benefits like health coverage for my kids.	1	7.7 %
It depends on the cost of living.	1	7.7 %
The climate in Texas.	1	7.7 %
Austin is up and coming for art but I don't like the rest of it.	1	7.7 %
What the job was.	1	7.7 %
Taxes.	1	7.7 %
What part of Texas.	2	15.4 %
Weather.	1	7.7 %
On if Texas was too humid.	1	7.7 %
I'd have to go there and feel comfortable there before moving.	1	7.7 %
My health.	1	7.7 %

APPENDIX F: QUESTION 13

AND WHY WOULD YOU CHOOSE

California?	Number	Percent
I surf and there's no waves in Michigan.	1	1.7 %
It's very beautiful.	1	1.7 %
I'm from the west coast.	1	1.7 %
The warm weather.	1	1.7 %
The different places in California.	1	1.7 %
Don't know.	1	1.7 %
I came from California to Michigan.	1	1.7 %
Weather.	2	3.4 %
The weather.	7	11.9 %
I'm LGBTQ.	1	1.7 %
It's hot.	1	1.7 %
The ocean.	1	1.7 %
The opportunity to try something new.	1	1.7 %
Better opportunity.	1	1.7 %
Diverse living.	1	1.7 %
I've always wanted to go.	1	1.7 %
Better winter climate.	1	1.7 %
I've always wanted to go there.	1	1.7 %
Better weather.	1	1.7 %
I used to live in California.	1	1.7 %
For a tech job.	1	1.7 %
Temperate weather.	1	1.7 %
New opportunity for a new life.	1	1.7 %
Better weed.	1	1.7 %
The cities are bigger, more stuff to do.	1	1.7 %
It's easier to ramp up my career.	1	1.7 %
The weather and sun.	1	1.7 %
Nicer weather.	1	1.7 %
A lot of opportunities.	1	1.7 %

The scenery.	1	1.7 %
I liked it when I went before.	1	1.7 %
Place where dreams come true.	1	1.7 %
Nice weather.	1	1.7 %
Great weather.	1	1.7 %
Beaches.	1	1.7 %
To experience a new setting.	1	1.7 %
I hate snow.	1	1.7 %
The actor's strike would be a factor.	1	1.7 %
For a change.	1	1.7 %
I lived there before.	1	1.7 %
A different experience.	1	1.7 %
Good paying jobs.	1	1.7 %
Healthier life styles.	1	1.7 %
I was born there.	1	1.7 %
I may be able to make for money in my field there.	1	1.7 %
It would be nice to be by the ocean.	1	1.7 %
It's just nicer.	1	1.7 %
I like the major cities.	1	1.7 %
More fun.	1	1.7 %
Beautiful weather.	1	1.7 %
My family stays there.	1	1.7 %
<u>People care about my race more.</u>	<u>1</u>	<u>1.7 %</u>

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
Don't know.	1	16.7 %
I'd have to make more money.	1	16.7 %
The cost of living is a lot higher in California.	1	16.7 %
If they paid travel expenses.	1	16.7 %
The people.	1	16.7 %
<u>They're both awfully run by the Democrats.</u>	<u>1</u>	<u>16.7 %</u>

APPENDIX G: QUESTION 14

<u>AND WHY WOULD YOU CHOOSE Chicago</u>	<u>Number</u>	<u>Percent</u>
The bigger city.	1	1.5 %
More opportunities.	1	1.5 %
Seems like there's more going on in bigger city life.	1	1.5 %
Don't know.	2	2.9 %
More employment in my career path.	1	1.5 %
I like big cities.	1	1.5 %
Like the big city.	1	1.5 %
I like what the city had to offer in food and culture.	1	1.5 %
I'm more of a city person.	1	1.5 %
My industry flourishes there.	1	1.5 %
Jobs in the best Midwest city.	1	1.5 %
Economic activities.	1	1.5 %
I work as a pediatric nurse and they have a big children's hospital.	1	1.5 %
My sister got by on a teacher's salary there easier than in Michigan.	1	1.5 %
They have more jobs.	1	1.5 %
Culture.	1	1.5 %
More experience and things to do.	1	1.5 %
Food.	1	1.5 %
Family there.	1	1.5 %
It's a nice city.	1	1.5 %
A new environment.	1	1.5 %
I'm more of a city guy.	1	1.5 %
The people.	1	1.5 %
I like the big city.	1	1.5 %
For the culture.	1	1.5 %
I lot of family there.	1	1.5 %
Comedy clubs.	1	1.5 %
It's close by to Michigan and my relatives.	1	1.5 %

A lot of quantitative tech and finance opportunities.	1	1.5 %
The city feel while staying in the Midwest.	1	1.5 %
There's more variety in Chicago.	1	1.5 %
It's not as expensive.	1	1.5 %
I have family there.	1	1.5 %
It's close.	1	1.5 %
I've got family there.	1	1.5 %
Better public transportation.	1	1.5 %
More densely populated.	1	1.5 %
It's more of a vibrant downtown scene.	1	1.5 %
I was born there.	1	1.5 %
Friends.	1	1.5 %
The big city lights.	1	1.5 %
It's pretty there.	1	1.5 %
Culture of Chicago.	1	1.5 %
Nice scenery.	1	1.5 %
It's a nicer area but still close.	1	1.5 %
The food.	1	1.5 %
Public transit system.	1	1.5 %
Downtown.	1	1.5 %
More development.	1	1.5 %
The urban city.	1	1.5 %
More things to do.	1	1.5 %
More opportunity there.	1	1.5 %
New experience.	1	1.5 %
I've always wanted to visit.	1	1.5 %
I like Chicago.	1	1.5 %
I've been there and it's so pretty.	1	1.5 %
I like the area.	1	1.5 %
I know what I'm getting in Chicago, Michigan is too broad on a state level.	1	1.5 %
Things are more accessible downtown.	1	1.5 %
More art and urban living.	1	1.5 %

Family.	3	4.4 %
It's got good public transportation.	1	1.5 %
I'm interested in the city and what it would be like to live there.	1	1.5 %
Larger city.	1	1.5 %
<u>My partner would probably be much happier.</u>	<u>1</u>	<u>1.5 %</u>

<u>AND WHAT WOULD IT DEPEND ON?</u>	<u>Number</u>	<u>Percent</u>
How expensive housing would be.	1	14.3 %
I'm not sure about the lights at night.	1	14.3 %
The housing market in the area.	1	14.3 %
What stage of life I'm in, with my kids involved I would stay in Michigan.	1	14.3 %
Family.	1	14.3 %
The job.	1	14.3 %
<u>Don't know.</u>	<u>1</u>	<u>14.3 %</u>

APPENDIX H: QUESTION 15

AND WHAT LOCATION IS THAT?	Number	Percent
Hawaii.	4	1.4 %
Kentucky.	5	1.7 %
Vancouver.	1	0.3 %
Maine.	6	2.1 %
Colorado.	20	6.9 %
Alaska.	5	1.7 %
Canada.	7	2.4 %
North Carolina.	16	5.5 %
Montana.	10	3.5 %
Georgia.	10	3.5 %
Tennessee.	14	4.8 %
Washington.	6	2.1 %
Ohio.	3	1.0 %
Florida.	36	12.5 %
Finland.	1	0.3 %
Utah.	1	0.3 %
Pennsylvania.	2	0.7 %
South Carolina.	12	4.2 %
Nebraska.	1	0.3 %
France, Europe.	1	0.3 %
Caribbean.	1	0.3 %
Charlottesville, North Carolina.	1	0.3 %
Boise Idaho.	1	0.3 %
Arizona.	11	3.8 %
Oklahoma.	1	0.3 %
Washington DC.	3	1.0 %
Boston.	6	2.1 %
Miami Florida.	1	0.3 %
Jamaica.	1	0.3 %
Oregon.	6	2.1 %

Costa Rica.	1	0.3 %
Charleston, South Carolina.	1	0.3 %
Massachusetts.	1	0.3 %
Wyoming.	3	1.0 %
New York.	18	6.2 %
Toronto.	1	0.3 %
Indiana.	1	0.3 %
New Jersey.	1	0.3 %
Fiji.	1	0.3 %
Puerto Rico.	1	0.3 %
Maryland.	2	0.7 %
Amsterdam.	1	0.3 %
Wisconsin.	3	1.0 %
Iowa.	1	0.3 %
Vermont.	1	0.3 %
Missouri.	1	0.3 %
France.	1	0.3 %
Seattle, Washington.	1	0.3 %
Arkansas.	1	0.3 %
Pacific northwest.	1	0.3 %
Portugal.	1	0.3 %
Australia.	1	0.3 %
West Virginia.	2	0.7 %
Denver.	3	1.0 %
Philadelphia.	1	0.3 %
Nashville.	1	0.3 %
Minneapolis.	1	0.3 %
Seattle.	2	0.7 %
New Mexico.	1	0.3 %
Europe.	2	0.7 %
Anywhere on the east coast.	1	0.3 %
Orlando.	1	0.3 %
Abroad.	1	0.3 %

Ireland.	1	0.3 %
Minnesota.	2	0.7 %
Savannah, Georgia.	1	0.3 %
Nevada.	5	1.7 %
Columbus, Ohio.	1	0.3 %
Out of country.	1	0.3 %
Mississippi.	1	0.3 %
Las Vegas, Nevada.	1	0.3 %
Atlanta, Georgia.	4	1.4 %
Boston, Massachusetts.	2	0.7 %
Vegas, Nevada.	1	0.3 %
Dubai.	1	0.3 %
Idaho.	1	0.3 %
Louisiana.	1	0.3 %
Alabama.	2	0.7 %
Denver, Colorado.	1	0.3 %
East coast.	2	0.7 %
Atlanta.	1	0.3 %
New York City.	2	0.7 %
Asia.	1	0.3 %
England.	2	0.7 %
Illinois.	1	0.3 %
Cincinnati.	1	0.3 %

AND WHY WOULD YOU CHOOSE THAT
LOCATION?

	Number	Percent
I like the waves in Hawaii.	1	0.3 %
Horses.	1	0.3 %
My job in health care had a larger patient pool and more advanced training there.	1	0.3 %
The views.	2	0.7 %
Mountains.	3	1.0 %
Nature.	5	1.7 %

I'd like to live in the middle of nowhere.	1	0.3 %
I've been on vacation there before.	1	0.3 %
Fishing rivers.	1	0.3 %
Beautiful scenery.	2	0.7 %
The weather is better.	1	0.3 %
The booming area for economy and jobs.	1	0.3 %
Red Pines.	1	0.3 %
I like the rural area.	1	0.3 %
No income tax.	1	0.3 %
The culture.	3	1.0 %
Weather.	10	3.5 %
Good economic opportunities.	1	0.3 %
It's beautiful with mountain ranges.	1	0.3 %
Family is there.	3	1.0 %
Better jobs.	2	0.7 %
Less cost of living.	1	0.3 %
It's beautiful to live there.	1	0.3 %
The mountains.	1	0.3 %
Don't know.	8	2.8 %
It's pretty secluded without much going on there.	1	0.3 %
I like to fish.	1	0.3 %
It's gorgeous.	1	0.3 %
It's close to the ocean and mountains.	1	0.3 %
More affordable housing.	1	0.3 %
How conservative they all are.	1	0.3 %
I like the concerts.	1	0.3 %
Because Oklahoma is cool.	1	0.3 %
I was born there.	1	0.3 %
Political reasons.	1	0.3 %
It sounds cool.	1	0.3 %
I like the politics.	1	0.3 %
No winters.	1	0.3 %
The medical expertise for my children.	1	0.3 %

More going on there.	1	0.3 %
Less potential future maintenance on vehicles.	1	0.3 %
More of my style, like homegrown culture.	1	0.3 %
The weather.	5	1.7 %
Nice weather.	2	0.7 %
My family lives in Kentucky.	1	0.3 %
I like the water.	1	0.3 %
Property values.	2	0.7 %
I have some family there.	1	0.3 %
I want to live off the grid.	2	0.7 %
I have potential partners there that I might move in with.	1	0.3 %
I like the climate, it doesn't snow.	1	0.3 %
In my job field it seems to be better there for pay and opportunity.	1	0.3 %
I'm LGBTQ.	1	0.3 %
It's warmer than Michigan.	1	0.3 %
It's not the United States and as black person I would feel safe there.	1	0.3 %
I like that area.	1	0.3 %
My family is from there.	1	0.3 %
Better weather.	4	1.4 %
Their state laws.	1	0.3 %
Good weather.	1	0.3 %
I like the spooky stuff like the Salem witch history.	1	0.3 %
I have family there.	3	1.0 %
It's cold, I like the cold.	1	0.3 %
I like the mountains.	2	0.7 %
The laws align more with my beliefs.	1	0.3 %
I like the environment.	1	0.3 %
Beautiful surroundings.	1	0.3 %
The children's hospitals there are big.	1	0.3 %
It's seems quaint.	1	0.3 %
So I can study animals in the forested areas.	1	0.3 %

My company has an office there.	1	0.3 %
Relatives.	2	0.7 %
More work for welders.	1	0.3 %
It's sunny a lot.	1	0.3 %
Relatives live there.	1	0.3 %
Gun laws.	1	0.3 %
The ocean.	1	0.3 %
It's better weather.	1	0.3 %
They have better health care.	1	0.3 %
I want to live on an island or beach.	1	0.3 %
I have more friends out there.	1	0.3 %
It's tropical.	1	0.3 %
Friends live there.	1	0.3 %
They aren't liberal there.	1	0.3 %
Warmer weather.	1	0.3 %
Agriculture opportunities.	1	0.3 %
It's an absolutely beautiful state.	1	0.3 %
I lived there before.	1	0.3 %
Cost of living is cheaper.	1	0.3 %
Better deer hunting regulations.	1	0.3 %
Big city vibes.	1	0.3 %
Scenery.	1	0.3 %
I like the country.	1	0.3 %
The people.	1	0.3 %
My family.	1	0.3 %
Not as populated.	1	0.3 %
Family.	3	1.0 %
My husband's family live there.	1	0.3 %
I like the environment there.	1	0.3 %
The culture and food.	1	0.3 %
The weather is similar and it's in the Midwest.	1	0.3 %
It's a pretty liberated place to live.	1	0.3 %
Because of my job.	1	0.3 %

Lot's of tech opportunities.	1	0.3 %
I like the wilderness.	1	0.3 %
Job opportunities.	2	0.7 %
Cost of living.	2	0.7 %
Low cost of living.	1	0.3 %
I have friends and family who live there.	1	0.3 %
A good nature state.	1	0.3 %
I'm an outdoorsy person.	1	0.3 %
A beautiful state.	1	0.3 %
Country side.	1	0.3 %
The wilderness areas.	1	0.3 %
The city is good for my field.	1	0.3 %
No one is around and I like to be alone.	1	0.3 %
I want to live in urban areas.	1	0.3 %
I've had good previous experiences there.	1	0.3 %
Opportunity for wildlife.	1	0.3 %
Just for something different.	1	0.3 %
I like the area.	1	0.3 %
The environment is nice.	1	0.3 %
It's like Michigan but warmer.	1	0.3 %
Less people.	1	0.3 %
I've always been fascinated by the architecture and history down there.	1	0.3 %
Same weather.	1	0.3 %
Cost of living is cheaper there.	1	0.3 %
My son is there.	1	0.3 %
Family there.	1	0.3 %
I know people there.	1	0.3 %
Employment.	1	0.3 %
I'd like the weather.	1	0.3 %
I'm just interested in New York City.	1	0.3 %
I like the people.	1	0.3 %
Anywhere is better than the United States.	1	0.3 %

I like the ocean a lot.	1	0.3 %
It's sunny.	1	0.3 %
The nature.	1	0.3 %
It's beautiful.	2	0.7 %
To see more.	1	0.3 %
Farms and good food.	1	0.3 %
I grew up there.	1	0.3 %
More progressive means a better future for my family.	1	0.3 %
More water around me.	1	0.3 %
We just visited there and it has the most haunted tours and houses.	1	0.3 %
The winters for snow boarding in the mountains.	1	0.3 %
Good jobs.	1	0.3 %
I love the city, it's my dream.	1	0.3 %
I like to gamble.	1	0.3 %
I don't see myself moving too far away from family.	1	0.3 %
That's close to where we're from with a great medical center and I'm an OB nurse.	1	0.3 %
To watch the red sox win.	1	0.3 %
New experience.	1	0.3 %
For a different environment.	1	0.3 %
Better people.	1	0.3 %
The climate.	1	0.3 %
I love hiking the country.	1	0.3 %
It's more healthy with the sun and water.	1	0.3 %
I like the coast.	1	0.3 %
I have family from there.	1	0.3 %
Cost of living is cheaper than Michigan.	1	0.3 %
I like the arts.	1	0.3 %
I just want to live down south.	1	0.3 %
It sounds like a cool urban place.	1	0.3 %
I've lived there before.	1	0.3 %
Warmth.	1	0.3 %

The beauty.	1	0.3 %
I like the scenery there.	1	0.3 %
I'm an international studies engineer and I may find a good job opportunity there.	1	0.3 %
The scenery.	1	0.3 %
They have a lot of opportunities.	1	0.3 %
Taxes.	1	0.3 %
A lot of YouTubers there to help with my videos.	1	0.3 %
There's a better legal environment to run my business.	1	0.3 %
Lots of jobs.	1	0.3 %
I know a lot of people out there.	1	0.3 %
Climate is better.	1	0.3 %
Medical jobs.	1	0.3 %
I've never been there.	1	0.3 %
I've got family there.	3	1.0 %
The different climate.	1	0.3 %
The outdoors and nature.	1	0.3 %
The sun.	1	0.3 %
Diverse atmosphere.	1	0.3 %
The beaches.	1	0.3 %
I just love it there.	1	0.3 %
Its weather.	1	0.3 %
I've wanted to see it.	1	0.3 %
I like the people in South Carolina.	1	0.3 %
Closer to mom.	1	0.3 %
Lots of old culture.	1	0.3 %
I would have acquaintances in the area.	1	0.3 %
More modern city.	1	0.3 %
Peaceful atmosphere.	1	0.3 %
Work opportunities.	1	0.3 %
The Republican leadership is good.	1	0.3 %
Religious purposes.	1	0.3 %
Music industry.	1	0.3 %

The warm weather.	1	0.3 %
Open land.	1	0.3 %
It's beautiful there.	1	0.3 %
It's just gorgeous.	1	0.3 %
I've been there and love New York.	1	0.3 %
Beautiful views.	1	0.3 %
Heat.	2	0.7 %
I visited there and liked it.	1	0.3 %
The hustle and bustle.	1	0.3 %
It's my favorite football team.	1	0.3 %
Better opportunities.	1	0.3 %
I've got family and people there.	1	0.3 %
Nicer paying jobs.	1	0.3 %
Possibility of getting more money in the environment of a bustling city.	1	0.3 %
It's more quiet.	1	0.3 %
The lifestyle is more of a hustle.	1	0.3 %
It's warmer.	1	0.3 %
More conservative.	1	0.3 %
It's a beautiful place.	1	0.3 %
More opportunities.	1	0.3 %
It has a lot of opportunity.	1	0.3 %
A better economic standard.	1	0.3 %
Free health care.	1	0.3 %
It's so beautiful.	1	0.3 %
The University of Washington.	1	0.3 %
Refused.	1	0.3 %
Economic opportunity.	1	0.3 %
America makes me mad sometimes.	1	0.3 %
More opportunities job wise.	1	0.3 %
I like their offer for my career.	1	0.3 %
Better economy.	1	0.3 %
My fiancé lives there.	1	0.3 %

More hustle.	1	0.3 %
Cheaper land.	1	0.3 %
Economic availability.	1	0.3 %
Elections are legitimate there.	1	0.3 %
Better government.	1	0.3 %
I have friends there.	1	0.3 %
The landscape.	1	0.3 %
Nice nature.	1	0.3 %

APPENDIX I: QUESTION 21

<u>AND WHAT IS YOUR CHOSEN FIELD?</u>	<u>Number</u>	<u>Percent</u>
Education.	3	3.3 %
Arborist.	1	1.1 %
Retail sales.	1	1.1 %
Telecommunications.	1	1.1 %
Hospitality.	1	1.1 %
Nursing.	2	2.2 %
Machine builder.	1	1.1 %
Glass tech.	1	1.1 %
Medical biller and coder.	1	1.1 %
Overhead door installation.	1	1.1 %
Politics.	1	1.1 %
Child care.	2	2.2 %
Fast food.	1	1.1 %
Paramedic.	1	1.1 %
Medical student.	1	1.1 %
Bank employee.	1	1.1 %
Property management.	1	1.1 %
Criminal justice.	2	2.2 %
Biology research.	1	1.1 %
Behavioral specialist/psychology.	1	1.1 %
Legal studies.	1	1.1 %
Lawyer.	1	1.1 %
Finance.	1	1.1 %
Manufacturing recreational vehicles.	1	1.1 %
Medical research.	1	1.1 %
Podcast Network.	1	1.1 %
Zoology.	1	1.1 %
Road worker.	1	1.1 %
Business owner.	1	1.1 %
Engineering.	1	1.1 %

Aviation operations.	1	1.1 %
Safety.	1	1.1 %
Chemistry.	1	1.1 %
Hardwood saw mills.	1	1.1 %
Graphic design.	2	2.2 %
Insurance biller.	1	1.1 %
Computer science.	1	1.1 %
Business administration.	1	1.1 %
Veterinary.	1	1.1 %
Acting and singing.	1	1.1 %
Digital artist.	1	1.1 %
Construction.	1	1.1 %
Medical assistant.	1	1.1 %
Tractor mechanic.	1	1.1 %
Special education in elementary school.	1	1.1 %
Electrical engineer.	1	1.1 %
Agricultural research.	1	1.1 %
Quantitative tech finance.	1	1.1 %
Spa treatments.	1	1.1 %
Flight attendant.	1	1.1 %
Teaching.	1	1.1 %
Environmental studies and sustainability.	1	1.1 %
Technical support.	1	1.1 %
Skin career therapist.	1	1.1 %
Broadcast journalism.	1	1.1 %
Pre-law.	1	1.1 %
Animation.	1	1.1 %
Tech industry.	1	1.1 %
Speech language pathologist.	1	1.1 %
Theater.	1	1.1 %
Police.	1	1.1 %
Ministry.	1	1.1 %
Business.	1	1.1 %

Film making.	1	1.1 %
Retail.	1	1.1 %
Fashion and merchandizing.	1	1.1 %
Actor.	1	1.1 %
Animal care.	1	1.1 %
Music performance, instrumental.	1	1.1 %
Hair stylist.	1	1.1 %
Disc Jockey.	1	1.1 %
Merchandizing.	1	1.1 %
Health and beauty.	1	1.1 %
Work with horses.	1	1.1 %
Public health.	1	1.1 %
Software engineering.	1	1.1 %
Performing arts/ Theatre.	1	1.1 %
Land developer.	1	1.1 %
Aerospace.	1	1.1 %
Legal.	1	1.1 %
Renewable energy industry.	1	1.1 %
Refused.	1	1.1 %
Software engineer.	1	1.1 %
Environmental ecology.	1	1.1 %
Real estate.	1	1.1 %
<u>Research.</u>	<u>1</u>	<u>1.1 %</u>

APPENDIX J: QUESTION 35

Are there other key factors that would be important to you?

	Number	Percent
No.	465	77.5 %
Location specific state assistance like upstate Medicaid vs downstate.	1	0.2 %
Accessible city commissions.	1	0.2 %
Community involvement.	2	0.3 %
Education funds including home school.	1	0.2 %
State's policy on guns, pro-gun policies.	1	0.2 %
Don't know.	34	5.7 %
Affording a vehicle.	1	0.2 %
Lower state taxes.	1	0.2 %
Refused.	1	0.2 %
Higher wages.	1	0.2 %
If jobs with PTO or work from home were available.	1	0.2 %
Open spaces without a lot of people.	1	0.2 %
Less big companies.	1	0.2 %
Legalization and decriminalization of marijuana.	1	0.2 %
A nearby church.	1	0.2 %
Good Christian community with morals and values.	1	0.2 %
More Christian schools.	1	0.2 %
Good hospitals.	1	0.2 %
None.	1	0.2 %
Businesses that are trying to get a handle on inflation and not price gouging.	1	0.2 %
Varied economy.	1	0.2 %
Infrastructure.	2	0.3 %
Accessibility.	1	0.2 %
Crime is important, like the sovereignty of state law.	1	0.2 %
Car insurance prices.	1	0.2 %
Registration fees.	1	0.2 %

Development of industry.	1	0.2 %
Disabled rights in the work place.	1	0.2 %
Leave our amendment rights alone.	1	0.2 %
Low cost of living.	1	0.2 %
Wages.	1	0.2 %
High paying jobs.	1	0.2 %
Police involvement in communities so local authorities		
listen to residents.	1	0.2 %
Well balanced government.	1	0.2 %
Medical marijuana.	1	0.2 %
Availability of country living.	1	0.2 %
Good church community.	1	0.2 %
Good neighborhoods.	2	0.3 %
More education for ethnic groups.	1	0.2 %
More money.	1	0.2 %
Continue to allow home school.	1	0.2 %
Decreasing gas prices when taking a Lyft or Uber.	1	0.2 %
More clear descriptions of where our tax money is		
going.	1	0.2 %
Nothing.	2	0.3 %
A lot of money.	1	0.2 %
Taxes.	2	0.3 %
Homeless population.	1	0.2 %
I want a blue state.	1	0.2 %
Health care.	3	0.5 %
My government.	1	0.2 %
Good affordable land to raise plants.	1	0.2 %
Good affordable land to raise animals.	1	0.2 %
Affordability.	1	0.2 %
Roads.	2	0.3 %
We pay a lot of taxes.	1	0.2 %
Accessibility to public services.	1	0.2 %
How many tech companies in the area.	1	0.2 %

Low taxes.	1	0.2 %
Good governor.	1	0.2 %
Good police force.	1	0.2 %
Who's in power at the time in the government.	1	0.2 %
Lack of regulation on agriculture.	1	0.2 %
Cost of living in general.	1	0.2 %
Access to clean water.	1	0.2 %
Less police presence.	1	0.2 %
Clean and fresh water.	1	0.2 %
Live more on a political side the I'm on.	1	0.2 %
No higher pay for jobs.	1	0.2 %
Better roads.	1	0.2 %
Improve infrastructure.	1	0.2 %
Hiring.	1	0.2 %
Natural resources.	1	0.2 %
Conservatism so we share views and values.	1	0.2 %
Family oriented communities.	1	0.2 %
Economic growth opportunities.	1	0.2 %
Accessibility to necessities.	1	0.2 %
Medical insurance.	1	0.2 %
A good church community.	1	0.2 %
A good internet connection.	1	0.2 %
Environmental protection.	1	0.2 %
The air quality.	1	0.2 %
Wide options for worship.	1	0.2 %
Food access.	1	0.2 %
Cool people.	1	0.2 %
Lower taxes.	1	0.2 %
Lower cost of living.	1	0.2 %
A living space that accepts pets.	1	0.2 %
The roads.	1	0.2 %
Small business growth.	1	0.2 %
Personal rights.	1	0.2 %

Good roads and infrastructure.	1	0.2 %
Higher paying jobs.	1	0.2 %
EMS response.	1	0.2 %
Police response on human trafficking enforcement.	1	0.2 %
Fresh fruit and veggies.	1	0.2 %
Gas prices.	1	0.2 %
Better traffic and street lights.	1	0.2 %
More sobriety outreach programs.	1	0.2 %
Hospital accessibility.	1	0.2 %
Community outreach.	1	0.2 %
Mental health facilities.	1	0.2 %
Job opportunities.	1	0.2 %
Better credit rating.	1	0.2 %
Responsiveness of government officials.	1	0.2 %
Nice people.	1	0.2 %
Accessibility to community.	1	0.2 %
Non-profit opportunities.	1	0.2 %
Long term environmental sustainability.	1	0.2 %
The governor, secretary of state, and attorney general, ours need to be thrown out.	1	0.2 %
Pollution levels.	1	0.2 %
Better jobs in my field.	1	0.2 %
<u>That they're a pet friendly area.</u>	<u>1</u>	<u>0.2 %</u>

APPENDIX K: QUESTION 44

If there is one thing you could do to make

Michigan a better place for you to live and work,
what would it be?

	Number	Percent
Have more vibrant things to do in the UP.	1	0.2 %
Nothing.	17	2.8 %
More agriculture.	1	0.2 %
More opportunities.	2	0.3 %
Attainable housing.	1	0.2 %
More people.	1	0.2 %
Clean up the environment.	1	0.2 %
Teamwork.	1	0.2 %
Fire the government.	1	0.2 %
Don't know.	155	25.8 %
Everybody had a better relationship with God.	1	0.2 %
Cheaper gas prices.	1	0.2 %
More affordable housing.	6	1.0 %
Community involvement.	1	0.2 %
Keep voting.	1	0.2 %
To start a business.	1	0.2 %
Seeing improvement in spending for schools.	1	0.2 %
More opportunities for higher paying jobs.	1	0.2 %
The roads.	2	0.3 %
More affordable real estate.	1	0.2 %
To make housing more affordable.	1	0.2 %
Better pay scale.	1	0.2 %
Overall increase of personal liberty.	1	0.2 %
Lower insurance policies.	1	0.2 %
Lower the cost of living.	2	0.3 %
Lower cost of living.	2	0.3 %
Non-government involvement in stuff.	1	0.2 %
Better roads.	13	2.2 %

To get a pension.	1	0.2 %
Elect different officials.	1	0.2 %
Low cost of living.	1	0.2 %
More affordable schooling offered after high school.	1	0.2 %
Affordable housing.	2	0.3 %
Proper education about the environment.	1	0.2 %
More restrictions on legal weed.	1	0.2 %
Environmental things like less littering.	1	0.2 %
Get rid of the politics.	1	0.2 %
Cleaning up the streets more.	1	0.2 %
Smaller government.	1	0.2 %
Get rid of Whitmer.	1	0.2 %
If there are more jobs in the area.	1	0.2 %
Better tax code.	1	0.2 %
Bring more concerts into the state.	1	0.2 %
Become more involved.	1	0.2 %
Reduce the numbers or laws that exist.	1	0.2 %
Lower gas prices.	4	0.7 %
Better drinking water.	1	0.2 %
More help with child care.	1	0.2 %
Less taxes.	2	0.3 %
Lower crime rates.	4	0.7 %
Bring more Christian communities to Michigan.	1	0.2 %
Work together more.	1	0.2 %
Having more affordable housing.	1	0.2 %
Rural communities could be more liberal.	1	0.2 %
Better gun control laws.	1	0.2 %
Get more cultural opportunities.	1	0.2 %
Get a new governor.	2	0.3 %
Fix the roads.	13	2.2 %
Justified property and housing taxes.	1	0.2 %
Less construction.	1	0.2 %
Menstrual leave.	1	0.2 %

I would want to engage in community outreach to build better communities.	1	0.2 %
Improve infrastructure.	2	0.3 %
Better economy.	1	0.2 %
Improving the community.	1	0.2 %
Have more work across the board available to people who want to work.	1	0.2 %
More diversity and cultural events on the west side of the state.	1	0.2 %
Chill out on the car insurance, it's too high.	1	0.2 %
Fix the roads and infrastructure.	1	0.2 %
Roads.	1	0.2 %
Find a way to get other people to help stop climate change.	1	0.2 %
Stricter support for abuse victims.	1	0.2 %
Better pay and wage increases.	1	0.2 %
Remove all the Republicans.	1	0.2 %
More diverse employment opportunities.	1	0.2 %
Balance out the power in Lansing.	1	0.2 %
Lower housing costs.	2	0.3 %
Better access to housing.	1	0.2 %
The cost of living decreasing.	1	0.2 %
Clean up the community.	1	0.2 %
I would support the local community.	1	0.2 %
Vote.	1	0.2 %
Higher minimum wage jobs.	1	0.2 %
Cheaper taxes.	1	0.2 %
Higher pay in wages.	1	0.2 %
Offer a better housing market.	1	0.2 %
More empowerment for small business owners.	1	0.2 %
Change the people in office.	1	0.2 %
More policies about payment for first responders.	1	0.2 %
Make it a compact state for nurses, so licenses transfer		

over.	1	0.2 %
Homelessness in larger cities, we need affordable housing.	1	0.2 %
More support in child care.	1	0.2 %
Police injustice and reform.	1	0.2 %
Infrastructure.	2	0.3 %
Make walkable cities.	1	0.2 %
We need more public transportation.	1	0.2 %
Better pay.	1	0.2 %
Better infrastructure.	1	0.2 %
Lower taxes.	2	0.3 %
More theme parks.	1	0.2 %
Open more jobs.	1	0.2 %
Pay gap needs to be closed.	1	0.2 %
Raise the pay rate.	1	0.2 %
The Redwings doing better or Lions winning the Superbowl.	1	0.2 %
Better use of tax dollars.	1	0.2 %
Help elevate those in low economic division.	1	0.2 %
Healthy lifestyles for people.	1	0.2 %
Create more opportunities for communities.	1	0.2 %
Free rent.	1	0.2 %
Better public transportation.	5	0.8 %
Tudor Dixon would be governor.	1	0.2 %
High salaries.	1	0.2 %
Safer staffing ratios in hospitals.	1	0.2 %
Better health care laws.	1	0.2 %
Bring back right to work laws.	1	0.2 %
Nicer people.	1	0.2 %
Get rid of the governor.	2	0.3 %
Closer jobs.	1	0.2 %
Better mental health care.	1	0.2 %
Should get job raises.	1	0.2 %

Fixing the roads.	2	0.3 %
People showing more respect.	1	0.2 %
Clean up the construction.	1	0.2 %
Make roads better.	1	0.2 %
More flexibility in jobs during winter months.	1	0.2 %
More affordability.	1	0.2 %
Pay more attention to the local roads.	1	0.2 %
Fix the road.	1	0.2 %
Get rid of that government.	1	0.2 %
A free house.	1	0.2 %
Open more daycares.	1	0.2 %
Lower cost of living for everything.	1	0.2 %
Raise the minimum wage.	2	0.3 %
Increase public transportation.	1	0.2 %
Housing being affordable.	1	0.2 %
Better justice system.	1	0.2 %
Raise the minimum wage again.	1	0.2 %
Less destruction.	1	0.2 %
If I made more money.	1	0.2 %
I'd accept more people regardless of education because everyone has to start somewhere.	1	0.2 %
Find cheaper fuel.	1	0.2 %
More involvement from police officers.	1	0.2 %
Lower the cost of housing for people on disability.	1	0.2 %
Be more involved in more local communities.	1	0.2 %
Treating everyone equally.	1	0.2 %
If the roads were better.	1	0.2 %
I would communicate with Gretchen Whitmer.	1	0.2 %
Move to the big city.	1	0.2 %
A political change.	1	0.2 %
Make it more friendly for people traveling not in vehicles.	1	0.2 %
Health insurance could be cheaper.	1	0.2 %

Keep jobs here.	1	0.2 %
Better economic situations.	1	0.2 %
Open up more job opportunities.	1	0.2 %
Economic support like increased wages.	1	0.2 %
Low cost of housing.	1	0.2 %
Getting rid of all gun laws.	1	0.2 %
People respecting others.	1	0.2 %
Economic future.	1	0.2 %
Lower car insurance.	2	0.3 %
Getting roads together.	1	0.2 %
Safe roads.	1	0.2 %
Control the Environmental Protection Agency.	1	0.2 %
Increased economic values in cities.	1	0.2 %
Make things more affordable.	1	0.2 %
Road construction.	2	0.3 %
More remote opportunities.	1	0.2 %
Try to help out areas that have really high crime rates and homelessness.	1	0.2 %
More jobs.	1	0.2 %
Better job opportunities in more places.	1	0.2 %
More access to health care.	1	0.2 %
Flint roads.	1	0.2 %
Just quality of living for my kids.	1	0.2 %
Get rid of republicans.	1	0.2 %
Cheaper living.	1	0.2 %
Fix the pot holes.	1	0.2 %
Give all equal opportunities.	1	0.2 %
Better business opportunities.	1	0.2 %
State should better improve helping people find jobs.	1	0.2 %
More opportunities in my field.	1	0.2 %
Better police protection for lower crime.	1	0.2 %
Fixing the roads the first time.	1	0.2 %
Public transportation.	3	0.5 %

More people relocating here.	1	0.2 %
Implement public transportation.	1	0.2 %
Raising minimum wage.	1	0.2 %
Make it more affordable.	1	0.2 %
Get rid of all the woke politics.	1	0.2 %
More business deals with various tech.	1	0.2 %
Resurgence and revamp of the city.	1	0.2 %
Affordable health care.	1	0.2 %
Lower poverty.	1	0.2 %
Fixing roads.	1	0.2 %
Cheaper housing.	1	0.2 %
Stop focusing on roads and instead focus on economics.	1	0.2 %
Potholes and other road conditions.	1	0.2 %
Volunteer more in my neighborhood.	1	0.2 %
More public transportation would be nice.	1	0.2 %
Put support into infrastructure.	1	0.2 %
Lack of red flag laws.	1	0.2 %
More public transportation.	1	0.2 %
Better wages.	1	0.2 %
Clean the water up.	1	0.2 %
Expand recreation for kids.	1	0.2 %
Get rid of Governor Whitmer.	1	0.2 %
Lower rent.	1	0.2 %
Change the police, they need sensitivity training.	1	0.2 %
Better job opportunities.	2	0.3 %
Provide a living wage.	1	0.2 %
Put Republicans back in power.	1	0.2 %
More unions.	1	0.2 %
It's finally being developed here but there's still a difficult barrier to entry for businesses.	1	0.2 %
Improve downtown.	1	0.2 %
Better opportunity for jobs.	1	0.2 %
We need the parties to come together.	1	0.2 %

Speaking up.	1	0.2 %
If there wasn't legal recreational marijuana.	1	0.2 %
Get rid of construction season.	1	0.2 %
Higher wages.	4	0.7 %
Being more involved with the community overall.	1	0.2 %
Have more flexible work hours.	1	0.2 %
Cleaning up our environment like trash on the highways.	1	0.2 %
Get more involved with my local community.	1	0.2 %
Make education more affordable.	1	0.2 %
Raise pay rate.	1	0.2 %
Get everybody on the same page with how to keep this place clean and stop deforestation.	1	0.2 %
More investment in education at all levels.	1	0.2 %
Smile more at people.	1	0.2 %
Make better roads.	1	0.2 %
Ending hate and racism.	1	0.2 %
Vote Republican.	1	0.2 %
Finish road construction.	1	0.2 %
More closer to Detroit to volunteer.	1	0.2 %
More strict gun control policy.	1	0.2 %
Improving the Detroit area when it comes to crime.	1	0.2 %
Invest in inner city communities.	1	0.2 %
The roads are getting fixed.	1	0.2 %
A safer place for my kids with less school shootings.	1	0.2 %
Be more American by buying American.	1	0.2 %
More public transportation like a trolley like they have in San Francisco.	1	0.2 %
To become a red state.	1	0.2 %
Make housing cheaper.	1	0.2 %
Stronger public transportation.	1	0.2 %
Taxes would be lower.	1	0.2 %
Cost of living.	1	0.2 %
Raise the hourly wage at jobs.	1	0.2 %

Tighten up water laws for cleaner water.	1	0.2 %
Cost of housing.	1	0.2 %
Make everything affordable for younger people.	1	0.2 %
Different administration and leadership.	1	0.2 %
Trying to find work to fit my passion.	1	0.2 %
Construction.	2	0.3 %
Have more activities.	1	0.2 %
Stop the violence.	1	0.2 %
A more tourist friendly city.	1	0.2 %
Bring some new restaurant chains that we don't have here.	1	0.2 %
Have more outdoor activities for kids.	1	0.2 %
Stop racism.	1	0.2 %
Better public transit.	1	0.2 %
More police enforcement.	1	0.2 %
Be more patient driving.	1	0.2 %
Commuting transportation.	1	0.2 %
Promote government jobs in Michigan.	1	0.2 %
Housing market needs to be more competitive.	1	0.2 %
Stricter gun laws.	1	0.2 %
Continue to be positive.	1	0.2 %
More clean outdoor parks.	1	0.2 %
Drop interest rates.	1	0.2 %
More walkable cities.	1	0.2 %
Housing market.	1	0.2 %
Government tax breaks.	1	0.2 %
Volunteer more often in the community.	1	0.2 %
Volunteer for good causes like the red cross and salvation army.	1	0.2 %
I wouldn't change anything.	1	0.2 %
More access to public transportation.	1	0.2 %
Better law enforcement.	1	0.2 %
Lower auto insurance rates.	1	0.2 %

Better rent.	1	0.2 %
Change environmental issues.	1	0.2 %
Getting rid of Democratic policies and government.	1	0.2 %
More career opportunities.	1	0.2 %
Don't push LGBTQ opinions on children.	1	0.2 %
Bad politics.	1	0.2 %
Better regulation of local governments.	1	0.2 %
Get crackheads off the street.	1	0.2 %
Drive my car less.	1	0.2 %
Volunteer to help hunger.	1	0.2 %
Clean the state.	1	0.2 %
Volunteer to help the homeless shelters.	1	0.2 %
We need more workers in construction to get roads fixed faster.	1	0.2 %
Keep our governor in office.	1	0.2 %
Pay rate of jobs needs to go up.	1	0.2 %
Become the next governor.	1	0.2 %
I wish things would go back to regular costs.	1	0.2 %
Getting crime rates better.	1	0.2 %
Treat others like a human.	1	0.2 %
Community service.	2	0.3 %
Better my education.	1	0.2 %
Have police doing their jobs.	1	0.2 %
Making mindfulness programs for kids.	1	0.2 %
The cost of everything.	1	0.2 %
Racial discrimination.	1	0.2 %
The commute to work is difficult in the snow.	1	0.2 %
Pay teachers more.	1	0.2 %
Cut down these prices.	1	0.2 %
Change the minimum wage and make it easier for cost of living.	1	0.2 %
More opportunities for people to be better for cheaper.	1	0.2 %
Better access to public transit.	1	0.2 %

Keeping the rent low in the community.	1	0.2 %
Export white people and import black people.	1	0.2 %
Youth development.	1	0.2 %
Help more homeless people.	1	0.2 %
Better road construction.	1	0.2 %
Pay workers more money.	1	0.2 %
We need a better mayor.	1	0.2 %
Higher paying jobs.	1	0.2 %
More money for service industries.	1	0.2 %
More community without violence.	1	0.2 %
More equality for me and my people.	1	0.2 %
Lowering the rent.	1	0.2 %
Continue fixing the roads.	1	0.2 %
Better protection for people.	1	0.2 %
Raise the minimum wage a little bit.	1	0.2 %
Provide the death penalty.	1	0.2 %
Add more state parks and beaches.	1	0.2 %
Better city politicians.	1	0.2 %
Increased wages.	2	0.3 %
Lower full coverage car insurance.	1	0.2 %
Higher standard to work like a more up pace state.	1	0.2 %
Put Republicans in charge.	1	0.2 %
More balance in terms of political issues.	1	0.2 %
Owning my own home.	1	0.2 %
More working from home.	1	0.2 %
Better health care.	1	0.2 %
Lowering house rates.	1	0.2 %
More affordable.	1	0.2 %
Having better pay and higher wages.	1	0.2 %
Get Whitmer out of office.	1	0.2 %
Volunteer more for homeless shelters.	1	0.2 %
New governor.	1	0.2 %
Move to the country, a rural area.	1	0.2 %

Higher pay for the field I am in, elementary education.	1	0.2 %
Better taxes.	1	0.2 %
Find an investor.	1	0.2 %
Cleaning the Great Lakes.	1	0.2 %
Different industries added to the state.	1	0.2 %
Fix the potholes here.	1	0.2 %
More diverse economic opportunities for different groups.	1	0.2 %
More renewable energy.	1	0.2 %
Provide more opportunity in community.	1	0.2 %
Participate in local government.	1	0.2 %
Affordable rent.	1	0.2 %
Mortgage and rent lower.	1	0.2 %
Improve union rights.	1	0.2 %
Higher pay.	1	0.2 %
Open more restaurants.	1	0.2 %
More affordable living.	1	0.2 %
Close down Line 5.	1	0.2 %
Move the family here.	1	0.2 %
Lower the gas prices.	1	0.2 %
Earth and nature conservation making sure not to build over our nature.	1	0.2 %
More biking trails.	1	0.2 %
More open minded people.	1	0.2 %
Road improvements.	1	0.2 %
Universal health care.	1	0.2 %
<u>Clean up the state more.</u>	<u>1</u>	<u>0.2 %</u>

APPENDIX L: QUESTION 45

What would you say is Michigan's biggest

<u>advantage that would get you to stay here?</u>	<u>Number</u>	<u>Percent</u>
People are awesome and very nice up here.	1	0.2 %
Water.	3	0.5 %
It's beautiful scenery.	1	0.2 %
Weather.	5	0.8 %
State medical assistance.	1	0.2 %
Family.	44	7.3 %
Recreational activities.	1	0.2 %
Fresh water.	5	0.8 %
Four seasons.	2	0.3 %
The different regions.	1	0.2 %
The comfort of home.	1	0.2 %
It's a beautiful place.	2	0.3 %
Great Lakes.	19	3.2 %
The governor, I love her.	1	0.2 %
Don't know.	32	5.3 %
Outdoor beauty.	1	0.2 %
Hunting.	1	0.2 %
Outdoor recreation.	2	0.3 %
Climate.	1	0.2 %
Being comfortable in my area.	1	0.2 %
Higher pay.	1	0.2 %
The UP is beautiful.	2	0.3 %
Water, being close to the lakes.	1	0.2 %
I'm a fan of the snow.	1	0.2 %
We're the land of the free.	1	0.2 %
The views and outdoors.	1	0.2 %
The Great Lakes, we love them.	1	0.2 %
The Great Lakes.	17	2.8 %
Nothing.	8	1.3 %

I'm comfortable here.	1	0.2 %
My family.	7	1.2 %
Lower taxes.	2	0.3 %
I love the Great Lakes.	2	0.3 %
The job diversity here with different opportunities.	1	0.2 %
I love the seasons.	1	0.2 %
The UP and lake superior.	1	0.2 %
My children.	1	0.2 %
Make more money.	1	0.2 %
Freedom of others.	1	0.2 %
A lot to do.	1	0.2 %
Lakes and woods.	1	0.2 %
Beautiful scenic areas.	1	0.2 %
Grand Rapids crime rate is awesome.	1	0.2 %
How beautiful it is here.	1	0.2 %
Lake Michigan.	2	0.3 %
It's really beautiful.	1	0.2 %
The weather in just right, not too cold and not too hot.	1	0.2 %
Access to lakes and beaches.	1	0.2 %
Sand dunes.	1	0.2 %
The people I know.	1	0.2 %
The view and beautiful places.	1	0.2 %
Good weather.	1	0.2 %
Natural beauty.	2	0.3 %
The lakes.	9	1.5 %
Opportunities.	1	0.2 %
Low crime rates in my area.	1	0.2 %
The people in Ottawa county are generally good people.	1	0.2 %
My family is here.	7	1.2 %
Gretchen Whitmer being governor.	1	0.2 %
Winter wonderland for sports.	1	0.2 %
The health care accessibility.	1	0.2 %
The seasons.	3	0.5 %

The culture.	3	0.5 %
The nature.	3	0.5 %
It's very affordable.	1	0.2 %
None.	1	0.2 %
Landscape and environment.	1	0.2 %
The people here.	1	0.2 %
Higher minimum wages.	1	0.2 %
Natural resources.	2	0.3 %
General location like the lakes.	1	0.2 %
Liberals being in power.	1	0.2 %
Coldness.	1	0.2 %
The inflation rate being one of the lowest in the country.	1	0.2 %
Comfort.	1	0.2 %
The outdoor recreation.	1	0.2 %
The people.	2	0.3 %
People who want to work can get a job regardless of backgrounds.	1	0.2 %
Lake access.	1	0.2 %
The best of all types of weather.	1	0.2 %
The fresh water reserves.	1	0.2 %
Being able to see all 4 seasons here.	1	0.2 %
They offer good career opportunities.	1	0.2 %
Our national parks.	1	0.2 %
Very diverse.	1	0.2 %
I have a good paying job.	1	0.2 %
Nature and sights.	1	0.2 %
Close to the family.	1	0.2 %
Laws in place now.	1	0.2 %
Our fresh water.	1	0.2 %
There's cheaper housing in Michigan.	1	0.2 %
We're known as a climate haven so if global warming hits we may get less of the brunt of it.	1	0.2 %
Community.	1	0.2 %

Job opportunities.	7	1.2 %
Grandchild and family.	1	0.2 %
Better pay.	1	0.2 %
The nature and scenery.	1	0.2 %
Keep Gretchen as our governor.	1	0.2 %
Significant other.	1	0.2 %
Don't know.	1	0.2 %
Rural area not developed.	1	0.2 %
My family that is here already.	1	0.2 %
The recreational weed.	1	0.2 %
The low possibility of natural disasters here.	1	0.2 %
Abortion.	2	0.3 %
Affordability.	3	0.5 %
Low taxes.	2	0.3 %
The lakes, beaches, and camping.	1	0.2 %
Being that close to water.	1	0.2 %
Convenience of just already being here.	1	0.2 %
The water.	1	0.2 %
Family here.	2	0.3 %
No natural disasters.	3	0.5 %
LGBTQ rights.	1	0.2 %
The location with a mix of urban and rural.	1	0.2 %
Housing cost.	1	0.2 %
Water and lakes.	1	0.2 %
The weather isn't so crazy with tornados, floods, and earthquakes.	1	0.2 %
Agriculture industry.	1	0.2 %
Beautiful summers.	1	0.2 %
I've been here all my life.	2	0.3 %
Different seasons.	1	0.2 %
Having four seasons, especially the fall.	1	0.2 %
Fall weather is beautiful.	1	0.2 %
The housing.	1	0.2 %

Political climate.	1	0.2 %
Water recreation.	1	0.2 %
The diversity.	4	0.7 %
The Kalamazoo promise.	1	0.2 %
Access to clean water.	1	0.2 %
The governor.	1	0.2 %
I like the community.	1	0.2 %
I love the governor.	1	0.2 %
Jobs.	2	0.3 %
Seasons.	1	0.2 %
The weather.	4	0.7 %
Better school education.	1	0.2 %
Family lives here.	1	0.2 %
Automotive industry is high paying.	1	0.2 %
Hunting season.	1	0.2 %
Governor.	1	0.2 %
Freedom to do things in the government.	1	0.2 %
The beauty of the state.	1	0.2 %
Lower cost of living.	1	0.2 %
Farming.	1	0.2 %
National parks.	1	0.2 %
The outdoor activities.	1	0.2 %
The outdoors and beauty of nature.	1	0.2 %
The natural beauty.	2	0.3 %
Recreational opportunities.	2	0.3 %
Diverse climate.	1	0.2 %
Property values.	1	0.2 %
My family here like my mom and dad.	1	0.2 %
There is a lot of economic growth.	1	0.2 %
The scenery.	1	0.2 %
Scenic landscape.	1	0.2 %
This is where I was born.	1	0.2 %
Our work economy.	1	0.2 %

Scenery.	1	0.2 %
Low cost of living.	1	0.2 %
The fresh water.	1	0.2 %
Jobs available.	1	0.2 %
Michigan's outdoors and landscape.	1	0.2 %
The laws protect abortion.	1	0.2 %
I would like to be closer to more water.	1	0.2 %
Political policies.	1	0.2 %
A lot of colleges and schools for pools of talent.	1	0.2 %
The community.	3	0.5 %
All my family is here.	1	0.2 %
Gretchen and what she stands for.	1	0.2 %
We have decent laws surrounding all of the people here.	1	0.2 %
Recreational marijuana.	2	0.3 %
The beautiful scenery.	1	0.2 %
Cost of living.	2	0.3 %
I like the variety of the seasons.	1	0.2 %
The outdoors.	2	0.3 %
The seasons changing.	1	0.2 %
The people in general.	1	0.2 %
The political climate.	1	0.2 %
Seasons and natural opportunities.	1	0.2 %
The recreational opportunities.	1	0.2 %
The natural resources.	1	0.2 %
It definitely has more affordable housing than other places.	1	0.2 %
The weather with all four seasons.	1	0.2 %
The nature like trees and water.	1	0.2 %
The four seasons.	6	1.0 %
Job opportunities are growing.	1	0.2 %
Four seasons, I love them.	1	0.2 %
Housing.	1	0.2 %
Wilderness.	1	0.2 %

A love the parks and lakes.	1	0.2 %
Relaxed car laws.	1	0.2 %
My career, I'm licensed in it.	1	0.2 %
Nature.	2	0.3 %
Nature like our water and forests and stuff.	1	0.2 %
I was born here.	1	0.2 %
The UP lakes.	1	0.2 %
The water, lakes and such.	1	0.2 %
Opportunities for outdoor recreation.	1	0.2 %
The fresh water supply.	1	0.2 %
Proximity of family.	1	0.2 %
Nature and fresh water.	1	0.2 %
Stuff to do like go to the lake.	1	0.2 %
Recreation.	2	0.3 %
Industry.	1	0.2 %
Wildlife and scenery.	1	0.2 %
It's beautiful here.	1	0.2 %
Free will.	1	0.2 %
I've been here my whole life.	2	0.3 %
Colleges are great here.	1	0.2 %
All four seasons of weather.	1	0.2 %
A lot of outdoor recreation.	1	0.2 %
Great lakes.	1	0.2 %
The opportunities it presents in my field.	1	0.2 %
The nature and outdoors.	1	0.2 %
The lakes here.	1	0.2 %
Housing is cheaper.	1	0.2 %
It's more affordable than most places.	1	0.2 %
Family and nature.	2	0.3 %
Trade programs.	1	0.2 %
I love the four seasons.	2	0.3 %
Quality of south east suburbs education opportunities.	1	0.2 %
Where I grew up, lots of history.	1	0.2 %

There's a lot to do.	1	0.2 %
Lakes and greenery.	1	0.2 %
Political climate being safe for open minded people.	1	0.2 %
People I know.	1	0.2 %
Different weather.	1	0.2 %
Low risk of disaster.	1	0.2 %
It's a blue state.	1	0.2 %
Family being close.	1	0.2 %
I like that I can go to another country with different rules like Canada and then come back home in 30 minutes.	1	0.2 %
A reasonable housing market.	1	0.2 %
They don't regulate home schooling.	1	0.2 %
Wildlife.	1	0.2 %
Friendly environment.	1	0.2 %
It's a beautiful state.	1	0.2 %
Diversity of people.	1	0.2 %
Upper Peninsula.	1	0.2 %
Outside nature.	1	0.2 %
Location with the lakes.	1	0.2 %
Summer weather.	1	0.2 %
Detroit is growing.	1	0.2 %
Our weather.	1	0.2 %
My roots are here.	1	0.2 %
Not too expensive or too cheap.	1	0.2 %
Seeing all four seasons.	1	0.2 %
All of my family and most of my friends live here.	1	0.2 %
The politics.	1	0.2 %
I've been here 10 years and have formed good relationships.	1	0.2 %
The population.	1	0.2 %
Affordability for living.	1	0.2 %
To have honest leaders.	1	0.2 %

The right to work when and were you want within reason.	1	0.2 %
I have family here.	2	0.3 %
Familiarity, I was born and raised here.	1	0.2 %
We're making improvements with laws.	1	0.2 %
Diverse weather without natural disasters.	1	0.2 %
Lakes.	1	0.2 %
Michigan is more ahead of it's timeline than other states.	1	0.2 %
My family being here.	3	0.5 %
Being close to my family.	1	0.2 %
Summer time.	1	0.2 %
Constantly evolving.	1	0.2 %
The family I have left.	1	0.2 %
Lower taxes for business owners.	1	0.2 %
It's politically diverse so it allows for good idea from both side of the aisle.	1	0.2 %
The beautiful scenery here.	1	0.2 %
Rights for gay people.	1	0.2 %
Cheap housing.	1	0.2 %
I like the weather.	2	0.3 %
Good jobs.	1	0.2 %
Michigan sights.	1	0.2 %
Location to family.	1	0.2 %
The big 3 auto industry.	1	0.2 %
Equality on both sides politically.	1	0.2 %
I like the four seasons.	1	0.2 %
Family is here.	2	0.3 %
Vacations like camping up north.	1	0.2 %
I'm close to Canada, about 20 minutes away so I can go back and forth in no time.	1	0.2 %
Family that I have here.	1	0.2 %
Diversity.	1	0.2 %
Michigan's climate.	1	0.2 %

It's a hub for economic development.	1	0.2 %
The lakes here are amazing in the summer.	1	0.2 %
There are plenty of jobs.	1	0.2 %
The wages aren't bad.	1	0.2 %
It's easy to live here.	1	0.2 %
Automotive techs.	1	0.2 %
Work field.	1	0.2 %
Families.	1	0.2 %
The people are great to get along with.	1	0.2 %
Economic opportunity.	2	0.3 %
Affordable housing.	2	0.3 %
There are many different job opportunities in different fields.	1	0.2 %
Family and friends.	1	0.2 %
Politics are good.	1	0.2 %
Family oriented.	1	0.2 %
There's more jobs here.	1	0.2 %
There are lots of beautiful places to go here.	1	0.2 %
The laws.	1	0.2 %
Weather has all four seasons.	1	0.2 %
Lack of natural disasters.	1	0.2 %
Job field.	1	0.2 %
Gretchen Whitmer is doing a great job as governor.	1	0.2 %
The water and lakes.	1	0.2 %
Natural resources like water.	1	0.2 %
Working remotely.	1	0.2 %
The weather climate.	1	0.2 %
We have nature.	1	0.2 %
Natural water resources.	1	0.2 %
Easy to live moneywise here.	1	0.2 %
Natural bounty.	1	0.2 %
My work is here.	1	0.2 %
10 miles from water.	1	0.2 %

Diversity in population.	1	0.2 %
The community is diverse.	1	0.2 %
Cheaper gas prices.	1	0.2 %
Natural disaster safety.	1	0.2 %
The current government.	1	0.2 %
The metro Detroit area.	1	0.2 %
Our lakes.	2	0.3 %
Downtown atmosphere in Detroit.	1	0.2 %
The UP.	1	0.2 %
Emotional attachments.	1	0.2 %
Cost of living is good.	1	0.2 %
Not having a Republican in office.	1	0.2 %
Cost of living compared to other places.	1	0.2 %
All the protected wildlife.	1	0.2 %
The climate.	1	0.2 %
A lot of tourist attractions and things to do.	1	0.2 %
Legal abortions.	1	0.2 %
More help from the government financially.	1	0.2 %
The beauty and culture.	1	0.2 %
Better paying jobs.	1	0.2 %
My mom.	1	0.2 %
Good job opportunities.	1	0.2 %
Excellent trade schools.	1	0.2 %
Opportunities with networking.	1	0.2 %
Lower cost of everything.	1	0.2 %
There's a lot of nice spots in downtown like restaurants and the social night life.	1	0.2 %
The weather here is beautiful.	1	0.2 %
I've been here forever, I'm not going anywhere.	1	0.2 %
Buying rental property.	1	0.2 %
The great lakes and weather.	1	0.2 %
You can do whatever you want here.	1	0.2 %
The relative low cost of living.	1	0.2 %

Good governor.	1	0.2 %
The water, like our lakes.	1	0.2 %
Legalize marijuana.	1	0.2 %
I like the water.	1	0.2 %
It's home, I don't know anywhere else.	1	0.2 %
I have family here and my grandma is a key person in my life.	1	0.2 %
The cost of living is pretty affordable comparatively.	1	0.2 %
A lot of work.	1	0.2 %
It's home where I grew up.	1	0.2 %
Good quality of life.	1	0.2 %
Education is good.	1	0.2 %
Location to stuff.	1	0.2 %
We have the smartest schools.	1	0.2 %
Equal rights for everyone.	1	0.2 %
More things to do.	1	0.2 %
I had a good childhood here.	1	0.2 %
Health care.	1	0.2 %
Clean energy initiatives.	1	0.2 %
Nice weather with the four seasons.	1	0.2 %
Good education.	1	0.2 %
Beauty outdoors.	1	0.2 %
Opportunities for advancement in education and careers.	1	0.2 %
Availability of places.	1	0.2 %
Natural sights.	1	0.2 %
The opportunity to do a lot of other things like recreation.	1	0.2 %
The Upper Peninsula.	1	0.2 %
The current governor.	1	0.2 %
Great health care.	1	0.2 %
Our relationship with Canada.	1	0.2 %
The abundance of diversity in the Ann Arbor area.	1	0.2 %

Detroit.	1	0.2 %
A beautiful environment.	1	0.2 %
Our accessibility to water.	1	0.2 %
More funding toward county workers.	1	0.2 %
The political trajectories that Michigan is on.	1	0.2 %
The political leadership.	1	0.2 %
Outdoors like the lakes.	1	0.2 %
The Gretch in office.	1	0.2 %
Lots of jobs.	1	0.2 %
It's nice that crime is low.	1	0.2 %
Earning potential vs cost of living.	1	0.2 %
Experiencing our weather.	1	0.2 %
Parks.	1	0.2 %
Caring about rights.	1	0.2 %
Government views.	1	0.2 %
<u>An official asylum state.</u>	<u>1</u>	<u>0.2 %</u>

APPENDIX M: QUESTION 46

What would you say is Michigan's biggest

<u>challenge that might get you to leave?</u>	<u>Number</u>	<u>Percent</u>
The climate.	1	0.2 %
Snow.	4	0.7 %
Job opportunities.	3	0.5 %
Don't know.	129	21.5 %
Social climate.	1	0.2 %
Bad winter roads.	1	0.2 %
Deer.	1	0.2 %
Nothing.	47	7.8 %
Bad roads.	4	0.7 %
I'm not leaving.	1	0.2 %
Abortion laws.	2	0.3 %
Wages for the medical field need to be increased.	1	0.2 %
Isolation of small towns.	1	0.2 %
Better chance in another state.	1	0.2 %
The handling of the state of the Michigan economy.	1	0.2 %
More special needs services.	1	0.2 %
Lack of educational opportunity.	1	0.2 %
Lack of work in my field.	1	0.2 %
Too much government overreach.	1	0.2 %
Better paying jobs in other places.	1	0.2 %
Employment as it is, there's nothing here for young families.	1	0.2 %
Lack of affordable housing.	2	0.3 %
Affordable housing.	2	0.3 %
People's attitudes about minorities.	1	0.2 %
Better job offers.	1	0.2 %
Cost of living.	9	1.5 %
The politics.	1	0.2 %
Drive time.	1	0.2 %

Better job offers elsewhere.	1	0.2 %
Politics.	3	0.5 %
Cost of living is too high.	1	0.2 %
Snow and weather.	1	0.2 %
The lack of seriousness toward getting the environment better or getting more resources and funding for alternative energy.	1	0.2 %
The governor.	7	1.2 %
Winter.	7	1.2 %
Politics and the way they try to force people to do what they want.	1	0.2 %
Winters.	3	0.5 %
Politicians.	1	0.2 %
Abortion, I'm pro life.	1	0.2 %
Affordability of living.	2	0.3 %
Too much politics.	1	0.2 %
The left wing ideology.	1	0.2 %
There isn't much to do with our limited concert venues.	1	0.2 %
The cold weather.	1	0.2 %
It's turning up liberal.	1	0.2 %
Local government decisions.	1	0.2 %
Weather.	11	1.8 %
Family or friends leaving.	1	0.2 %
If there were no job opportunities here.	1	0.2 %
Road spending with no improvement.	1	0.2 %
Cold winters.	4	0.7 %
The weather is bipolar.	1	0.2 %
The cost of living.	1	0.2 %
Detroit is still sketchy.	1	0.2 %
Lack of diverse jobs, they're just factory jobs.	1	0.2 %
Covid lock down.	1	0.2 %
Less opportunities.	1	0.2 %
Not a lot of bipartisan working together.	1	0.2 %

Wanting to see more big cities and attractions.	1	0.2 %
Too many people.	1	0.2 %
Housing prices in the big cities.	1	0.2 %
Fix potholes.	1	0.2 %
The snow.	1	0.2 %
Crime rates.	7	1.2 %
Everything becoming too political.	1	0.2 %
Republican governor.	1	0.2 %
The roads.	7	1.2 %
The weather.	15	2.5 %
Home ownership being so costly.	1	0.2 %
A lot of construction and road issues.	1	0.2 %
Political views, people here are too political.	1	0.2 %
The winters.	2	0.3 %
Lack of diversity in culture.	1	0.2 %
If another pays more in my job field.	1	0.2 %
Government.	2	0.3 %
The roads in winter.	1	0.2 %
Anti LGBTQ legislation.	1	0.2 %
Lack of my significant other.	1	0.2 %
The rules and regulations.	1	0.2 %
Failure to attract big businesses.	1	0.2 %
Being a democratic state and governor.	1	0.2 %
Some of the taxes like high property taxes.	1	0.2 %
Gas prices.	2	0.3 %
Political views.	1	0.2 %
Cost of living raises.	1	0.2 %
The people and political climate.	1	0.2 %
January through March.	1	0.2 %
Work related job opportunities.	1	0.2 %
It's hard to get help with government stuff.	1	0.2 %
Democrats.	1	0.2 %
No reason.	1	0.2 %

Gun laws are tighter.	1	0.2 %
Too close to family.	1	0.2 %
It's boring in my city.	1	0.2 %
Lack of job variation.	1	0.2 %
No opinion.	1	0.2 %
Good health care.	1	0.2 %
Family issues.	3	0.5 %
Our dependance on the transportation industry for jobs.	1	0.2 %
Inflation if costs keep going up.	1	0.2 %
Housing affordability.	1	0.2 %
Opportunity.	1	0.2 %
Employment.	1	0.2 %
A bad governor.	1	0.2 %
Bad leadership.	1	0.2 %
Who the next governor might be.	1	0.2 %
Costs rising.	1	0.2 %
Crime.	4	0.7 %
All the homeless.	1	0.2 %
Job availability.	1	0.2 %
Michigan people are self centered.	1	0.2 %
The housing market.	2	0.3 %
Not good paying enough for nurses.	1	0.2 %
State legislature passing bad laws.	1	0.2 %
Lack of respect.	1	0.2 %
Gun laws.	1	0.2 %
The winter.	4	0.7 %
Carry laws.	1	0.2 %
Deer hunting regulations.	1	0.2 %
Winter weather.	3	0.5 %
Harsh winters.	1	0.2 %
Low support of people.	1	0.2 %
State costs.	1	0.2 %
The people aren't the friendliest.	1	0.2 %

Lack of jobs.	1	0.2 %
If I can't find a job in my field.	1	0.2 %
Population density.	1	0.2 %
My family is moving.	1	0.2 %
There is nothing to do.	1	0.2 %
Michigan roads.	1	0.2 %
Lack of opportunities.	1	0.2 %
Winters in Michigan.	1	0.2 %
Lack of public transportation.	1	0.2 %
Lack of clean water.	1	0.2 %
Housing market.	2	0.3 %
Safety.	1	0.2 %
Economic collapse.	1	0.2 %
Access to abortion.	1	0.2 %
We prioritize LGBTQ and racial equality over economic spending.	1	0.2 %
Go be with my family.	1	0.2 %
Family.	2	0.3 %
Far from the ocean.	1	0.2 %
The state government.	1	0.2 %
Crime rate.	2	0.3 %
Discrimination.	1	0.2 %
The median wages.	1	0.2 %
Lack of funding for public education.	1	0.2 %
Lack of good jobs.	1	0.2 %
Roads.	2	0.3 %
The economy.	1	0.2 %
Economy.	1	0.2 %
Too many policies in place.	1	0.2 %
Political issues.	1	0.2 %
Weather is too cold.	1	0.2 %
High cost of living.	1	0.2 %
Current cost of living.	1	0.2 %

Gun violence.	1	0.2 %
Road construction.	1	0.2 %
Cold.	1	0.2 %
Economic opportunity.	1	0.2 %
The low salary.	1	0.2 %
Gun laws are extremely strict.	1	0.2 %
Jobs.	2	0.3 %
All the jobs are in automotive.	1	0.2 %
My family moving.	1	0.2 %
Our roads.	2	0.3 %
If industry goes away.	1	0.2 %
The cold.	1	0.2 %
The government.	1	0.2 %
Cities are impoverished.	1	0.2 %
The car insurance.	1	0.2 %
Keeping Governor Whitmer.	1	0.2 %
Ability for growth in my current field.	1	0.2 %
Rate of pay in the state.	1	0.2 %
Not protecting our environment.	1	0.2 %
Really good job offers elsewhere.	1	0.2 %
Crime in the big cities.	1	0.2 %
Not having the big cities economically developed equally.	1	0.2 %
Racism.	1	0.2 %
Some of the drug laws.	1	0.2 %
Corrupt politicians.	1	0.2 %
The democrats.	1	0.2 %
Major metropolitan areas are becoming stagnant and not comparing to others of similar size.	1	0.2 %
Populace, a city feel with people my age.	1	0.2 %
Real estate.	1	0.2 %
Lack of high paying jobs.	1	0.2 %
Taking away rights.	1	0.2 %

More education.	1	0.2 %
Government aid.	1	0.2 %
Public schools.	2	0.3 %
Political influence on economic growth is hard to predict and makes setting roots hard.	1	0.2 %
More red flag gun laws.	1	0.2 %
I want to see other places.	1	0.2 %
Everything is expensive, I've been eating hot dogs.	1	0.2 %
Too populated with cars.	1	0.2 %
Infrastructure.	3	0.5 %
Public transportation is bad.	1	0.2 %
Taxes.	2	0.3 %
Traffic.	1	0.2 %
Lack of industry.	1	0.2 %
Liberal policies.	1	0.2 %
Competitive pay, we aren't paid enough.	1	0.2 %
None.	1	0.2 %
The pollution of the Great Lakes.	1	0.2 %
Weather conditions can be pretty rough.	1	0.2 %
Opportunity for business.	1	0.2 %
I don't like the policies being shoved down my throat.	1	0.2 %
Leadership of the state keeps being dishonest with each other.	1	0.2 %
Any dramatic changes to cost of living.	1	0.2 %
Bad education.	1	0.2 %
Too many cars and traffic.	1	0.2 %
I can get paid more in my field in other states.	1	0.2 %
Less job opportunities.	1	0.2 %
Department of Transportation.	1	0.2 %
Decline of economic growth.	1	0.2 %
Not investing in communities that need it.	1	0.2 %
Taxes and what they're collected for.	1	0.2 %
Corporations getting more power than they already		

have.	1	0.2 %
The lack of recreational opportunities on the east side of Michigan.	1	0.2 %
Housing costs are too high.	1	0.2 %
Higher wages in another state.	1	0.2 %
Housing costs.	1	0.2 %
Politics that affect the whole state.	1	0.2 %
Too much construction.	1	0.2 %
Cost of living vs wages.	1	0.2 %
Better jobs elsewhere.	1	0.2 %
Job wages.	1	0.2 %
The housing prices.	1	0.2 %
The roads and construction.	1	0.2 %
There's corruption on the county level.	1	0.2 %
The political people.	1	0.2 %
Crime rates in the cities.	1	0.2 %
The price for housing.	1	0.2 %
The cost of living keeps going up.	1	0.2 %
There isn't a lot to do.	1	0.2 %
Lack of jobs outside of the auto industry.	1	0.2 %
Inflation.	2	0.3 %
The cost of housing.	1	0.2 %
If the prices don't go down.	1	0.2 %
The current leadership pushing for a radical political agenda.	1	0.2 %
Inaccessibility for my dream job in medical research.	1	0.2 %
The population.	1	0.2 %
Boredom.	1	0.2 %
Car insurance.	1	0.2 %
Getting tired of the weather.	1	0.2 %
LGBTQ issues.	1	0.2 %
More bad snow.	1	0.2 %
Losing social protections.	1	0.2 %

Potholes.	1	0.2 %
More salary.	1	0.2 %
Political policies.	1	0.2 %
Lack of improvements on infrastructure.	1	0.2 %
Being too car reliant.	1	0.2 %
Not enough opportunities.	1	0.2 %
Affordable living.	1	0.2 %
Corporations polluting.	1	0.2 %
Liberal politics.	1	0.2 %
LGBTQ laws.	1	0.2 %
Economy getting worse.	1	0.2 %
Opportunity in the music field.	1	0.2 %
Rising cost of living.	1	0.2 %
Minority rights being struck down.	1	0.2 %
Constitution.	1	0.2 %
The economic growth rate.	1	0.2 %
The crime rate.	1	0.2 %
The economy is slow.	1	0.2 %
Horrible road conditions.	1	0.2 %
We'll eventually lose Nessel and Whitmer.	1	0.2 %
Seasonal depression.	1	0.2 %
The weather is bad and unpredictable.	1	0.2 %
If my kids move.	1	0.2 %
Not enough good jobs.	1	0.2 %
Ignorant people.	1	0.2 %
Gentrification of urban neighborhoods.	1	0.2 %
We need more work affordable housing.	1	0.2 %
Police and people with guns.	1	0.2 %
Teachers salaries being too low.	1	0.2 %
Taxes and prices.	1	0.2 %
If I got a better job opportunity.	1	0.2 %
Loss of our water.	1	0.2 %
Growth for professionals.	1	0.2 %

Police need laws for them as well.	1	0.2 %
Public school system.	1	0.2 %
Work.	1	0.2 %
Cold weather.	2	0.3 %
My family.	1	0.2 %
The crime.	1	0.2 %
Drugs and crime.	1	0.2 %
Better opportunities.	1	0.2 %
Financial issues.	1	0.2 %
The scenery.	1	0.2 %
DTE being unreliable and unable to fix the power outage.	1	0.2 %
I'm just ready to explore.	1	0.2 %
Liberal government.	1	0.2 %
Affordability of housing.	1	0.2 %
Housing crisis.	1	0.2 %
I hate the democratic policy.	1	0.2 %
We need higher wages.	1	0.2 %
Roads and infrastructure.	1	0.2 %
Public transportation.	1	0.2 %
The weather and snow.	1	0.2 %
Economic slow down.	1	0.2 %
Demographic of the west side of the state, being a swing state.	1	0.2 %
Prices.	1	0.2 %
Lack of industry diversity.	1	0.2 %
It's lacking some major cities.	1	0.2 %
Un-diverse industries.	1	0.2 %
Social relations.	1	0.2 %
There's worry that we'll become a red state.	1	0.2 %
Not enough job opportunities.	1	0.2 %
Job growth.	1	0.2 %
Work and jobs.	1	0.2 %

Certain ideologies and political views.	1	0.2 %
Few job opportunities.	1	0.2 %
High crime.	1	0.2 %
Our public transportation like more buses.	1	0.2 %
Bad weather conditions.	1	0.2 %
Lack of job opportunities.	1	0.2 %
Long term economics.	1	0.2 %
They will have more jobs like Facebook headquarters in other states.	1	0.2 %
Whoever comes after Whitmore.	1	0.2 %
Closed minded people.	1	0.2 %
Opportunities.	1	0.2 %
Republicans.	1	0.2 %
<u>Interpersonal issues between people.</u>	1	0.2 %