



TALENTFIRST

Vision. Insights. Solutions.

EMPLOYER TRANSPORTATION RESOURCES

Helping employees address their transportation needs serves the employee and the employer. The problem is pervasive—24% of employees say transportation is an employment barrier. Transportation access increases job accessibility, and reliable transportation reduces turnover and absenteeism.

19.8%

of workers report being late or missing work due to transportation issues

24.6%

higher turnover among workers without reliable transportation

\$1,665

per employee in annual employer costs tied to transportation-related absenteeism and turnover

PRACTICAL SOLUTIONS FOR TODAY'S WORKFORCE

Investments that help workers reach jobs consistently contribute to better attendance, higher retention, and stronger connections between employees and employers. There are solutions in West Michigan to take action—visit our Employer Transportation Resources webpage for information on:

- ✓ Regional resources to expand access to reliable transportation
- ✓ Rideshare programs
- ✓ Commuter resources
- ✓ Information from the State of Michigan

EXPLORE
RESOURCES



Transportation barriers are a leading cause of absenteeism, turnover, and missed shifts—especially for frontline and entry-level workers. When employees can't reliably get to work, productivity drops and supervisors lose time backfilling gaps. Replacing an employee costs 50–200% of their annual salary once recruiting, onboarding, and lost productivity are factored in. Transportation support helps employees show up and stay—protecting operational continuity and reducing churn. It helps with:



Fewer missed shifts and higher employee retention



Wider, more inclusive hiring pool



Avoid lost productivity and the cost of replacing a worker

ACCESS TO SERVICES



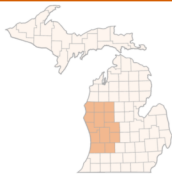
STATE OF MICHIGAN - RELIABLE RIDES

Connect workers to jobs by expanding access to dependable transportation, strengthening workforce participation and employer reliability.



PIONEER RESOURCES TRANSPORTATION

This program helps provide affordable, reliable transportation to and from work for people in rural areas who may not have other options. Employers can partner to make sure their workforce has dependable transportation to and from the job site.



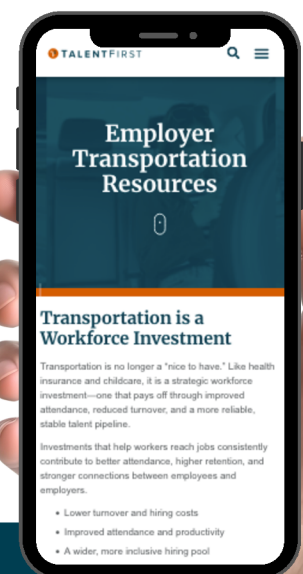
REGIONAL RIDE-MATCHING & COMMUTER RESOURCES

Resources to find free or low-cost regional tools that helps employees find carpools, transit options, and commute resources across West Michigan.

TRANSPORTATION SOLUTIONS

- ➔ Strengthen retention and reduce turnover costs
- ➔ Support shift-based and nontraditional schedules
- ➔ Increase productivity and employee engagement
- ➔ Strengthen equity and economic mobility
- ➔ Advance long-term talent strategy and community competitiveness

When employers invest in transportation solutions, families thrive—and so do businesses. **Let's build a stronger workforce TOGETHER.**



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