

APR
MAY
JUN
18

Scales of 1 to 7: 1 is Low, 7 is High

InfoActions Included
in this Report:

104 TOTAL VISITS

76.7%

Area businesses reporting
Increased Sales
15.5% Stable, 7.8% Decreasing

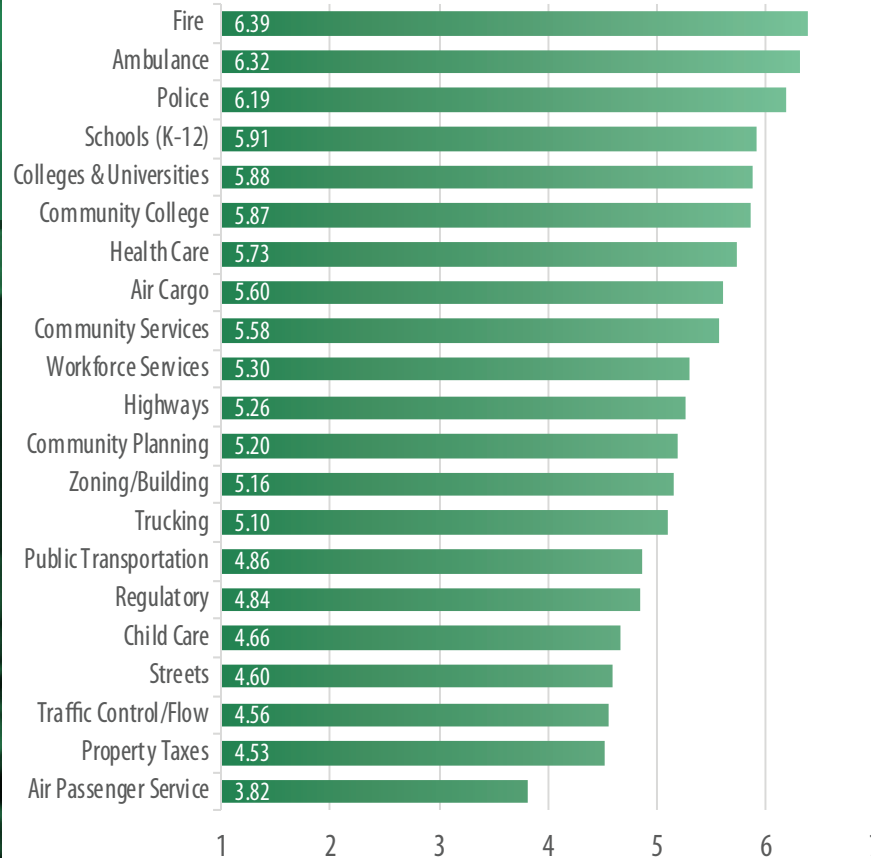
56.3%

Area businesses reporting
Increasing Market Share
38.8% Stable, 4.6% Decreasing

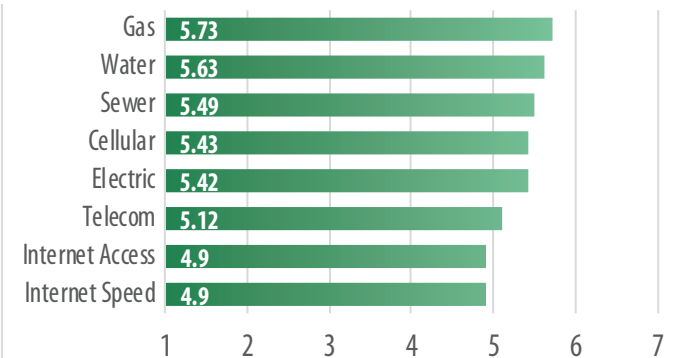
44.7%

Area businesses reporting
Plans to Expand

Public Services Index



Utility Services Index



Top 3 Community Strengths

- Community Leadership/Support/Partnerships
- Quality of Life/Amenities
- Market Size (Local Business Relationships/
Customer Loyalty)

Top 3 Community Weaknesses

- Workforce Challenges
- Population/Market Size/Capacity
- Transportation/Air Service

Top 3 Barriers to Company Growth

- Workforce Challenges
- Population/Market Size/Capacity
- Land/Building Availability or Cost

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HR Actions Included
in this Report:

26 TOTAL VISITS

1,973

Employees Hired in Last 12 Months
at Interviewed Companies

307

Current Unfilled Positions
at Interviewed Companies

25% report unfilled positions are INCREASING

Turnover Rates at
Interviewed Companies

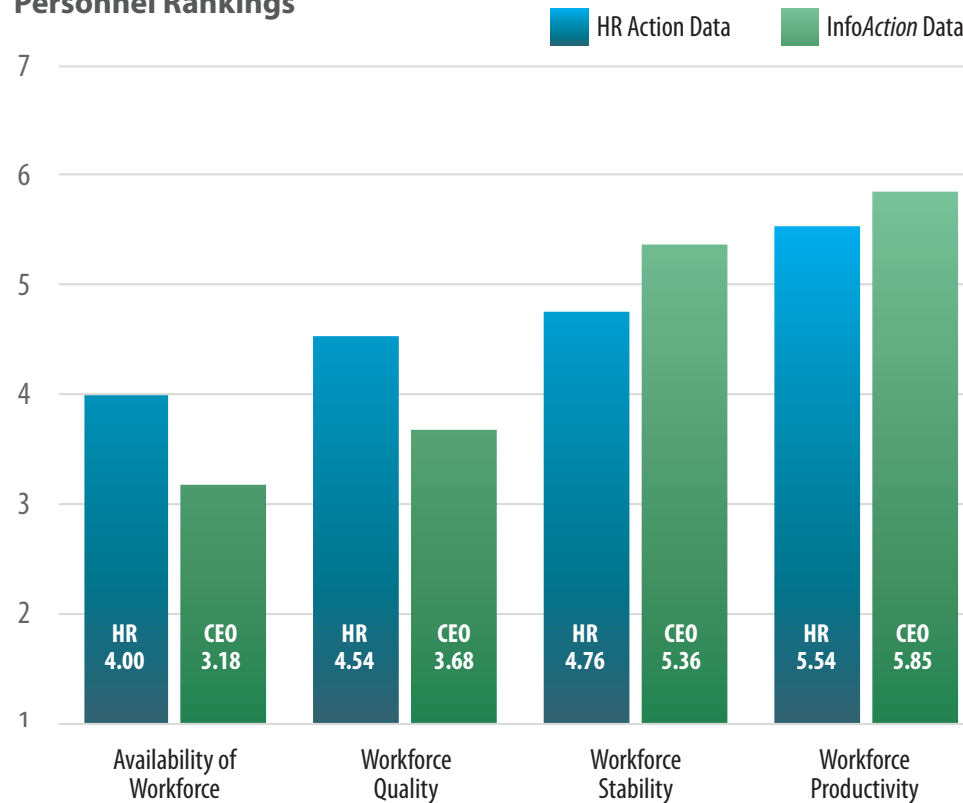
74% 16%
Reported Stable Reported Increasing



Action DASHBOARD

Scales of 1 to 7: 1 is Low, 7 is High

Personnel Rankings



Top Skills Gaps of New Hires

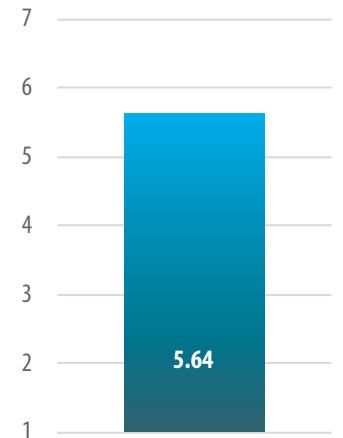
- Work Ethic
- Communication Skills
- Other (includes inappropriate cell phone usage)

Top Recruitment Resources

- AccessDubuqueJobs.com
- Employee Referral Incentive
- Other Online Job Boards

HR ACTION

Employee Engagement*



*The commitment the employee has to the success of the organization and its goals

Talent Attraction from Outside the Area

