Company Visits
July 01, 2018 TO June 30, 2019

300 TOTAL VISITS

Sales & Market Share
FY17-18 in italics

Decreasing
8.5% 7.6%
Stable
20.1% 24.9%
Increasing
71.4% 67.5%

FY17-18 in italics

National
32.0%
Regional
45.7%
Local
17.0%
International
3.3%

SALES

MARKET SHARE

Company Plans

40% HAVE PLANS TO EXPAND

No
70.6%
Pending
12.8%
Yes
16.6%

OWNERSHIP CHANGES

Community Strengths & Weaknesses
FY17-18 in italics

TOP 3 STRENGTHS

24% Quality of life/Amenities
21% Community Leadership/Support/Partnerships
19% Location/Customer-Supplier Access

TOP 3 WEAKNESSES

41% Workforce Challenges
19% Population/Market Size/Capacity
14% Transportation Road/Air

14% 14% 14%
Company Visits  
July 01, 2018 TO June 30, 2019

70 TOTAL VISITS
22,972 TOTAL EMPLOYEES

TOTAL EMPLOYEES REPRESENTED

Company Visits  
July 01, 2018 TO June 30, 2019

70 TOTAL VISITS
22,972 TOTAL EMPLOYEES

TOTAL EMPLOYEES REPRESENTED

Executive 32 8
Mgmt Salaried 249 46
Non-Mgmt Salaried 528 138
Non-Mgmt Hourly 4,466 653
Contract - Professional 22 9
Contract - Temp 256 5
Total 5,553 859

Recruitment

89% Use AccessDubuqueJobs

Most Effective:
1: AccessDubuqueJobs
2: Other online job board
3: Employee Referral

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

PERSONAL BARRIERS TO EMPLOYMENT

30% Childcare
25% Transportation
16% Substance Abuse

PRE-EMPLOYMENT SCREENING

90% Background Check
60% Drug Testing
56% Capabilities/Physical Testing
17% Psychological/Personality Testing

UNIQUE POPULATIONS

87% Will Hire Ex-offenders
36% Actively Recruit Veterans
30% Have Diversity Program
21% Hire for Bilingual Skillset
TALENT ATTRACTION FROM OUTSIDE THE AREA

FY17-18 in italics

EMPLOYEE ENGAGEMENT
The commitment the employee has to the success of the organization and its goals
FY17-18 in italics

Wages & Benefits FY17-18 in italics

Type of Benefit % of Employers Offering Benefit
Type of Benefit % of Employers Offering Benefit

Vacation - paid 100% 96%
Healthcare 97% 96%
Retirement match 97% 94%
Sick Leave - Paid 87% 91%
Parking 90% 90%
Family Leave 91% 83%
Career Development 69% 77%
Part-time (Less than FT) 53% 70%
Health & Wellness Program 66% 67%
Tuition Reimbursement 61% 67%

EMPLOYER ENGAGEMENT

Training

TOP SKILLS GAP WITH NEW HIRES

COMPANY INVESTMENT IN EMPLOYEE TRAINING

PARTNERSHIP WITH K-12 EDUCATION

INTERNSHIPS

385+ USING INTERNS
83% QUALITY OF INTERNS
6.1 HOSTED

50% Work Ethic
39% Communication Skills
37% Initiative/ Self-Directed
27% Other (Soft Skills, Professionalism)
20% Problem Solving Skills

50% Customized Training
58% Internal Training
8% Apprenticeship

44% Give Classroom Presentations
39% Participate in Career/Tech Fairs
39% Offer Workplace Tours
33% Participate in Job Shadows

TOP HR GOALS FOR NEXT 12 MONTHS
1: Improving Company Culture/ Employee Engagement
2: Recruitment
3: Retention
4: Succession Planning
5: Training