

JAN
FEB
MAR
19

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

InfoActions Included
in this Report:

90 TOTAL VISITS

67.8%

Area businesses reporting
Increased Sales
23.0% Stable, 9.2% Decreasing

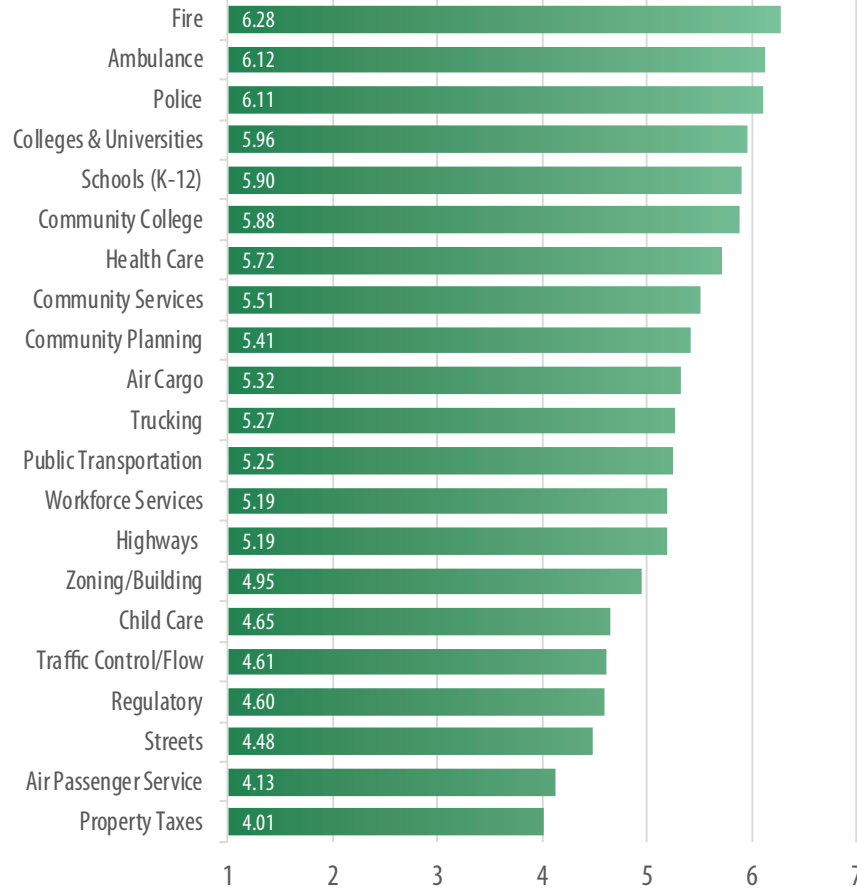
53.4%

Area businesses reporting
Increasing Market Share
39.8% Stable, 6.8% Decreasing

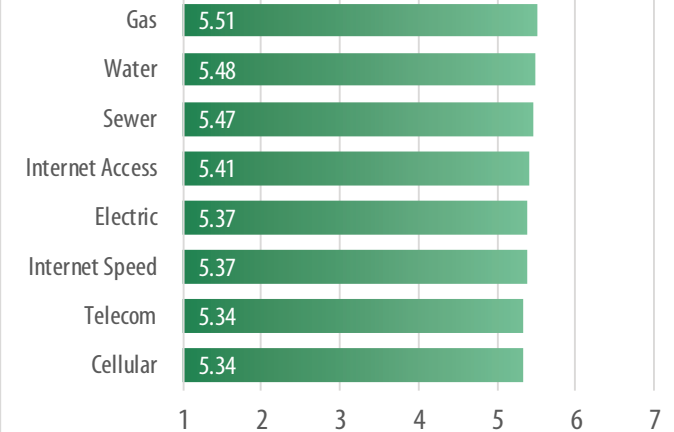
32.9%

Area businesses reporting
Plans to Expand

Public Services Index



Utility Services Index



Top 3 Community Strengths

- Quality of Life/Amenities
- Location/Customer-Supplier Access
- Market Size (Local Business Relationships/
Customer Loyalty)

Top 3 Community Weaknesses

- Workforce Challenges
- Population/Market Size/Capacity
- City Cost/Fees/Rules

Top 3 Barriers to Company Growth

- Workforce Challenges
- Population/Market Size/Capacity
- Land-locked/Land-Building Availability

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HR Actions Included
in this Report:

14 TOTAL VISITS

962

Employees Hired in Last 12 Months
at Interviewed Companies

114

Current Unfilled Positions
at Interviewed Companies

21% report unfilled positions are INCREASING

Turnover Rates at
Interviewed Companies

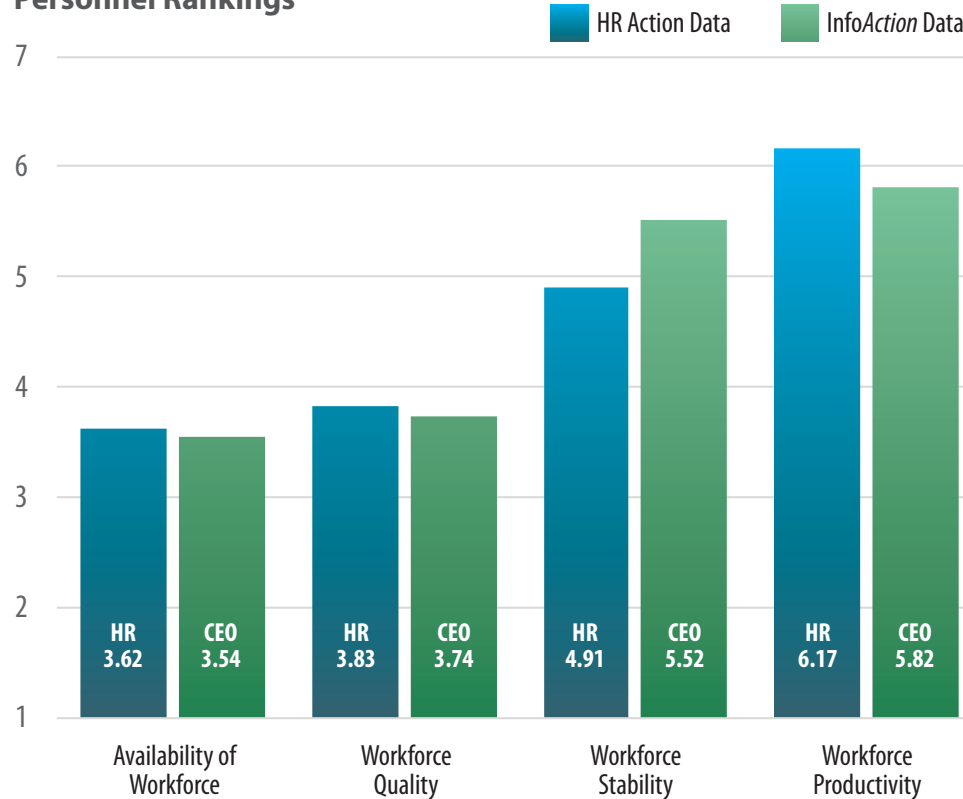
33% 44%
Reported Stable Reported Increasing



Action DASHBOARD

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

Personnel Rankings



Top Skills Gaps of New Hires

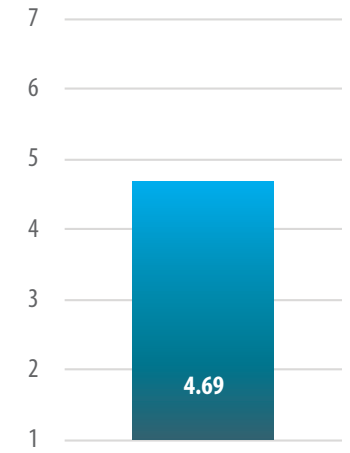
- Work Ethic
- Problem-solving Skills
- Other (Company-specific Skill)

Top Recruitment Resources

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

HR ACTION

Employee Engagement*



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

Talent Attraction from Outside the Area

