

OCT
NOV
DEC
19

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

InfoActions Included
in this Report:

66 TOTAL VISITS

60.6%

Area businesses reporting
Increased Sales
19.7% Stable, 19.7% Decreasing

62.1%

Area businesses reporting
Increasing Market Share
31.8% Stable, 6.1% Decreasing

35.9%

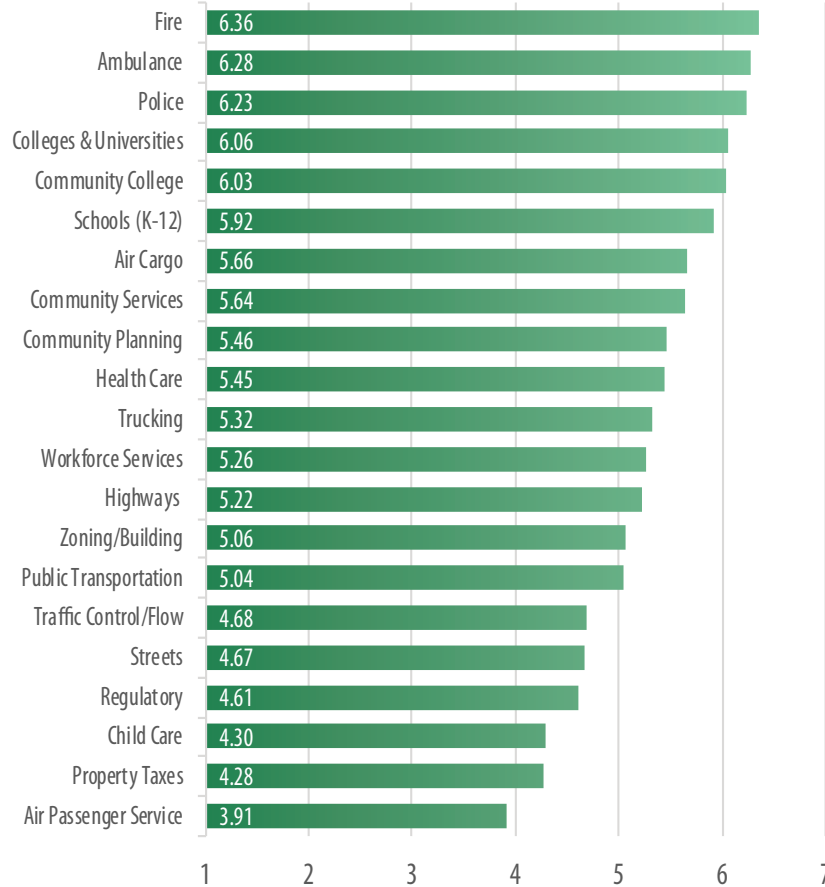
Area businesses reporting
Plans to Expand

Companies with Plans to Add Net
New Jobs in the Next 12 Months

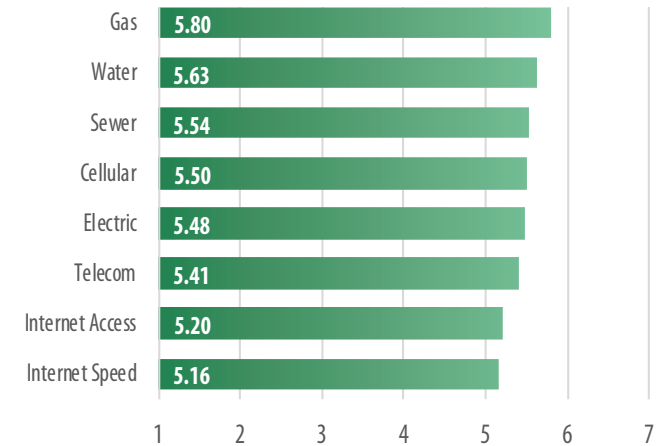
60%
Reported
Yes

40%
Reported
No

Public Services Index



Utility Services Index



Top 3 Community Strengths

- Quality of Life/Amenities
- Community Leadership/Support/Partnerships
- Employee Work Ethic/Loyalty

Top 3 Community Weaknesses

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

Top 3 Barriers to Company Growth

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

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HR Actions Included
in this Report:

24 TOTAL VISITS

1,290

Employees Hired in Last 12 Months
at Interviewed Companies

239

Current Unfilled Positions
at Interviewed Companies

17% report unfilled positions are INCREASING

Turnover Rates at
Interviewed Companies

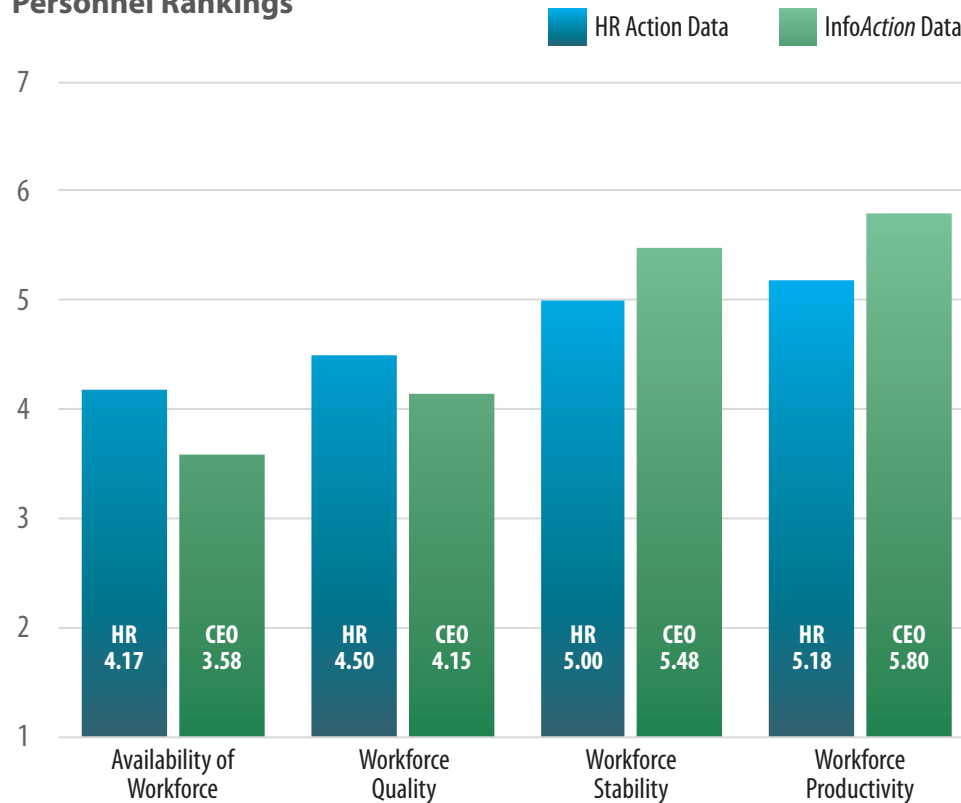
71% **24%**
Reported Stable Reported Increasing



Action DASHBOARD

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

Personnel Rankings



Top Skills Gaps of New Hires

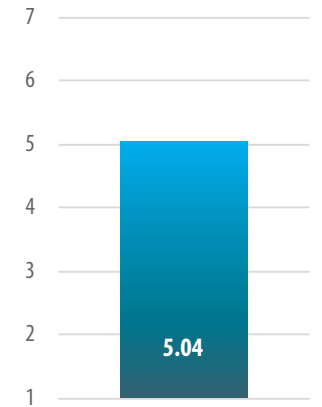
- Work Ethic
- Other
- Communication Skills

Top Recruitment Resources

- AccessDubuqueJobs.com
- Employee Referral Incentive
- Company Website

HR ACTION

Employee Engagement*



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

Talent Attraction from Outside the Area

