What CEOs, business owners, and top managers have told us

**Public Services Index**
- Scales of 1 to 7: 1 is Low, 7 is High

**Utility Services Index**

**Area Businesses Ranked the Following as Top Priorities for the Community:**
1. Quality of Life
2. Amount/Affordability of Housing
3. Entertainment Venues
4. Health & Wellness Opportunities
5. Creation of More Local, Renewable Energy
6. Other
7. Environment - Reduction of Waste
8. Air & Water Quality Improvements

**Top 3 Barriers to Growth**
- Workforce
- Market Size/Location/Population
- Transportation (Air/Roads)

**Top 3 Community Strengths**
- Quality of Life/Amenities
- Market Size/Location/Customer Loyalty
- Community Leadership/Support/Partnerships

**Top 3 Areas for Improvement**
- Streets/Roads/Traffic Flow
- Air Service
- Workforce

Companies with Plans to Add Net New Jobs in the Next 12 Months
- 42% Reported Yes
- 58% Reported No

Companies with a Remote or Hybrid Workforce
- 83% of Included Businesses report having recruitment challenges

Workforce Index
- 24% Local
- 28% National
- 46% Regional
- 2% International

90% of Included Businesses report the community’s IT infrastructure as adequate for their company needs

49% of Included Businesses reporting plans to expand in the next year

INFOACTION Action Dashboard
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• **Workforce continues to dominate the conversation.**
  Eighty-Three percent of companies cited having recruitment challenges. This is significantly higher than the first quarter’s 63 percent noting challenge.

• Additionally, **workforce continues to be the clear, top barrier to growth cited by area businesses during this past quarter.**

• **Workforce availability reached a record low on Greater Dubuque’s index,** scoring a 2.75 on a scale of 1 – 7, with seven being good.

• **Twenty-Four percent of companies noted that they currently have a remote or hybrid workforce.**
  Companies continue to navigate the changing landscape as it pertains to workforce recruitment challenges and work/office policy.

• **While companies are looking to add net new jobs,** this is down from the first quarter—42 percent now versus 70 percent in the first quarter.

• **Forty-nine percent of businesses have some plans to expand and invest** (new space, new machinery/equipment/technology, or new jobs).
  This number is down just slightly from the first quarter with 52 percent noting growth plans.

• **Businesses continue to note strong sales levels.**
  Sixty-seven percent cited increasing sales versus 70 percent in the first quarter.

• **Additionally, fifty-two percent of businesses noted increasing market share against competition.**
  Forty-five percent cited stable market share and only 3 percent cited decreasing market share.

• **Child care availability and air service hold the lowest scores on the community services index,** scoring a 4.17 and 2.22 respectively on a scale of 1 – 7, with seven being good. This quarter’s score for air service is the lowest on record.

• **In addition to quality-of-life initiatives, the amount of affordable housing is cited as a top community priority.**
  Affordable housing is also increasingly cited as a growing concern for workforce retention and recruitment.