**Interview Highlights**

In our industry and what we are trying to accomplish, we do not necessarily need highly trained or unique people, but we really need people who can think critically about what we're doing, how they are doing the work, and feel confident that they can be trained to do the work. But it is difficult to find those people.

Air pollution here is getting beyond ridiculous. It is costing me real money because my people and I get sick. Every time there is an inversion, I know that it is going to hurt my bottom line...because my people are sick, and they can't come to work.

I think it would only make us better and stronger if we had a more diverse workforce. We would get different ideologies, cultures, and backgrounds.

I think high-density planned urban environments are important, because there is limited space in the valley, so walking neighborhoods, bike trails, and things like that are needed to improve quality of life.

*All remarks were gathered from business decision-makers in your municipality*
OF BUSINESSES INTERVIEWED:
Annual revenues from $200,000 to $70,000,000
Median annual revenue: $3,300,000

- 54% Are family owned
- 77% Are members of a chamber, guild, or business association
- 8% Of decision-makers interviewed were female
- 31% Have more than 50% of workforce comprised of women
- 23% Export to foreign markets

Top cited benefits of these memberships:
1. Networking
2. New Customers
3. Education

EMPLOYEES & WORKFORCE

Top Business Challenges:
Past and Future
(Percent of Businesses Citing Challenge)

- Competition
- Marketing
- Workforce
- Internal Execution
- Economy
- Capital

Past vs. Future Challenges

What challenges do you experience in meeting your workforce needs?

- None
- Competition
- High Cost of Wages
- Culture
- Lack of Labor
- Entitlement
- Technical Training

How does the local workforce fit your company’s talent needs?

- Meets Needs
- Hard to Find
- Not Enough
- Underqualified

How could the local workforce better meet your needs?

- None
- Not Applicable
- Don’t Know
- Language Skills

*Interview data shows when women are in decision-making roles within a business, more women are employed by that business