"I don't want to double the size of the company. We have to keep the company growth manageable. I don't want to take any unnecessary risks associated with new employees."

"Maybe the state could stop giving money to the big corporations who aren't local. It's frustrating because the money is not going to stay within the state. It's not growing our economy within the state."

"The high rent is the biggest problem."

"The fact that Amazon doesn't collect any taxes has been really detrimental and they have only started recently collecting taxes because of pressure. I'm angry about the unfair tax laws that favor big corporations instead of small privately-owned businesses."

"Most of our employees live within a 30 mile radius. Commuting becomes an issue. We have adjusted our hours in order to attract employees who can work shifts that keep them out of rush hour traffic."

"I come from a country that has a very strong apprenticeship system, and that is lacking here. It is not enough. Personally I feel there is too much emphasis on going to college, and not enough emphasis on trades."

*All remarks were gathered from business decision-makers in your municipality*
OF BUSINESSES INTERVIEWED:
Annual revenues from $0 to $200,000,000
Median annual revenue: $300,000

55% Are family owned

41% Are members of a chamber, guild, or business association

53% Of decision-makers interviewed were female

26% Have more than 50% of workforce comprised of women

23% Export to foreign markets

Top cited benefits of these memberships:
1. Networking
2. Advocacy
3. New Customers
4. Education
5. Marketing

EMPLOYEES & WORKFORCE

TOP BUSINESS CHALLENGES PAST AND FUTURE
(Percent of Businesses Citing Challenge)

Past

Future

Competition

Workforce

Capital

Marketing

Economy

EMPLOYEES & WORKFORCE

Businesses Interviewed by Employee Count

How could the local workforce better meet your needs?

Don't Know

More Knowledge, Training & Skills

More Applicants

Educated

Trades

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

Meets Needs

Hard to Find

Does Not Meet Needs

Underqualified

Not Enough

What challenges do you experience in meeting your workforce needs?

None

Hard to Find

Lack of Labor

High Cost of Wages/Benefits

Lack Right Skills

Retention