

# Highlights from the Council Bluffs Area Chamber of Commerce's 2018 Labor Survey

A Council Bluffs Area Chamber of Commerce labor survey that suggests there is potential for significant economic growth for the city. That is if employers can increase the labor pool to fill voids in the workforce.

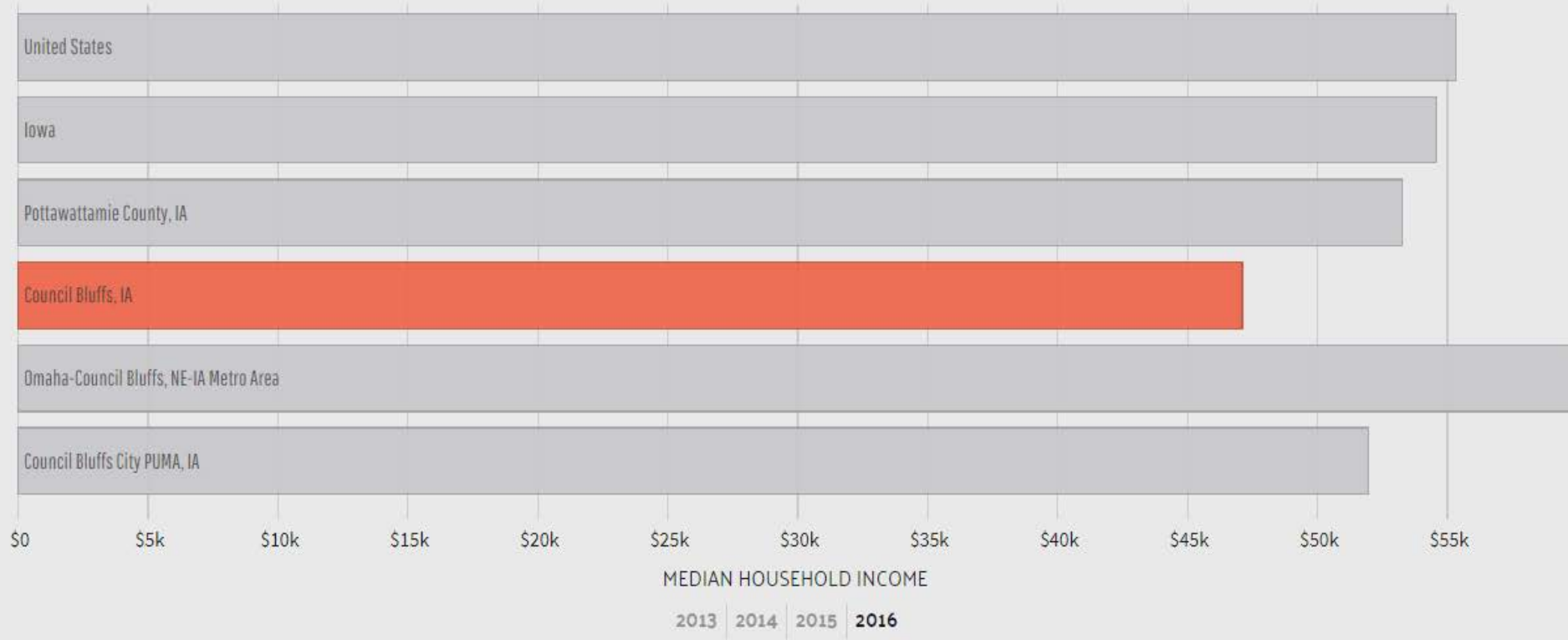
Nearly all our Council Bluffs major employers completed the survey along with many medium and small-sized businesses, giving us a good sampling across the board. As a result, 54 Council Bluffs employers representing nearly 13,000 full and part-time employees, told us:

- They will need to secure nearly 2,700 **NEW** hires within the next two years.
- These same employers will need to hire an additional 3,200 workers in the next two years just to address **turnover** and **retirements**.
- Quality labor shortages appear in most all sectors including transportation, hospitality, healthcare, information technology, service/retail, construction, trades and manufacturing.
- Employers said if they can find individuals with initiative, a strong work ethic and good problem solving and communication skills, they can train them on the job or through local training programs to fit their specific needs.

The good news is local employers will need to hire 2,700 new positions - a sign of a healthy economy. Bad news is our available labor comes up short. Increasing our labor pool and finding solutions to some of these issues will be a challenge. But it's clear, that if we are going to help businesses grow, we need to find solutions to these workforce issues.

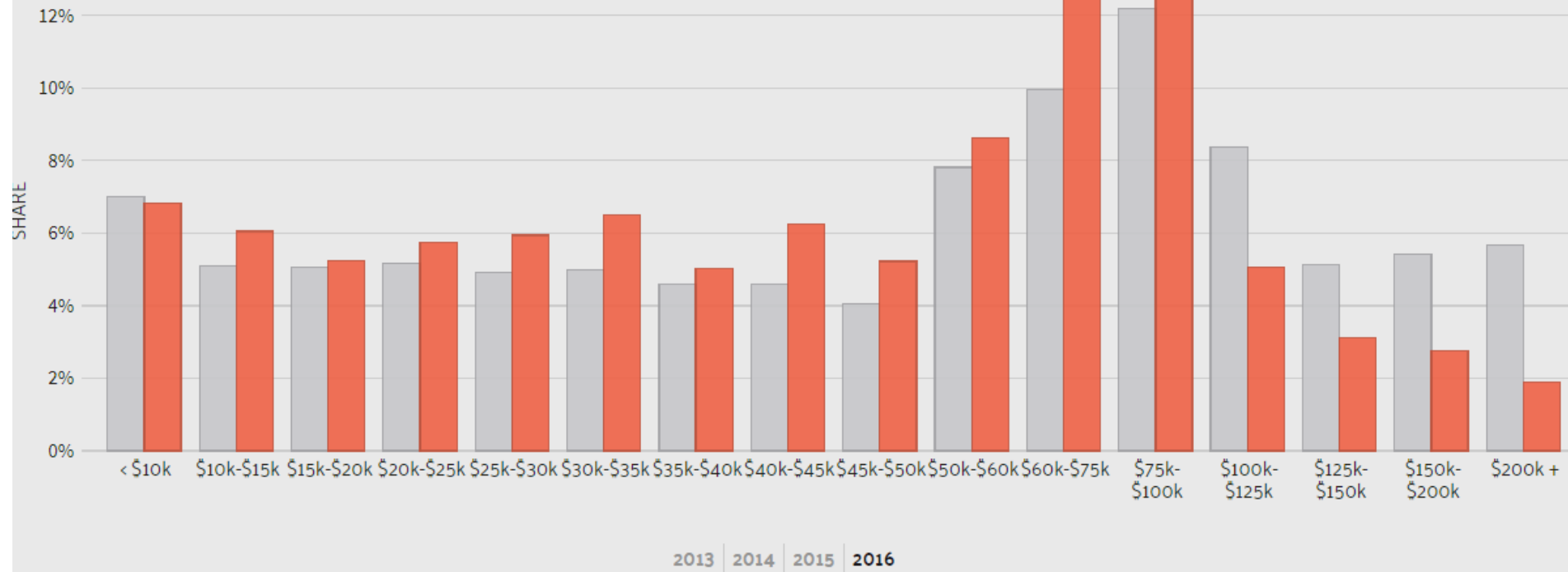
# WAGES

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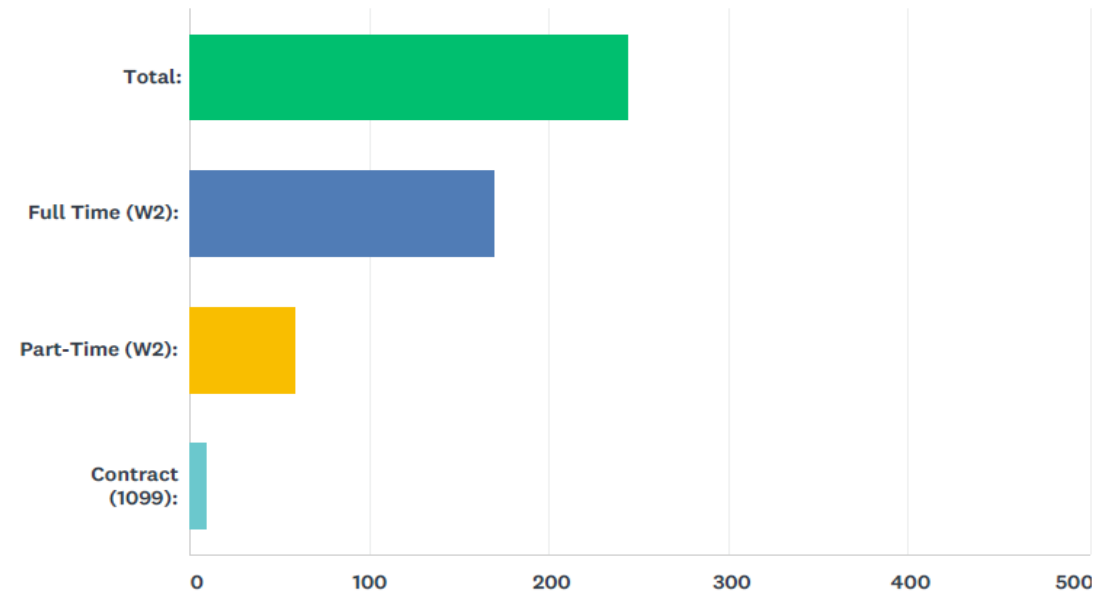


# INCOME

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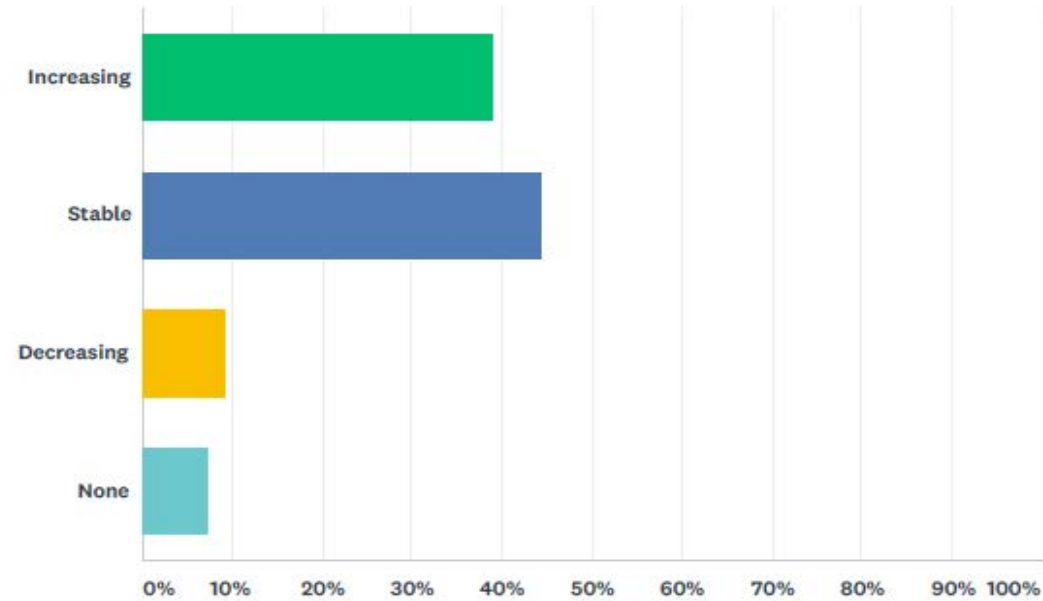


# What is your total number of employees in this market?



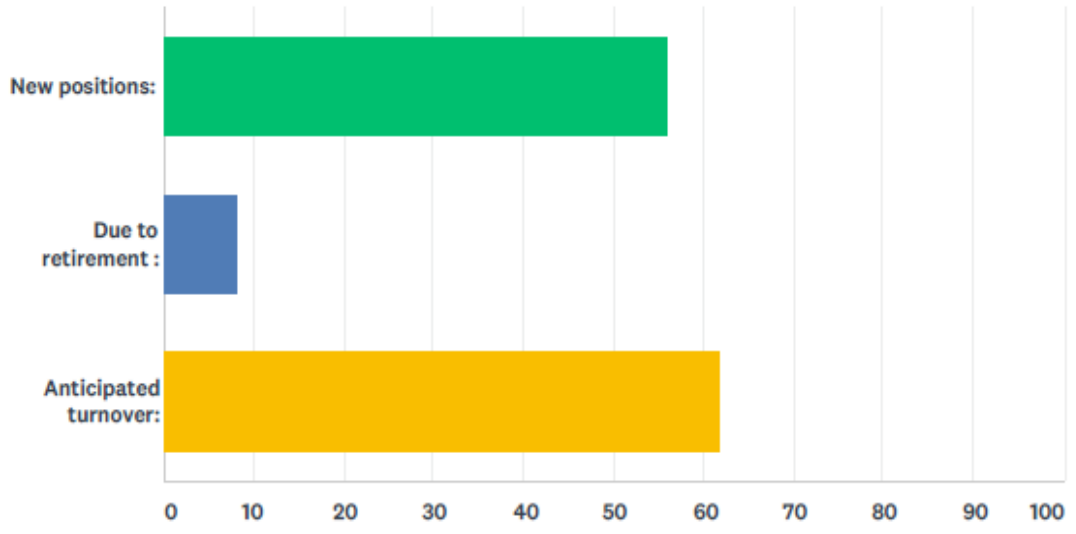
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Total:	244	12,941	53
Full Time (W2):	170	8,480	50
Part-Time (W2):	59	2,704	46
Contract (1099):	9	318	35
Total Respondents: 54			

# Is the number of unfilled positions:



ANSWER CHOICES	RESPONSES
Increasing	38.89% 21
Stable	44.44% 24
Decreasing	9.26% 5
None	7.41% 4
TOTAL	54

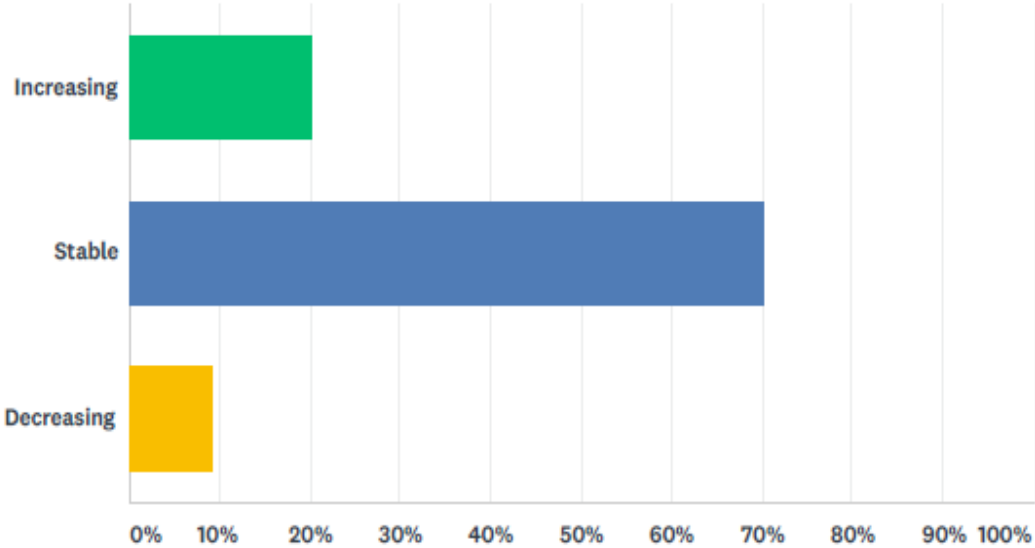
# How many employees are you planning to hire in the next two years?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
New positions:	56	2,688	48
Due to retirement :	8	374	46
Anticipated turnover:	62	2,838	46
Total Respondents: 50			



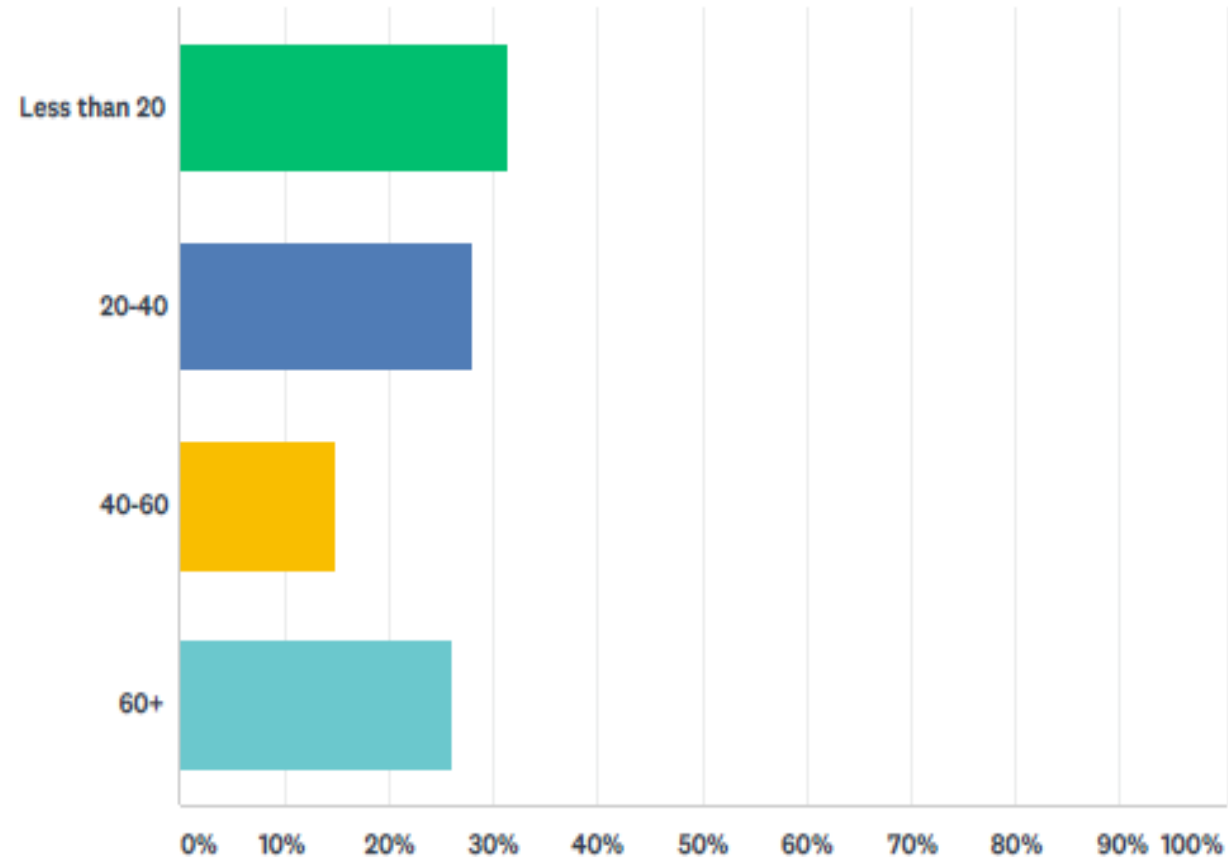
# Is the turnover rate:



ANSWER CHOICES	RESPONSES	
Increasing	20.37%	11
Stable	70.37%	38
Decreasing	9.26%	5
TOTAL		54

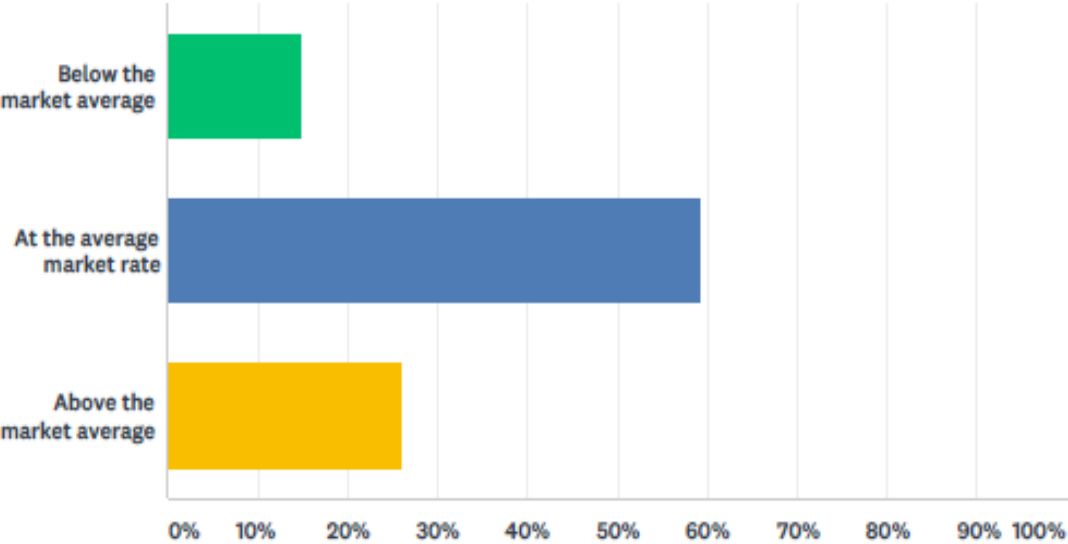


# What is your recruiting radius in miles?





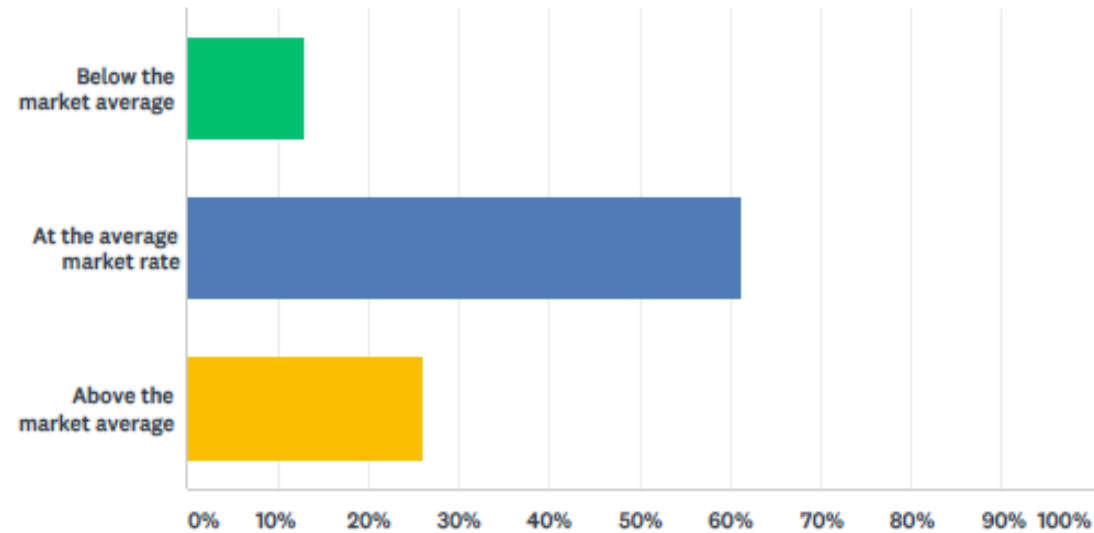
# In this market are your company's wages:



ANSWER CHOICES	RESPONSES	
Below the market average	14.81%	8
At the average market rate	59.26%	32
Above the market average	25.93%	14
TOTAL		54



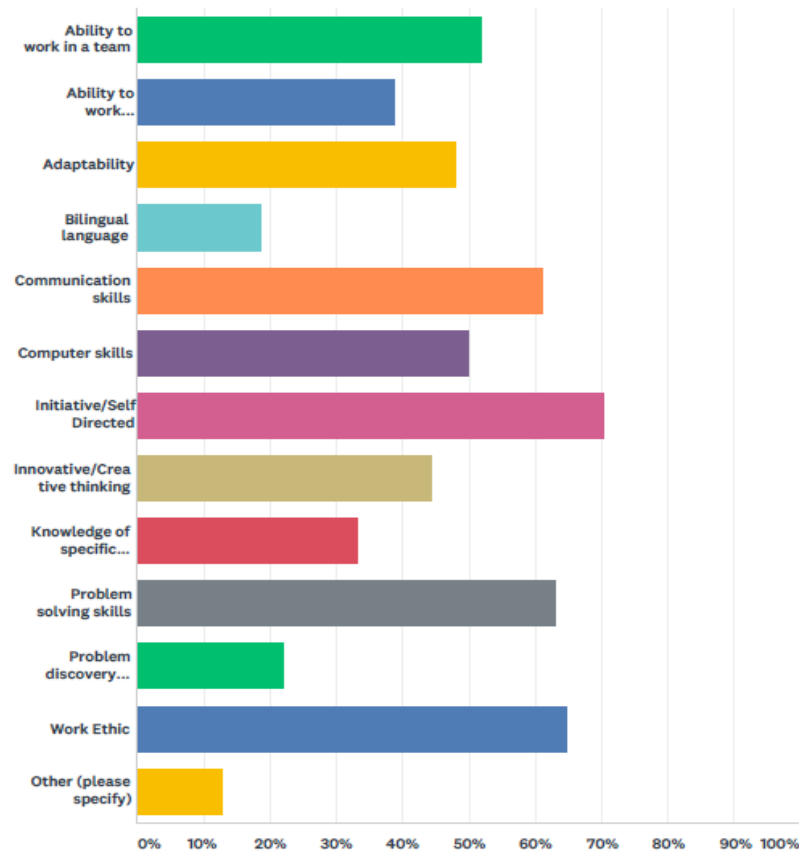
# In this market are your company's benefits:



ANSWER CHOICES	RESPONSES
Below the market average	12.96% 7
At the average market rate	61.11% 33
Above the market average	25.93% 14
TOTAL	54

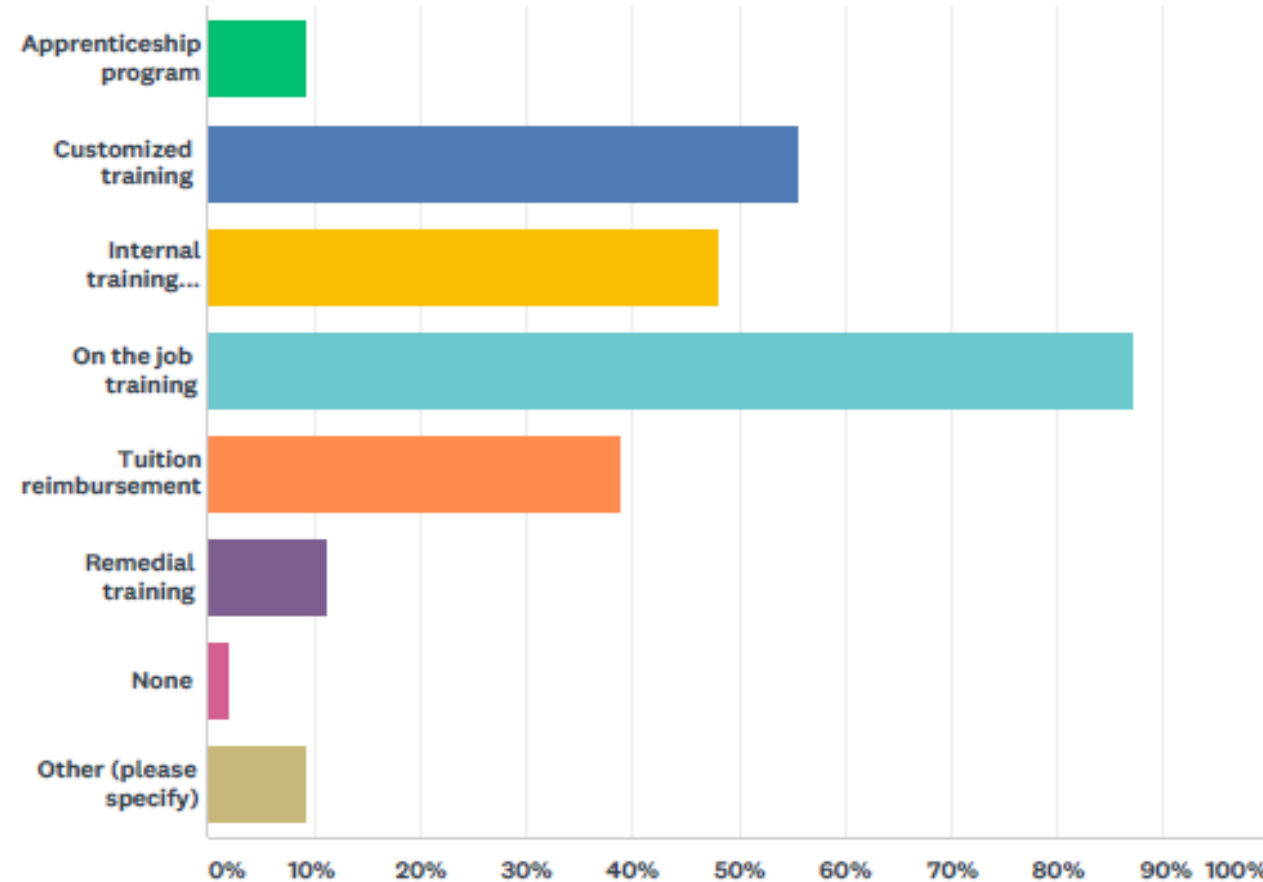
# In the next 3 years, what new or additional skills or knowledge will your employees need to be successful?

*(Check all that apply)*



# What training does your company offer?

*(Check all that apply)*



# Over the next 12 months, what are your workforce priorities?

*(Check all that apply)*

