




ACED

Business Retention Report

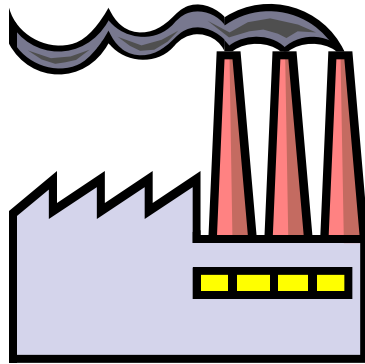
**ACEC Monthly Meeting
March 18, 2009**

What is Economic Development?

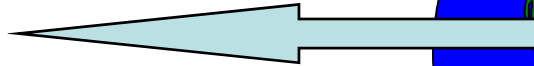
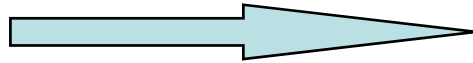
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- ◆ The mission of ACED is to create **primary** jobs and a healthy **tax base** by assisting businesses to invest in Adams County.
 - ◆ A “**primary**” job is a job that exports goods and/or services and, therefore, imports money.

This creates “**new, outside**” dollars for the community and increases overall wealth.

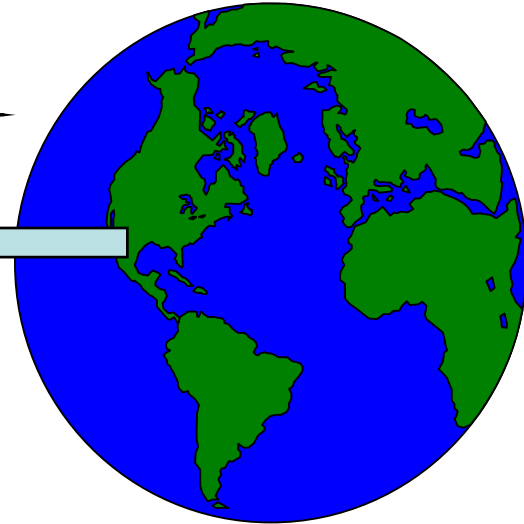
What are Primary Jobs?



Goods &
Services



New Money



Labor

Materials & Supplies

Professional Services

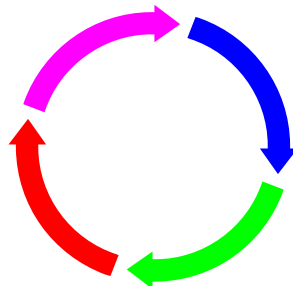
\$Wages\$

Housing

Retail (Food, Clothing, etc..)

Health Care

Services (Cleaning, Hair Cuts, CPA, etc...)



How Do We Reach Our Goals?

Business Retention



- ◆ Face-to-face business visits for retention and expansion (Quality vs. Quantity)
- ◆ Retention Taskforce
 - **Resource Board**
 - **Search Engine Optimization**
 - **Business Appreciation Event (100)**
 - Manufacturing Association (200+)
 - Regional and Statewide Leadership (Entrepreneurship)
- ◆ Primary employers survey



ACED Retention Resources

- ◆ ACED's Existing Business Resource Board
This is an arsenal of “go to” players in the county
- ◆ ACED Real Estate Database- (900 Properties)
- ◆ Adams County Incentives
- ◆ Enterprise Zone (EZ)
- ◆ SEO (Search Engine Optimization)
- ◆ Adams County RFP/Bid Notification
- ◆ Workforce and Business Center

ACED Retention Resources



- ◆ PAB's Private Activity Bonds
- ◆ GIS (Geographic Info System) and Demographic Data
- ◆ Workmans Compensation Program
- ◆ Colorado First / Existing Industry Customized Job Training Grant Funds
- ◆ Job Creation Performance Incentive Fund (PIF)
- ◆ Venture Capital Authority
- ◆ Rocky Mountain Trade Assistance Council (RMATC)



2008 Visits

- ◆ 72 face-to-face company interviews, representing 1,377 existing jobs and 333 projected new jobs.
- ◆ **Industry Sectors**
 - Industrial Goods
 - Construction
 - Transportation
 - Advanced Manufacturing
- ◆ As a result of the visits ACED responded to 288 requests for business assistance, up 54% from 2007.

Moving at the Speed of Business



- ◆ 40% reported introducing a new product or service in the last five years
- ◆ 35% have plans to introduce a new product or service in the next two years
- ◆ 67% Indicated there was new technology emerging that will positively influence their industry.



Business Expansion in 2009?

- ◆ 96% Adams County is Great Place to do Business (95% in 2007)
- ◆ 79% See **NO** Expansion Barriers in Adams County (86% in 2007)
- ◆ Biggest Barriers to Expansion:
 - Cost and availability of industrial land and buildings,
 - General economy
 - **Inability to find qualified workforce**
- ◆ 51% Projected Expansion (64% in 2007)
- ◆ 47% Projected Increase in Sales (71% in 2007)
- ◆ 36% Projected Employment Increase (48% in 2007)



Workforce

Finding Employees

- ◆ 67% cited recruiting issues (80% in 2007)

Top Business Workforce Concerns

- ◆ Immigration and Unionization were the most cited concerns

The type of jobs that employers found most difficult to fill in 2008 continued to be:

- Industry specific trade skills (mechanical/technicians)
- Commercial Vehicle Drivers (CDL)
- Experienced Sales
- Administrative/Clerical



2008 Business Issues Survey



Presentation to ACEC

March 18, 2009



2008 Primary Employers Survey Highlights



- ◆ Top issues facing the business community:
 - The economy
 - Property tax assessments
 - Capital availability
 - Workforce ranked 5th (down from #1 in 2007)
- ◆ 82% of respondents view the county as Pro Business
- ◆ 70% believe there is a positive level of cooperation between the county and the cities

2008 Primary Employers Survey Highlights

- ◆ **80%** of the respondents believe the economy will weaken in 2009
- ◆ **15%** plan to decrease its labor force in 2009
- ◆ **19%** of the respondents plan to expand; **9%** will downsize in 2009
- ◆ **15%** of the respondents say their 2009 sales will increase, **38%** say sales will decrease

2008 Primary Employers Survey



WORKFORCE

2008 Primary Employers Survey Workforce Issues



- ◆ **Are most of your employees residents of Adams County?**
 - Yes 48%
 - No 52%

- ◆ **What are the obstacles for hiring more employees from Adams County?**
 - Lack qualifications
 - Can't pass a drug test
 - Don't speak English
 - Cannot meet the educational requirements

2008 Primary Employers Survey

Workforce Issues



◆ How would you rate the following:

Category	Satisfied	Unsatisfied
Workforce Availability	48% (55% in '07)	52%
Quality of Workforce	38% (46% in '07)	62%
Cost of Workforce	84% (77% in '07)	16%
Workforce Stability	67% (54% in '07)	33%

2008 Primary Employers Survey

Workforce Issues



- ◆ The minimal credential looked for when hiring **ENTRY LEVEL** employees:
 - HS Diploma 93%
 - Associates Degree 3%
 - 4 year degree 4%

- ◆ The minimal credential looked for when hiring **MID MANAGEMENT** employees?
 - HS Diploma 34%
 - Associates Degree 25%
 - 4 year degree 41%

2008 Primary Employers Survey

Workforce Issues

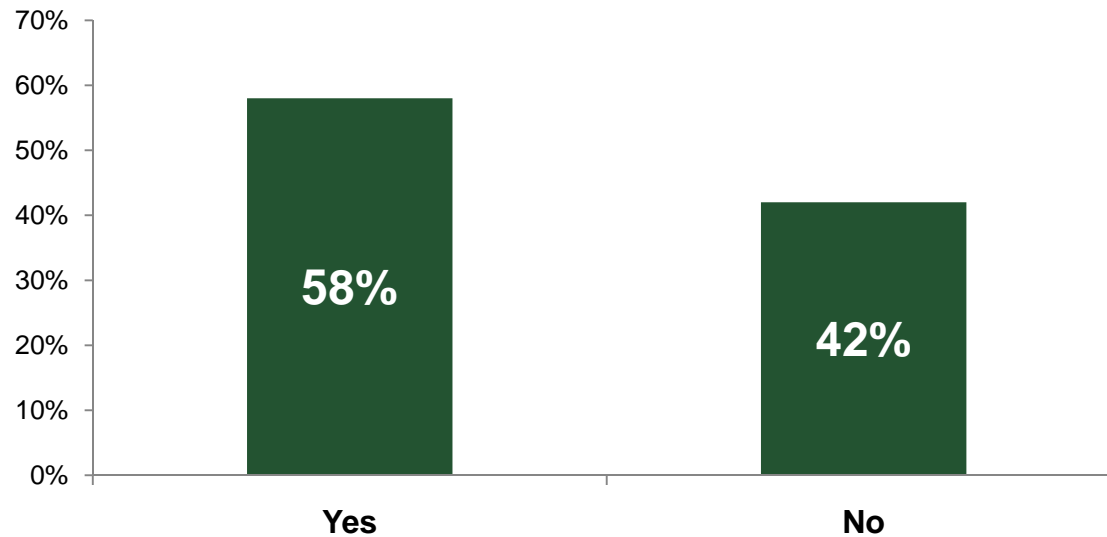


- ◆ The primary source of labor:
 - Temporary Agencies (38%)
 - Word of Mouth (38%)
 - AC Workforce and Business Center (9%)
 - Vocational/Technical Schools (6%)
 - Apprenticeship Programs (3%)
 - Community colleges (2%)
 - High Schools (2%)

2008 Primary Employers Survey Workforce Issues



◆ Pre Screening process to hire new employees:



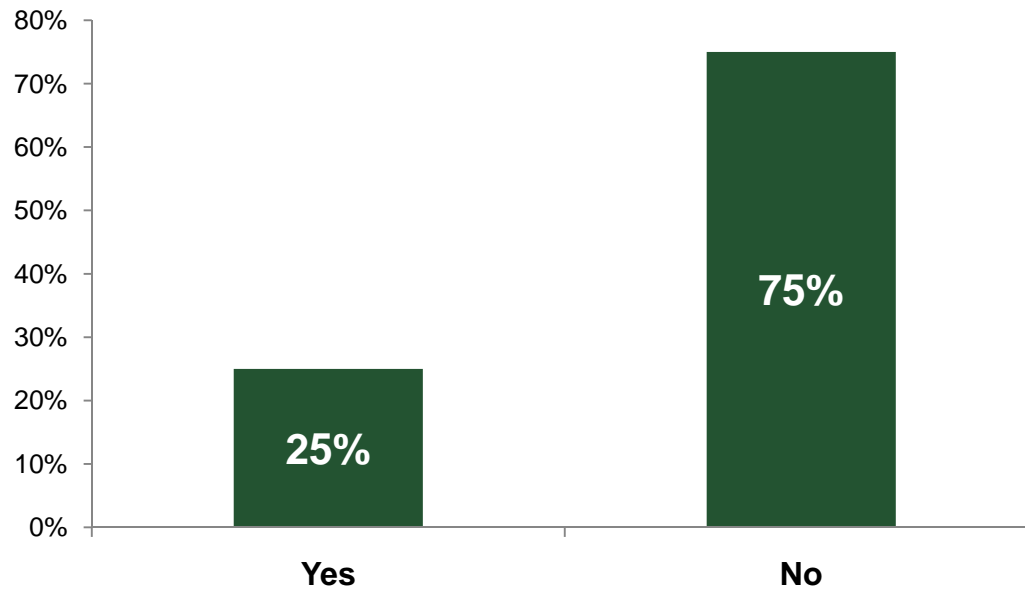
2007

- Yes 56%
- No 44%

2008 Primary Employers Survey Workforce Issues



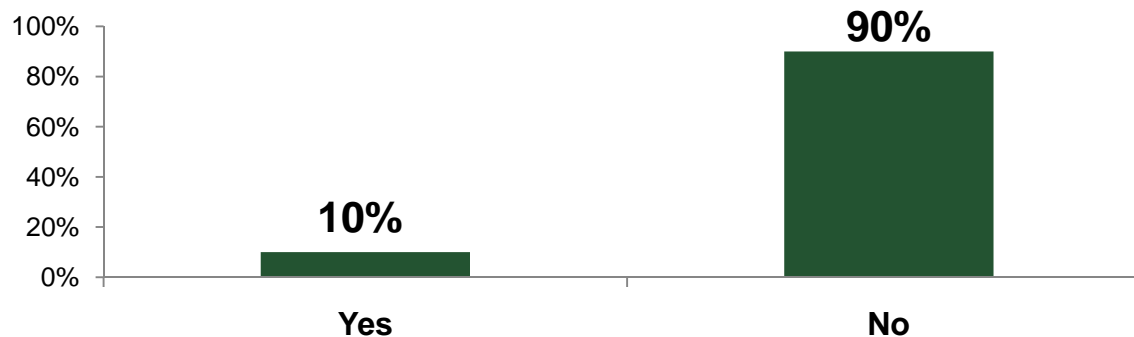
- ◆ **Does your company pay or reimburse tuition for employees?**



2008 Primary Employers Survey Workforce Issues



- Is your company interested in working with your local school district to create customized training programs for your company or industry?



- **2007**

- Yes 16%
- No 84%



2008 Primary Employers Survey

SUMMARY OF RESULTS

2008 Primary Employers Survey Summary



◆ #1 Issue: The Economy

- ACEC and partners can help workers impacted by downsizing - training and retraining programs



ACED



THANK YOU, ACEC!

