

# Yavapai County Manufacturing Sector Strategy Survey

Tuesday, October 27, 2015



**52**

Total Invitations

**16**

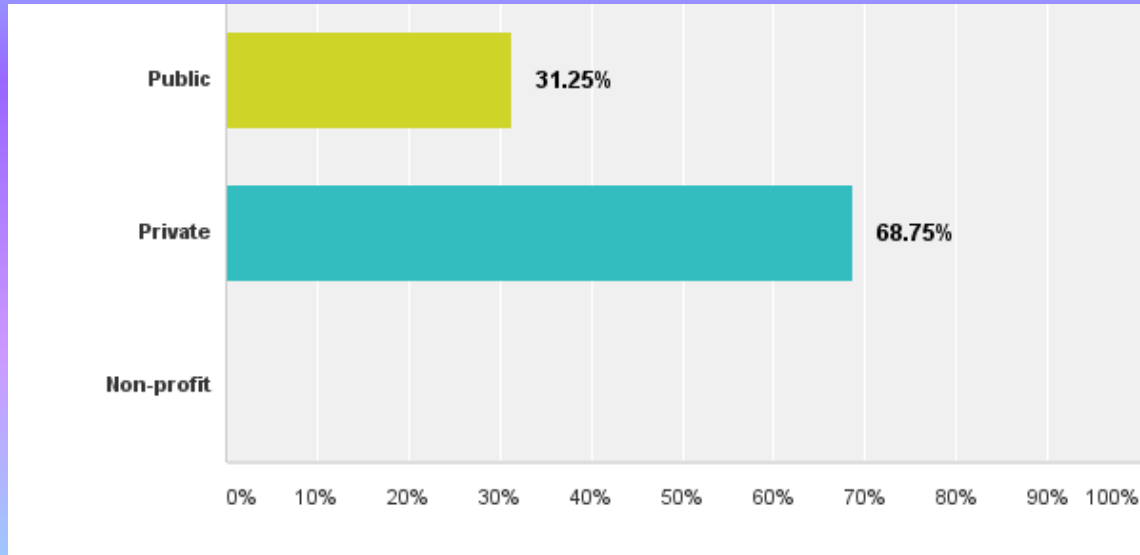
Total Responses

31% Response Rate

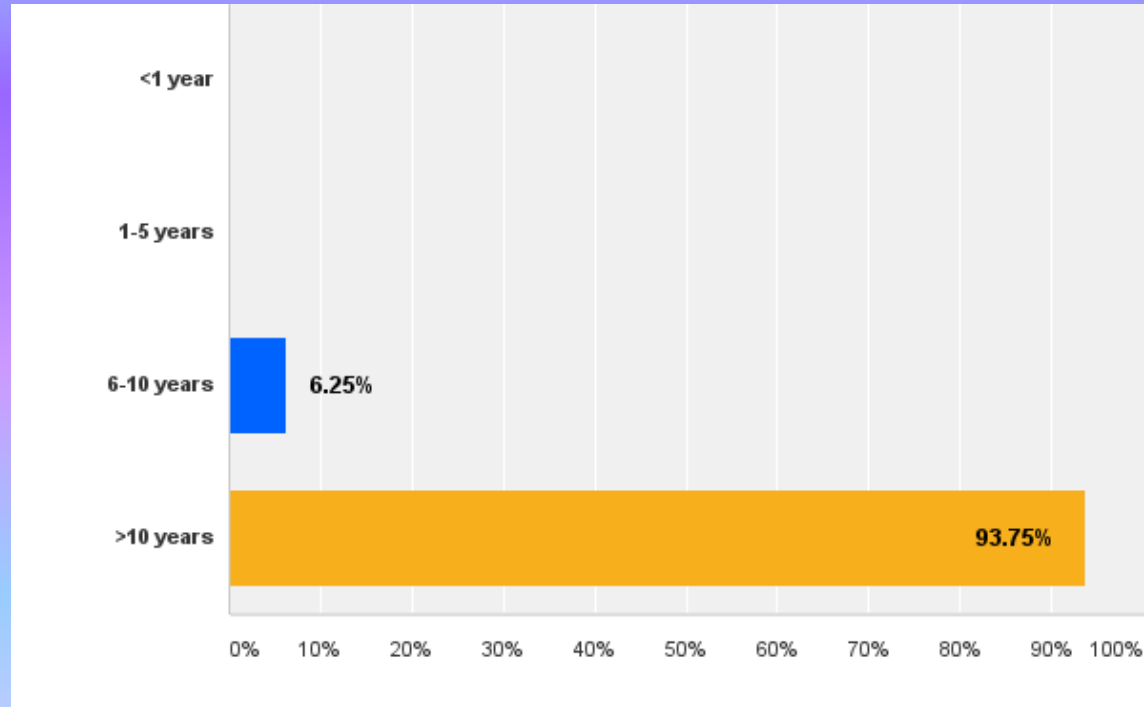
# 45 Questions – 4 Sections

1. *Company Background, Workforce Challenges* – 35 Questions
2. *Innovations in Hiring, Development, Retention & Empowerment* – 6 Questions
3. *Leadership* – 1 Question
4. *Continuous Improvement* – 3 Questions

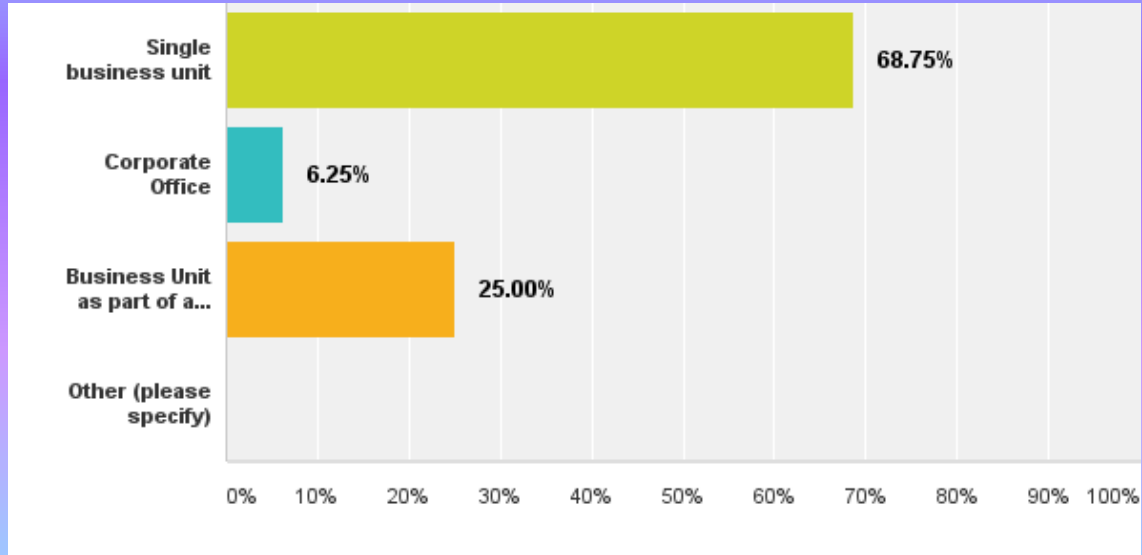
## Q1: Which best describes the ownership of your company?



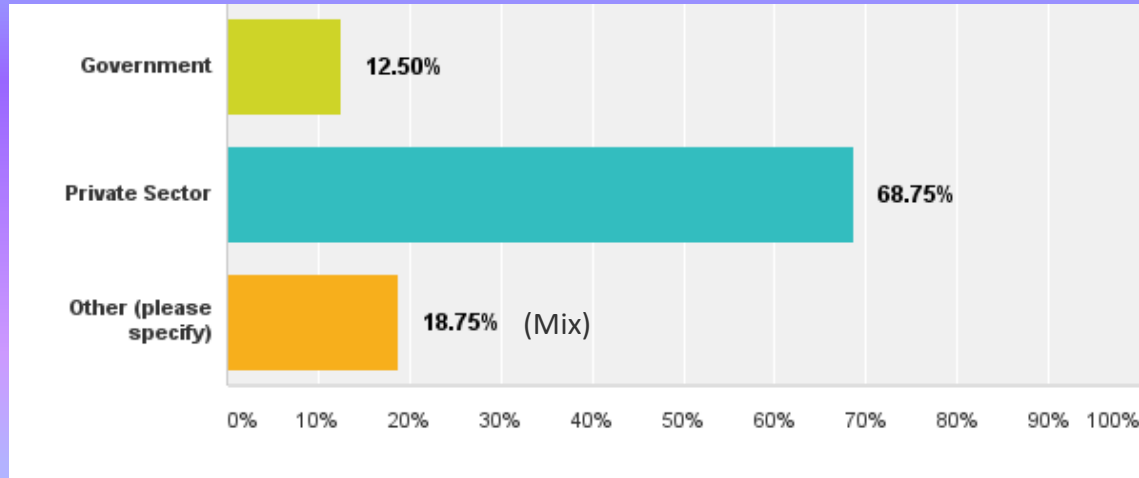
## Q2: How long has your company been in operation?



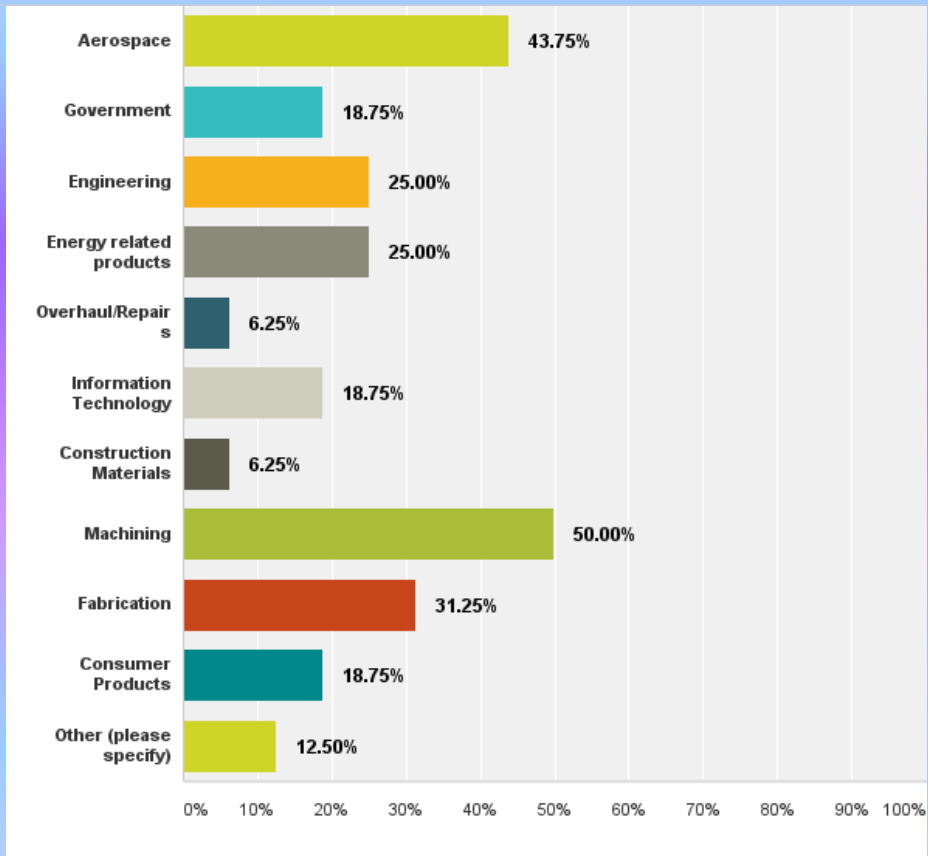
### Q3: Which best describes your company?



## Q4: Which best describes your customer base?

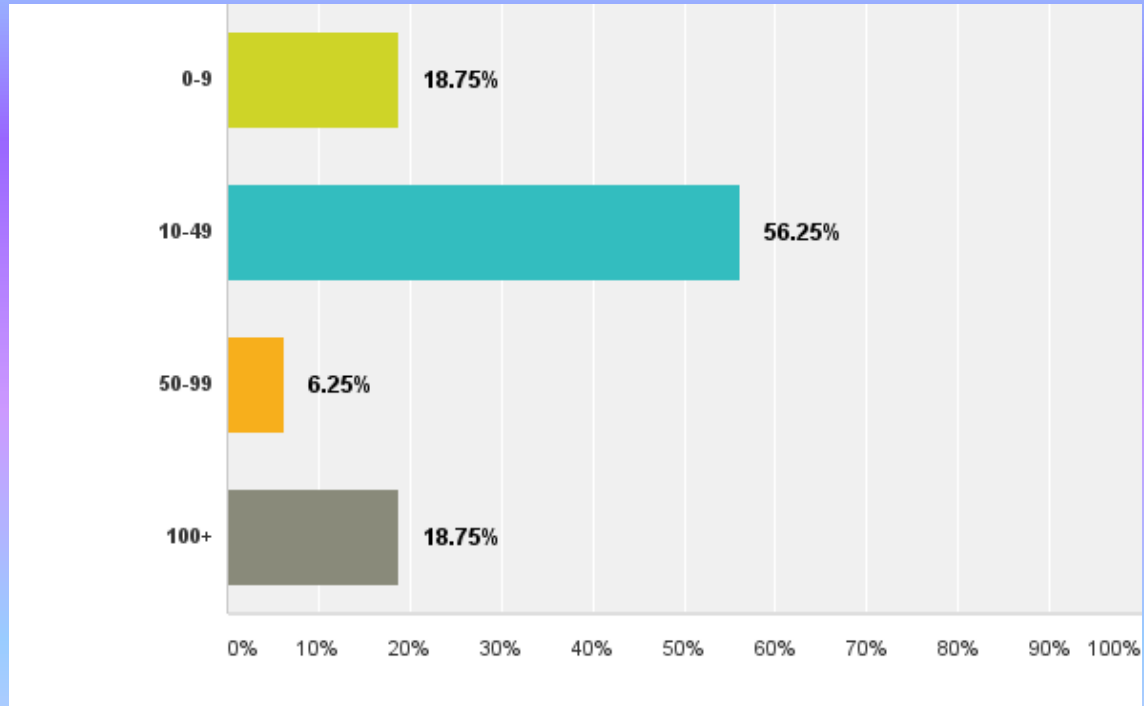


## Q5: Which best describes the type of manufacturing your company does (Check all that apply).

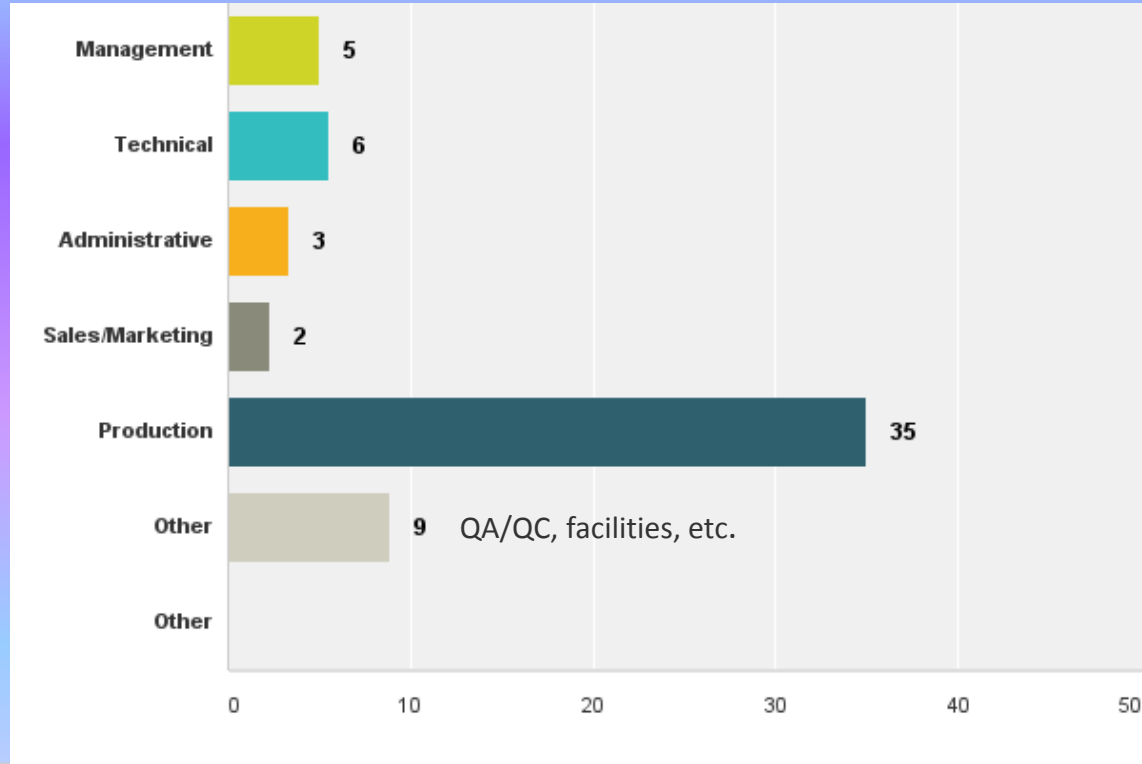




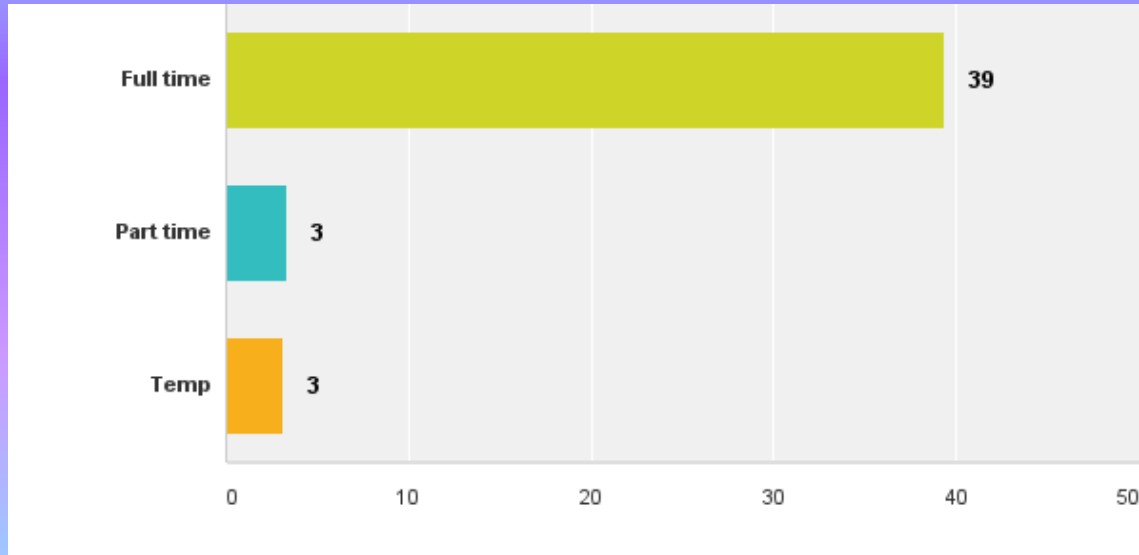
## Q6: How many employees does your company have (locally)?



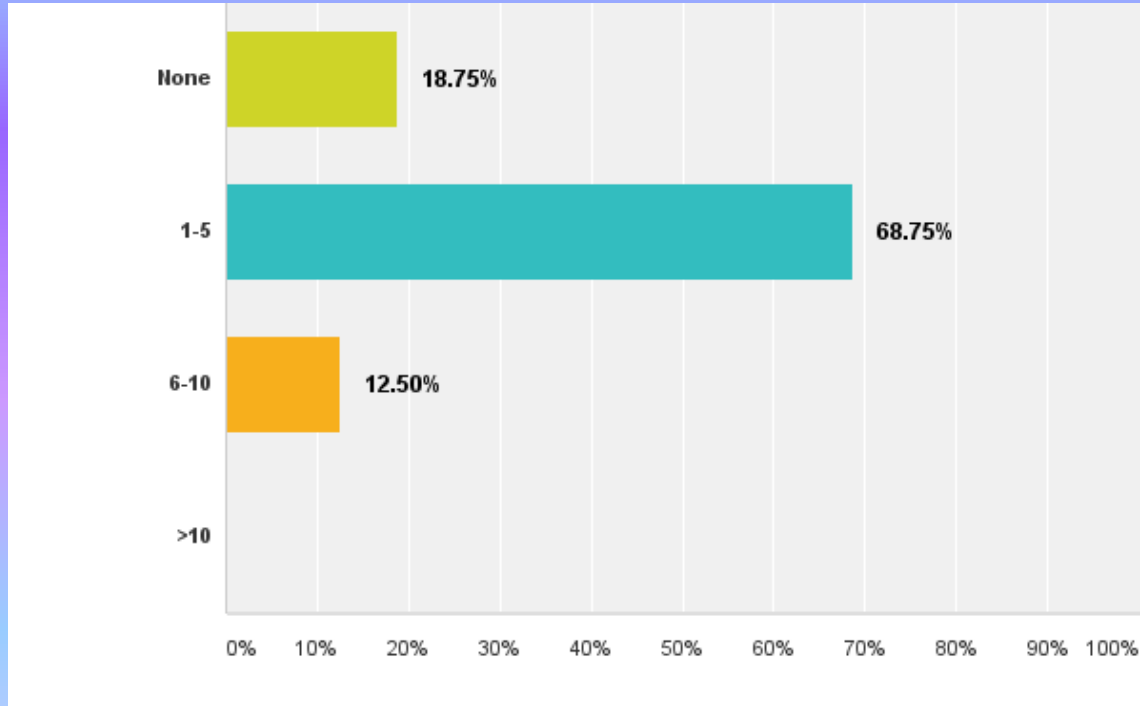
## Q7: What is the quantity of each job type?



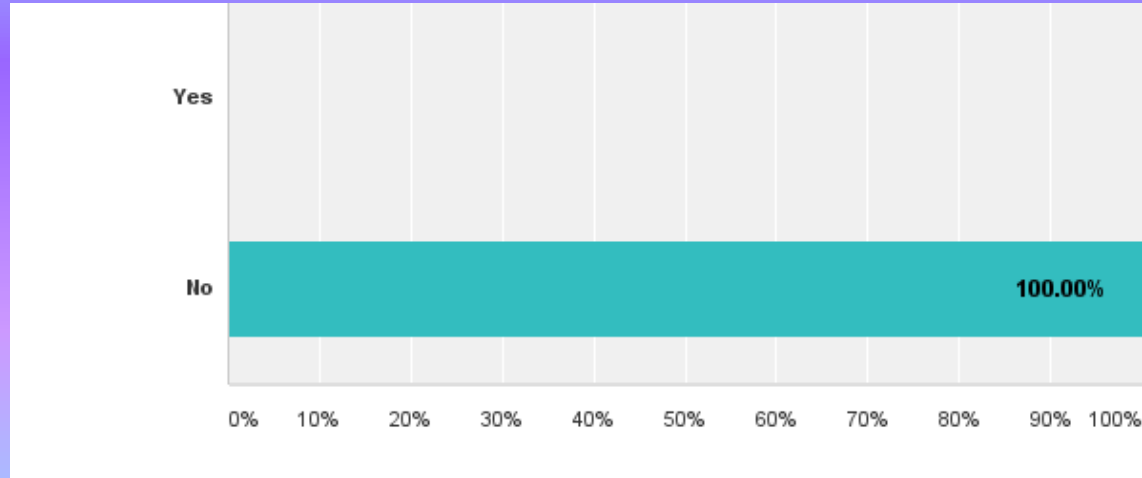
## Q8: What is the make-up of your company by classification?



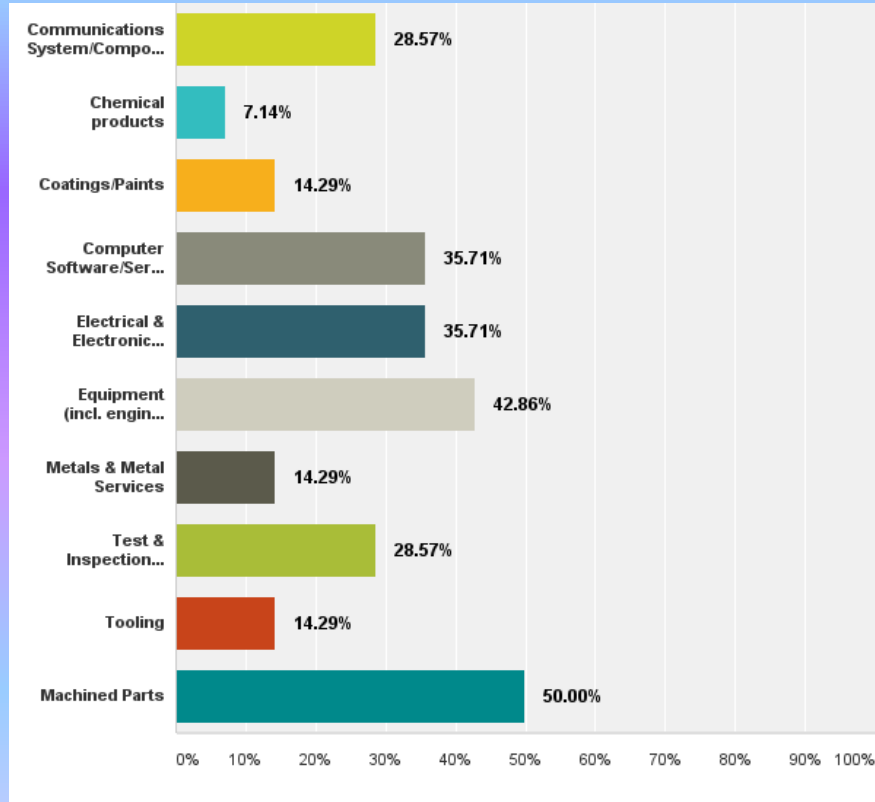
## Q9: What is currently the number of unfilled positions at your company?



## Q10: Is their union representation at your company?

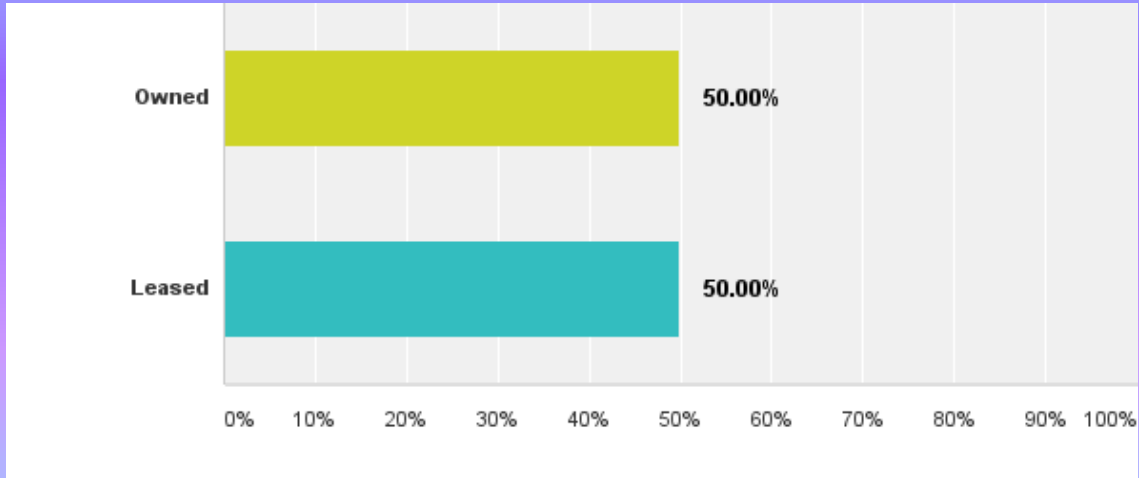


# Q11: Which of the following products were produced by your company during the past 5 years? (check all that apply)

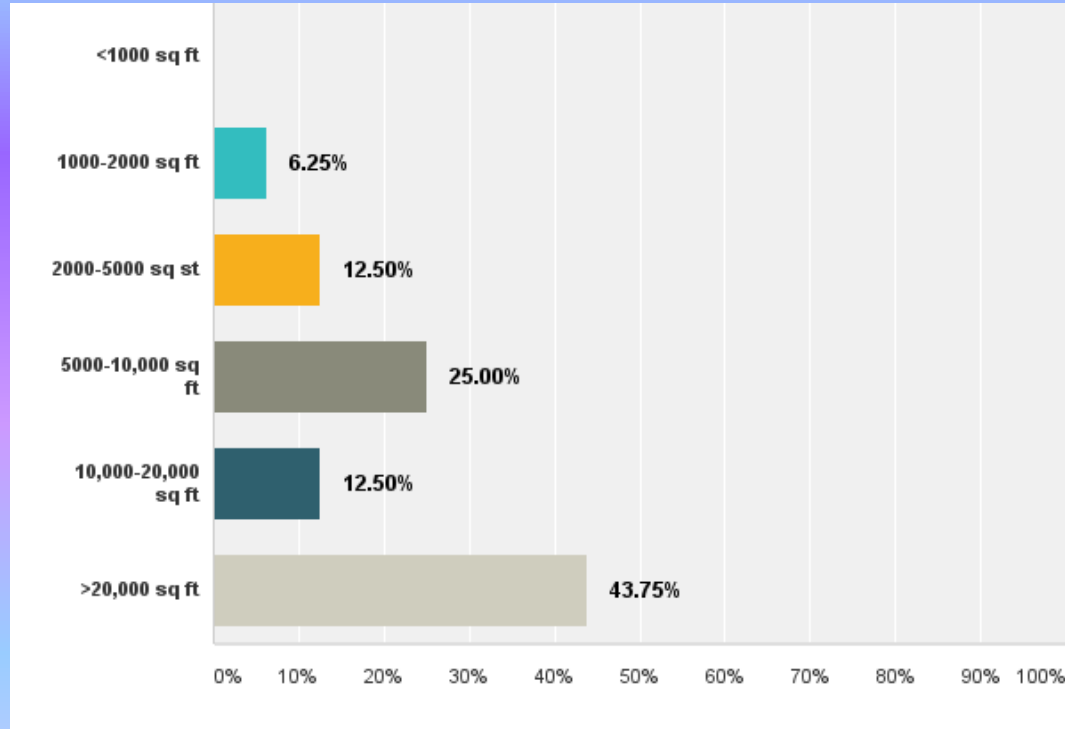


## Q12: Is your facility:

---

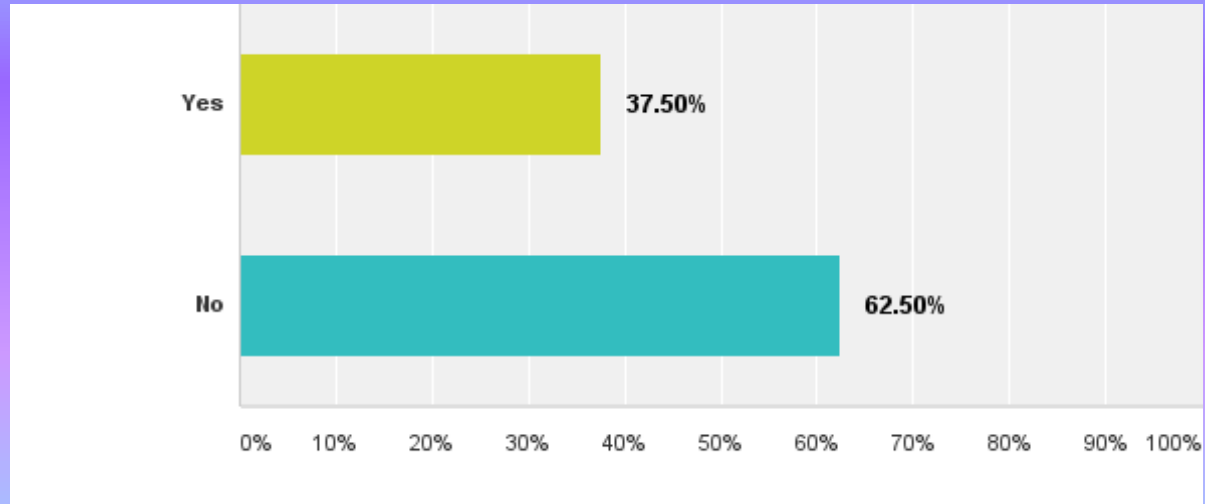


## Q13: What is the approximate square footage of your facility?

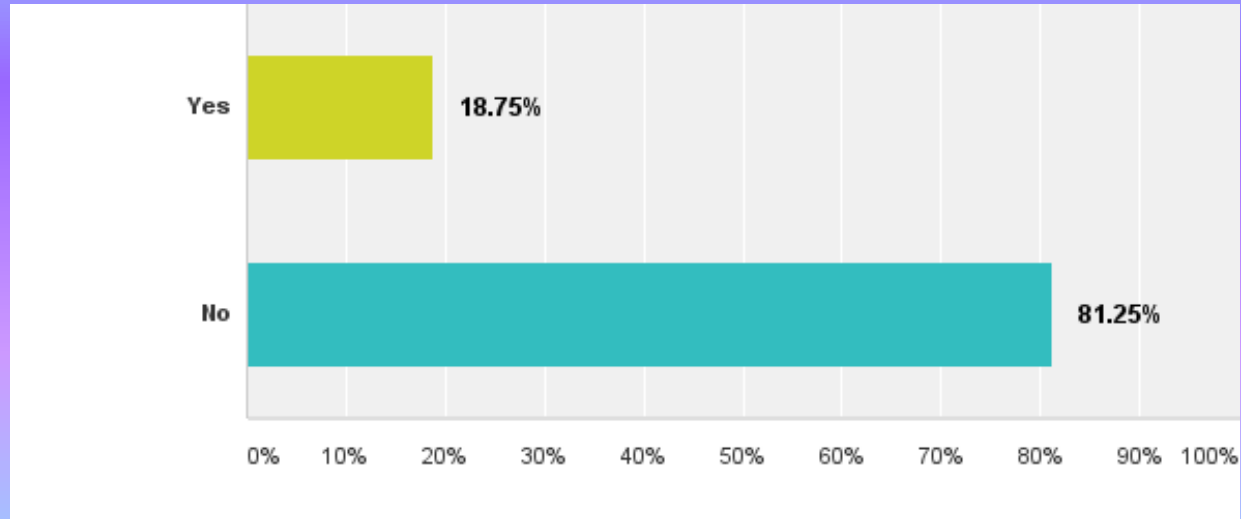




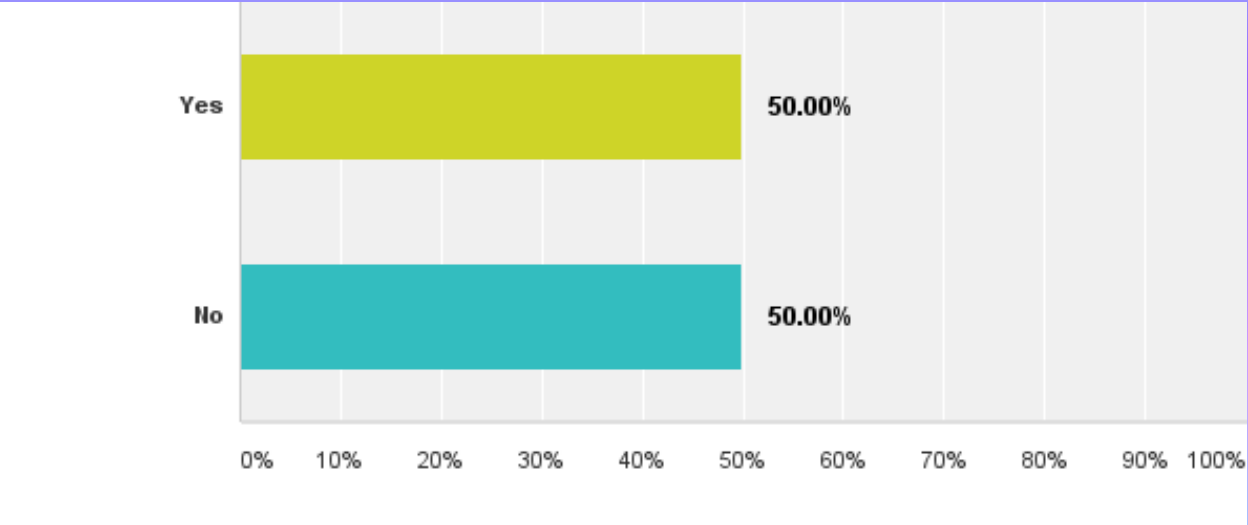
## Q14: Are there plans to expand your facility?



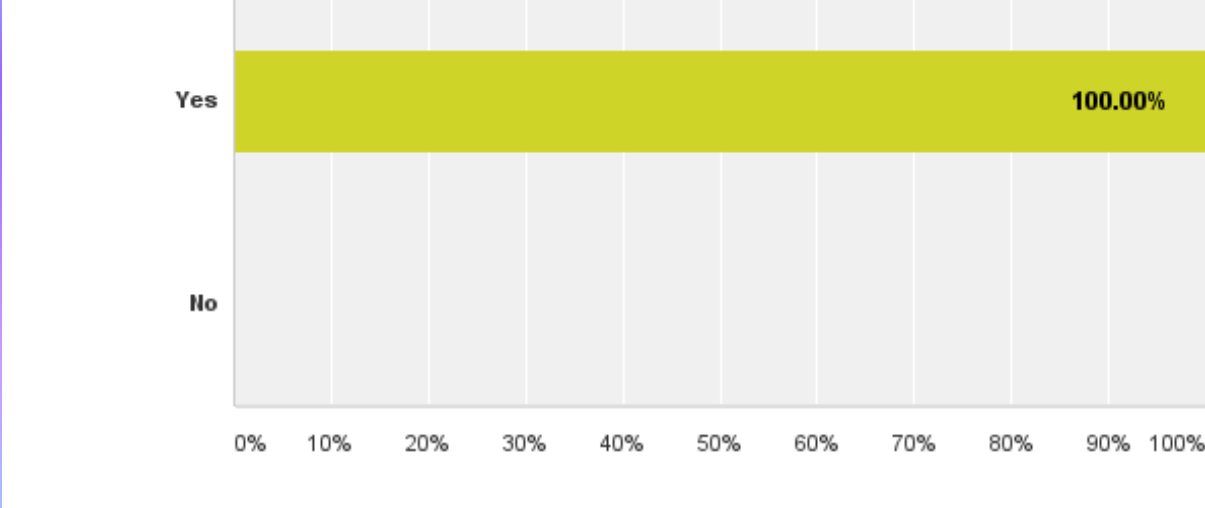
## Q16: Is there a likelihood of your company relocating to a different area? If yes, please explain.



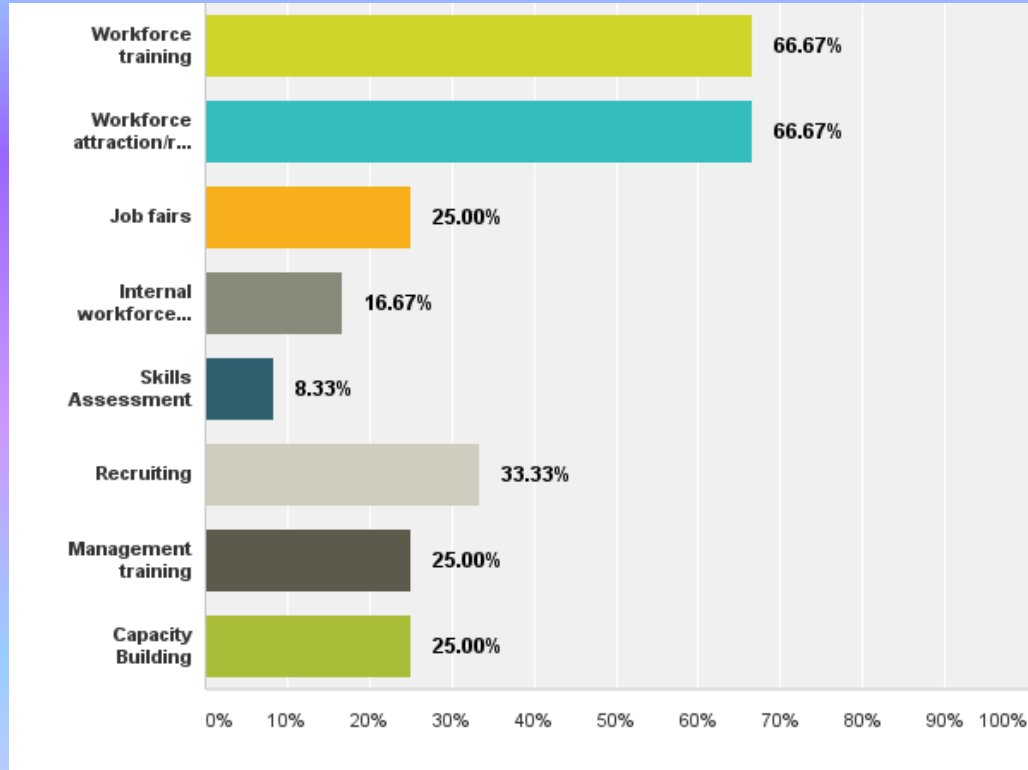
# Q17: Are you currently working with any Economic Development organization, community college, university, municipality etc. in any capacity?



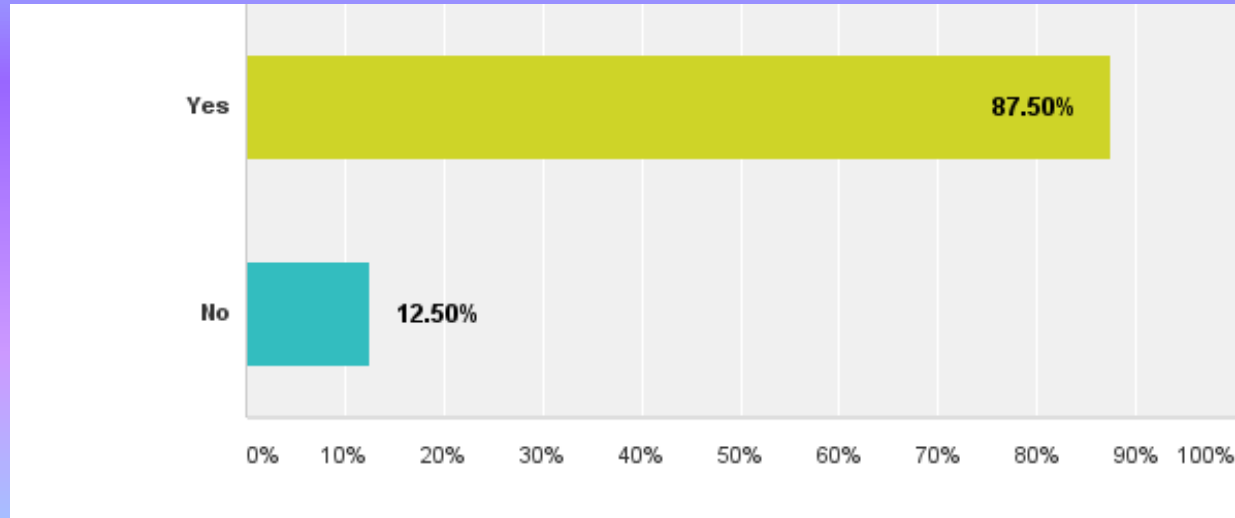
**Q19: If your company is not currently working with any economic development organization, would you consider doing so if they offered service(s) that you need??**



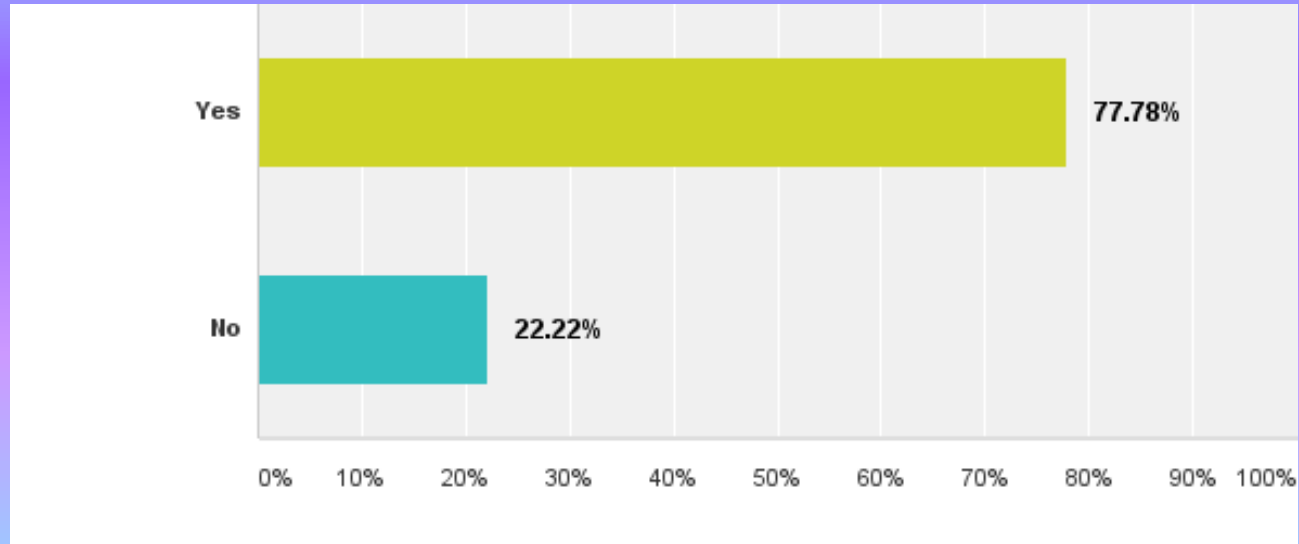
## Q20: What service that can be provided by any of the organizations identified could benefit your company ?(Check all that apply)



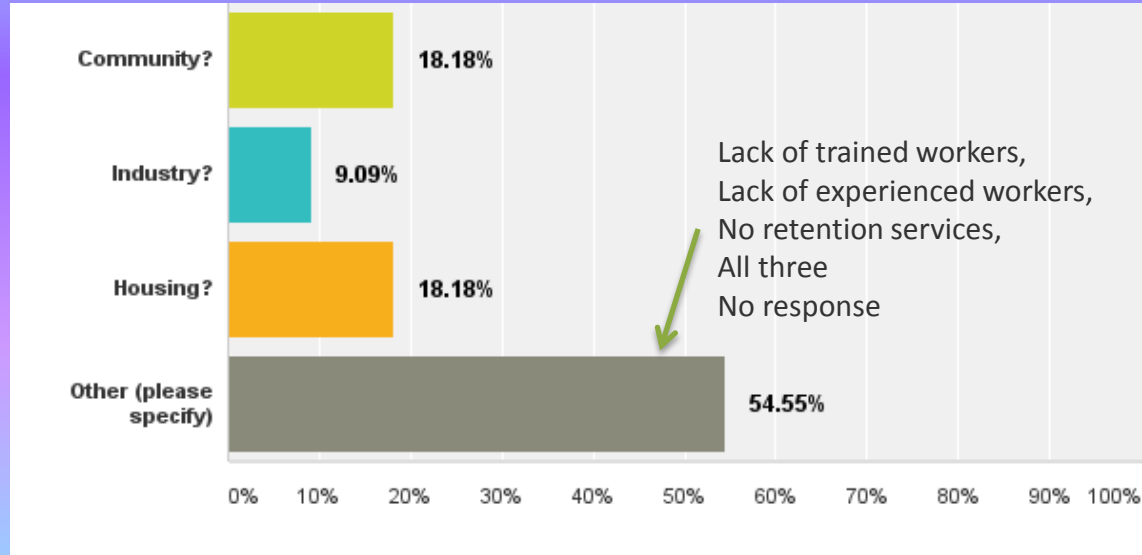
## Q21: Are you familiar with the training opportunities offered by the Arizona Career and Technical Education Program of Study (CTEC) division of Yavapai College?



## Q22: If you are not familiar with the training offered by CTEC would you be interested in learning more?

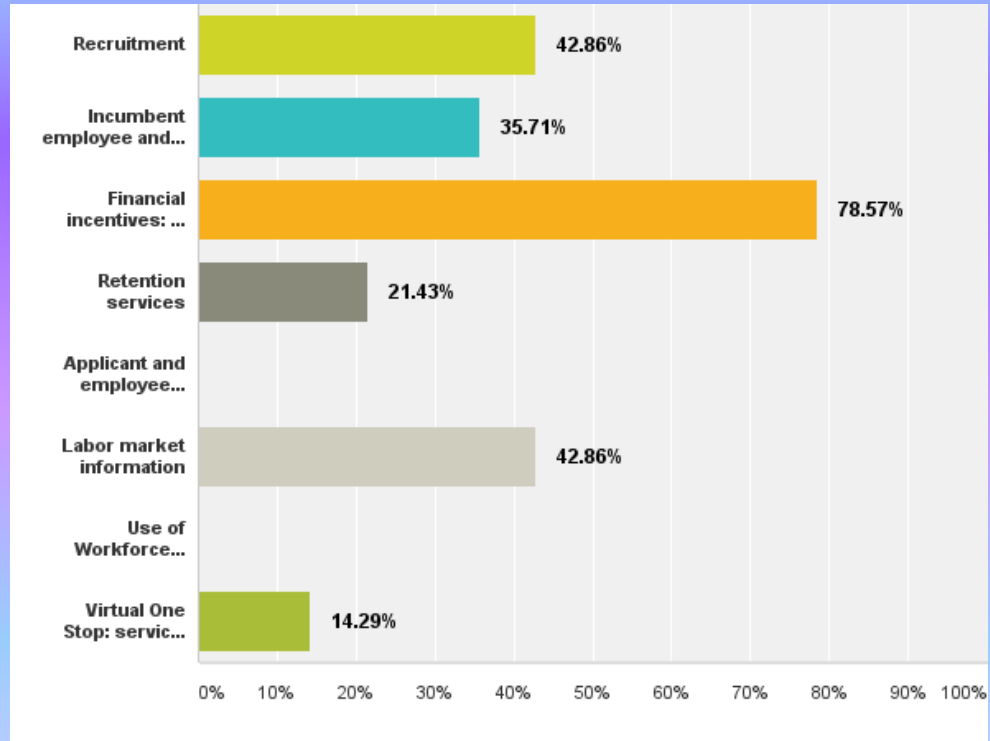


## Q23: If your company is having workforce recruitment problems, are they primarily caused by:

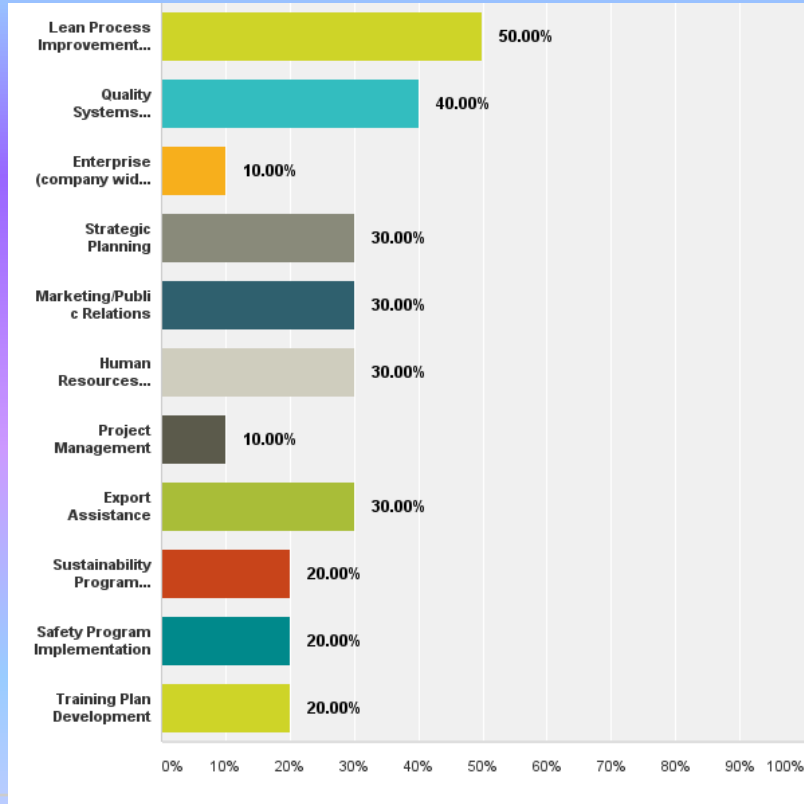




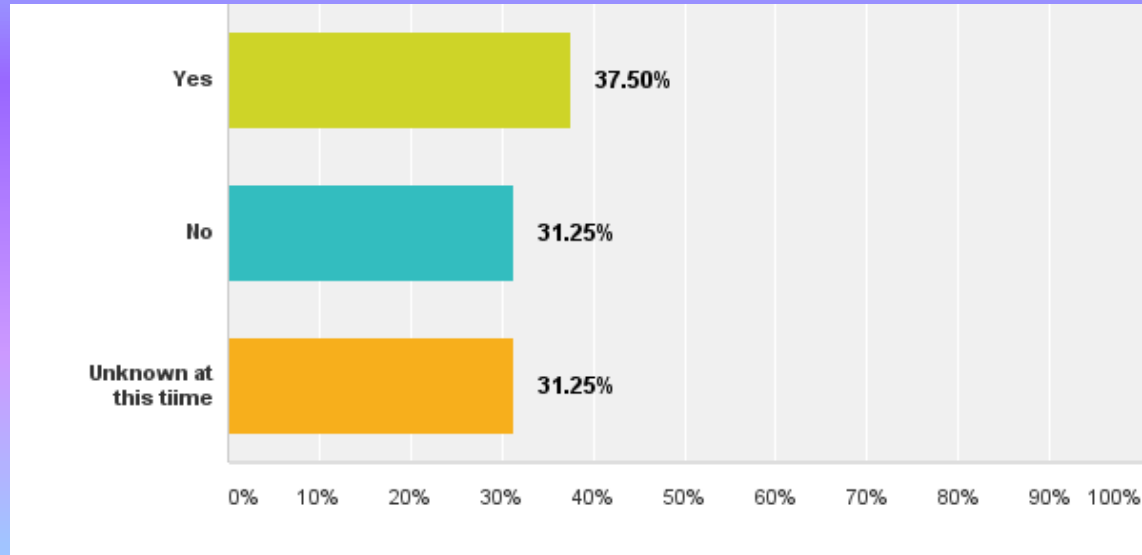
## Q24: Which of the following services offered by the Yavapai Workforce Connection (NACOG), Department of Economic Security would you be interested in using?



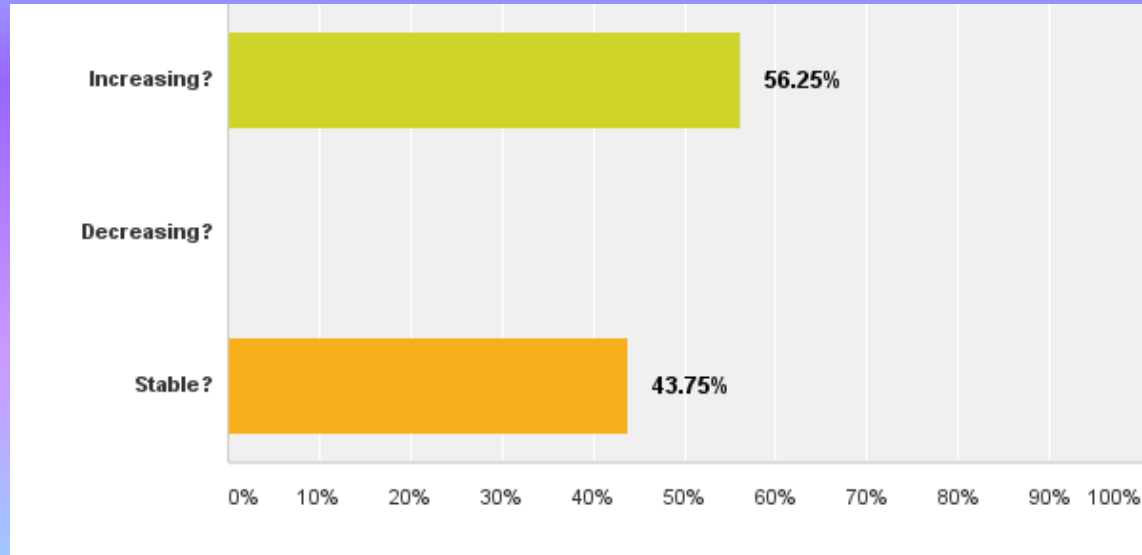
## Q25: Would you be interested in learning about any of the following continuous improvement methodologies? (Check all that apply)



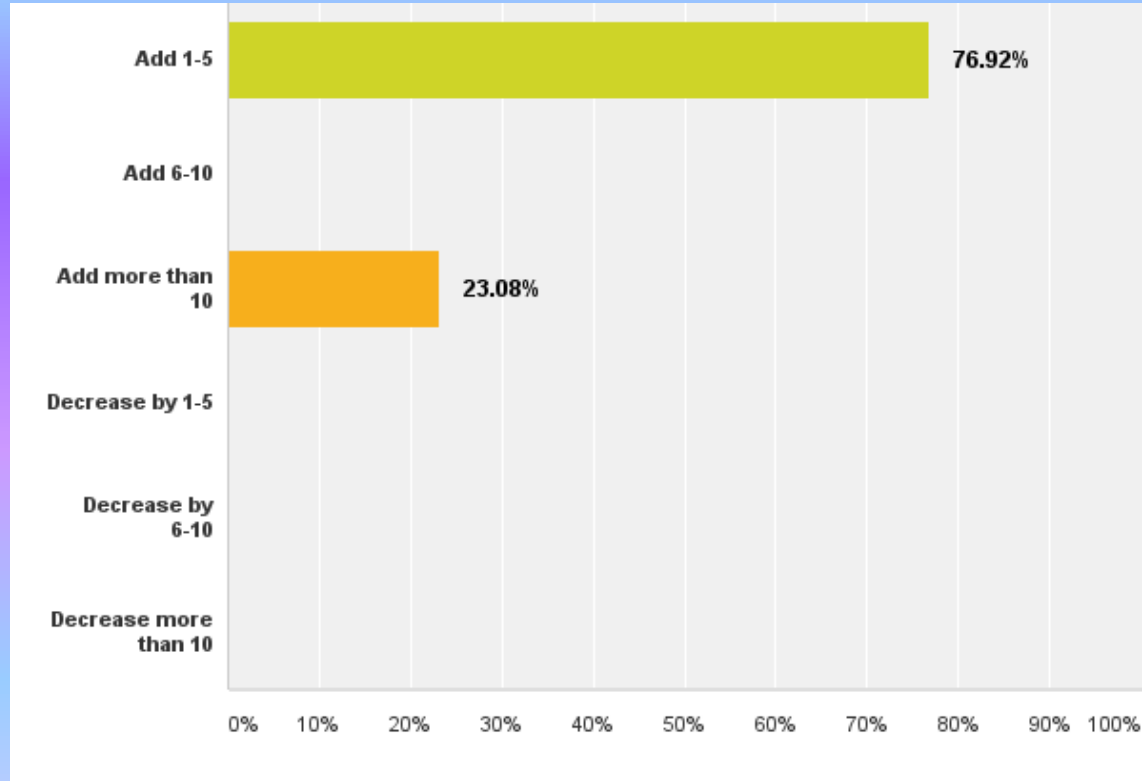
**Q26: Do you anticipate or desire any federal, state, or local legislation changes that would affect your company? If yes, please explain.**



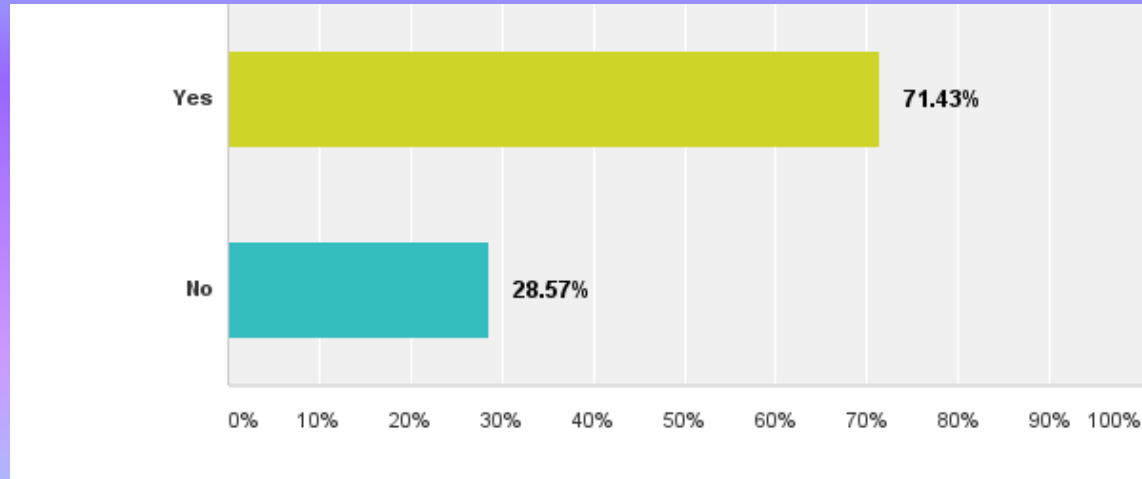
## Q27: Are the projected employment needs of your company:



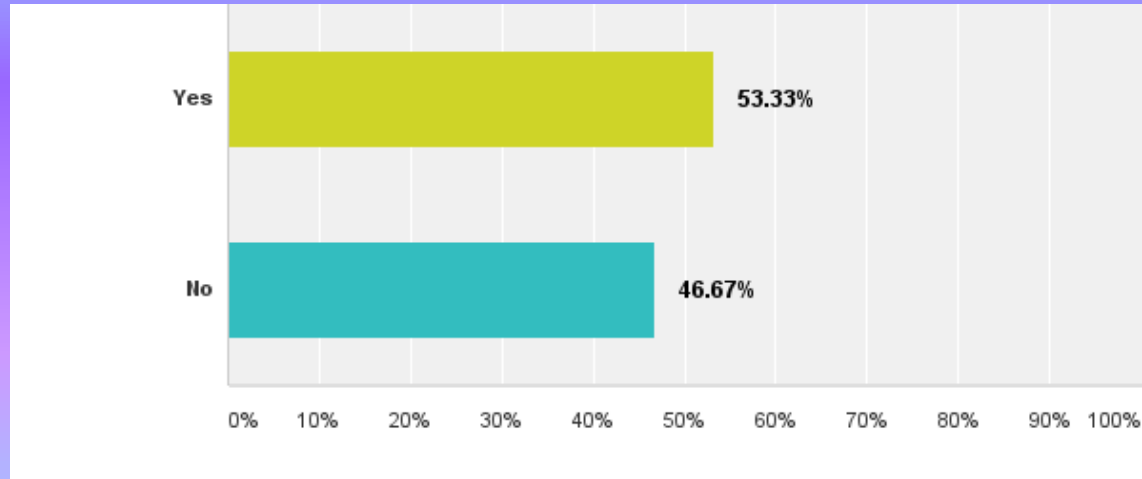
## Q28: If you anticipate changes in your company employee count, what are the number of jobs that will be added or decreased?



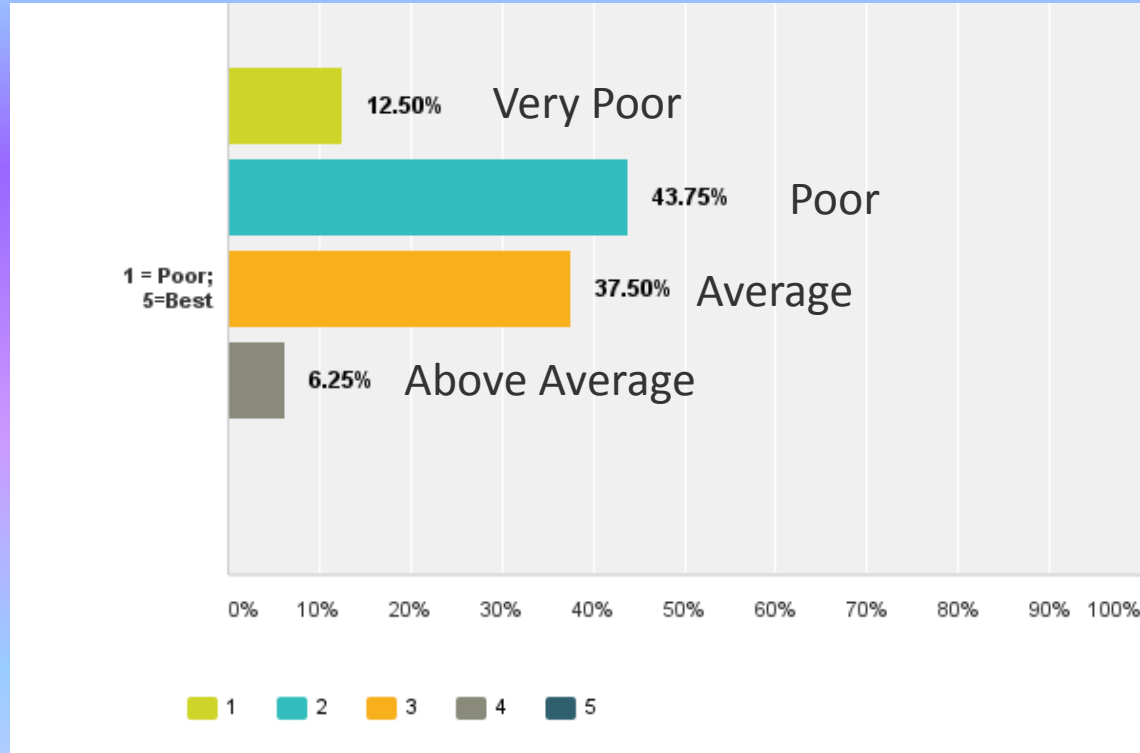
## Q29: Are there community weaknesses as a place to do business? If yes please identify.



## Q30: Are there community strengths as a place to do business? If yes, please explain..

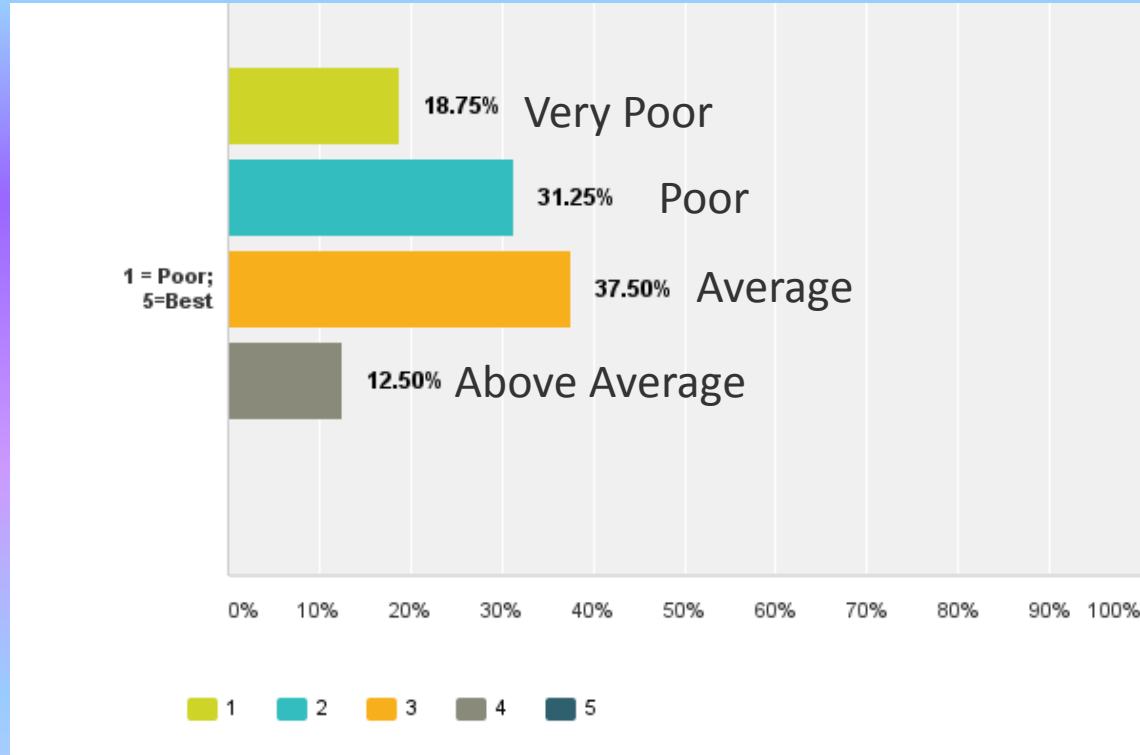


## Q31: How do you rate the availability of workers in your area?

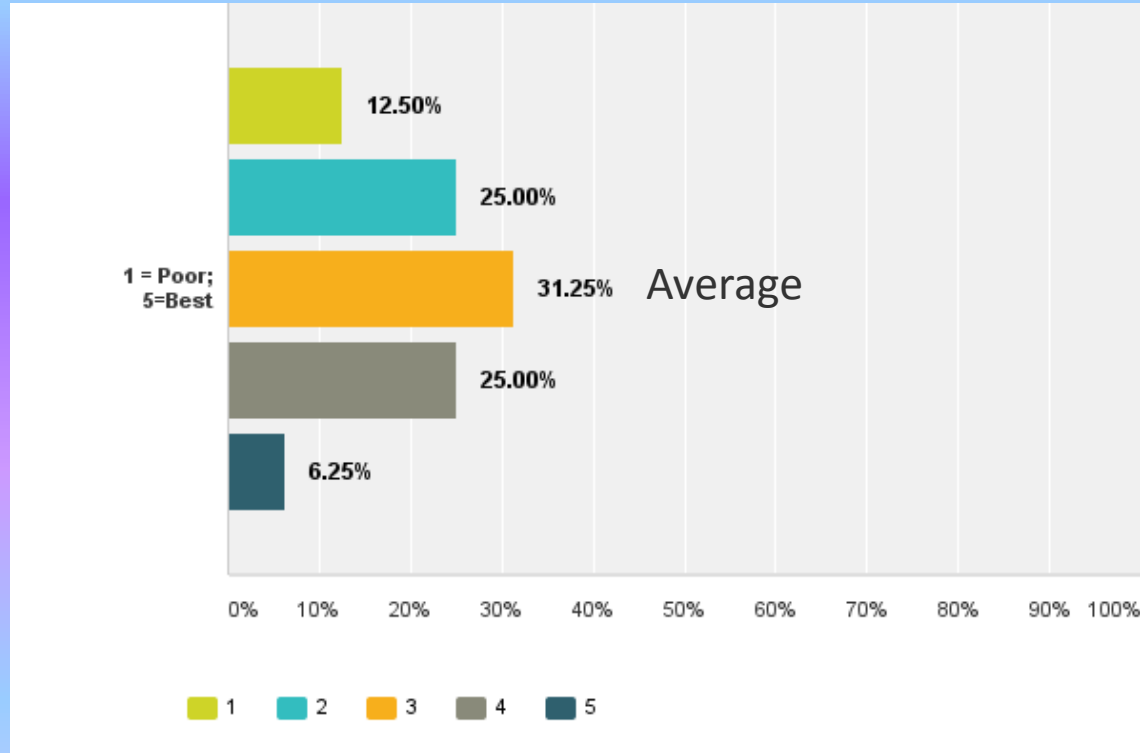




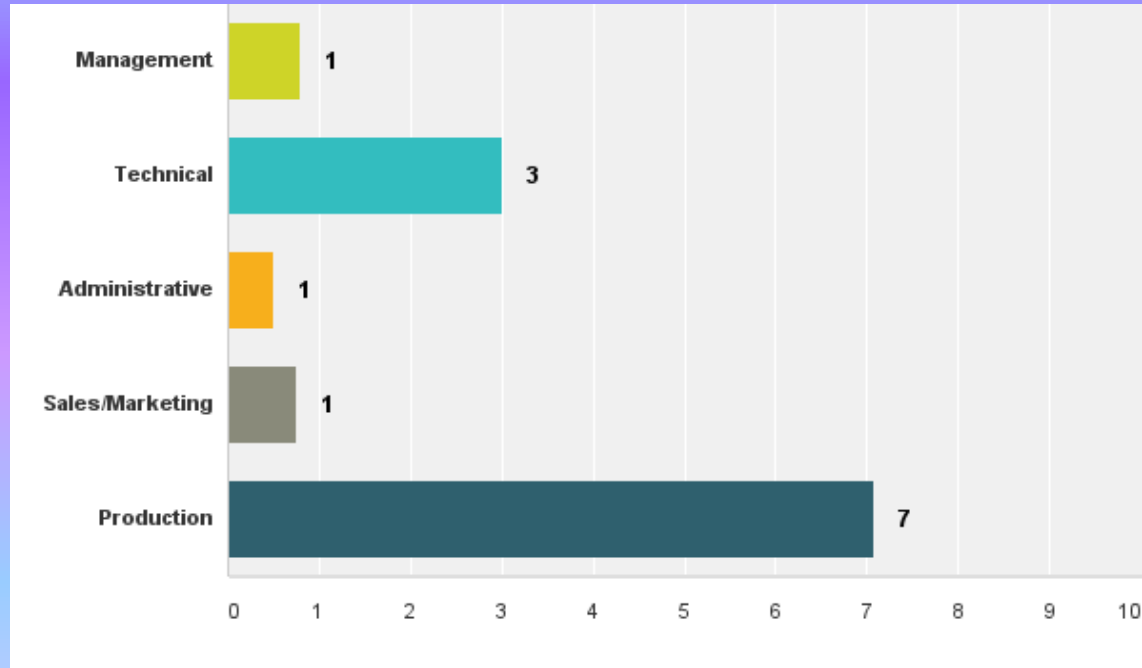
## Q32: How do you rate the quality of workers in your area?



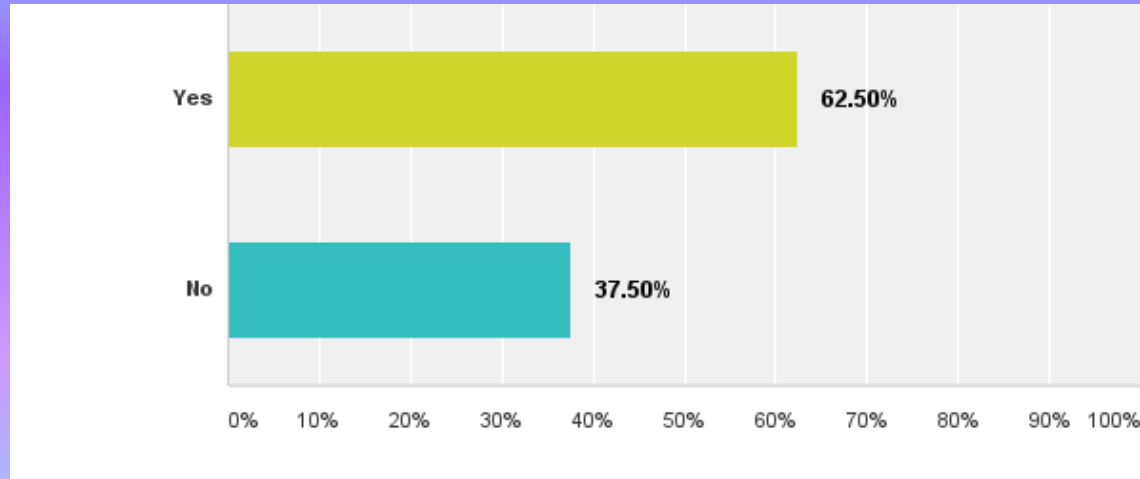
## Q33: How do you rate the stability of workers in your area?



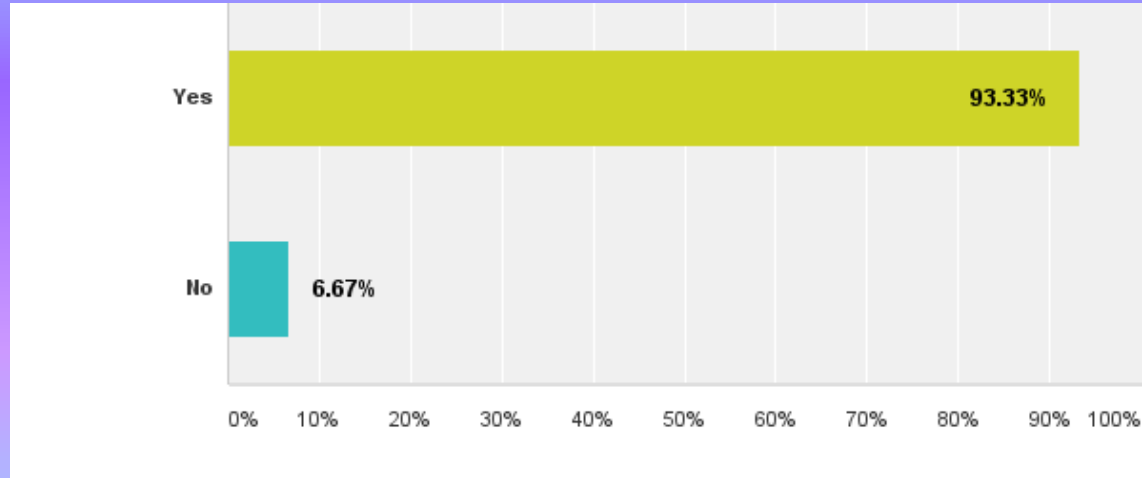
## Q34: If you anticipate adding to your employee headcount what is the quantity of each job type you would be adding?



**Q35: Are you currently a member of any local, state or national manufacturing related professional organization, i.e. Northern Arizona Manufacturers Association, National Association of Manufacturers, Arizona Manufacturing Council, etc.? If yes, please identify.**

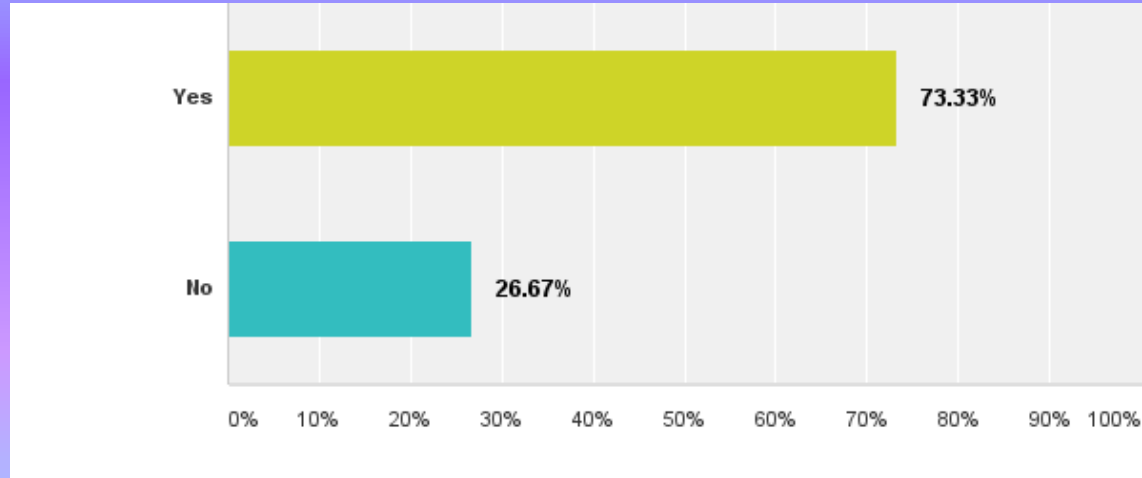


## Q36: Does your company have a formal hiring policies and procedures?

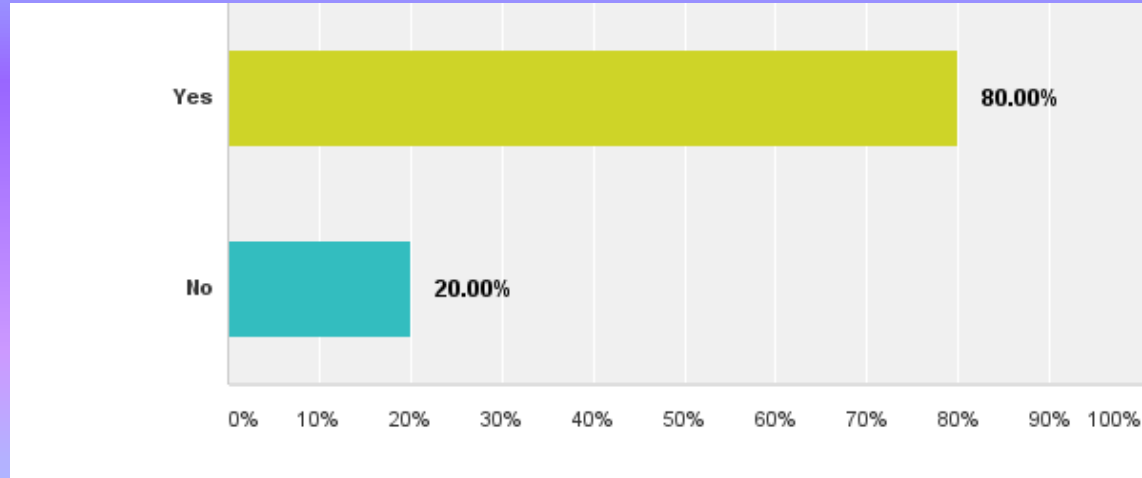


## Q37: Does your company have a formal policies and procedures to retain employees?

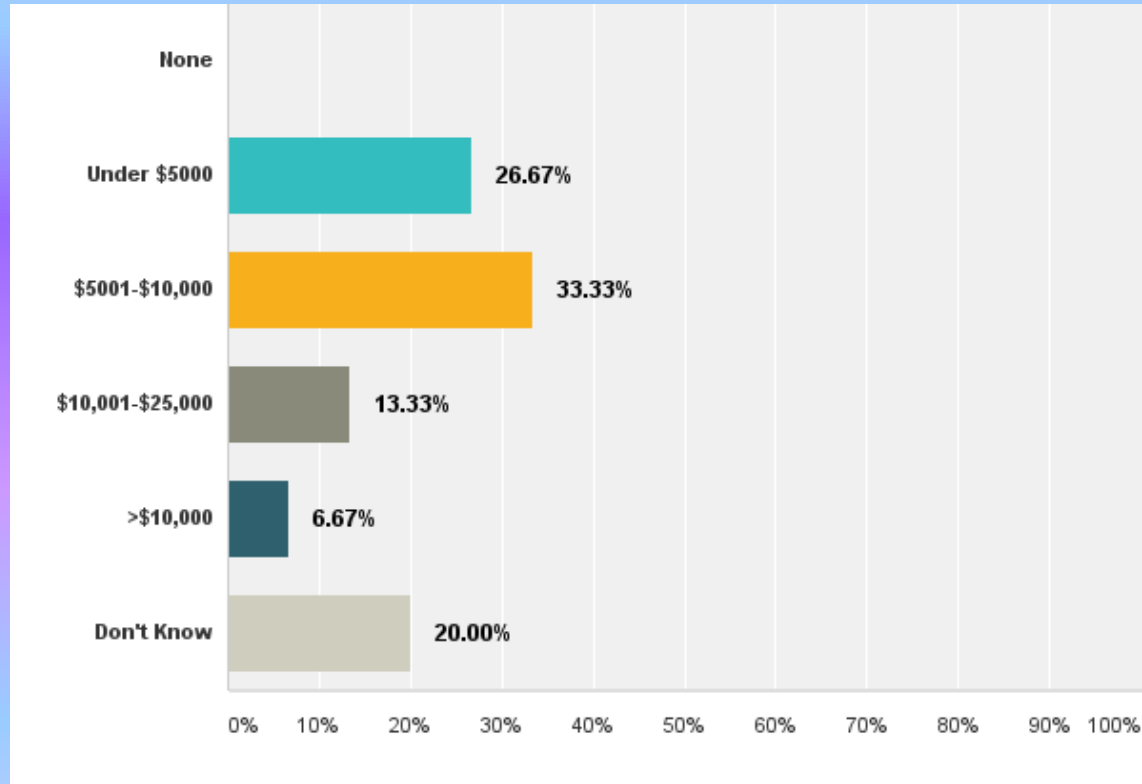
---



## Q38: Does your company have an employee training and development program?

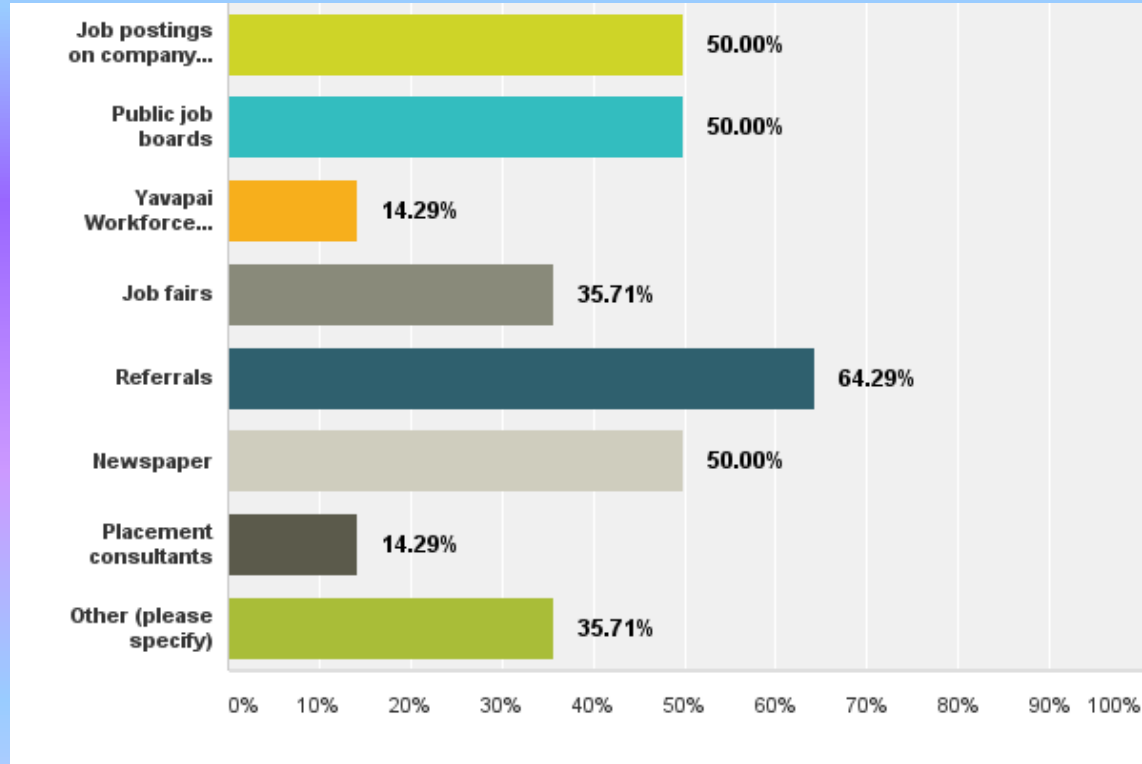


## Q39: How much does your company spend annually on training and development?

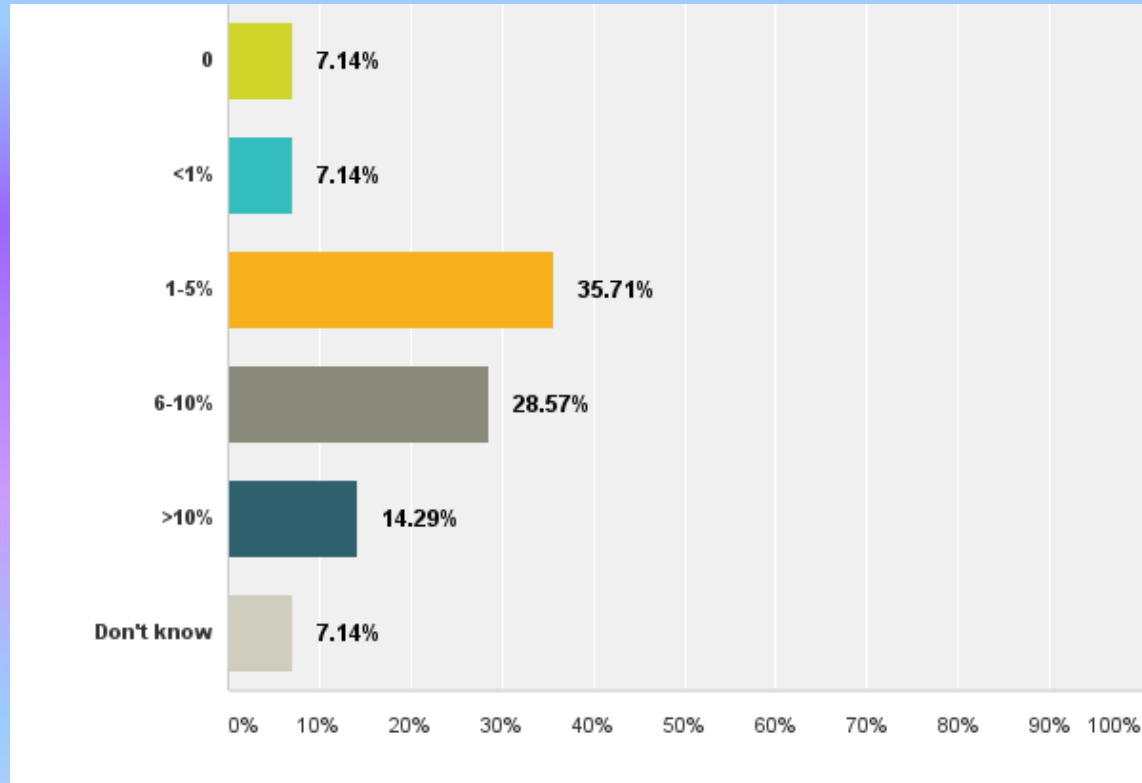




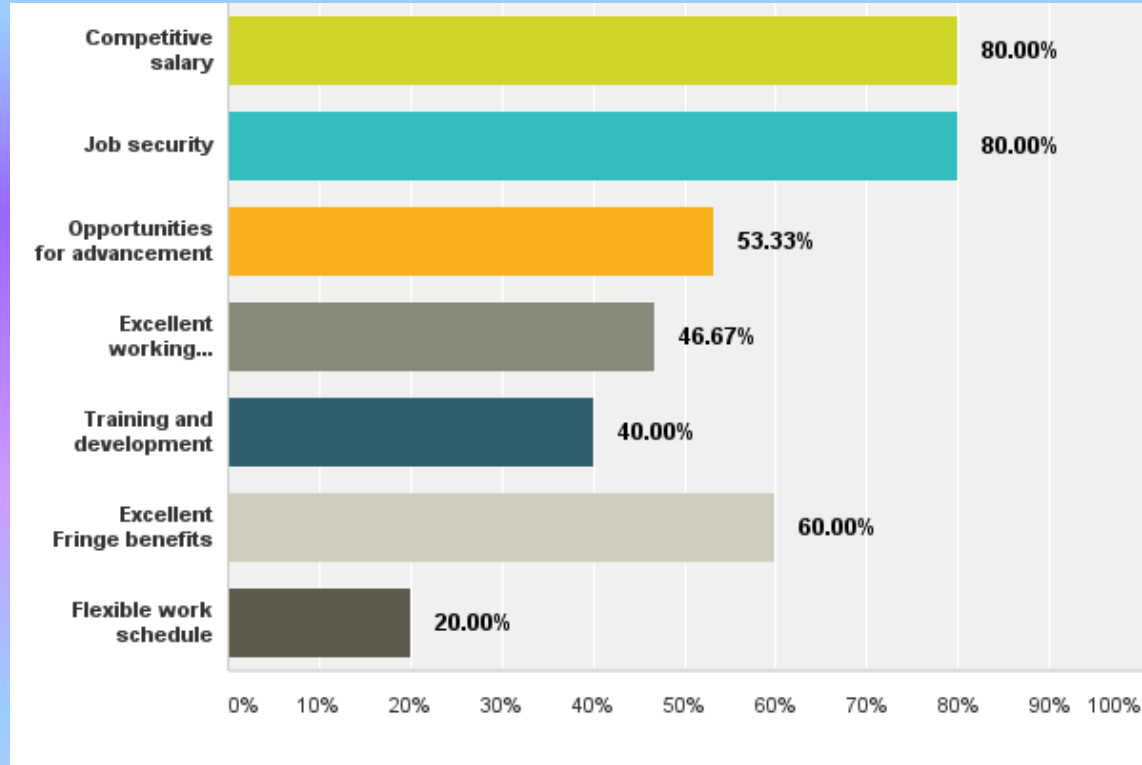
## Q40: What methods does your company use to find new employees?(check all that apply)



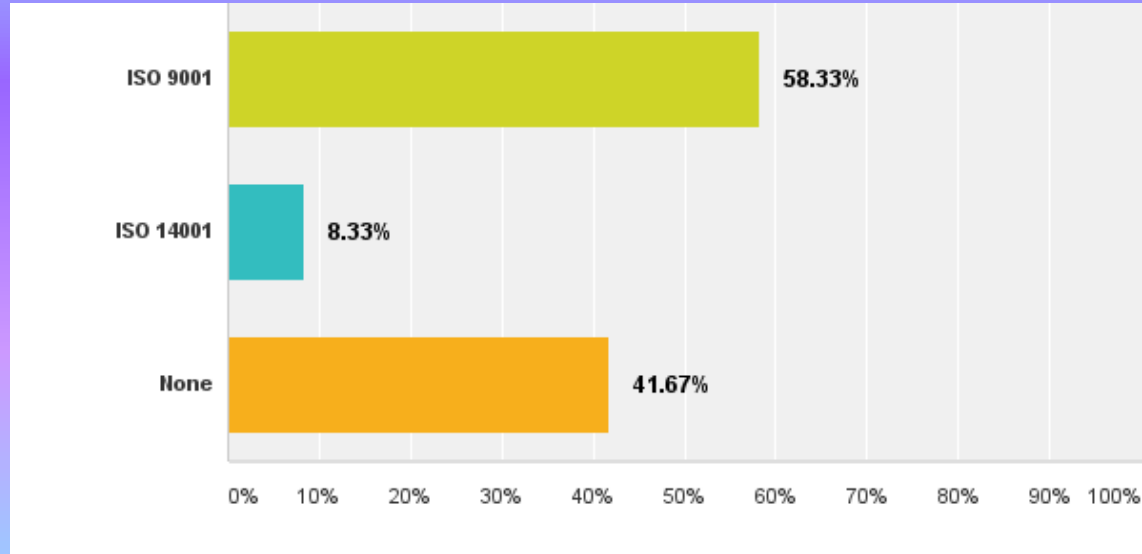
## Q41: What is your company's approximate employee turnover rate?



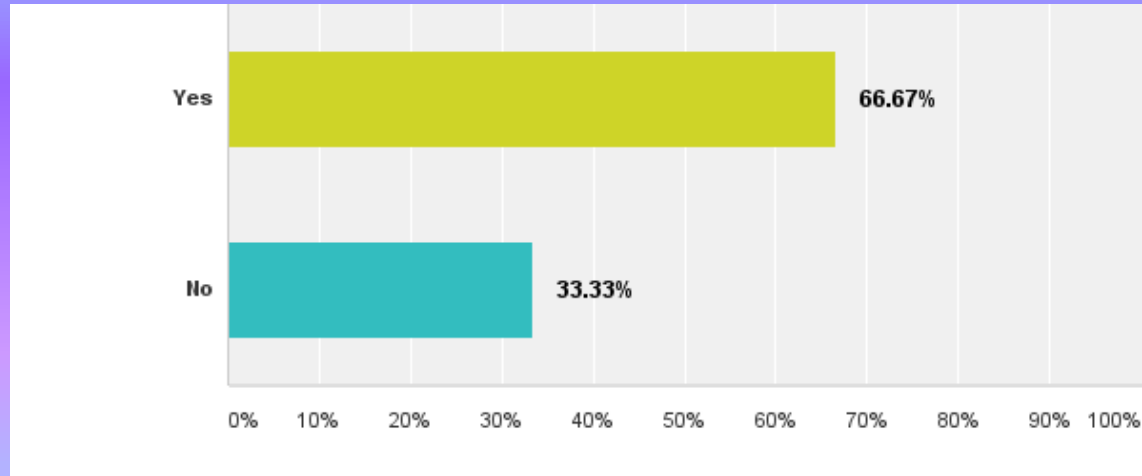
## Q42: How does your company provide motivation to your employees? (Check all that apply)



## Q43: What quality certifications does your company currently have? (Check all that apply)



## Q44: Is your company compliant with certifications, but not certified?



# Significant “Comments”

---

## Community Weaknesses – Recurring themes

- **Lack of skilled workforce**
- Northern AZ has limited labor, resources, progressive thinking
- Area not conducive to growing businesses
- **Lack of affordable housing**
- County leadership has no desire to grow manufacturing, instead supports retail and construction
- Lack of facilities > 20K sq. ft.
- **Local/young talent do not want to stay in area or are not interested in manufacturing jobs**
- Drugs affect quality of young, local workforce

# Significant “Comments”

---

## Community Strengths– Recurring themes

- Rural lifestyle
- Weather conducive to production
- CTEC
- Prescott Valley very business friendly

# Significant “Comments”

---

## Services Needed Most

- Workforce training customized for specific industry needs
- Workforce attraction and retention
- More technical talent (engineers)
- Affordable housing



## Significant “Comments”

---

### Current Usage of Economic Development Resources

- Business strategy - SBDC
- Labor analysis – Yavapai College
- Application and screening processes – NACOG
- Training - CTEC

## Significant “Comments”

---

### Desired legislative changes

- Work permits for Hispanic workers
- Visas for UK staff

### Possible relocation comment

- Considering out-of-state relocation to increase customer base and market share; currently, transportation costs are high to move product out of area to customers

## Summary - *Positives*

---

- Excellent location – Rural lifestyle and weather
- Potential growth of training resources (CTEC/YC)
- Some locations very business friendly

## Summary - *Negatives*

- Shortage of workforce – skilled and non-skilled
- Inadequate housing – availability and affordability
- Shortage of training customized for specific industries
- Impact of worker shortage on business growth
- Attitudes local leadership regarding type of businesses wanted in county
- Lack of facilities impacting growth potential for some companies