

1. Contact Information - Please complete so we can follow up on any of your re...

1. Thank you for completing this survey. Your information will help with future ICAD Group workforce programming.

Name:

Company:

City/Town:

Email:

Address:

Phone Number:

Sample

2. Workforce Attraction/Recruiting: 10 questions

1. Since January 2009, at your facility how many new hires were (if none, enter 0):

Exempt (approximate #)

Non Exempt (approximate

#)

2. Since January 2009, of all EXEMPT hires, approximately what % were hired/recruited/attracted from OUTSIDE Eastern Iowa?

- No exempt hires
- None - all local hires
- 10%
- 20%
- 30%
- 40%
- 50%
- 60%
- 70%
- 80%
- 90%
- 100% were hired from outside Eastern Iowa

3. Since January 2009, what % of EXEMPT new hires could be classified as recent college grads (i.e. completion of associates degree, 2 year degree, 4 year degree, professional degree, technical college degree or certification)?

- No exempt hires
- None
- None - rarely hire recent college grads
- 10%
- 20%
- 30%
- 40%
- 50%
- 60%
- 70%
- 80%
- 90%
- 100% of exempt hires since 2009 were recent college grads

4. For this facility, do you anticipate the % of new hires from OUTSIDE the area will be

- Increasing
- Stable
- Decreasing
- None (Don't anticipate hiring from outside the area)

5. For this facility, do you anticipate the % of recent college grads you will hire to be

- Increasing
- Stable
- Decreasing
- None (Don't anticipate hiring recent college grads)

6. On a scale of 1-7 how difficult do you think it is to attract candidates from OUTSIDE the region?

- Difficulty Attracting Candidates Not difficult ○ ○ ○ ○ ○ ○ Very difficult

7. What are the biggest challenges when attracting talent from OUTSIDE the area? You may select more than one.

- Salary
- Cost of living
- Perception of area/ Iowa
- Limited opportunities for spouse/partner
- Other (please specify)

8. What have you found to be your best tools or strategies for attracting talent from OUTSIDE the region? Please provide 2.

Tool/Strategy 1

1

Tool/Strategy 2

2

9. At your facility, do you recruit members of the military who are transitioning to civilian work? Are you interested in such a program?

- Currently have program
- Interested in reaching out
- Not interested in reaching out

Please provide additional comments

10. Does your company utilize work visas, such as H-1B, L-1, or TN NAFTA work visa?

- Yes
- No

3. Work Visa Programs: 3 questions

This page is for companies that use work visas. If you were directed to this page by accident, please skip the following questions.

1. Are you currently sponsoring any employees on a work visa?

Yes

No

2. Would you like to sponsor any employees on a work visa in the next 1 to 3 years?

Yes

No

3. For your company, what are the biggest challenges to sponsoring visas?

4. Workforce Retention Strategies: 6 questions

1. What are the top 3 reasons EXEMPT employees leave your company?

Reason 1

Reason 2

Reason 3

2. What are the top 3 reasons NON EXEMPT employees leave your company?

Reason 1

Reason 2

Reason 3

3. If an employee leaves your company and moves to another region (outside of the Cedar Rapids/Iowa City region), what are the top reasons cited?

Reason 1

Reason 2

Reason 3

4. On a scale of 1-7, how challenging is it to retain workers who came from OUTSIDE of Eastern Iowa?

Challenge retaining workers hired from outside the area

Not Challenging Challenging Very Challenging

5. Does your company have a formal diversity initiative to aid in retention? If yes, please explain.

Yes

No

If yes, please explain

6. What tools or resources would assist you in the retention of employees?

6. What are the primary benefits your company associates with your internship program? Please select all that apply:

- Don't have internship program
- New point of view
- Community relations
- Long term investment
- Create a strong pipeline
- Increase diversity
- Developing future leaders
- Opportunity for staff to mentor and supervise
- Other (please specify)

7. Does your organization select the majority of its interns from a group of 'core schools?' If yes, please list the top three schools below.

- Yes
- No

If yes, please list your top 3 schools