

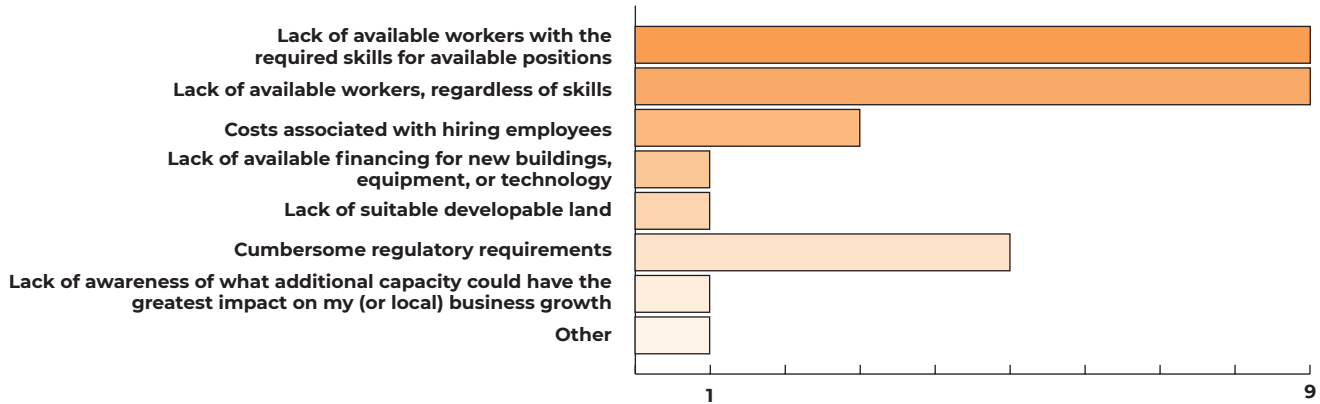
Employers & Utilities Focus Group Results

Hosted in partnership with the
North Central Pennsylvania
Launchbox on October 15, 2021.



1.

What are some of the **key challenges affecting the growth of local companies** (or your company)? Please select the **THREE** highest priority challenges:



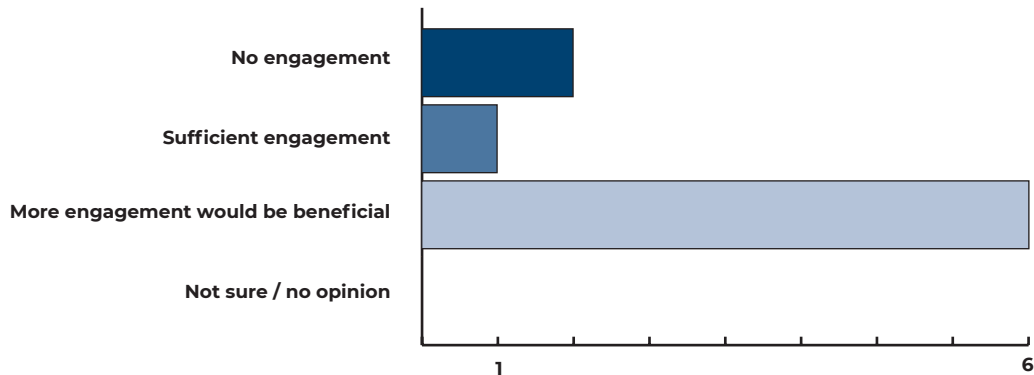
2.

What are some of the **major challenges to hiring qualified employees** that meet the needs of your business (or local businesses)?

- Benefits and flexible hours. It was sheetz has no problem hiring people
- Technology related positions computer, database management etc
- Paying for healthcare
- Available child care is a real issue and keeps many people out of the workforce
- Some highly skilled positions can be difficult to fill because those with qualifications are not interested in rural living
- Pending hours per patient day increase from 2.7 to 4.1
- Pay, may employers have differing thoughts on what a family sustaining wage is. Especially in non profit employment. You want good talent you need to pay for it Especially in this competitive market
- Finding entry level employees with soft skills and motivation to learn.
- Simply having people respond to job advertisements and/or then showing up for an interview.
- COVID 19 and not wanting to start in Healthcare because of it, CDC mask requirements, pending vaccine requirements.
- Getting them to apply and interview.
- Lack of skilled employees, higher wage structure, employees market.
- Pay scale

3.

Please describe the **level of engagement of your business (or local businesses) with K-12 districts and post-secondary institutions:**



4.

What are some **key challenges your company (or local companies) has when trying to recruit talent?**

- It used to be that we had challenges in training hired talent. NOW, our industry simply cannot find quality applicants to work in manufacturing (production floor).
- Drug testing
- Rural location, lack of shopping options, housing issues, transportation issues
- Transportation
- Potential workers requesting relocation assistance
- Housing shortage
- Afraid to be trained to do something new, fear of the unknown

5.

If you were marketing the North Central PA region, what are some **selling points** you would make sure were included in the messaging?

- Lack of diversity especially with national changes to demographics is a hindrance to this region.
- Rowland Theater- 2nd largest screen in the state.
- Open to free public access year round, the ANF is approximately 517,000 acres and includes land within McKean, Elk, Warren and Forest counties.
- Rich in history !
- Dark skies - Cherry Springs
- Older workforce, more opportunities for advancement
- Tourism aspects - elk herd
- We do have post high school education options that are not often touted or known to those outside the region
- The Susquehanna has been featured in National Geographic!
- PA Wilds/outdoor recreation
- Relatively low cost of living, slower pace of life, good place to raise a family, stable jobs
- 5 hour drive to major markets
- Low energy cost
- Transportation network
- Good public schools
- Quality Healthcare
- Low cost of living. Low crime. Recreational opportunities.
- Central location
- Low cost of living

6.

How would you describe the **level of coordination and cooperation among individuals and organizations** working to grow North Central PA's economy?

