

PETERSBURG EMPLOYERS ECONOMIC ISSUES SURVEY

**PREPARED FOR:
CITY OF PETERSBURG**



Research-Based Consulting

Juneau
Anchorage

IN ASSOCIATION WITH:



Sheinberg Associates

NOVEMBER 2000

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Purpose and Scope

The Petersburg Employers Economic Issues Survey is one of two surveys conducted to provide data for McDowell Group's Economic Analysis and Strategic Development Plan project for the City of Petersburg. The plan can be divided into three major tasks:

- economic and business analysis
- public involvement in economic development planning
- economic development plan and implementation

The survey measures the perceptions and opinions of 50 Petersburg business owners, managers and community opinion leaders about the most important issues facing Petersburg. Interviewees were recommended to the McDowell Group by the Petersburg Economic Development Steering Committee.

As with the household survey, the employer survey serves a dual purpose: to gather data for economic analysis and to obtain public input on the key economic issues affecting the community.

Methodology

The Petersburg Employers Economic Issues Survey was conducted by extensive telephone interviews in September and October 2000. The results are presented in narrative and graphic format.

The Most Important Issues Facing Petersburg

- Petersburg employers are most concerned with a more dependable fishing industry (28%), followed by improved transportation (26%).

Petersburg Economy and Quality of Life

- Almost half of all employers (47%) feel that their business is doing better than it was doing last year, (28%) believe they are doing the same. Only 21 percent feel that they are doing worse.
- Over half (57%) anticipate doing better in the near future with their businesses.
- Almost half (45%) of employers see stability in the quality of life in Petersburg.

Growth and Diversification in Petersburg

- Half of Petersburg employers (53%) favor slow growth, followed by one-third (34%) favoring moderate growth.
- Petersburg employers overwhelmingly support a diversified economy (94%).

Perspectives on Economic Sectors

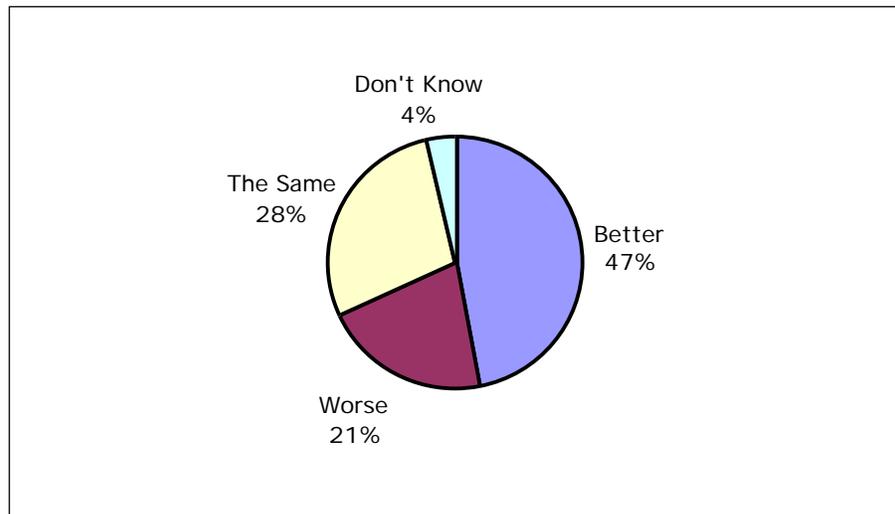
- Petersburg Employers support growth in a variety of economic sectors especially seafood processing (91%), communications technology (91%), recreational facilities (85%), and timber processing (83%).

Local Businesses

Half of all employers (47%) feel that their own business is doing better than it was last year. Only 21 percent feel that it is doing worse.

Seafood/fishing employers are evenly divided between viewing their business as performing better or worse than last year. Those in tourism, manufacturing, and nonprofits are the most pleased with the performance of their businesses, while those in retail are the least pleased. Government and service employers see the greatest stability in their businesses of any industry.

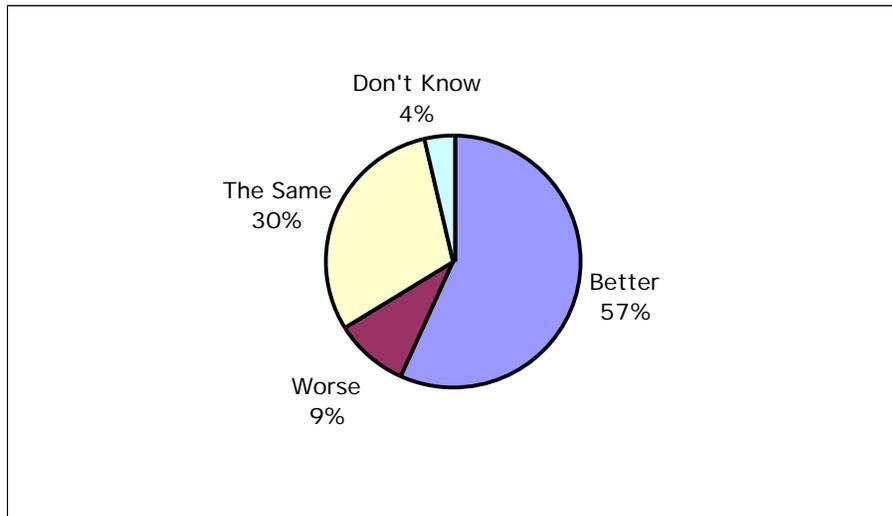
Overall, compared to this time last year, do you think your business is doing better, worse or about the same?



Petersburg employers are somewhat more optimistic about the future of their businesses. Over half (57%) anticipate doing better in the near future, while only 9 percent anticipate doing worse.

Tourism, manufacturing, and nonprofits show the most optimism, while retail and service sectors show the least. Employers from both these industries are evenly divided between predicting better, worse, and stable business. Government employers expect some improvement, while those in transportation predict stability.

Do you anticipate your business doing better, worse or about the same?

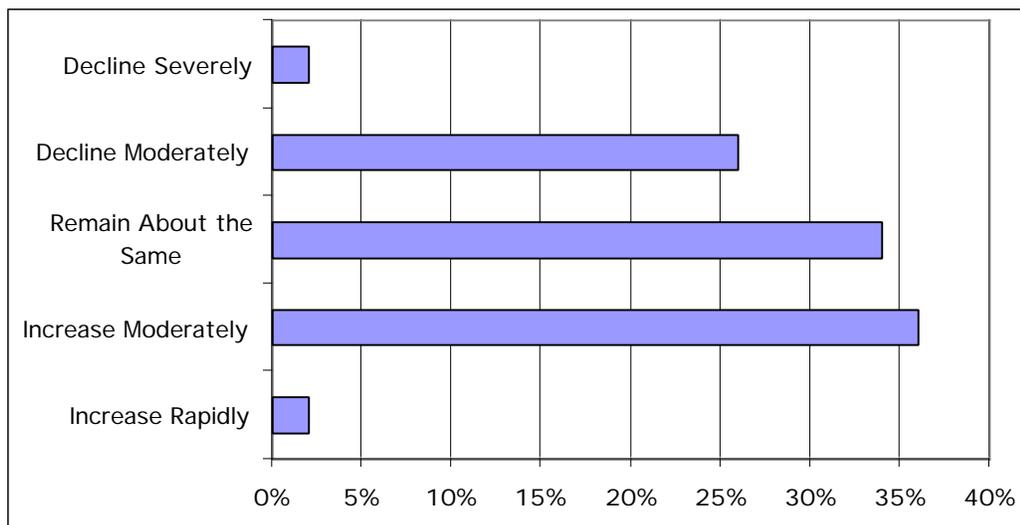


Local Industries

When compared with their forecasts for their own businesses, Petersburg employers are less optimistic about the prospects of their industries overall. In this case, one-third each anticipates increase and stability (38% and 34%, respectively), and one-quarter (28%) forecasts decline.

Tourism, manufacturing, and nonprofit employers are more likely than others to predict increases in their industries. Retail, government, transportation, and service employers are more inclined than others to predict stability to slight decline in their industries.

Do you expect the (industry) in the next five years to:



What Petersburg Businesses Need in Order to Grow

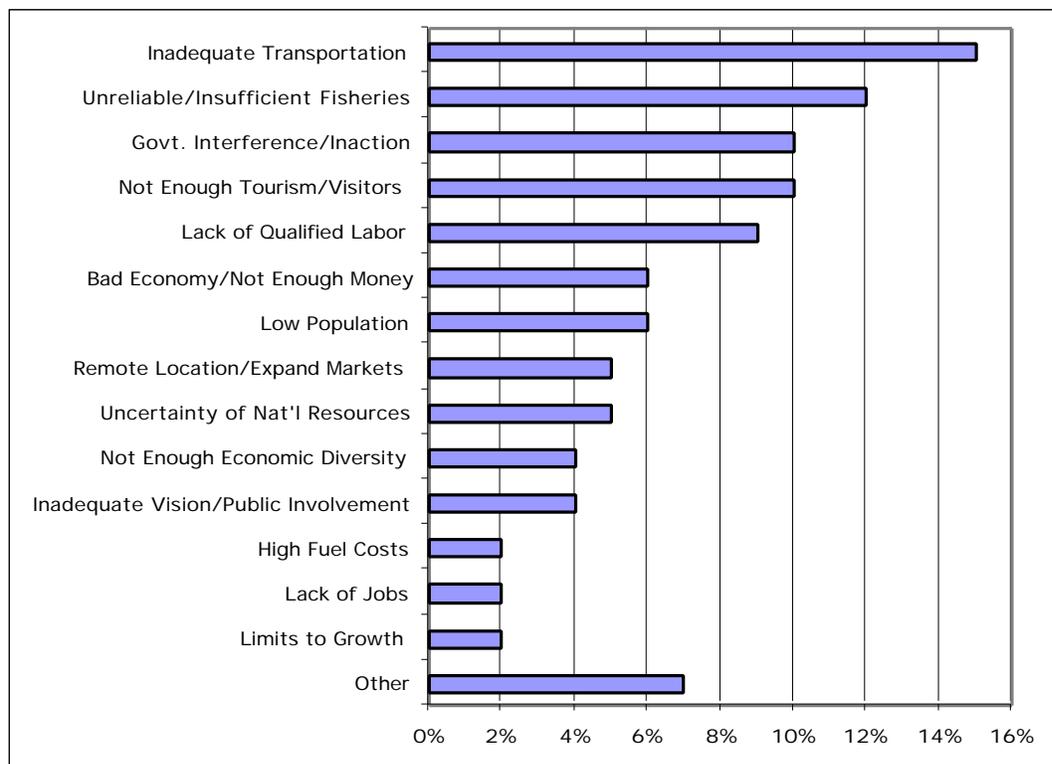
Obstacles to Overcome

Petersburg employers were asked to state the two biggest obstacles to their businesses' growth. They provided 81 answers to this question, obviously with some overlap but also with a wide variety of responses. (Please see the appendix for all responses to this question.)

In categorizing the responses, inadequate transportation and unreliable fisheries emerge as the greatest obstacles to growth in Petersburg, with 15 percent of all responses in each of these two categories. Specific obstacles include: "crummy ferry schedules", "lack of transportation", "transportation constricted", "commercial IFQ quotas", "low fisheries turnout", and "lack of fishing in local area".

Not enough tourism/visitors and inadequate government action/government interference are also seen as significant obstacles. Each of these categories garnered 10 percent of all responses. Specific obstacles include: "lack of infrastructure for larger groups in Petersburg group markets and convention center", "year-round travel and tourism not present", "internal bureaucratic issues; how government works", "decisions of timber made in D.C.", and "downscaling of Forest Service."

What are the biggest obstacles that currently prevent your business from growing? (percent of all responses)



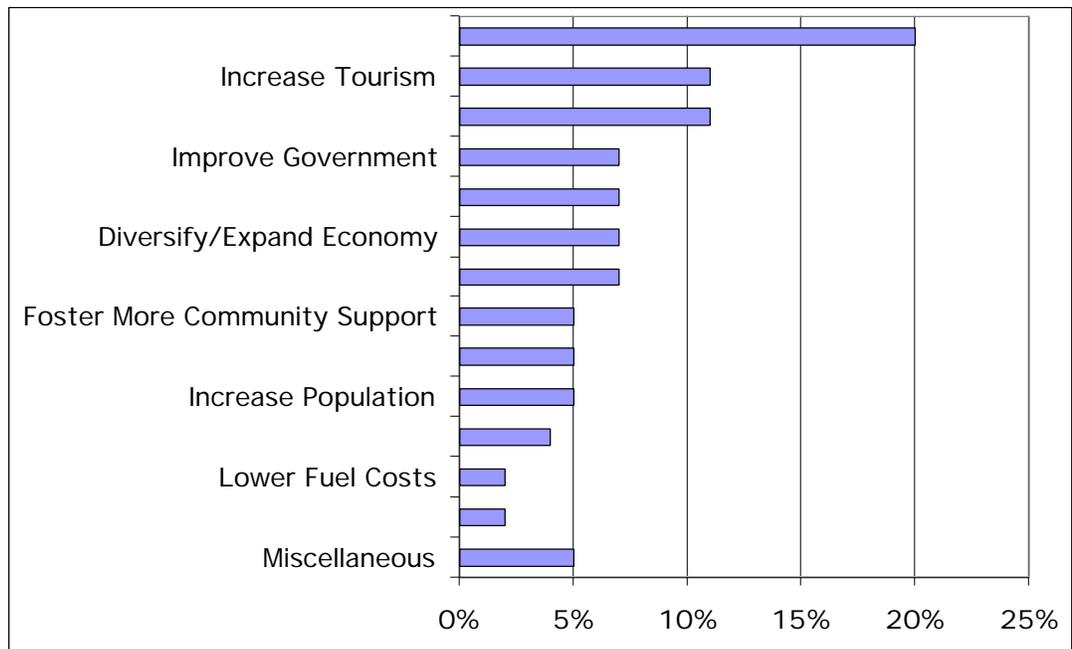
Suggested Improvements

As with the previous question, Petersburg employers were asked to suggest two things that would best make their business grow. Once again, over 80 responses were given, with some overlap and also with variation. (All answers listed in the appendix.)

Transportation again is the area of greatest focus. One-fifth (20%) of all suggestions revolved around this area. Specific suggestions include: “road to Kake”, “Southeast Transportation Plan”, “lower cost of freight transportation”, and “transportation improvements for ferry and air”.

Improving the fishing industry and tourism followed with 11 percent all responses in each of these categories. Specific suggestions include: “increase federal/state spending to develop new fisheries”, “remove IFQs”, “greater opportunities for sport fisheries”, and “increase independent tourism”.

What are the most important things that would help your business grow in the future? (percent of all suggestions)



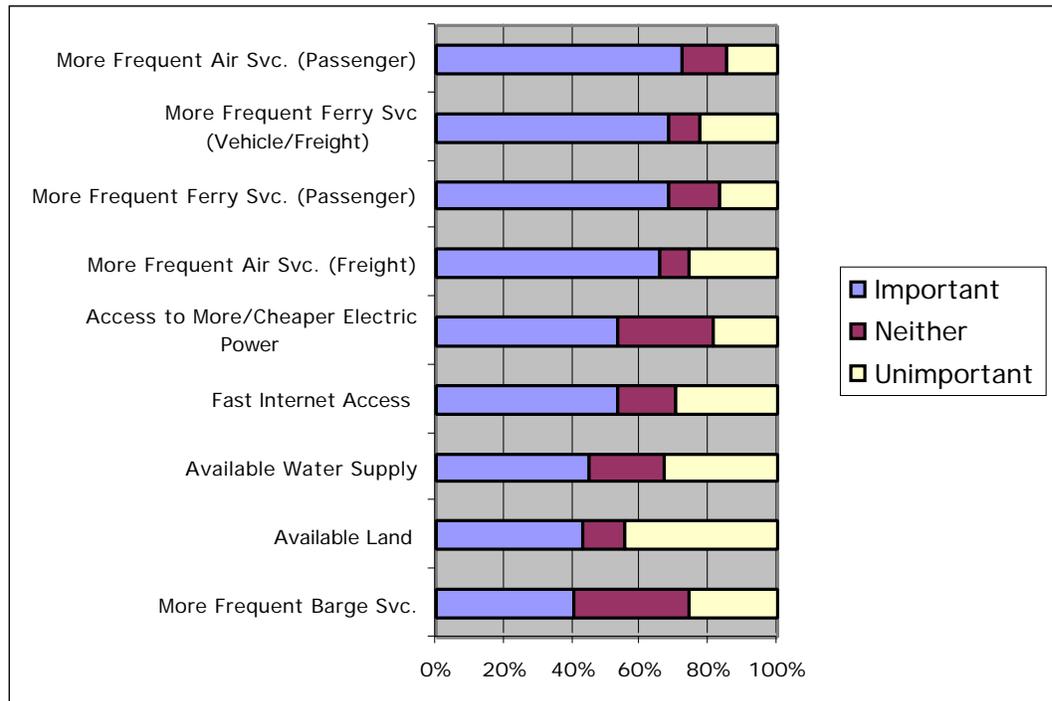
Rating Potential Areas for Improvement

Petersburg were asked to rate nine potential areas of improvement according to how important or unimportant they would be to their businesses. More frequent air service for passengers rated the highest in importance (72%) followed by more frequent ferry service, both for passengers and vehicles/freight (each 68%). More frequent air service for freight was also rated as important by 66 percent of all employers.

Nearly half (45%) of Petersburg employers rated “available land” as “unimportant, and employers were most evenly divided on “more frequent barge service”.

The employer’s industry clearly figure into the ratings. Employers in the government and manufacturing industries are more likely to rate fast Internet access as important, while more frequent airfreight service matters more to those in the seafood, manufacturing, transportation, and service industries. Frequent air passenger service is a higher priority to those working in tourism, understandably.

How important or unimportant is each of the following to your business?

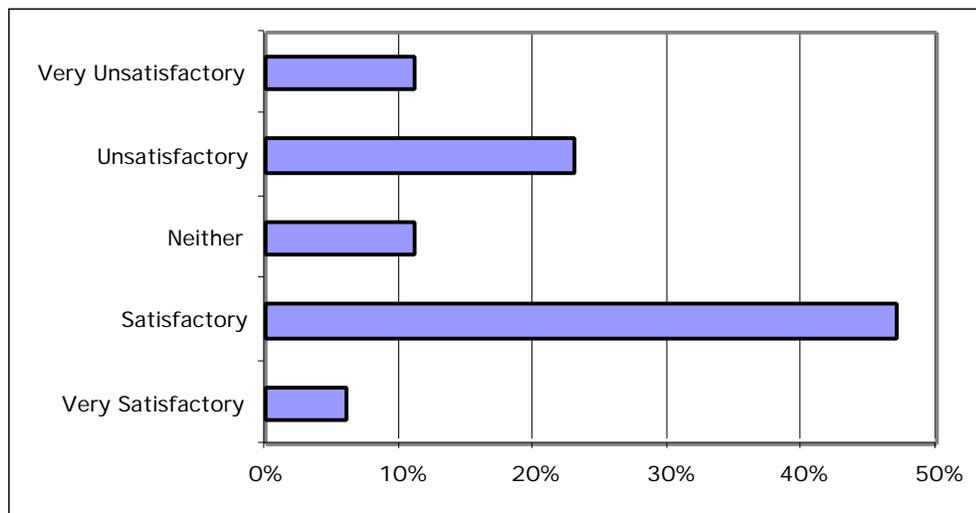


Rating the Available Labor Force

Half (53%) of Petersburg employers are satisfied with the available labor force in Petersburg for meeting their business needs. One-third (34%) are very unsatisfied, with 11% describing themselves as “very unsatisfied.”

Employers in seafood/fishing and government are the least satisfied, and employers in the retail industry are the most satisfied.

How satisfactory or unsatisfactory is the available labor force in Petersburg for meeting your business needs?



Greatest Problems with Current Labor Force

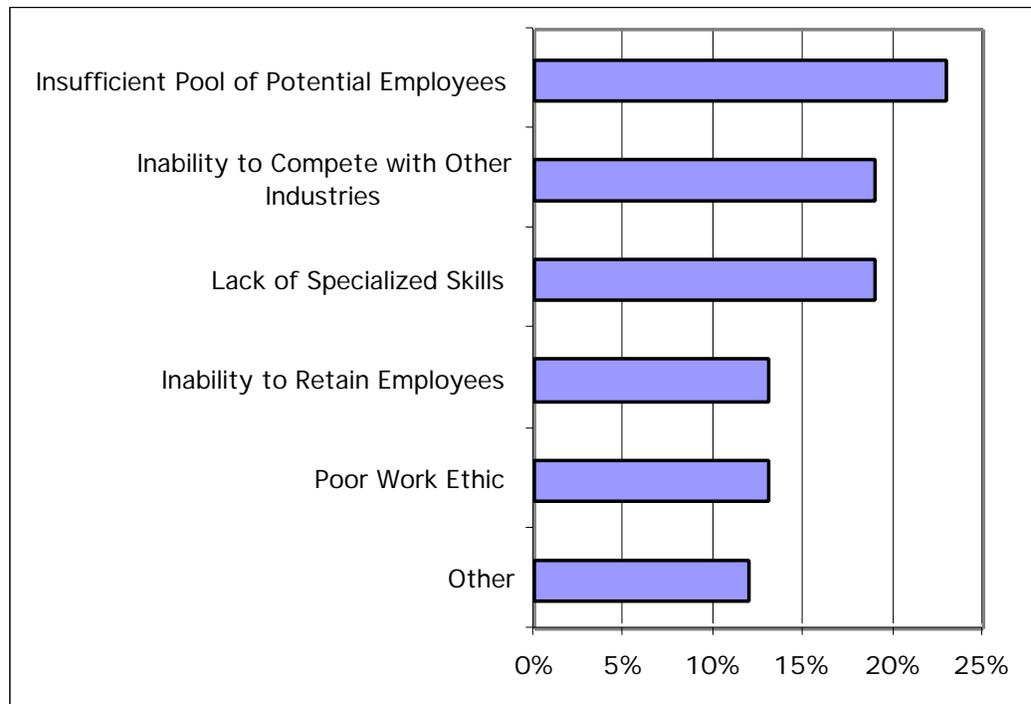
Petersburg employers were asked what the two biggest problems were that they had with the current labor force. Thirteen percent report no problems. The remaining 87 percent offered 52 suggestions, with overlap and also with variation. (Please see appendix for all responses.)

One-quarter (23%) of all suggestions spoke to the issue of Petersburg having an insufficient pool of potential employees. One-fifth (19%) of all suggestions revolved around the lack of specialized skills of the labor force of Petersburg. Specific complaints included: “need to recruit professionals outside of Alaska”, “limited number of trained people in the field”, and “there are people available – bodies – but no skills”.

A significant proportion of suggestions (19%) spoke to the inability of employers to compete with other industries: “industry doesn’t pay enough to compete with fishing”, “too low salary to attract”, “lack of willingness to work for \$7”.

For your business, what are the two biggest problems you have with the current labor force? (percent of all response)

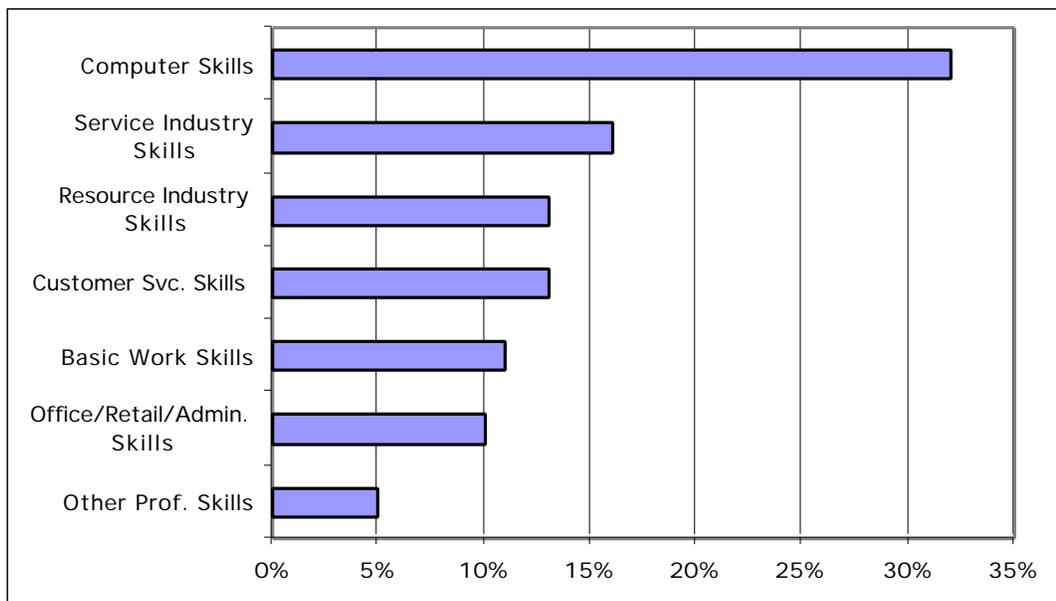
Note: Thirteen percent of all respondents said there were no problems.



New Skills Needed for Labor Force

Computer skills rate at the area where Petersburg employers would most like to see improvement in the labor force, with 32% of all suggestions falling into this category. (Please see the appendix for a complete list of all suggestions.) A wide range of service industry skills followed (16% of all suggestions), including mechanic skills, refrigeration engineer, boating skills, and mechanical and homemaking skills. Customer service skills and resource industry skills are also desired, with each category garnering 13 percent of all suggestions. Specific resource industry skills include “ability to create efficiencies to improve processing potential in town”, “people familiar with Southeast resources”, and “further processing of seafood”.

What two new skills in the labor force would be most useful to your business in the next five years?

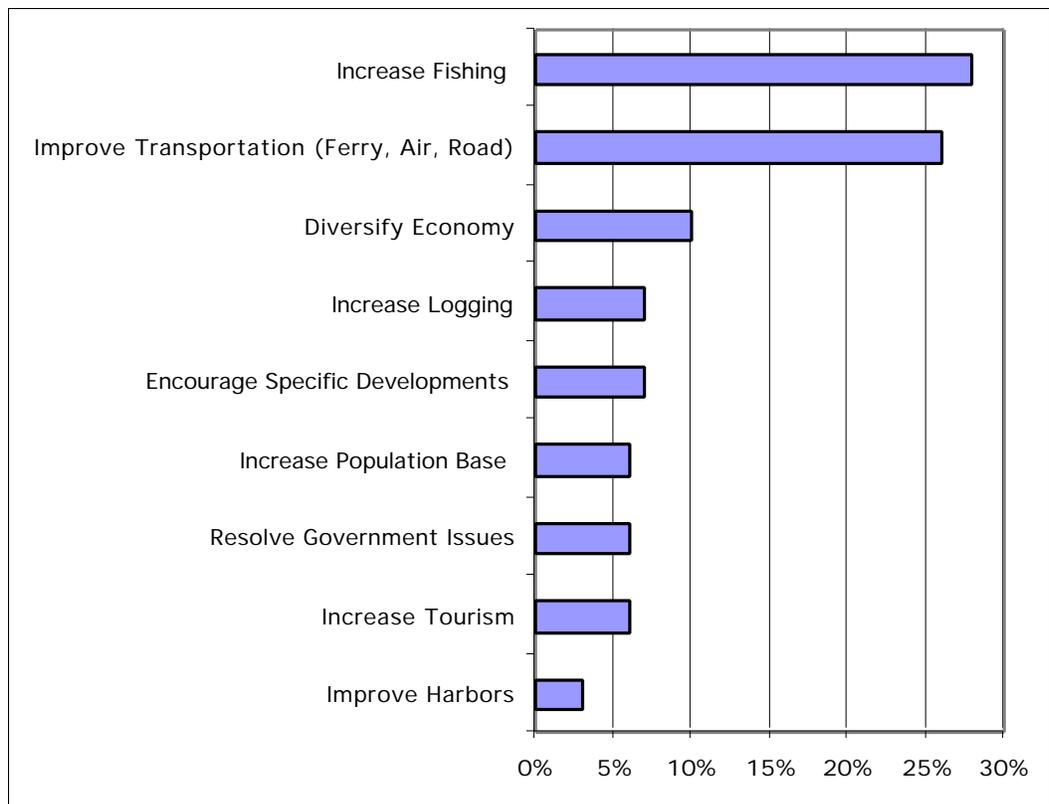


The Most Important Issues Facing Petersburg

Petersburg employers were asked what two current or potential economic issues they feel are the most important to the city of Petersburg. They provided over 80 responses with overlap and also great variation. A more dependable fishing industry (28% of all responses) and improved transportation (26%) are the greatest concerns, followed by a more diversified economy (10%), increased logging (7%), and suggestions for specific developments (7%).

Not surprisingly, having a more dependable fishing industry is considerably more important to employers working in that industry, as is tourism development. Those working in retail are also more concerned with fishing and are significantly more concerned with increased logging than employers overall are. Interestingly, tourism development does not show up as a concern for those in retail. Manufacturers are more likely to raise improved transportation as an issue.

What two current or potential economic issues do you feel are most important to the city of Petersburg? (issues mentioned by more than 5 percent of all respondents)

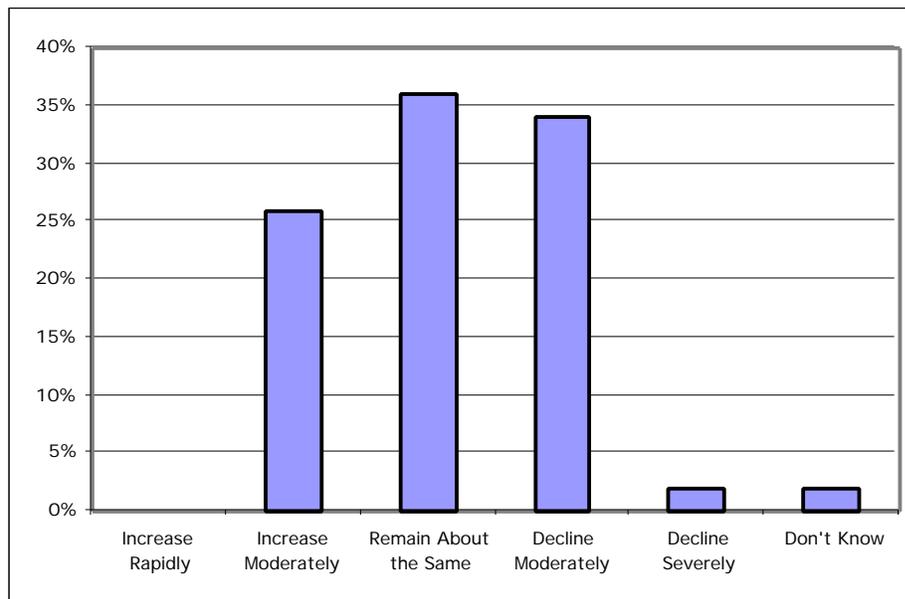


Future of Petersburg Economy

Petersburg employers are somewhat evenly divided in predicting the trends of the local economy. One-third each (36%) anticipate stability and decline, and one-quarter (26%) forecasts an increase in the economy.

Tourism employers are more likely than others to anticipate an increase, while transportation, seafood, and service employers are the most likely to foresee a decline in the economy.

Do you expect Petersburg's overall economy in the next five years to:

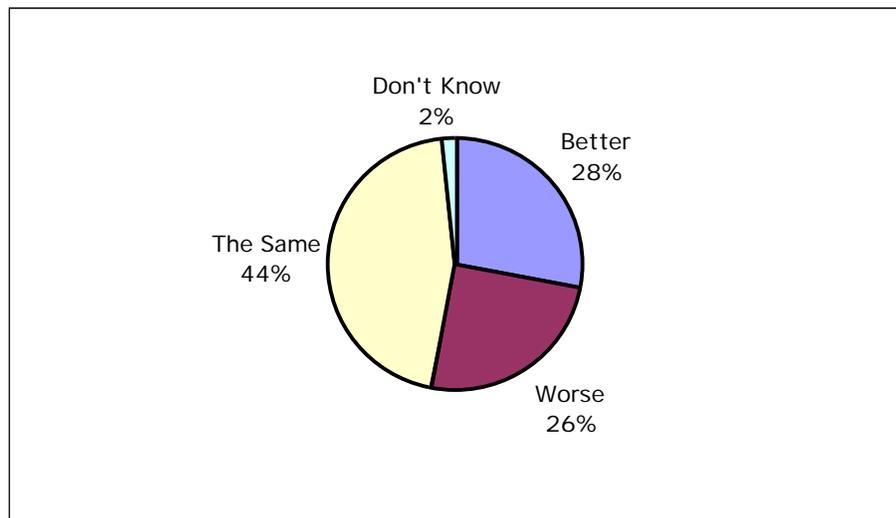


Quality of Life

Half (45%) of Petersburg employers see stability in the quality of life in Petersburg. The remaining employers are evenly divided between viewing it as worse or better (27% each).

Those in the seafood/fishing industry are least likely to see stability. Employers in government, transportation, and service are most likely to rate the quality of life in Petersburg as stable.

Compared to the recent past, do you rate the overall quality of life in Petersburg as better, worse or about the same?



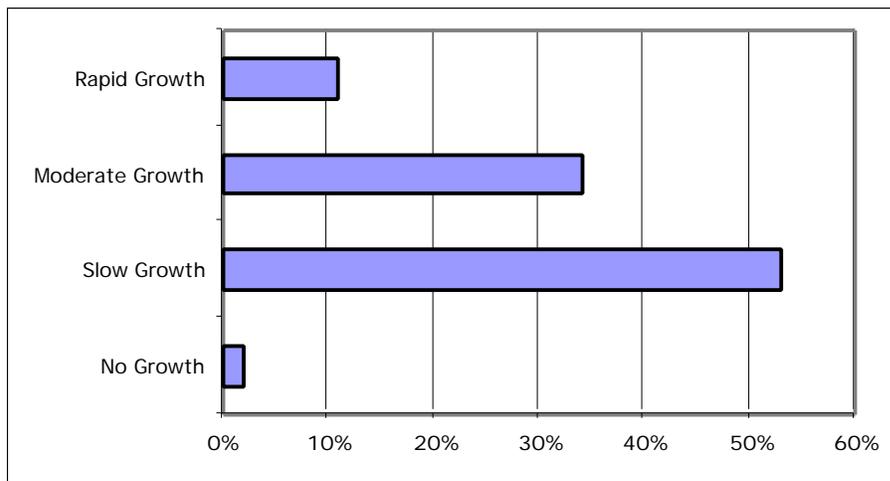
Growth and Diversification in Petersburg

Rate of Growth

Half of all Petersburg employers (53%) favor slow growth for Petersburg, followed by one-third (34%) favoring moderate growth. Only 11 percent support rapid growth.

Seafood/fishing and retail employers are slightly more likely than those from other industries to favor rapid growth. Transportation employers strongly support slow growth.

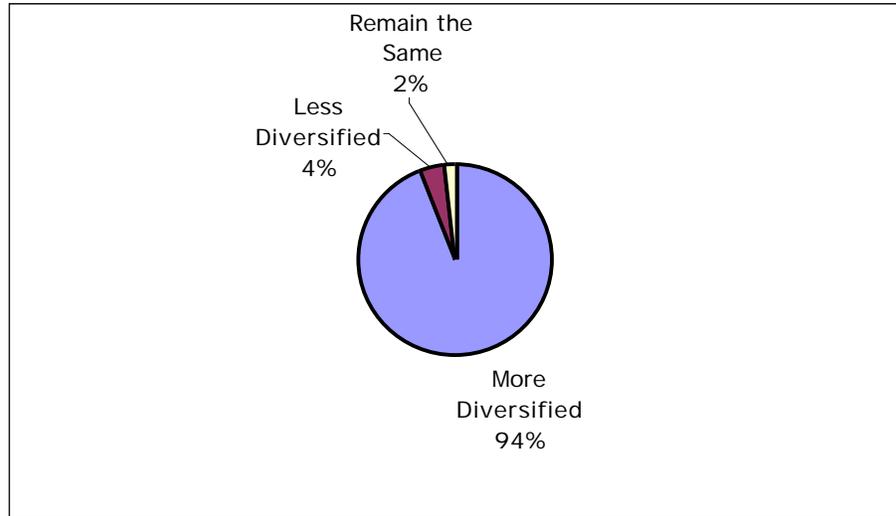
What rate of economic change, if any, do you favor for Petersburg?



Economic Diversification

Petersburg employers overwhelmingly favor a diversified economy, with 94 percent calling for more diversification.

Do you think the economy in Petersburg should be more diversified, less diversified or remain the same?



Perspectives on Economic Sectors

Petersburg employers favor growth in a variety of economic sectors. Of the thirteen sectors included in the survey, ten of them were rated as areas worthy of growth by over half of Petersburg employers. Employers generally did not advocate decline for industries.

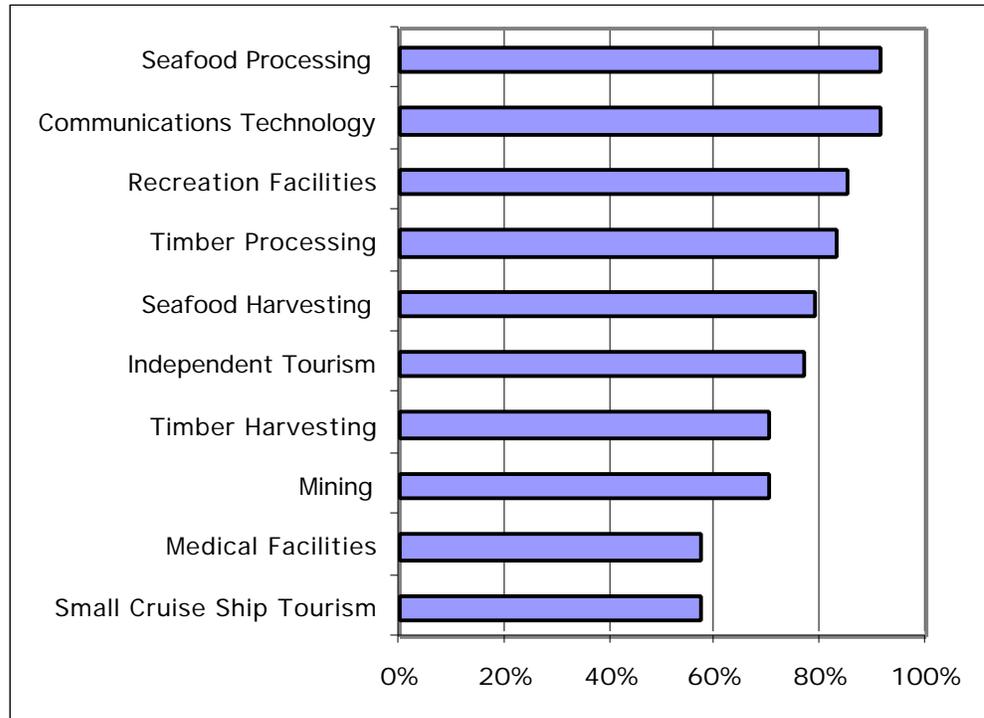
Federal and state government, medical facilities, and small cruise ship tourism are the areas where employers are more inclined to favor stability. Mining is the one area registering significant uncertainty (9%).

| Economic Sector | % for Growth | % for Stability | % for Decline | Don't Know |
|---------------------------|---------------------|------------------------|----------------------|-------------------|
| Recreation Facilities | 85% | 13% | 0% | 0% |
| Communications Tech. | 91 | 6 | 0 | 0 |
| Mining | 70 | 13 | 4 | 9 |
| Timber Harvesting | 70 | 19 | 9 | 0 |
| Seafood Harvesting | 79 | 25 | 2 | 0 |
| Timber Processing | 83 | 19 | 4 | 0 |
| Seafood Processing | 91 | 6 | 0 | 0 |
| Sm. Cruise Ship Tourism | 57 | 42 | 0 | 2 |
| Medical Facilities | 57 | 40 | 0 | 0 |
| Independent Tourism | 77 | 21 | 0 | 0 |
| Federal Govt. | 38 | 53 | 6 | 0 |
| State Govt. | 45 | 47 | 4 | 2 |
| Large Cruise Ship Tourism | 15 | 28 | 40 | 0 |

Most Favorable Growth Ratings

Nearly all Petersburg employers favor growth in the seafood processing and communication technology sectors (91% each). Recreation facilities (85%) and timber processing (83%) follows closely behind.

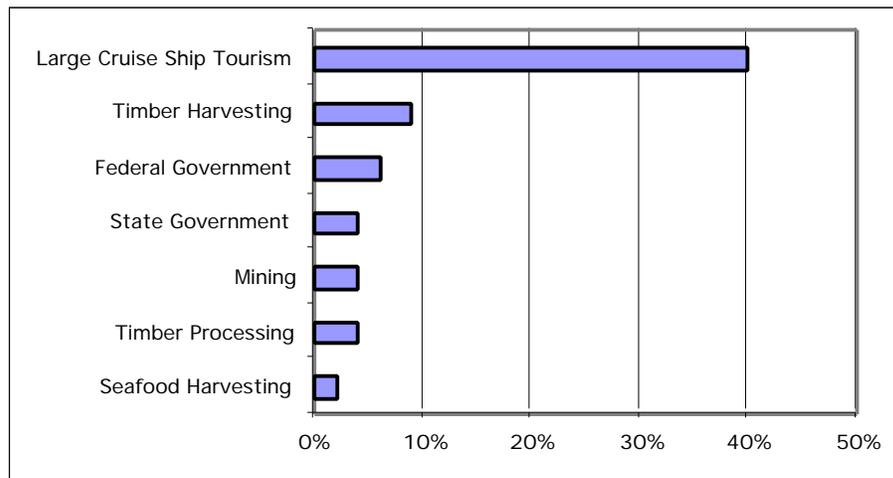
Sectors with at Least 50 Percent of Residents Favoring Growth



Least Favorable Growth Ratings

The only two industries with one-tenth or more of employers advocating decline were large cruise ship tourism (40%) and timber harvesting (9%).

Sectors with at Least 2 Percent of Residents Favoring Decline



Employer Demographics

| Industry Type | Percentage |
|----------------------|-------------------|
| Seafood/Fishing | 17% |
| Retail | 17% |
| Tourism | 15% |
| Government | 13% |
| Service | 13% |
| Community Leaders | 11% |
| Transportation | 6% |
| Manufacturers | 4% |
| Nonprofit | 4% |

| Gross Sales for 1999 | Percentage |
|-------------------------------|-------------------|
| \$0 to \$100,000 | 17% |
| \$100,001 to \$250,000 | 9% |
| \$250,001-\$500,000 | 15% |
| \$500,001 to \$1 Million | 15% |
| \$1.1 Million to \$2 Million | 4% |
| \$2.1 Million to \$5 Million | 13% |
| \$5.1 Million to \$10 Million | 6% |
| Over \$10 Million | 4% |
| Refused | 17% |

| Revenue Sources | Percentage |
|--------------------------------------|-------------------|
| Petersburg residents/businesses | 53% |
| People/businesses outside Petersburg | 47% |

| Employees | Total/Percent |
|------------------|----------------------|
| Seasonal | 784/48% |
| year-round | 863/52% |

| Length of Operation | Percentage |
|----------------------------|-------------------|
| 1 year or less | 4% |
| 1 to 5 years | 9% |
| 6 to 10 years | 6% |
| 11-20 years | 23% |
| Over 20 years | 57% |

Most Important Current or Potential Economic Issues to Petersburg

INCREASE FISHING (23)

1 Low fishing output
Fishing
Fishing
Dependency on fishing industry
Low Fishing Harvest
3 Commercial Fishing- needs to be dependable
IFQ program for the fishing industry
Crippled fishing industry
Fishing IFQ Program
No King Crag fishery this winter
Decline in fishing industry
Fishing
Poor fishing season
Decline fisheries
Commercial Fishing-continued fisheries management
Get more fish to the town for processing
Fishing Industry
Fishing industry
Support development of new fisheries
Secure funding for local hatchery
Water for Scow Bay

IMPROVE TRANSPORTATION (21)

Ferry Transportation (4)
Transportation (3)
Improve air transpiration (2)
Transportation ferry and air (2)
Economical transportation for product
Lack of Airfreight out of Petersburg
Better freight service out of town
Expanding Airport
The Air transportation (cargo) for seafood
SE Transportation Plan (3)
Road to Stikine
Lack of Ferry Freight/fast ferry would be disastrous

DIVERSIFY ECONOMY (8)

SPECIFIC DEVELOPMENTS (6)

Inner Island system
Competition of post office
Development of community cold storage plant
Sandy beach park
New swimming pool
Reliable Power

INCREASE LOGGING (6)

INCREASE TOURISM (5)

GOVERNMENT ISSUES (5)

Government
Forest service jobs are declining
Federal influence
Roadless issue with Clinton
ANWAR being locked up

INCREASE POPULATION BASE (5)

Low population base
People are leaving town
Expansion of city limits so they can include those people in tax base
Land use for subdivisions
People to shop in Petersburg

IMPROVE HARBORS (2)

Biggest Obstacles that Prevent Business from Growing

TRANSPORTATION (12)

Transportation constricted-jet service-inadequate during summer
Ferry schedule crummy
Transportation not adequate
Lack of transportation
Transportation in and out
Presidential road initiative (roadless decision)
Ferry frequency
Lack of transportation
Ferry system as it is
Infrequent ferry stops lack of loyalty/support to local
Transportation inability to get to jobs
Flight reliability/technology on aircraft

UNRELIABLE/INSUFFICIENT FISHERIES (10)

Commercial IFQ quotas
Decline in seafood industry
Lack of fishing in local area
Fish are being landed elsewhere
Closing of Red Crab harvesting
Seafood processing better developed. Process in town dive fisheries-can't develop no processing.
If runs were bigger harvest and tender
Freezer space it too low.
Maintain support fisheries so not available.
Low fisheries turnout

TOURISM/VISITOR INDUSTRY (8)

Limited to boat and B&B could do more shoulder season mid-May through Labor Day.
Could benefit from expanding season.
More visitor volume increase
Winter-seasonal business
Limited by cabins and length of season.
Lack of infrastructure for larger groups in Petersburg group markets and convention center.
No cultural tourism as emphasis in community-i.e. Little Norway
Year round travel and tourism is not present

GOVERNMENT INTERFERENCE/INADEQUATE GOVT. ACTION (8)

Internal bureaucratic issues how government works.
Decisions of timber made in D.C.
Lack of Federal funding
Funding all sources-grants/city support need better financial base
Downscaling of Forest Service
Federal government regulations especially logging
State regulations (test shellfish for PEP) cost us too much.
Regulations-too much of a constraint

LACK OF QUALIFIED LABOR (7)

Qualified labor for construction
Availability qualified employees training skills.
Mostly seasonal workers in community
Mostly seasonal workers in community
Lack of staffing-not large employment pool-not great employees-stuck with what you get.
Trained personnel to work doesn't want to work that hard
Reliable local workforce

LOW POPULATION (5)

Census (population) is dropping
Losing families out of Petersburg
Low population
Population size
Customer base Petersburg

BAD ECONOMY/LACK OF MONEY (5)

Bad economy
Local economy is weak
Weak economy
Local lack of money
Lack of funding to expand fisheries

UNCERTAINTY OF NATURAL RESOURCES (MINING/TIMBER) (4)

Shaky status of economy unsure of natural resource industries. Not sure where next money is coming from.
Lack of logging or mining.
Lack of logging
Better resource management in future base eroded by subsistence issues and lack of management or part of state.

REMOTE LOCATION/EXPAND MARKETS (4)

Petersburg markets limited-expand to Prince of Whales Island and Wrangell.
Get products into market competitively
Seafood being sold outside Petersburg
Remoteness from other communities

INADEQUATE VISION/PUBLIC INVOLVEMENT (3)

Lack of public involvement
Local lack of visions and determination
Community support

DIVERSIFIED ECONOMY (3)

Diversification of economy.
Un-diverse economy
Not diverse enough economy (seasonal)

LIMITS TO GROWTH (2)

Capped growth to accommodate current lifestyles. Marketing and attract to area.
Space constraints-capacity

LACK OF JOBS (2)

Lack of jobs in community
Lack of jobs in community

HIGH COSTS (2)

Less expensive fuel
Price of fuel is out of control

MISCELLANEOUS (6)

Run strength good-can self limit if more work more.
Small plant capacity
Buying competition
Sandy Beach being closed to business
Communications high-speed electronic lack of it.
Weather

Two Most Important Things That Would Help Business Grow

IMPROVE TRANSPORTATION (16)

Transportation improvements for ferry and air
Improve transportation to and from
Better air service
Winter transportation on ferry-need more
Transportation increases
Fast ferry
Road to Kake
SE transportation plan
SE transportation plan (more freight/projects)
Faster ferries to Kake-access to other communities.
Transportation year-round
Road up to Stikine
Better airport can't land "leaves" on muskeg.
Schedule changes
Lower cost of freight transportation
New technology on aircraft

INCREASE FISHING INDUSTRY (9)

Increase in the fishing industry
Remove IFQs
Fishing industry
Stabilize fishing
Good fisheries management
Maintain healthy runs in fishing
Increase federal/state spending to develop new fisheries
Increase Black Cod IFQ quotas
Increase in fishing industry

INCREASE TOURISM (9)

More visitor volume increase
Increase independent tourism in Alaska
More tourism
Increase tourism
Tourism increased
Longer visitor season
Recreation services-re-develop trails
Balanced are cruise vs. independent on ATIA.
Greater opportunities for sport fisheries

BETTER MARKETING (6)

Internet access for marketing-attract technical industry and increase communications
State marketing programs skewed. State do better job marketing all state
representation not well
More marketing of Petersburg
Give city higher profile.
Outside sales (lower 48)
Winter sales activity

DIVERSIFY/EXPAND ECONOMY (6)

More jobs
Diverse economy
Increase stable economy in Petersburg
Economic development in community
Diverse economy
Better job markets

INCREASE TIMBER INDUSTRY (6)

Increase in the timber industry
Increase in the timber industry
Promote logging
Logging allowed
Stable timber land base
Timber Receipt legislation passing

IMPROVE GOVERNMENT (6)

More local representation in Alaska
Increase financial support form Federal/State
Increase tax base-sales/property
Different federal budget system-predictable budget
Local government not aware of value of land and development opened to change
approach.
Use expensive operating capital to purchase supplies to improve access.

INCREASE POPULATION (4)

Have additional families come to town.
Population increased
Petersburg growth of town and people
Continue to have Petersburg be a desirable place to live attract quality people.

IMPROVE WORKFORCE (4)

Reliable workforce locally
More workforce
More available workforce
More skilled people in building industry

FOSTER MORE COMMUNITY SUPPORT (4)

More support from community
Community support
Increase public support by local users
Community development-growth with new facility for museum-looking for support.

IMPROVE RESOURCE DEVELOPMENT (3)

More resources to process
Mining
Careful allocation of land

HARBOR EXPANSION (2)

Harbor expansion
Concentrate on Petersburg Harbor facilities

LOWER FUEL COSTS (2)

Less expensive fuel
Lower fuel costs

MISCELLANEOUS (4)

Sandy Beach being opened to business
Cash flow through community
Phase 3 of the water system
Good banking process-effectively let customers know what can afford or if can upgrade

Biggest Problems with the Current Labor Force

INSUFFICIENT POOL OF EMPLOYEES (12)

Need hire greater numbers of employees add to city labor force to improve service.
Availability of local workforce
No local work force
Hard to recruit workforce
Lack of employees locally
Lack of local people
No one available locally
Not enough people locally
Unstable local work force
Not enough local employees
Lack of workforce
No local workforce

LACK OF SPECIALIZED SKILLS (10)

Unable to get specialized employees
People not skilled in his field
Lack of specialized skills-college degrees biology/fisheries engineering for year-round
Recruiting professionals outside of Alaska
High paying professionals hard to find specialty areas hard to fill.
Unqualified people
Limited number of trained people in the field.
There are people available bodies there but no skills
Unskilled workforce
Lack of experience

INABILITY TO COMPETE WITH OTHER INDUSTRIES (10)

Industry does not pay enough to compete with fishing
Summer season positions cannot compete effectively with fishing-can't earn as much at Forest
Competing with canneries and commercial fishing for workers potential money is better another areas.
Too low salary to attract
Can't pay for what they are worth
Cost of providing health insurance for those demanding it.
No labor force-lack of willingness to work for \$7
Not enough people looking to get into the retail industry.
No recognition that timber viable so no interest look to fishing only for jobs
Identify crisis with timber don't see it as opportunity

POOR WORK ETHIC (7)

Training-work ethics
Poor work ethic
Low work ethic in people
Lack of work ethic-not motivated
No service orientation-70 employees since February 1, 2000
Employees.
Service

INABILITY TO RETAIN EMPLOYEES (7)

Stability-keeping employees around
Keeping people here (stability)
Longevity (or lack of) of employees
Reliability of crewmen
Non stable workers when not kept busy
Uncertainty of season prevents people from coming work not developed on job
making money
Turnover

OTHER (6)

Union contracts
Funding all sources-grants/city support need better financial base
No cultural tourism as emphasis in community-i.e. Little Norway
Lack of public involvement
Remoteness from other communities
lack of resources.

NO PROBLEMS (6)

None small operation
No difficulties hiring-do good job.
Employees are adequate
No problems at all
No problems getting employees
No problems good pool of people to fill in, cannot think of any problems for fishing
and tendering has used same people over the years are competent.

New Labor Force Skills Desired by Petersburg Employers

COMPUTER SKILLS (20)

SERVICE INDUSTRY SKILLS (10)

Mechanical skills and homemaking skills.

Boating skill

Class A drivers licenses

Mechanic skills

Refrigeration repair/engineer

CDLs

Engine repair skills

Plumber

More competition haul-out maintenance and storage is one option in town and not the best.

Refrigeration engineer

CUSTOMER SERVICE SKILLS (8)

RESOURCE INDUSTRY SKILLS (8)

Timber product knowledge

Actual Forestry skills (basic and technical)

People familiar with SE resources

Better knowledge of trail building

Environmental knowledge of specific area issues

Processing skills improved value-added skills and imagination to do it.

Ability to created efficiencies to improve processing potential in town.

Further processing of seafood (complete the processing)

BASIC WORK SKILLS (7)

Gung Ho attitude

Adaptability to various tasks

Writing skills

Work ethic not there; looking for easier ways to earn money.

The teachers' competency level increased

Well traveled/rounded

Quick learner

OFFICE/RETAIL/ADMIN. SKILLS (6)

Skilled administrator

Clerical skills

Experienced reservation help in travel industry

Fundraising and development skills

Communication (language)

Sales person

OTHER PROFESSIONAL SKILLS (4)

Communication technology

Biomedical equipment Technical/engineer

Communication technology

Engineering based qualities-want to reengineer roads-if someone in community had skills could hire rather than go outside

NO NEW SKILLS (1)

Could not think of new skills for his industry with probing.