

A photograph of Emily Schmitt, Chief Administrative Officer at Sukup Mfg. Co. She is a woman with blonde, wavy hair, wearing clear safety glasses, a blue blazer over a green top, and a gold necklace. She is smiling and looking towards the camera. The background shows a factory setting with metal beams and a corrugated metal surface. The text 'SOLUTIONS FOR IOWA'S EVOLVING WORKFORCE' is overlaid in white, bold, sans-serif font on the right side of the image.

**SOLUTIONS FOR  
IOWA'S EVOLVING  
WORKFORCE**

*Emily Schmitt, Chief Administrative Officer at Sukup Mfg. Co.*





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**Iowa Association of  
 Business and Industry**

The Iowa Association of Business and Industry (ABI) is the voice of Iowa business. It is Iowa's oldest and largest business network, representing 1,500 businesses that employ more than 333,000 Iowans. ABI benefits members by advocating on their behalf at the statehouse, connecting them with decision-makers to share ideas and services, offering solutions and best practices for issues that affect their businesses and developing our state's business and civic leaders.

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Jane Galloway  
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 Kerry Servas

**ABI Communications & Marketing Consultant**  
 Katelyn Adams

**ABI Legislative and Communications Intern**  
 Steffi Lee

**Iowa Association of Business and Industry**  
 400 East Court Avenue, Suite 100  
 Des Moines, IA 50309  
 515-280-8000 or 800-383-4224  
 Email: [abi@iowaabi.org](mailto:abi@iowaabi.org)  
 Web: [www.iowaabi.org](http://www.iowaabi.org)

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**A VIEW FROM THE TOP**

**Wrapping Up Day on the Hill and  
 Looking Ahead to Conference**



**Jack Hasken**  
*ABI Chair  
 Jackson Mfg., Inc.  
 Maquoketa, Iowa*

Welcome to another edition of Business Record Iowa. The cover story looks at Iowa's evolving workforce. It is an informative and interesting read in my opinion. If you are like me, you enjoy learning about what others are doing and keeping up with best practices in the workplace.

On another matter, last month's annual Day on the Hill was a huge success. Thank you to those who participated from all across our state. Day on the Hill provided yet another opportunity for ABI members to thank our elected state officials for their service and to discuss pending legislation. Whether a business owner or a legislator, we all want to help make Iowa a better place to live, work, and raise a family.

Finally, in regards to our upcoming conference, I would note that Hotel Julien Dubuque is already sold-out for the 2022 Taking Care of Business Conference, ABI's 119th annual convention. That event will be held June 14-16 in Dubuque. The good news is that there are still plenty of other lodging options remaining. Please go to [www.iowaabi.org](http://www.iowaabi.org) for more information.

The hospitality, speakers, venues, and networking at the conference are the very best you will find anywhere in the state. If you and your team attend only one event this year, this is the one that will give you the best return on your investment in terms of time, money, connections, and resources. My wife and past ABI Chair, Sarah, and I look forward to seeing you and your co-workers in June in Dubuque. ■

**EXPERT ADVICE**

**Write It Down: A Note about  
 Employee Handbooks**

As your workforce evolves, your documentation should keep up! Growing businesses often develop informal policies and practices that never get written down or aggregated into one document. It's easy to see why. A few people at the start agree on setting certain rules, and those rules are communicated orally to people joining the business in its early stages. But as more and more employees are added, communication of the policy often gets muddled, and the policy may change over time to address new situations. Unfortunately, it doesn't occur to many employers to formally write down policies and practices until there's a problem.

We recommend that employers draft an employee handbook that is reviewed and updated annually. A good handbook should

look to the past and address questions that have come up before. It should also look to the future and establish parameters for where the business is going. Employers should also make sure that employees are notified of any policy changes, and that their receipt of these changes is documented.

Taking the time to set up and regularly review your business's policies may seem like a chore, but it pays dividends. These steps will give your business focus and direction and allow you to confidently respond to workforce issues. Your goal should be to either have a well-documented policy for every foreseeable situation or the ability to quickly pivot and get a policy put in place. In our experience, these measures will help your workforce continue to grow! ■



**Jackson G. O'Brien**  
*Attorney  
 BrownWinick Law Firm  
 jackson.obrien@brownwinick.com*

**Taking the time to set up and regularly  
 review your business's policies may  
 seem like a chore, but it pays dividends.**



CULTIVATING IOWA'S TALENT CONTINUUM

# Know your Audience: Our Future Workforce



**Jessi McQuerrey**

Director of Programs

ABI Foundation

[jmcquerrey@iowaabi.org](mailto:jmcquerrey@iowaabi.org)

Evolving workforce needs seem to be a “chicken or the egg” scenario. Which came first? For example, was it the creation of new technology that reshaped our business models and needs for workforce? Or did each generation’s increased desire for instant connectivity and gratification cause us to innovate as these same individuals became both team members and customers?

If the one constant is change – what’s next?

Our Leadership Iowa University participants are college students who are considered young leaders and identifiably top-notch employees. (A.K.A. people you’ll soon want to hire.) Given the infinite opportunities for them in Iowa, now more than ever, we’ve asked them: What are you looking for in a future employer? Three key areas rose to the top:

**1. Values:** In nearly every response – the need for solid guiding principles behind company decisions. Students want to see value placed on their time and opinions, and given “real responsibility.” They want somewhere that values the diversity of its employees, as well as creativity, communication and collaboration.

*“I’m looking for a company working towards the future who values me and the world in which we operate.” – Jaxen Shaw-VanNatta, University of Iowa ‘22*

**2. Culture:** While a welcoming, positive work environment is essential, so is its footprint. A “culture of care” extends beyond the office walls and

students are taking note of businesses who are directly invested in the community it serves.

*“I want a culture that encourages innovation, growth, and understanding. I would like to be pushed and challenged to continue to advance my career.” – Jill Vonnahme, University of Northern Iowa ‘22*

**3. Advancement:** Career advancement is essential, but if you want to keep them, they also need a clear vision of where that corporate ladder is leading. Companies should foster personal and professional growth, and showcase the significance of their work within a larger, forward-thinking mission.

It’s more than adding a ping-pong table in the breakroom, folks. These needs aren’t new, but they’re the difference between a great hire and “Help Wanted.” How do you show your employees, including your new hires, that they, their time and their ideas are valued? How transparent is your company culture and vision? Students have the ability to decline their first offer, so relay your values before their ID badge has finished printing.

If you’re looking for a fun way to invest in your interns this summer, consider adding Leadership Iowa University to your internship experience. Contact us or learn more at [www.LeadershipIowaUniversity.com](http://www.LeadershipIowaUniversity.com). ■

## IN Iowa, WE DON'T JUST TALK ABOUT FILLING AMERICA'S SKILLS GAP.

Across the state, we’re working to uncover new ways to build, cultivate and retain our skilled workforce – the fuel behind Iowa’s commitment to growth and innovation. Look no further than **Norwalk**, which has grown 43% in the last 10 years and is primed for new expansion projects thanks to its readily available labor force and low business turnover rate. The **Quad Cities** offer an ideal balance, where residents appreciate a great life outside of work, and industry leaders value the skilled workforce and accessible location. And **Grimes** has become one of the fastest growing suburbs in Iowa thanks to an affordable lifestyle, ample housing availability and an influx of new industries, including the light industrial sector. With forward-thinking communities, business-friendly regulations and innovative program that complement our strong work ethic, Iowa is poised for meteoric growth in 2022 and beyond.



**CAPITOL BUSINESS**



# Participate in ABI Regional Meetings Following Adjournment of the Legislature

We often like to say the public policy process at ABI is grassroots because that's exactly what it is. Members set the agenda and then staff sets out to accomplish the goals put forward each year. ABI is most effective when members are engaged in the public policy process. Throughout the course of the year, there are numerous opportunities for ABI members to participate in this process.

After the Legislature finishes its work each session, ABI public policy staff travels across the state and briefs members about the outcomes of key business policies considered by the Legislature. These regional meetings give members the opportunity to provide feedback and direction to the public policy staff when it comes to policies the association should discuss and prioritize during the committee process. We are set to hold meetings in Des Moines, Cedar Rapids, Atlantic, Fairfield and Fort Dodge. Please watch ABI's weekly newsletter for more information on dates, times and registration.

In August, each of ABI's public policy committees (Tax, Economic Growth, Workplace and Product Safety, Employment and Workforce and Environment) meet separately to do an in-depth review policies. Following those meetings, the committee recommendations are considered by ABI's Legislative Committee. The Committee also develops legislative priorities for the association. In September, the ABI Board of Directors approves the policies and priorities for the coming year.

There are also a variety of other events where members can provide their input to ABI public policy staff including the Taking Care of Business Conference in June, the Okoboji CEO Forum in July, the Advanced Manufacturing Conference in September. Of course, members are encouraged to contact JD Davis and Brad Hartkopf at any point throughout the year if they have questions or input on public policy.

There will be more information coming on dates, times and locations of ABI's regional meetings in our weekly newsletter. If you're a member and haven't subscribed, please contact JD or Brad.

Be sure to participate in a regional meeting or other public policy event this year to ensure that your company's voice is heard! ■

In August, each of ABI's public policy committees (Tax, Economic Growth, Workplace and Product Safety, Employment and Workforce and Environment) meet separately to do an in-depth review policies.



**JD Davis**  
Vice President, Public Policy, ABI  
jddavis@iowaabi.org



**Brad Hartkopf**  
Director, Public Policy, ABI  
bhartkopf@iowaabi.org

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# SOLUTIONS FOR IOWA'S EVOLVING WORKFORCE



Emily Schmitt, Sukup



BY GIGI WOOD

**Iowans have long been known for their diligence, strong work ethic and smart problem-solving skills.** They are the backbone of the state's many businesses and have a sense of pride in their work. Many of the state's workers have long tenures at their employers, which helps improve business performance.

When it comes to creating a stronger business future for Iowa, three components go together: growing the workforce, creating a plan for improved child care and expanding the manufacturing sector. Iowa government and business leaders are taking these challenges on through a variety of incentives, policies and programs. Public and private sectors are overcoming these challenges through several efforts.

Three ongoing, major initiatives designed to attract and retain workers in Iowa are the This Is Iowa campaign, the Child Care Task Force and Manufacturing 4.0. Each program addresses a unique subsection of the overall drive to build business and industry. This Is Iowa is a marketing campaign designed to draw attention and awareness to state attractions and reasons for living in Iowa. The Child Care Task Force is an effort started by Gov. Kim Reynolds' office that aims to allow more parents to return to the workforce by providing affordable and accessible child care options. Manufacturing 4.0 offers business support, as well as education and resources, to help boost the industry sector.

These issues are important because there are more than 80,000 job openings throughout the state. Although that's a lot of vacancies, the number of people joining the workforce is steadily increasing.

"The signs are good that the economy's moving in the right direction, the workforce is moving in the right direction," said Beth Townsend, director of the Iowa Department of Workforce Development.

The U.S. Bureau of Labor Statistics reported that Iowa's unemployment rate in February was at 3.5%, marking the fourth consecutive month that Iowa has experienced growth in the number of jobs.

"We're seeing some movement in a positive direction in terms of people getting back to work," Townsend said.

## GROWING THE WORKFORCE

State leaders are acting on several initiatives to increase the number workers in the labor pool. The This Is Iowa campaign is one of those efforts.

"Research shows that when people visit a place and they have an incredible experience, it crosses their mind that they could see themselves and their families living there," said Debi Durham, Executive Director of the Iowa Economic Development Authority and Iowa Finance Authority.

During the COVID-19 pandemic, IEDA paused its state marketing campaigns, as so few people were traveling. Instead, it focused its efforts on polling people on how their perspectives are changing about where they live. The research showed that the pandemic altered the way a lot of people in their 30s and 40s think about where they live. Those who are open to moving to Iowa want to know about affordability, the job market and outdoor recreation.

"We asked those people, 'What do you think of Iowa?'" Durham said. "And they answered, 'We don't think about you at all.' Which I can tell you, from a marketing perspective, is not a bad place to be. It takes a lot more money to rebrand something negative than to introduce something new to someone."

IEDA has launched the campaign in target markets and is using social media and influencers to get people to visit the site, [www.ThisIsIowa.com](http://www.ThisIsIowa.com). Durham said the quality-of-life initiatives taken on by cities like Dubuque, which is also actively working to increase jobs in its community, are seeing results; Dubuque gained 1,500 new jobs in December. Durham also said she expects Reynolds' flat-rate income tax will attract new residents.

Another effort is the Reemployment Case Management program. Launched in January by Iowa Workforce Development, the program offers additional job search assistance to newly unemployed Iowans. Job seekers are paired with career navigators, who help them find a new career faster than they might on their own. In the first nine weeks of the program, career navigators held more than 5,000 meetings with unemployed Iowans, and 940 found jobs.

"Most of the success stories are people who had been on unemployment for four weeks," Townsend said. "We're helping people find the career they want to have, not just the next paying job. So we're doing things like that, that I think are going to make a big difference in terms of getting more people back to work faster."

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Home Base Iowa is an initiative where military veterans are matched with career navigators to help them polish resumes, find jobs and navigate the application and interview processes.

“The beauty of having additional career navigators is veterans get one-on-one service,” she said. “If you want to move to Texas or Florida, they have lots of resources for veterans, but they don’t have somebody who’s going to take you by the hand and say, ‘Let me introduce you to this employer.’”

Home Base communities offer tax incentives to veterans who choose to move to those towns. More than 100 Iowa communities offer the program. For a list, visit [www.homebaseiowa.gov/resources/communities](http://www.homebaseiowa.gov/resources/communities).

### PRIVATE PARTNERSHIPS AND EFFORTS

Workforce recruitment and retention isn’t a new issue to state leaders and it isn’t a new issue for industry, or groups like the Iowa Association of Business and Industry (ABI).

“ABI members came to us almost 10 years ago to talk about the need to educate students and parents about the opportunities for careers in manufacturing,” said Nicole Crain, ABI’s executive vice president.

In response, ABI created Elevate Advanced Manufacturing to raise awareness of manufacturing opportunities throughout the state. ABI’s public policy efforts have also centered on workforce and supporting workforce legislation for many years, she said.

ABI supports many state programs designed to upskill and increase the number of workers in Iowa, such as Future Ready, the Employer Innovation Fund, Manufacturing 4.0 and more.

“Future Ready Iowa has made a big difference in getting Iowans upskilled. The Employer Innovation Fund has allowed small and large businesses to come up with creative ways to recruit/retain workers,” Crain said. “Manufacturing 4.0 and Registered Apprenticeships have also helped Iowa companies invest in their equipment and people. We are grateful for the partnerships with Iowa Workforce Development and Iowa Economic Development Authority. They have been intentional about including businesses of all sizes and in all areas of the state in the development of the programs.”

Recruiting workers to the state will require the kind of splash This Is Iowa hopes to make, Crain said.

“We need to get more people to see Iowa as a destination place,” she said. “IEDA’s focus on This is Iowa campaign, the tax policy changes and the governor’s response to the State of the Union have all helped raise Iowa’s visibility. The more we can talk about the great things happening in Iowa, the more people will think about choosing our state to work, live and play.”

ABI members have been active in their communities to help recruit and retain workers and residents to their communities.

“ABI members are opening up their doors to students and families at a young age to tour, they are attending college fairs, they are working with refugee communities and social service organizations to support wraparound services, they are offering on-site child care, increasing wages and benefits,” Crain said. “Businesses are doing a better job talking about the benefits of working for their company, whether in manufacturing or financial services.”

One of Iowa’s largest employers, Principal Financial Group, has developed a unique strategy of its own to attract and retain workers.

According to Melissa Higgins, senior communications specialist at Principal, the company switched from a paid time off (PTO) to a flexible time off (FTO) policy several years ago, and it continues to be a very popular benefit for employees. Exempt employees (full-time and part-time who work at least 20 hours per week) can use

FTO for personal reasons. They don’t accrue time off, there’s no set number of days, and it’s not tracked.

“At Principal, we focus on providing an environment where employees feel meaningful connection to the work they are doing, see advancement potential and feel valued for their contributions,” Higgins said. “We offer comprehensive compensation and benefits packages because ensuring the financial security, health and wellness of our people is core to how we attract and retain the best talent. We’re also embracing more workplace flexibility than ever before, which is an attractive recruitment tool for Iowa employees and beyond.”

Higgins said Principal encourages other employers in Iowa to adopt the policy, as well.

“We know how important it is for our employees to take time away from work, so we’ve designed our FTO policies to give employees the flexibility they need to prioritize rest, relaxation, time with family, personal commitments and caring for themselves and family members, when necessary,” she said. “We encourage leaders to model smart use of FTO and to create an atmosphere where employees feel empowered to take the time they need and deserve.”

Another Iowa employer is using new strategies to recruit and retain workers. Sukup Manufacturing in Sheffield, just south of Mason City, has made scheduling changes and improved communication for its workers.

“Sukup is fortunate to employ a wide range of generations, all valuing different aspects of employment differently,” said Emily Schmitt, chief administrative officer and general counsel of Sukup and part of the third generation of the family leading the business. “With that in mind, we had to significantly reduce required Saturdays, create more flexibility in shift schedules and increase communication channels to employees. We see a lot of trends towards transparency, part-time schedules and increasing resources that are translated in other languages.”

Sukup is the largest family-owned, full-line grain drying and storage equipment manufacturer in the United States and employs more than 600 workers. The company takes an active role in its community, and beyond. Sukup recently helped three dozen employees of its sister company, Grain House Co., in Ukraine, escape to Denmark, driving in caravans overnight.

“Over the years, Sukup has had a strong reputation with long-standing (or tenured) employees,” she said. “We are the largest employer in north central Iowa and with the current workforce challenges, we have had to be creative with retention strategies.”

To help retain residents, she suggested that state and business leaders consider opening more opportunities that typically go to urban workers, to rural applicants. For example, she suggested adapting some state positions to allow remote applicants and to open the Des Moines Business Record’s Forty Under 40 to rural communities.

“Engage and include rural companies and communities in large urban initiatives like the Business Record’s Forty Under 40,” Schmitt said. “I was fortunate to be selected. However, I am also fortunate to be heavily engaged in the Des Moines-area community. Not all rural businesses have that opportunity.”

### IMPROVING CHILD CARE ACCESSIBILITY

If the pandemic taught the business community anything, it taught the importance of affordable and accessible child care. Without it, many parents are forced to stay home to care for their children instead of working at a company. This can have a severe impact on families that need more income and companies that need skilled workers.

During the past two years, the state has invested \$480 million to support child care, according to Townsend. In January, the state



issued \$37 million in child care grants that will create 5,200 new child care slots across the state. The money will help pay for 108 projects in 72 communities with another \$9.7 million in private investment.

"I've gotten to make some of those calls to the applicants to tell them what they've been awarded and just the shouts and screams and tears of joy and 'You are changing child care in southeast Iowa for the next generation' kind of responses to these grants," Townsend said.

Sukup's Schmitt serves as chair of the state's Child Care Task Force, which was created to address the child care shortage.

"Through 100 days, 51 meetings and two town halls, we developed a set of recommendations aimed at finding solutions to improve the child care ecosystem," she said. "The availability of child care is essential to a successful work-life balance and allowing employees to bring their talents and skills to Iowa businesses. The governor and task force understand children are our future, and the care they receive is one of the most important parts of the available workforce puzzle."

The most beneficial efforts focus on reducing the cost of child care and creating long-term solutions, Schmitt said.

"One recommendation is implementing a shared services model at the government level, where the state takes on some burdens instead of the center, including payroll, background checks, etc.," she said. "These afford the centers lower costs, but also frees up workforce to focus on their main focus, child care. The other recommendation that can have multiple ripples is partnering with the IEDA on vacant school rehabilitation. These schools already have needed resources such as cafeterias, kitchens, playgrounds, and may offer other leverage such as spaces for housing, as well."

Each community is different and has varying child care needs, such as distance between homes and schools.

"It is up to the community to assess their needs and how to best address it," Schmitt said. "We have seen trends indicate employees preferring earlier start times, which means child care is needed earlier, too. Our community also faces a bus driver and teacher shortage and we're focusing on child cares connected to the school system so it can assist all three needs."

Schmitt recommends businesses become engaged with their community's child care needs.

"Assess what business choices you might be making that affect those child care needs, regardless of business size," she said. "It takes all of us to help achieve change on a need that spreads across all industries, educational fronts and enables better workforce function. If you truly want to make a change, I recommend starting by reading the report."

The task force's report is available at [https://earlychildhood.iowa.gov/sites/default/files/documents/2021-11/IGOV\\_Child-careTF\\_Report\\_112021.pdf](https://earlychildhood.iowa.gov/sites/default/files/documents/2021-11/IGOV_Child-careTF_Report_112021.pdf).

## MANUFACTURING 4.0

Iowa's largest business sector is manufacturing, accounting for 18% of the state's gross domestic product (GDP), making Iowa seventh in the nation for manufacturing GDP. Several years ago, IEDA's Iowa Innovation Council, consisting of thought leaders from various industries throughout the state, decided state policies should prioritize the manufacturing sector.

"Manufacturing is extremely important to our economy and wealth creation," Durham said. "We have more job openings than we have people to fill them."

Many Iowa companies are operating at 70% to 80% of needed workforce and simply not advertising all their openings, she said. With the number of retirements increasing nationally, Iowa leaders decided to take action to help stem that tide. IEDA commissioned an in-depth analysis of the industry to help determine next steps. The pro-

gram is focused on bringing more advanced technology to independently owned manufacturing companies, to help them become more efficient. The goal is to implement technologies that will reduce the number of tedious and mundane tasks for employees to complete, freeing them up to for more sophisticated work.

"We're helping small manufacturers within the supply chain with two to 75 employees," she said.


Grants up to \$75,000 have been used by manufacturers to buy and implement new technologies to help them with processes such as inventory, or to buy equipment. The money is tracked and the productivity results are recorded as part of the program.

"There was one company that used the money to buy equipment and they predicted it would be a 12% increase in productivity; within a month of running the equipment they had a 35% increase in productivity," Durham said. "I think you're really going to see Iowa lead the way when we have the metrics around this adoption."

ABI's Crain said Manufacturing 4.0 plays an important role in keeping small manufacturers in their rural Iowa towns.

The state of Iowa is encouraging employer investments in child care through a public-private partnership that supports businesses interested in providing a child care benefit for employees. Iowa also is the first to recognize businesses statewide with family-friendly policies.

"The opportunities to invest in equipment and software sooner to modernize some facilities will allow those companies to upskill existing employees and stay operational," she said. Information on Iowa's Manufacturing 4.0 plan can be found at [iowamfg.com](http://iowamfg.com). ■



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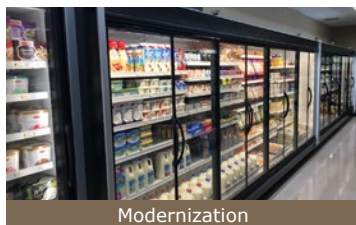
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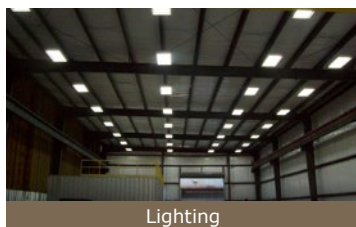
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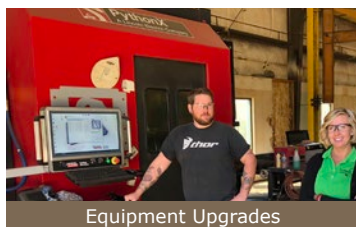
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**Bruce Nuzum**  
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## TOP TIPS

# Workforce Solution: Make Workers a Better Offer



**Brenda Martin**

*Workforce Programs Director  
CIRAS  
bkmartin@iastate.edu*

The workforce shortage isn't a recent phenomenon. It's 20 to 30 years in the making and may worsen in the coming years. For employers experiencing a "labor shortage," there is a simple solution: make workers a better offer.

Watch our recent Workforce Skirmishes webinar to find out more information and where to find potential employees: <https://bit.ly/3I08S1H>

Here are additional suggestions for attracting and retaining workers:

- Invest in technology. Automation reduces the need for employees to do simple, repetitive tasks, which gives them time to focus on more complex work.
- Enhance employee benefits. Employers can become more competitive by improving basic compensation like higher wages, flexible schedules, better working conditions, and access to benefits for health care, paid family leave, and medical leave.
- Pay attention to company culture. Employee retention is higher when workers feel valued. Do you tell the truth about what it's like to work in your company? Is it enjoyable to work there? How do employees contribute to the decision-making process? Are there opportunities for employees to advance or further their training? These things create a culture in which people feel valued and enjoy coming to work every day. This leads to increased productivity and retention.
- Consider retirement-age workers. The future workforce will include employees who work beyond retirement age in part-time, less physically demanding positions. They may require flexible schedules and right-sized compensation packages.
- Consider using remote employees to support some roles such as finance and engineering.
- Seek new groups of people by removing workplace barriers. Target your marketing efforts to these groups.
- Establish relationships with potential future employees. Take an active role in community programs for students, from kindergarten through college. ■



## CALENDAR OF EVENTS - 2022

**MAY 4**

**Iowa Food Manufacturing Industry Overview and Challenges Seminar**  
Ames

**MAY 5-6**

**Leadership Iowa**  
Iowa City

**JUNE 14-16**

**Taking Care of Business Conference**  
Dubuque

**JUNE 14-16**

**Leadership Iowa Graduation**  
Dubuque

**JULY 17-21**

**Business Horizons**  
Central College | Pella

**JULY 28-29**

**Okoboji CEO Forum**  
Okoboji

**AUGUST 7-11**

**Leadership Iowa University**  
Des Moines Area

**AUGUST 29**

**Executive Open Golf Outing**  
Glen Oaks Country Club | West Des Moines

**OCTOBER 4**

**Legends in Manufacturing Awards Dinner**  
FFA Enrichment Center | Ankeny

**OCTOBER 5**

**Manufacturing Conference**  
FFA Enrichment Center | Ankeny

Visit [www.iowaabi.org](http://www.iowaabi.org) and click the "Events" tab for details on upcoming events, including updates in response to COVID-19-related safety restrictions for public gatherings.

## GET TO KNOW

# Meet ABI's Newest Members

Visit our newest members' websites, and see how their products and services can benefit you:

Cornell Abstract Co. | [www.cornellabstract.com](http://www.cornellabstract.com)  
 Communications Engineering Company | [www.ceciowa.com](http://www.ceciowa.com)  
 Consolidated Communications | [www.consolidated.com](http://www.consolidated.com)  
 Taylor REP | [www.taylor-rep.com](http://www.taylor-rep.com)  
 United Fire Group | [www.ufginsurance.com](http://www.ufginsurance.com)

Learn more about how ABI membership could benefit your company by visiting [www.iowaabi.org/membership/why-abi](http://www.iowaabi.org/membership/why-abi).



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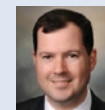
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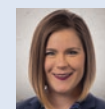
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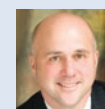
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# WHO NEEDS HOUSING?

**MANY HARD WORKING IOWANS IN POSITIONS LIKE THESE EARN LESS THAN WHAT IS REQUIRED TO AFFORD A MARKET RATE APARTMENT AND UTILITIES IN IOWA, WITHOUT BEING HOUSING COST BURDENED.**



**Ambulance Drivers and Attendants**



**Bartenders**



**Childcare Workers**



**Food Servers**



**EMTs and Paramedics**



**Grocery Workers**



**Home Health and Personal Care Aides**



**Laboratory Assistants**



**Nursing Assistants**



**Pharmacy Aides**



**Preschool Teachers**



**Retail Sales Workers**



**Teaching Assistants**



**Young Professionals**

**WHEN WE CAN ALL WORK AND LIVE IN OUR COMMUNITIES, WE ALL BENEFIT.**

# ALL OF US.



**IOWA FINANCE AUTHORITY**

[iowafinance.com](http://iowafinance.com)

## EVENT REWIND

### Day on the Hill

**MARCH 8, 2022 | ABI OFFICE AND IOWA CAPITOL DES MOINES**

This annual legislative-focused day started with networking at the ABI office, followed by an update on pending legislation from Vice President of Public Policy JD Davis and Director of Public Policy Brad Hartkopf, as well as State Sen. Dan Dawson (R-Council Bluffs).

Members then joined ABI's public policy team at the Iowa Capitol to connect with their local elected officials in the House and Senate, followed by a meeting with Gov. Kim Reynolds and Lt. Gov. Adam Gregg. These were significant opportunities for members to discuss advancing key policy priorities important to business and industry. ■

