**TOP 5 CONCERNS**

1. **REGULATIONS**
2. **MARKET CONDITIONS**
3. **DIFFICULTY FINDING/RETAINING QUALIFIED TALENT**
4. **TAXES**
5. **LABOR COSTS**

*Only a few percentage points separated the top three responses, underscoring the fact that Buffalo Niagara employers are facing a series of challenges impacting competitiveness and growth.*

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**Cost of Providing Employee Healthcare**

*Only 1 respondent said the cost of providing employee healthcare dropped over the last year.*

75% saw costs increase.

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**Workforce Development**

70% say workforce development is a significant pain point, either right now or in the next 2 to 5 years.

44% struggle to achieve a diverse workforce, up from approximately 25% last year.

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**Facilities & Infrastructure**

75% say their current facility/real estate meets the needs of the company.

Clear majorities feel access to their facilities for bicycles, pedestrians and employees needing public transportation was mediocre or poor.
The Buffalo Niagara Partnership surveys its membership each year to gauge pain points, areas of concern and obstacles to growth. As the regional chamber of commerce, the Partnership uses this information to inform and shape our government affairs and economic development work. Each of the Partnership’s Economic Councils reviews the survey results and uses the information as a lens in which to develop its specific advocacy priorities. Those priorities become the foundation of the Partnerships’ annual Advocacy Agenda which details the federal, state and local policy priorities of Buffalo Niagara employers.