

# TOP CHALLENGE

# PEOPLE + TEAMS

The challenge of building strong teams—finding the right people, nurturing talent, and reflecting the diversity of the community they serve—is a universal challenge.

## Talent Acquisition

Participants shared ongoing struggles with recruiting skilled workers—especially in fields like tech and manufacturing where the talent pool is limited.

**“Hiring has been a huge challenge. Finding the right people, especially in tech, is tough.”**

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## Diversity

Many emphasized the value of diverse perspectives and skill sets, naming inclusion as both a strength and a business imperative.

**“It’s not just about race or gender, but diverse perspectives and problem-solving approaches. We need to make sure Kitsap attracts people from different backgrounds.”**

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## Training & Upskilling

There was a clear call for more mentorship and workforce development opportunities to help upskill local talent and grow teams from within the community.

**“We need more opportunities for training and upskilling, not just for our employees, but for ourselves as business owners.”**