
















1. Are you a member of any of the following organizations? (check all that apply.)

		Response Percent	Response Count
Downtown Community Partnership		14.1%	18
Fargo-Moorhead-West Fargo Chamber of Commerce		78.9%	101
Home Builders Association of Fargo-Moorhead		33.6%	43
Service Clubs (Rotary, Kiwanis, etc.)		27.3%	35
	Other (please specify)		9
		answered question	128
		skipped question	3

2. If you are a business owner, which industry best describes your business?

		Response Percent	Response Count
Agriculture		1.0%	1
Mining		0.0%	0
Utilities		0.0%	0
Construction		23.8%	25
Manufacturing		7.6%	8
Retail		14.3%	15
Transportation/logistics		0.0%	0
Information		1.9%	2
Finance/Real Estate		18.1%	19
Professional/Management/Administrative		14.3%	15
Education		1.0%	1
Health		12.4%	13
Arts, Entertainment, and Music		1.9%	2
Accommodation		3.8%	4
answered question			105
skipped question			26

3. Business Environment Please rate the following factors as they relate to the ability to do business or develop property in Fargo.

	Excellent	Good	Fair	Poor	N/A	Rating Average	Response Count
Workforce- The ability to find qualified, motivated, hard working individuals to meet your business' staffing needs.	18.6% (24)	47.3% (61)	24.8% (32)	5.4% (7)	3.9% (5)	2.18	129
Higher Education System - the ability of Fargo's universities and colleges to produce qualified individuals.	46.6% (61)	45.8% (60)	5.3% (7)	0.0% (0)	2.3% (3)	1.58	131
K-12 Education System - The quality of the K-12 schools in the Fargo School district and the influence this has on attracting working families to Fargo.	36.6% (48)	48.1% (63)	9.2% (12)	2.3% (3)	3.8% (5)	1.76	131
Culture and Arts Environment -The ability of arts and culture amenities to attract and retain a highly skilled workforce.	20.2% (26)	43.4% (56)	24.8% (32)	3.9% (5)	7.8% (10)	2.13	129
Local Government Policies and Regulations	11.5% (15)	54.2% (71)	27.5% (36)	4.6% (6)	2.3% (3)	2.26	131
Local Government Quality of Service and Communication	13.7% (18)	61.1% (80)	17.6% (23)	4.6% (6)	3.1% (4)	2.13	131
Local Tax Environment	8.5% (11)	35.4% (46)	38.5% (50)	13.1% (17)	4.6% (6)	2.59	130
Special Assessments	3.8% (5)	20.0% (26)	37.7% (49)	33.1% (43)	5.4% (7)	3.06	130
Flood Control - The ability of existing infrastructure to provide protection for existing businesses and potential investors.	7.6% (10)	34.4% (45)	31.3% (41)	25.2% (33)	1.5% (2)	2.75	131
Flood Control - The approach of the city in working toward permanent flood protection.	11.6% (15)	37.2% (48)	31.8% (41)	18.6% (24)	0.8% (1)	2.58	129
Climate - The effect of Fargo's weather on attracting a high quality	1.6% (2)	20.2%	47.3%	28.7%	2.3% (3)	3.06	129

workforce.		(20)	(01)	(01)			
Snow Removal - The quality of Fargo's snow removal efforts.	14.5% (19)	58.0% (76)	23.7% (31)	3.1% (4)	0.8% (1)	2.15	131
Geographic Location - The advantage of Fargo's location for business efficiency	9.2% (12)	52.3% (68)	26.2% (34)	10.0% (13)	2.3% (3)	2.38	130
Infrastructure (roads, water, and sewer)- The ability of Fargo's infrastructure to support business and development.	16.8% (22)	65.6% (86)	13.7% (18)	2.3% (3)	1.5% (2)	2.02	131
Communications infrastructure - the ability of Fargo's communications infrastructure to support business.	15.3% (20)	64.9% (85)	16.0% (21)	0.8% (1)	3.1% (4)	2.02	131
Air Travel Infrastructure - The ability of Hector International Airport to support business travelers.	16.8% (22)	52.7% (69)	23.7% (31)	4.6% (6)	2.3% (3)	2.16	131
answered question							131
skipped question							0





4. Are there any other factors that are advantages to doing business in Fargo?

	Response Count
	47
answered question	47
skipped question	84

5. Are there any other factors that are barriers to doing business in Fargo?

	Response Count
	47
answered question	47
skipped question	84





6. How would you rate Fargo overall as a place to do business and/or develop property?

		Response Percent	Response Count
Excellent		26.0%	34
Good		60.3%	79
Fair		12.2%	16
Poor		1.5%	2
	answered question		131
	skipped question		0

7. Please think about the following initiatives from a business or developer perspective and let us know how likely you are to support them.

	Strongly support	Support	Neutral	Oppose	Strongly Oppose	Rating Average	Response Count
Bicycle and Pedestrian Infrastructure - Beyond standard sidewalks, would you support pedestrian and bicycle infrastructure in Fargo?	31.8% (41)	38.0% (49)	18.6% (24)	8.5% (11)	3.1% (4)	2.13	129
Public Art - Would you support a program that set aside public funds for public art?	19.4% (25)	22.5% (29)	30.2% (39)	22.5% (29)	5.4% (7)	2.72	129
Energy Efficiency - Would you support policies and programs that would require more efficient homes and commercial buildings?	21.9% (28)	35.9% (46)	19.5% (25)	18.0% (23)	4.7% (6)	2.48	128
Design Guidelines - Would you support design standards that increase walkability and the visual appearance of developments?	34.4% (44)	32.8% (42)	16.4% (21)	11.7% (15)	4.7% (6)	2.20	128
answered question							129
skipped question							2

8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

		Response Percent	Response Count
What are the top three skills you look for when hiring?		97.6%	82
What are the top three certifications or degrees you look for when hiring?		82.1%	69
What kinds of programs do Fargo's educational institutions currently have that help prepare people for your business?		66.7%	56
What additional programs could Fargo's educational institutions create that would help supply you business with the needed workforce?		56.0%	47
		answered question	84
		skipped question	47

9. Do you have any other comments or suggestions that should be addressed in the Comprehensive Plan?

	Response Count
	41
answered question	41
skipped question	90

Q1. Are you a member of any of the following organizations? (check all that apply.)

1	BNI	Nov 29, 2011 2:27 PM
2	ND BioScience Association	Nov 28, 2011 8:30 AM
3	Village, Sanborn board, social services board	Nov 24, 2011 6:16 AM
4	Greater Fargo Moorhead Economic Development Corporation (Investor)	Nov 22, 2011 3:30 PM
5	Bridal Fantasy Organization, Dead Pixel Group	Nov 21, 2011 1:35 PM
6	FCCEDC	Nov 21, 2011 12:54 PM
7	North Dakota Chamber	Nov 21, 2011 12:51 PM
8	I am referring to employees of Bank of the West	Nov 21, 2011 11:38 AM
9	US Green Building Council Chapter	Nov 8, 2011 6:25 AM

Q4. Are there any other factors that are advantages to doing business in Fargo?

1	Low crime rate for the most part	Nov 29, 2011 2:27 PM
2	Economy	Nov 28, 2011 9:07 AM
3	The culture of the people; generally honest, hard working, dependable, look out for each other.	Nov 28, 2011 8:30 AM
4	Great work ethic and very friendly people!	Nov 28, 2011 7:25 AM
5	State taxes for both individual and corporations Right to work state People show up for work work ethic	Nov 24, 2011 6:16 AM
6	The community is the right size. Large enough to have a good labor pool and the needed services, but small enough to keep a low crime rate, limited traffic, small town environment. Let's try to keep it this way.	Nov 23, 2011 5:19 AM
7	Tremendous work ethic of the people Quality educated workforce	Nov 22, 2011 11:55 AM
8	short commute times	Nov 22, 2011 7:06 AM
9	Midwest ethic	Nov 22, 2011 5:55 AM
10	North Dakota nice, it's all about the people. There is no where else that people have the same hard work ethic that the ND folks have. At OK Tire we always say that our greatest asset is our employees.	Nov 21, 2011 3:41 PM
11	Good homes for a reasonable price relative to other parts of the U.S.	Nov 21, 2011 3:32 PM
12	Good schools, low crime, clean air, junction of I29 & I94 facilitates easy travel in all directions. Minneapolis being an easy 3 hour drive to the east is also nice for a quick getaway.	Nov 21, 2011 2:17 PM
13	no	Nov 21, 2011 2:15 PM
14	can do attitude, the tri-college system, NDSU's ability and willingness to work with private business,	Nov 21, 2011 2:14 PM
15	State gov. is very responsive to the needs of our business	Nov 21, 2011 1:46 PM
16	I believe that Fargo offers enormous potential. With potential, there is much business that has possibilities of being developed and successfully continued. It's developing into a Midwest metropolitan city. Right now, Fargo is the place to begin a business as a young entrepreneur. Just enough opportunities without overwhelming competition to choke us out.	Nov 21, 2011 1:35 PM
17	Accessability of leaders	Nov 21, 2011 1:29 PM
18	na	Nov 21, 2011 1:04 PM
19	State legislature meets bi-annually	Nov 21, 2011 12:54 PM
20	Stable economy	Nov 21, 2011 12:51 PM
21	Somewhat insulated micro economy. Conservative nature of spending in this	Nov 21, 2011 12:38 PM

Q4. Are there any other factors that are advantages to doing business in Fargo?

	region is both good and bad.	
22	It's small enough that we are usually only a few steps removed from the source of a communication or solution.	Nov 21, 2011 11:24 AM
23	Friendly community and friendly people.	Nov 21, 2011 11:23 AM
24	Low workforce safety rates in North Dakota. Relatively low utilities rates. North Dakota has a good number of programs for new businesses and those who invest in current businesses. Renaissance Zones are great. Spirit of collaboration with such entities as The Chamber, Tri-College University and the FM CVB.	Nov 21, 2011 10:57 AM
25	Steady growth of community and surrounding area	Nov 21, 2011 10:39 AM
26	The work force that we do have is second to none. OUr work ethic is superior.	Nov 21, 2011 10:36 AM
27	Pro-business attitude, thanks to some established, far-reaching companies	Nov 21, 2011 10:29 AM
28	The North Dakota work ethic is the best in the country. Fargo has evolved into an excellent business mix of high tech, health and related industries,distribution, retail, AG, education, manufacturing, hospitality, service, arts & entertainenet, sports and on and on.	Nov 21, 2011 10:26 AM
29	The cost of doing business in this community is low in comparison to the rest of the country. And while many parts of the country are moving backwards we are moving forward and have been blessed to be insulated from many of the economic issues the world has seen. This goes to prove our stability and the attractiveness of our quality of life.	Nov 21, 2011 10:12 AM
30	economic climate state gov't	Nov 21, 2011 10:01 AM
31	Culture: A strong work culture, and a feeling a belonging in the community.	Nov 21, 2011 9:51 AM
32	work ethic of home grown workforce	Nov 21, 2011 9:45 AM
33	Low crime. Stable economy. Robust small business sector.	Nov 21, 2011 9:36 AM
34	Hard workers, highly educated, quality individuals that raise the bar for all industries	Nov 17, 2011 1:37 PM
35	People with an attitude of service	Nov 16, 2011 1:52 PM
36	Well planned roads - make it easy to get "to & from" places vs winding crazy road layouts...as other cities in MN have.	Nov 15, 2011 7:53 AM
37	Diverse community	Nov 11, 2011 9:46 AM
38	work ethic of most people	Nov 10, 2011 7:16 AM
39	Fargo seems to be very business friendly.	Nov 9, 2011 12:31 PM
40	We have so many bedroom communities that have lots to offer too. The workers drive from many small towns to supply the labor, but can still have small towns to	Nov 9, 2011 6:37 AM

Q4. Are there any other factors that are advantages to doing business in Fargo?

	raise their families.	
41	The transparency and honesty of city government and the ability to talk to city commisioners when necessary.	Nov 8, 2011 12:29 PM
42	Low-crime, hardworking folks, low-impact of current recession.	Nov 8, 2011 6:25 AM
43	Quality of workforce, transportation, environment, cost effective	Nov 7, 2011 1:46 PM
44	High quality workforce.	Nov 2, 2011 9:07 PM
45	Our economy is more stabel than other parts of the country	Nov 2, 2011 5:34 AM
46	Availability of goods/materials	Nov 1, 2011 1:17 PM
47	Fargo is part of North Dakota	Nov 1, 2011 12:54 PM

Q5. Are there any other factors that are barriers to doing business in Fargo?

1	Reducing health insurance premiums - this is crucial to small businesses.	Nov 30, 2011 6:42 AM
2	Many niches are highly saturated already with competition.	Nov 29, 2011 2:27 PM
3	In real estate, our high taxes and specials really turn off folks. Our ever changing school districts become confusing to residents as well.	Nov 28, 2011 9:07 AM
4	Physically removed from the large portion of customer base (East coast).	Nov 28, 2011 8:30 AM
5	Property taxes	Nov 24, 2011 6:16 AM
6	lack of affordable housing for working poor; overcharging by airlines for flight from Fargo to larger hubs (e.g., MSP)	Nov 22, 2011 2:48 PM
7	Expensive airline flights to anywhere Property taxes are extremely high.	Nov 22, 2011 11:55 AM
8	I am extremely against the Fargo Diversion. I think it is irresponsible of the City of Fargo to ruin surrounding communities and homes, and it sends a very unfortunate message.	Nov 22, 2011 10:31 AM
9	closed minded, conservative, graying, agricultural, small town oriented state legislature	Nov 22, 2011 5:55 AM
10	Negative state level regulation of our industry.	Nov 21, 2011 3:49 PM
11	It use to be we had plenty of unskilled workers that we could hire, train and make productive employees out of. Now there seems to be a shortage of those young folks (age 18 - 25) to staff the mechanical shop.	Nov 21, 2011 3:41 PM
12	High airfare is a barrier.	Nov 21, 2011 3:32 PM
13	High property taxes & special assessments, higher airfare costs. Also, unrelated to developing business in Fargo, the local TSA is atrocious (slow, rude, & overly stringent). Flood control needs to be addressed. If the cheaper option is on the MN side, why is the city (Mayor) trying to force the diversion on the ND side? By the time we finally do something, it'll be too late or we'll have moved back into a dry cycle and nothing will get done until the next wet cycle comes along and wipes us out. Nothing anyone can do anything about, but the weather is certainly a deterrent to attracting business to Fargo.	Nov 21, 2011 2:17 PM
14	utilities - power outages are too often	Nov 21, 2011 2:15 PM
15	turf battles between Fargo, Dilworth, Moorhead and West Fargo. Everyone should be delighted when a business expands or locates in the Metro regardless of what zip code they select. The animosity between the elected officials is not necessary. Fargo needs to be careful who they send to Bismarck to represent their interests. The west can be easily turned off by an arrogant attitude.	Nov 21, 2011 2:14 PM
16	high property taxes	Nov 21, 2011 1:46 PM
17	Seasonal good weather. Conservative spending habits slow the speed of progress for a business. Cost of rental estates and purchasing estate exceeds pace of commerce generated towards start up businesses. Most real estate not affordable, over priced simply to gain far-fetched and enormous profits to its	Nov 21, 2011 1:35 PM

Q5. Are there any other factors that are barriers to doing business in Fargo?

	current investors. Kills any chance to create opportunities for serious young entrepreneurs seeking to start a legitimate business without creating overwhelmingly high debt risks. Downtown real estate is a prime example of this. Difficult issue to resolve however.	
18	na	Nov 21, 2011 1:04 PM
19	population and distance from a large population	Nov 21, 2011 12:54 PM
20	Conservative nature of spending in this region is both good and bad.	Nov 21, 2011 12:38 PM
21	We have long memories when it comes to business failures. We tend to be a bit closed-minded when it comes to business innovations and are better at seeing why things won't work than why they will.	Nov 21, 2011 11:24 AM
22	Availability of a capable, stable workforce.	Nov 21, 2011 10:39 AM
23	There are not enough corporations bringing in unique businesses to keep our youth here.	Nov 21, 2011 10:36 AM
24	Conservative banking	Nov 21, 2011 10:29 AM
25	The perception that Fargo is still "Fargo". Fargo-Moorhead is a progressive, vibrant community that is bordering on the verge of become a very hip destination point.	Nov 21, 2011 10:26 AM
26	It is a difficulty sell to many people to deal with the extremes in weather that we face. It is very very cold here for an extended period of time and I am certain that keeps some people away. Or all things being equal has them chose to go a different place.	Nov 21, 2011 10:12 AM
27	Minnesota state gov't Federal Gov't	Nov 21, 2011 10:01 AM
28	Difficult to get people to move to this area to expand workforce.	Nov 21, 2011 9:45 AM
29	The cost of air travel. The high relative property costs (leasing and buying). High specials and sales tax.	Nov 21, 2011 9:36 AM
30	the continuation of flooding, uncertainty related to the diversion plan, continuous talk of flooding, opposition to the current diversion plan and impending regulations and changes to base flood elevation are having a historically negative impact on the building and remodeling industry.	Nov 21, 2011 9:32 AM
31	The number of jobs and opportunities for recent graduates. Keeping quality graduates in Fargo is a challenge as pay and opportunities are often greater outside the area.	Nov 17, 2011 1:37 PM
32	Some attitudes	Nov 11, 2011 9:46 AM
33	unkown flood control issues	Nov 10, 2011 7:16 AM
34	Quality workforce is a challenge.	Nov 9, 2011 12:31 PM
35	The flood is a huge issue, far more then the national economy. We need to	Nov 9, 2011 11:33 AM

Q5. Are there any other factors that are barriers to doing business in Fargo?

continue to support construction as it clearly creates jobs and adds to our economy. We need to have our citizens comfortable that the flood issue are getting resolved, and we can continue to grow and have the nation KNOW WE ARE SAFE, and would welcome families and business to move to our great city.

36	Lack of Permanent Flood Protection	Nov 9, 2011 6:40 AM
37	It seems to be a pretty friendly business climate.	Nov 9, 2011 6:37 AM
38	Zoning and codes should make it easier to encourage high end housing in Fargo.	Nov 8, 2011 12:29 PM
39	Behind on national trends. Always seem to lag behind Minnesota TC area 2-3 years. Should be a discussion on tax credits for energy star rated office buildings or green initiatives companies are pursuing.	Nov 8, 2011 6:25 AM
40	The total lack of a regional wide approach to flood response other than building "dams"	Nov 7, 2011 1:46 PM
41	the concern for permanent flood protection is heavily impacting the ability to attract new business in Fargo that provide for the upper income jobs that draw people to the community, it is impacting growth already. There are plenty of barriers existing right now because of the flooding and the economic challenges	Nov 7, 2011 12:56 PM
42	People's (from outside the community) perceptions about Winter weather and Spring flooding.	Nov 2, 2011 9:07 PM
43	Regulations! We keep getting more and more of this. In our industry the marketplace dictates what and how we build, design, energy, ect.	Nov 2, 2011 5:34 AM
44	Lack of any firm federal support for permanent flood protection	Nov 1, 2011 7:25 PM
45	Current unease in the development community regarding the flood map.	Nov 1, 2011 4:33 PM
46	City building codes are sometimes overkill depending on use of the buildin-	Nov 1, 2011 1:24 PM
47	Transportation/ Freight costs	Nov 1, 2011 1:17 PM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

What are the top three skills you look for when hiring?

1	attitude, communication skills, adequate training	Nov 30, 2011 1:44 PM
2	Follow directions & work independently, honesty, hard-working	Nov 30, 2011 6:42 AM
3	Hard working, dedicated, take the job seriously	Nov 29, 2011 2:27 PM
4	Loyalty and eager to grow!	Nov 28, 2011 9:07 AM
5	Independent thinking, depth of knowledge, teamwork	Nov 28, 2011 8:30 AM
6	Marketing, communication, writing	Nov 28, 2011 7:25 AM
7	sales training/experience, communication, problem solving	Nov 27, 2011 11:37 AM
8	Leadership, communication ability, basis education skills	Nov 24, 2011 6:16 AM
9	Work Ethic Motivation People Skills	Nov 23, 2011 8:13 AM
10	interpersonal, problem solving, leadership	Nov 23, 2011 5:19 AM
11	Integrity, resilience, ability	Nov 22, 2011 6:37 PM
12	undergraduate degree in appropriate discipline, experience in discipline, strong desire to grow professionally	Nov 22, 2011 3:30 PM
13	Education, Qualification and Experience or Work Ethic	Nov 22, 2011 11:55 AM
14	Education qualifications, experience, and integrity	Nov 22, 2011 10:31 AM
15	Customer Service. Accounting. Leadership.	Nov 22, 2011 7:12 AM
16	writing and communication skills	Nov 22, 2011 7:06 AM
17	intelligence, team work, work ethic	Nov 22, 2011 5:55 AM
18	IT, data analytics, finance	Nov 21, 2011 3:49 PM
19	Drug free, read and write, drivers lic., communication skills	Nov 21, 2011 3:41 PM
20	skilled labor, management, administrative	Nov 21, 2011 3:32 PM
21	communication, organization, & self-motivation skills	Nov 21, 2011 2:17 PM
22	customer service, technical, problem solving	Nov 21, 2011 2:15 PM
23	communication, management, planning	Nov 21, 2011 2:14 PM
24	high school grad	Nov 21, 2011 1:46 PM
25	Talent, Willpower, Loyalty	Nov 21, 2011 1:35 PM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

26	Speaking skills, appearance (clothing, lack of tatoos and piercings), engaging personality	Nov 21, 2011 1:29 PM
27	creative, can communicate well, organization skills.	Nov 21, 2011 1:04 PM
28	physical strength, CDL, math skills	Nov 21, 2011 12:54 PM
29	Customer service, basic computer, technical ability	Nov 21, 2011 12:51 PM
30	Communication, Presentation, Inegrity	Nov 21, 2011 12:38 PM
31	experience in the specific field. people oriented. common sense.	Nov 21, 2011 12:26 PM
32	training,eq operatations,reliable	Nov 21, 2011 12:23 PM
33	qualifications, work ethic, and honesty	Nov 21, 2011 12:06 PM
34	customer service, writing and speaking skills	Nov 21, 2011 12:03 PM
35	ability to manage execution, decision maker, self motivated	Nov 21, 2011 11:46 AM
36	Experience, Knowledge and Communication Skills	Nov 21, 2011 11:38 AM
37	technology, service	Nov 21, 2011 11:37 AM
38	industry related abilities,work ethic,overall skill set	Nov 21, 2011 11:27 AM
39	Coachability, Attitude, Enthusiasm	Nov 21, 2011 11:24 AM
40	Communication, attitude, empathy	Nov 21, 2011 11:23 AM
41	Computer skills, social media skills	Nov 21, 2011 11:18 AM
42	reliability, attitude, adaptability	Nov 21, 2011 11:08 AM
44	people skills	Nov 21, 2011 10:54 AM
45	Computer, personal service, committment	Nov 21, 2011 10:39 AM
46	Communication skills, writing skills	Nov 21, 2011 10:37 AM
47	Attitude, people skills, ability to work independently	Nov 21, 2011 10:36 AM
48	Personaly Integrity, Intelligence, Passion	Nov 21, 2011 10:29 AM
49	Attitude, skill set, personality	Nov 21, 2011 10:26 AM
50	Job competence, personal compatibility with staff, attitude	Nov 21, 2011 10:13 AM
51	Personality, intelligence, and adaptability	Nov 21, 2011 10:12 AM
52	fit with job description,personal communications skills, desire to live here	Nov 21, 2011 10:01 AM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

53	sales skills	Nov 21, 2011 9:58 AM
54	sales, customer service, dedication	Nov 21, 2011 9:56 AM
55	Welding, Structural detailing	Nov 21, 2011 9:55 AM
56	educational background, professional qualifications, personal attributes	Nov 21, 2011 9:51 AM
58	honesty, computer skills, work ethic	Nov 21, 2011 9:46 AM
59	existing knowledge, continuing education done on their time, work ethic	Nov 21, 2011 9:45 AM
60	Dependable, Computer Knowledge, Attitude	Nov 21, 2011 9:43 AM
61	oral and written communication,	Nov 21, 2011 9:43 AM
62	Post-secondary education, accounting and tax	Nov 21, 2011 9:36 AM
63	motivated, able to promote self and business as a place to do business, outgoing	Nov 21, 2011 9:32 AM
64	computer literacy, competency, professionalism	Nov 21, 2011 9:32 AM
65	Plant and Mill operators	Nov 21, 2011 9:22 AM
66	willingness to learn, ability to multi-task, problem solving capability	Nov 17, 2011 1:37 PM
67	initiative, confidence, teachability	Nov 16, 2011 1:52 PM
68	Critical thinking, networking, communication	Nov 15, 2011 8:18 PM
69	loyalty, social skills, work ethics	Nov 15, 2011 7:53 AM
70	Attitude, attitude, attitude	Nov 11, 2011 9:46 AM
71	a drivers license, work ethic, ability	Nov 9, 2011 12:31 PM
72	Good with standard math (fractions), tool safety, and driver's license	Nov 9, 2011 6:37 AM
73	Thinking capability, adaptation, growth orientation	Nov 7, 2011 1:46 PM
74	computer literacy, trainability, dependability	Nov 7, 2011 12:56 PM
75	work ethic, writing/communication skills since they will be communicating with customers, experience with computer/software	Nov 7, 2011 12:00 PM
76	Analytic skills, ability to orally communicate appropriately, ability to communicate well in written format.	Nov 2, 2011 9:07 PM
77	honesty, accountability, dependability	Nov 2, 2011 12:02 PM
78	dependability, ability to learn, aptitude for construction	Nov 2, 2011 5:34 AM
79	Qualifications, reliability, drug-free	Nov 1, 2011 7:25 PM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

80	willing to work	Nov 1, 2011 5:24 PM
81	social skills, penmanship, ability to learn	Nov 1, 2011 1:24 PM
82	Communication, Computer literacy, multi-tasking	Nov 1, 2011 1:17 PM
83	knowledge-clean-willing to learn	Nov 1, 2011 1:03 PM
84	customer service/problem solving skills/writing and communication	Nov 1, 2011 12:58 PM
What are the top three certifications or degrees you look for when hiring?		
1	Health, Business, Medical	Nov 30, 2011 1:44 PM
3	NA	Nov 29, 2011 2:27 PM
4	Bach or AAS	Nov 28, 2011 9:07 AM
5	Chemical/Mechanical/Electrical Engineering, coatings	Nov 28, 2011 8:30 AM
8	college degree in business, accounting	Nov 24, 2011 6:16 AM
9	Education Personal Background Abilityys	Nov 23, 2011 8:13 AM
10	engineering, business, trades	Nov 23, 2011 5:19 AM
11	Business, education, general	Nov 22, 2011 6:37 PM
12	electrical engineering, computer science, mechanical engineering	Nov 22, 2011 3:30 PM
13	Minimally AS, Desirably BS	Nov 22, 2011 11:55 AM
14	N/A	Nov 22, 2011 10:31 AM
15	Food Safety. Business management	Nov 22, 2011 7:12 AM
16	BS degree; business, communication, accounting	Nov 22, 2011 7:06 AM
17	B.S.	Nov 22, 2011 5:55 AM
18	BA, MBA, CPA	Nov 21, 2011 3:49 PM
19	High School or GED, Tech School or some college, mechanic ASE certification	Nov 21, 2011 3:41 PM
21	finance, business, sales & marketing	Nov 21, 2011 2:17 PM
22	financial, management, communication	Nov 21, 2011 2:15 PM
23	business, marketing, IT	Nov 21, 2011 2:14 PM
24	CNA or nurse	Nov 21, 2011 1:46 PM
25	Diploma, Bachelor's Degree, Any Higher Training directed towards our method	Nov 21, 2011 1:35 PM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

	of business	
26	HS degree, some college in retail related courses	Nov 21, 2011 1:29 PM
27	high school graduate, college or tech school graduate	Nov 21, 2011 1:04 PM
28	CDL, high school diploma	Nov 21, 2011 12:54 PM
29	None	Nov 21, 2011 12:51 PM
30	2 or 4 year degree depeding on the position	Nov 21, 2011 12:38 PM
31	Higher education, nothing specific other than IT.	Nov 21, 2011 12:26 PM
33	education K-12, business administration, and sometimes not a degree if they have the work experience	Nov 21, 2011 12:06 PM
34	MS BA, Associate	Nov 21, 2011 12:03 PM
35	business, communications, computer	Nov 21, 2011 11:46 AM
36	N/A	Nov 21, 2011 11:38 AM
38	carpentry,high school diploma,	Nov 21, 2011 11:27 AM
39	Real Estate License, H.S. degree, College degree	Nov 21, 2011 11:24 AM
40	BS in Social Work, MS in Social Work, MS in Counseling	Nov 21, 2011 11:23 AM
41	Bachelor's Degree	Nov 21, 2011 11:18 AM
43	LPN, RN, NP	Nov 21, 2011 11:08 AM
44	Buisness, Communications, Accounting	Nov 21, 2011 10:54 AM
45	BA/BS, High School, Tech School	Nov 21, 2011 10:39 AM
46	Business degree	Nov 21, 2011 10:37 AM
47	any service industry degree such as teacher, nurse	Nov 21, 2011 10:36 AM
48	none	Nov 21, 2011 10:29 AM
49	Marketing, Graphic/Digital Design, Business	Nov 21, 2011 10:26 AM
50	Varies	Nov 21, 2011 10:13 AM
51	Bachelors in Business Adminitstraion, Finiance, or Communication.	Nov 21, 2011 10:12 AM
53	BS	Nov 21, 2011 9:58 AM
54	Business, accounting, sales	Nov 21, 2011 9:56 AM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

55	Engineering	Nov 21, 2011 9:55 AM
56	RN, MD, other healthcare degrees	Nov 21, 2011 9:51 AM
57	education or related field	Nov 21, 2011 9:48 AM
58	none	Nov 21, 2011 9:46 AM
59	Microsoft certifications, Associates degree, CompTIA	Nov 21, 2011 9:45 AM
60	Experience, some college, college	Nov 21, 2011 9:43 AM
61	BA or Associates	Nov 21, 2011 9:43 AM
62	BS in accounting, Enrolled Agent certification, Registered return preparer	Nov 21, 2011 9:36 AM
63	college degree	Nov 21, 2011 9:32 AM
64	two year associates degree or four year business degree	Nov 21, 2011 9:32 AM
66	completion of college education and work while going to school - shows balance of time and talents.	Nov 17, 2011 1:37 PM
67	BA	Nov 16, 2011 1:52 PM
68	MPH, MPA, MS	Nov 15, 2011 8:18 PM
69	Tech/rtrade school, secondary & high school	Nov 15, 2011 7:53 AM
70	BA	Nov 11, 2011 9:46 AM
72	no degree required, but high school diploma or GED preferred	Nov 9, 2011 6:37 AM
73	business, financial,	Nov 7, 2011 1:46 PM
74	community college or bachelor of arts from university	Nov 7, 2011 12:56 PM
76	Bachelor's degree, MBA and	Nov 2, 2011 9:07 PM
78	High School, trade school	Nov 2, 2011 5:34 AM
79	Technical degree, work history	Nov 1, 2011 7:25 PM
81	Associates Degree, high school	Nov 1, 2011 1:24 PM
84	BA	Nov 1, 2011 12:58 PM
What kinds of programs do Fargo's educational institutions currently have that help prepare people for your business?		
1	All three colleges do a good job	Nov 30, 2011 1:44 PM
4	Marketing, yet Real Estate classes would be wonderful!	Nov 28, 2011 9:07 AM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

5	NDSU CNSE	Nov 28, 2011 8:30 AM
8	Keep no child left behind-accountability	Nov 24, 2011 6:16 AM
9	Good Business education climate	Nov 23, 2011 8:13 AM
10	engineering, business, trades	Nov 23, 2011 5:19 AM
11	engineering, education, management	Nov 22, 2011 6:37 PM
12	NDSU and U of M Moorhead have applicable programs, more activity in electronics assembly/technician would be beneficial	Nov 22, 2011 3:30 PM
14	MOA/MLT/LAT	Nov 22, 2011 10:31 AM
15	DECA. HMR management	Nov 22, 2011 7:12 AM
16	internships	Nov 22, 2011 7:06 AM
17	critical thinking in any subject	Nov 22, 2011 5:55 AM
18	General education and business education	Nov 21, 2011 3:49 PM
19	South High Auto Shop, Moorhead Tech School (Mechanical),	Nov 21, 2011 3:41 PM
21	NDSU & MSUM business schools	Nov 21, 2011 2:17 PM
22	unsure	Nov 21, 2011 2:15 PM
23	business, IT, marketing	Nov 21, 2011 2:14 PM
24	classes for CNA and Nursing	Nov 21, 2011 1:46 PM
25	Not Sure!	Nov 21, 2011 1:35 PM
26	good DECA programs in schools	Nov 21, 2011 1:29 PM
27	not sure	Nov 21, 2011 1:04 PM
29	Basic education	Nov 21, 2011 12:51 PM
30	Interior Design, Business	Nov 21, 2011 12:38 PM
31	all	Nov 21, 2011 12:26 PM
33	higher education does a great job with student teachers	Nov 21, 2011 12:06 PM
36	A variety of businesses classes	Nov 21, 2011 11:38 AM
39	Nothing special that I can think of	Nov 21, 2011 11:24 AM
40	Social Work and Masters Programs	Nov 21, 2011 11:23 AM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

44	Money management	Nov 21, 2011 10:54 AM
45	Computer skills	Nov 21, 2011 10:39 AM
47	business education	Nov 21, 2011 10:36 AM
48	NDSU engineering, NDSCS	Nov 21, 2011 10:29 AM
49	There aren't programs that Fargo-Moorhead don't offer	Nov 21, 2011 10:26 AM
50	Good business prep, post HS.	Nov 21, 2011 10:13 AM
51	Resume building, speech, and communications	Nov 21, 2011 10:12 AM
52	degrees	Nov 21, 2011 10:01 AM
54	business, accounting, sales	Nov 21, 2011 9:56 AM
56	NDSU, UND, Concorida and MSUM have significant resources	Nov 21, 2011 9:51 AM
58	?	Nov 21, 2011 9:46 AM
59	MIS and CIS degrees, but they dont focus on continuing ed and job developement	Nov 21, 2011 9:45 AM
60	Basics of math, reading, writing	Nov 21, 2011 9:43 AM
61	internships, child/family development, marketing	Nov 21, 2011 9:43 AM
62	Traditional academic programs	Nov 21, 2011 9:36 AM
66	multiple programs available - depends on the specific thing you are looking for	Nov 17, 2011 1:37 PM
67	Colleges	Nov 16, 2011 1:52 PM
69	not sure they do - it is how they are raised, skills can be trained.	Nov 15, 2011 7:53 AM
70	Business, engineering, education	Nov 11, 2011 9:46 AM
72	lots of trades taught in high school. Many college classes offered in HS	Nov 9, 2011 6:37 AM
76	Accounting and Business Programs	Nov 2, 2011 9:07 PM
77	construction management, engineering	Nov 2, 2011 12:02 PM
78	High School Construction programs, Const Management NDSU	Nov 2, 2011 5:34 AM
79	job fairs	Nov 1, 2011 7:25 PM
81	None	Nov 1, 2011 1:24 PM
82	NDSU Enginnering	Nov 1, 2011 1:17 PM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

83	construction mangement	Nov 1, 2011 1:03 PM
84	construction trade training	Nov 1, 2011 12:58 PM
What additional programs could Fargo's educational institutions create that would help supply you business with the needed workforce?		
1	Masters in Public Health	Nov 30, 2011 1:44 PM
3	Good customer service, problem resolution skills, attention to detail skills (why important), when at work you put your phone away	Nov 29, 2011 2:27 PM
4	Real Estate/Economic specific classes...not just for those going into Real Estate	Nov 28, 2011 9:07 AM
8	We don't need more, just perform on the current programs	Nov 24, 2011 6:16 AM
10	interpersonal, leadership	Nov 23, 2011 5:19 AM
11	international training	Nov 22, 2011 6:37 PM
12	focus on engineering and related production sciences	Nov 22, 2011 3:30 PM
14	More master's programs in health, MD program at NDSU	Nov 22, 2011 10:31 AM
17	business writing skills and communication	Nov 22, 2011 5:55 AM
18	Health care data analytics	Nov 21, 2011 3:49 PM
20	skilled labor and IT	Nov 21, 2011 3:32 PM
21	more outreach & co-op opportunities from universities	Nov 21, 2011 2:17 PM
22	unsure	Nov 21, 2011 2:15 PM
23	none that I can think of at this time	Nov 21, 2011 2:14 PM
25	Not Sure!	Nov 21, 2011 1:35 PM
27	not sure	Nov 21, 2011 1:04 PM
29	???	Nov 21, 2011 12:51 PM
36	N/A	Nov 21, 2011 11:38 AM
39	Mindset training; financial literacy; business planning	Nov 21, 2011 11:24 AM
40	Technology Management	Nov 21, 2011 11:23 AM
44	teaching budgeting	Nov 21, 2011 10:54 AM
45	Inter-personal skills	Nov 21, 2011 10:39 AM
47	B. A. in Real Estate (St. Cloud has this degree)	Nov 21, 2011 10:36 AM

Q8. Workforce Training - If you are involved in hiring employees, please help us understand your workforce needs.

48	Greater involvement of research university and community and business	Nov 21, 2011 10:29 AM
49	A centrally located and managed, uniform and structured "Internship" program	Nov 21, 2011 10:26 AM
51	perhaps a more wholistic approach to business, industry and economics.	Nov 21, 2011 10:12 AM
52	better digital and current training of new technology	Nov 21, 2011 10:01 AM
54	mentor program	Nov 21, 2011 9:56 AM
55	Welding	Nov 21, 2011 9:55 AM
56	We need fellowship training for physicians in ND.	Nov 21, 2011 9:51 AM
58	?	Nov 21, 2011 9:46 AM
59	Fargo could definately use a training center that focuses on tech skills such as a New Horizons (sioux falls has one). Skills and Tech center is different.	Nov 21, 2011 9:45 AM
60	Communication without depending on text/e-mail	Nov 21, 2011 9:43 AM
62	Non-traditional academic programs - evenings, on-line, etc	Nov 21, 2011 9:36 AM
63	more evening or on-line courses that are finance related	Nov 21, 2011 9:32 AM
65	Grain and Milling operation technical education	Nov 21, 2011 9:22 AM
69	not sure?	Nov 15, 2011 7:53 AM
70	More recognition of associate degrees or specific training.	Nov 11, 2011 9:46 AM
71	Something that teaches people that breaking a sweat isn't a bad thing.	Nov 9, 2011 12:31 PM
72	for general laborers, we are fine. It's the engineers, mechanics etc. we need more of.	Nov 9, 2011 6:37 AM
73	actual leadership skills, not just theory	Nov 7, 2011 1:46 PM
74	workforce is not the issue, jobs are not there.	Nov 7, 2011 12:56 PM
75	reading and writing skills	Nov 7, 2011 12:00 PM
76	Business Writing Skills, Entrepreneurial Classes	Nov 2, 2011 9:07 PM
77	More road construction and mechanic related programs at high school or technical school level	Nov 2, 2011 12:02 PM
79	working site visits	Nov 1, 2011 7:25 PM
81	We have a program in Moorhead	Nov 1, 2011 1:24 PM

Q9. Do you have any other comments or suggestions that should be addressed in the Comprehensive Plan?

1	Fargo and Moorhead do a poor job of retaining qualified, educated young people - we have them 20,000 students here for 4-5 years to sell them on the location and quality of life - this is the most un-college town in America - FM is not "urban hip" and forward thinking on creating a culture to attract and retain young professionals and talent	Nov 30, 2011 1:44 PM
2	Appreciative for the FMWF Chamber, FMEDC RRVRC, plus ND Dept of Commerce and Office of Taxation support for business development. Keep working/sharing together and not apart.	Nov 28, 2011 8:30 AM
3	Fargo is by far the most desirable place to live, work, and play in this area of the upper Midwest. To remove the remaining stigma Fargo has as a ho-hum North Dakota city in the middle of nowhere, we need to put more energy into the arts and cultural events, cutting edge energy development, and smart city planning.	Nov 27, 2011 11:37 AM
4	Many of our employees and their families reside in the rural bedroom communities around Fargo. Let's make sure plans to improve/grow Fargo include addressing their needs.	Nov 23, 2011 5:19 AM
5	Better MAT plan for delivering workers to and from job sites with high employment and lower wages/skill levels, e.g., the industrial park evening shifts. Make the infrastructure work for the poor and it will work better for all.	Nov 22, 2011 2:48 PM
6	It is odd to me that Fargo has neither an MD/DO/DMV/OD/DC program. I also feel Fargo falls very short when it comes to health and wellness initiatives/options	Nov 22, 2011 10:31 AM
7	Fargo needs work on its visual impact: e.g. more mature trees in newer areas, plantings and flower boxes downtown, clean up Main street leading into downtown.	Nov 21, 2011 3:49 PM
8	Ridiculous property taxes & special assessments are the single reason I haven't built a home in Fargo. This has to be addressed. Also, I often wonder why we tear up and re-do roads that are perfectly fine, while there are roads near the river downtown that are practically undrivable. If we spent more time repairing, instead of replacing roads, we'd save money and extend the life of our streets & highways. I could swear there are parts of I29 around Fargo that get torn up every 2 years, for no apparent reason. It may be true that the federal highway dollars are "use it or lose it", but maybe we should "lose it". The US Treasury needs the money more than we need the unnecessary 15 minute delay for three months each year.	Nov 21, 2011 2:17 PM
9	no	Nov 21, 2011 2:15 PM
10	find a method to alleviate special assessments and the negative impact on business development.	Nov 21, 2011 2:14 PM
11	Property tax and special assesments are much too high	Nov 21, 2011 1:46 PM
12	None!	Nov 21, 2011 1:35 PM
13	no	Nov 21, 2011 1:04 PM

Q9. Do you have any other comments or suggestions that should be addressed in the Comprehensive Plan?

14	be careful with property taxes and sales taxes	Nov 21, 2011 12:54 PM
15	Accountability of local government - school spending. Property taxes. Special Assessments. Bloated salaries and benefits for City Employees	Nov 21, 2011 12:23 PM
16	The Chamber needs to be cautious about how it goes about promoting flood protection. Many of our local communities and business partners adamantly oppose the current plan being promoted by Fargo.	Nov 21, 2011 12:03 PM
17	I would love it if our community as a whole was more open-minded as far as creative business solutions are concerned. We seem to be good at problem-solving, which often brings us more problems, instead of being solution and innovation focused. I appreciate our conservative nature, but would like to see us train our students and our workers on principles of success from Napoleon Hill, Robert Kiyosaki, David Bach, etc. so that we can concentrate more on wealth building and abundance mindset rather than the employee and scarcity mindsets.	Nov 21, 2011 11:24 AM
18	When designing community plans, please consider nonprofit organizations, too. Nonprofits are members of the Chamber of Commerce and are a viable part of the community.	Nov 21, 2011 11:18 AM
19	I think anything pedestrian and or biker/runner friendly is huge. The now generation is hugely geared toward physical well being.	Nov 21, 2011 10:36 AM
20	Exposure and accessibility to financing packages.	Nov 21, 2011 10:29 AM
21	Marketing. Fargo-Moorhead needs to reach out nationally to attract more employees. I simple search online or in the Forum reveals and incredible variety and depth of higher paying, "white collar" job opportunities.	Nov 21, 2011 10:26 AM
22	Better connections and relationship with the western part of state	Nov 21, 2011 10:01 AM
23	spend as little as possible. Business are being taxed out of business or have more than enough of gov. paperwork to complete.	Nov 21, 2011 9:46 AM
24	Focus on getting more Broadband communication uplinks to major carriers such as TW telecom and XO communications. Very minimal nationwide options other than qwest are available locally with a national reach including fiber optic nation wide networks. Higher ed needs to focus on real world skill enhancement instead of Book Learning. we need to build power infastructure outside this state to hook up with national grids better.	Nov 21, 2011 9:45 AM
25	Fargo city planners need to take business access into consideration when planning new areas of the city. Traffic flow often comes at the expense of the small businesses being able to have convenient access from arterial roads.	Nov 21, 2011 9:36 AM
26	no	Nov 21, 2011 9:32 AM
27	not opposed to bike paths or supporting the arts and culture expansion with public funds but Fargo needs to get permanent flood protection before it implements some of the other ideas or they won't be attracting any businesses to the community. they should be concerned with how to grow the city.	Nov 21, 2011 9:32 AM

Q9. Do you have any other comments or suggestions that should be addressed in the Comprehensive Plan?

28	Growth and recruitment of more professional industries in order to keep some of the talented graduates in the state.	Nov 17, 2011 1:37 PM
29	Hope the results are shared.	Nov 11, 2011 9:46 AM
30	focus on the bigger issues that would hurt the public. Flooding issues should be looked at and solved before we worry about a bike path on the city roads and spray painting bikes and lines on the streets. Listen to Fargo residents, not out of town residents.	Nov 10, 2011 7:16 AM
31	Fargo needs to make it easier, not harder for people to develop land for residential housing. Look at your policies and then look at West Fargo's policies and take note as to why they are growing.	Nov 9, 2011 12:31 PM
32	I think if the diversion is unreasonable and too costly we should be working on other ideas to get permanent flood protection in place...I believe the city is so steadfast on one option that they are not looking past that for other ideas that could prevent such an exorbitant cost...I believe damming some rivers and flooding some farm land is a viable action as long as we pay the farmer of the said land a fee equal to the current cost of whatever that farmer would have received had he planted his farm...the cost on the outside would still be considerably less I believe than the ultimate 2.3 + billion dollars spent on the diversion..If we have truly exhausted every option and the diversion is it...then I support it...and we need to get it going and stop wasting time and get our public confident that there is a resolve on the way..and no more talk of threats...	Nov 9, 2011 11:33 AM
33	1. Fargo needs more new residential developments 2. With the new energy code, builders are already required to build energy efficient homes	Nov 9, 2011 6:40 AM
34	An urban garden would be desirable for the downtown workforce to enjoy during their breaks and lunch period. This could be a nice winter park so that there is opportunity to enjoy it year round. It has been nice to see recent street vendors and activities downtown during the summer - extend that into other seasons if possible. It brings people downtown and is good for business and community. A bike sharing program would be nice - or real bike lanes downtown along with more bike parking. It would also be nice to have a science museum or history museum in Fargo. Something to bring the youth back downtown to make it more diverse - especially since all the schools are now out in the boon docks.	Nov 8, 2011 6:25 AM
35	where in the comprehensive plan is there a statement for future growth of Fargo? how is Fargo going to encourage growth? the questions raised in the survey all encourage more cost to the taxpayer, instead of incenting any plan for investment into neighborhoods. what is the plan for encouraging new development? the conversation seems to dwell on controlling any future development not necessarily addressing how fast Fargo should grow or how to help Fargo grow.	Nov 7, 2011 12:56 PM
36	All types of writing skills are absent in almost all college graduates. It is desperately needed for business and all other areas of employment.	Nov 2, 2011 9:07 PM
37	Quit trying to scare people off with the flood stuff. Fargo virtually has not flooded. We keep doing projects to minimize the impact of flooding. We should	Nov 2, 2011 5:34 AM

Q9. Do you have any other comments or suggestions that should be addressed in the Comprehensive Plan?

be promoting what we are doing to releave this problem, not painting this ominous picture of what could happen.

38	Try to avoid policies that impact the costs associated with remodeling and new home construction. Understand how increased prices resulting from new regulations and policies can eliminate people from becoming potential homeowners.	Nov 1, 2011 7:25 PM
39	School district taxing authority is to large. The School district is not careful with the funds. Bigger, newer, and in the flood zone is crazy. Plus the city then has to service the property with fire, police, snow removal etc. The School district should not be able to do anything without a referendum. Likewise the city engineering department should not add 30 % to the cost of specials. Specials need to be phased out so that the full cost of the improvement is in the cost of the lot upfront. It would bring the cost of lots back in line with traditional valuations. The addition of the extra 30% by the city skews the value of the lot so that the portion of land cost in the home price is a barrier to purchasing a new home by many first time buyers. Smaller homes on smaller lots or we will still have a significant amount of rental in our community.	Nov 1, 2011 4:33 PM
40	Tax incentives/breaks for long standing small businesses	Nov 1, 2011 1:17 PM
41	Bicycle and Pedestrian infrastructure, I don't feel that each local street needs a sidewalk down both sides. Long lineal parks with bike trails seem to be the most used.	Nov 1, 2011 12:54 PM