

MINDING OUR OWN BUSINESS(ES) MANUFACTURING BENCHMARK REPORT EXAMPLE

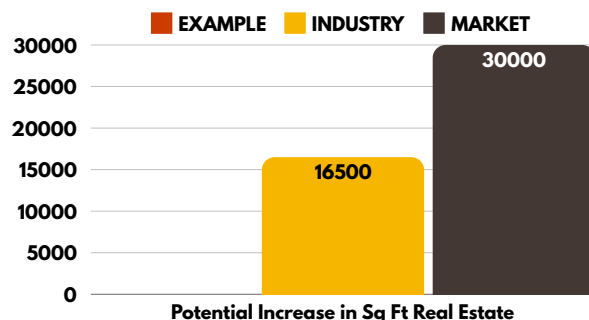
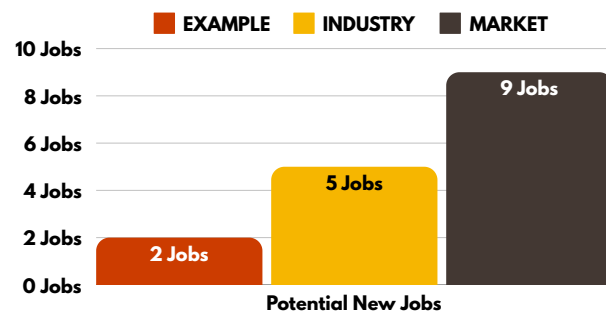
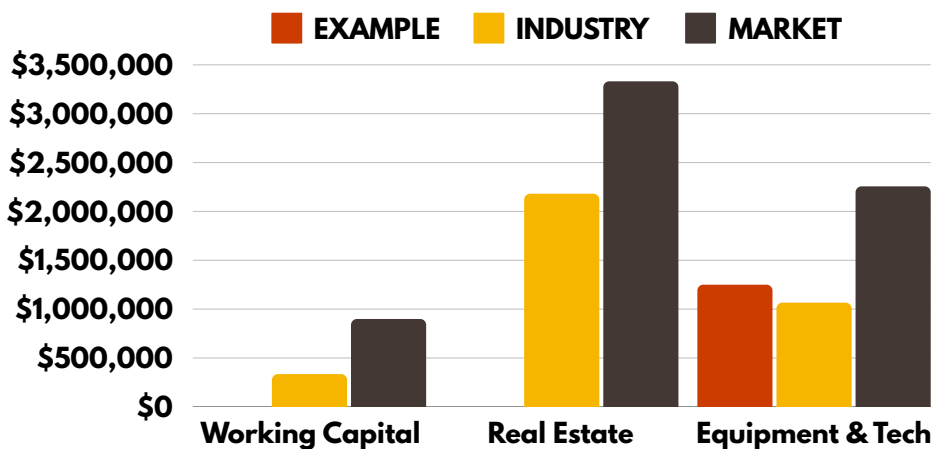
POWERED BY  **innovate28**

**FARGO
MOORHEAD**
ECONOMIC DEVELOPMENT

PLANNING FOR THE FUTURE

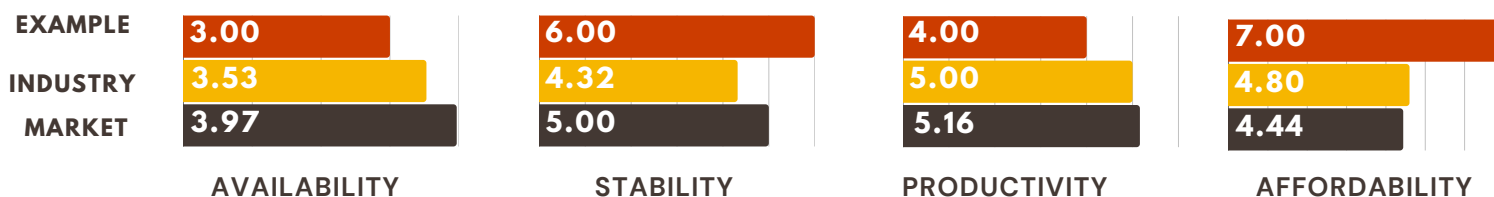
67% OF CASS COUNTY MANUFACTURING COMPANIES
HAVE PLANS FOR EXPANSION IN 1-2 YEARS

**Results compiled from 86 strategic company interviews in 2024*



SUSTAINING A DYNAMIC WORKFORCE

 **LIKERT SCALE**
1=POOR/LOW
7=GOOD/HIGH



MOST DIFFICULT POSITIONS TO RECRUIT

1. Welding and Fabrication
2. CNC Machining and Programming
3. Engineering and Technical Roles
4. Drafting and Design
5. Specialized Maintenance and Leadership Roles

PROGRAMS TO ATTRACT & RETAIN EMPLOYEES

1. Increased Compensation
2. Enhanced Benefits Packages
3. Flexible Scheduling Options
4. Employee Incentives and Retention Programs
5. Comprehensive Employee Development and Engagement Programs

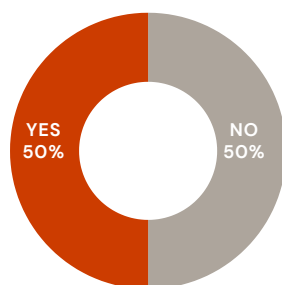
61%

COMPANIES EXPERIENCING
RECRUITMENT CHALLENGES

**Results compiled from 36 strategic manufacturing company interviews in 2024*

COMMUNITY STRENGTHS & OPPORTUNITIES

ARE THERE BARRIERS TO GROWTH
IN THIS COMMUNITY?



MOST FREQUENTLY MENTIONED
BARRIERS TO GROWTH

1. Workforce Availability and Skills Gap
2. Land and Housing Constraints
3. Transportation Accessibility
4. Marketing and Visibility Challenges



**Results compiled from 36 strategic
manufacturing company interviews in 2024*

SCAN TO TAKE
OUR BRE SURVEY





BUSINESS EXPANSION & WORKFORCE RESOURCES

Looking for Business and Workforce Resources? Check out our Smartbook

The Smartbook is a tool to provide area businesses an overview of state and local resources for companies located in North Dakota and Minnesota. These books are also regularly distributed to local lending institutions and other service providers. To view tax incentives, workforce programs, and financial resources across Cass County, ND and Clay County, MN, [click here](#).

smartbook
FALL 2023

LIVE IN
FARGO.
NORTH OF NORMAL.

Attracting Talent to the Region? Check out Live in Fargo Website

If you are recruiting talent to this region, we have the resources and connections to get you the information you need. LiveinFMArea.com contains information and free marketing assets about living, working and learning here in the metro.

Financing an Expansion? Check out PACE

Administered by the Bank of North Dakota, [PACE](#) interest buy-down loans help communities expand their economic base by assisting primary-sector businesses that make an investment or create jobs in their community. These loans buy down your interest rate up to 5% below prime for investments in real estate, machinery and equipment, and working capital.



Investing in Automation? Apply for the Automation Tax Credit & Sales Tax Exemption

A primary-sector company that invests in equipment that automates a process that was previously done manually may qualify for a tax credit up to 15% of the cost of machinery and equipment. North Dakota also provides sales tax exemptions for equipment and materials used in manufacturing and other targeted industries. To learn more about both of these opportunities and how to apply, [click here](#).

