



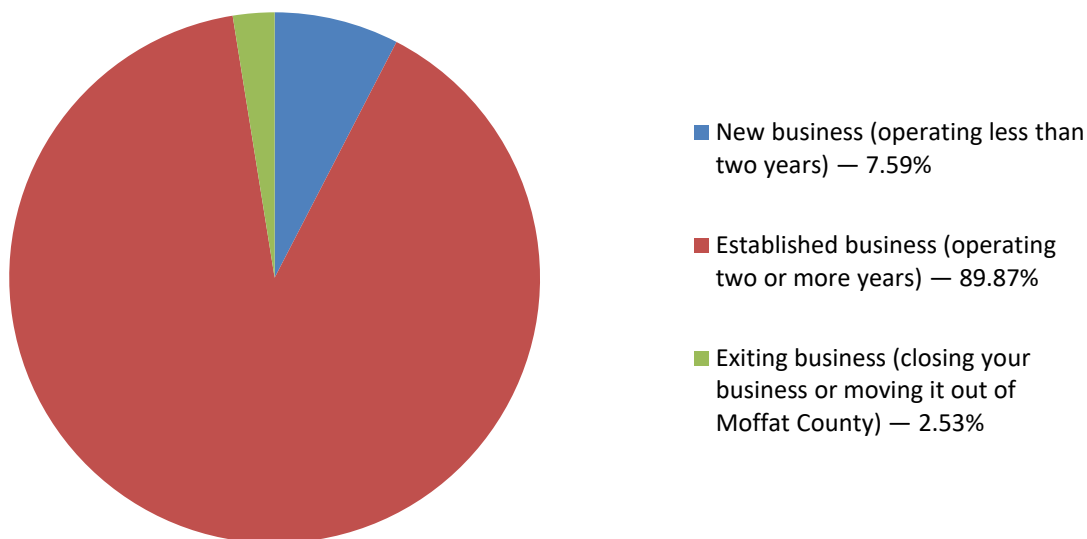
Moffat County Business Climate Survey Results February 2017

Below is a compilation of survey results from Craig/Moffat Economic Development Partnership's Business Climate Survey in February 2017. The purpose of this survey is to assess the current business climate in Moffat County and identify ways to improve conditions for business and improve workforce availability and skills.

This survey is a collaborative effort with community partners including Colorado Northwestern Community College, Colorado Workforce Center, Craig Chamber of Commerce, Moffat County Tourism Association and Yampa Valley Data Partners. The survey remains open to continue to collect data at CraigBusiness.com/survey.

Total participants: 79

I am a/n:



Comments:

10 year
Since 1987
Recently sold business due to lack of business case.
Established business
Local Bank
The business has been around since 1988 and still operates today
Art lessons and work.....
We represent two business a new one and a established

I am the Automotive tech teacher at CNCC

Non-Profit

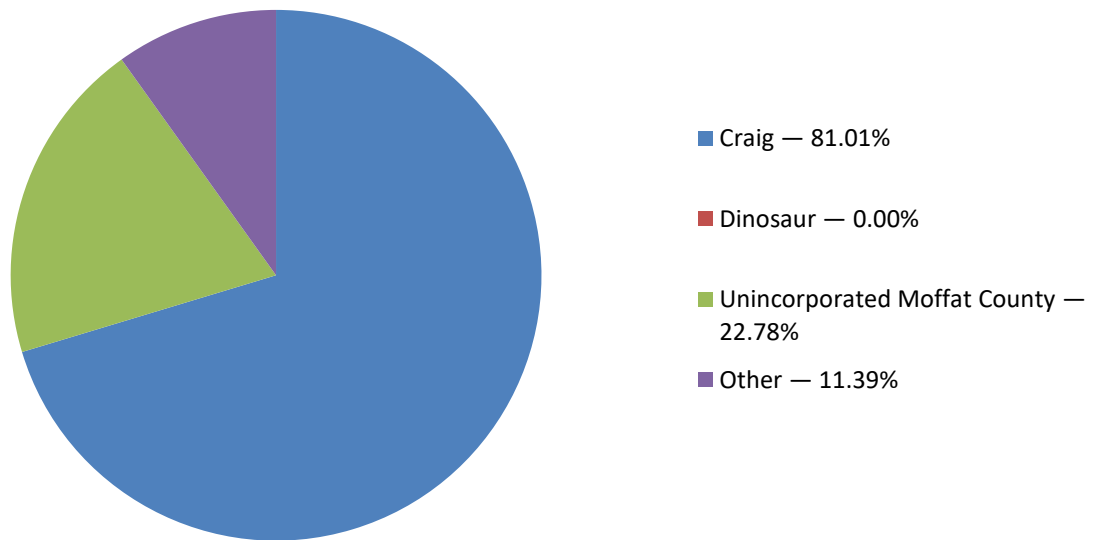
26 years in business

We are a Non-Profit Center that provides a place for seniors to gather for games, conversation, exercise and learning.

I have owned and operated my business for almost 20 years.

21 years in Moffat County

My business is/was in:



Comments:

Western Colorado

Routt County

On line

Proper

Right on the city/county border

Within City limits of Craig

The number of employees your business has/had in each of the following categories:

Full-time year round — 64

Full-time seasonal — 24

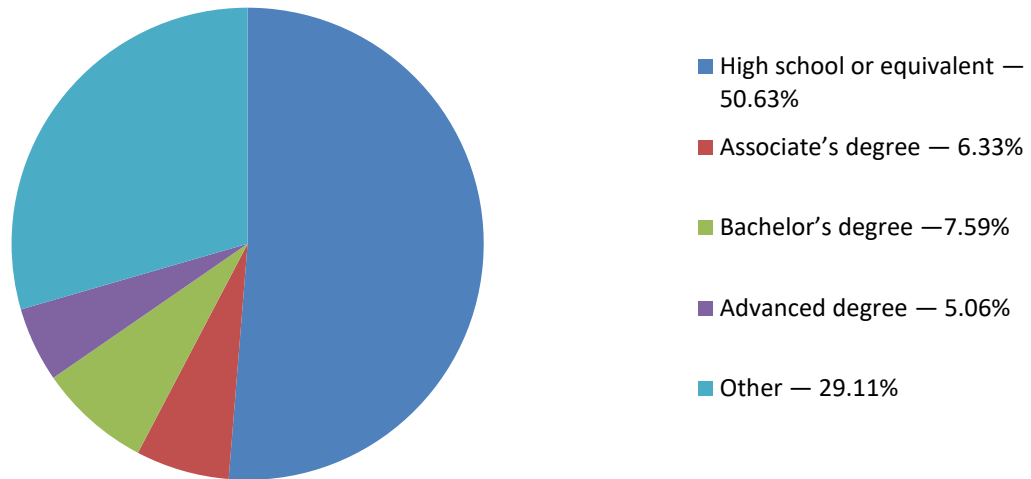
Part-time year round — 37

Part-time seasonal — 20

Contract labor — 35

Total — 180

What level of education do/did you require from new employees?

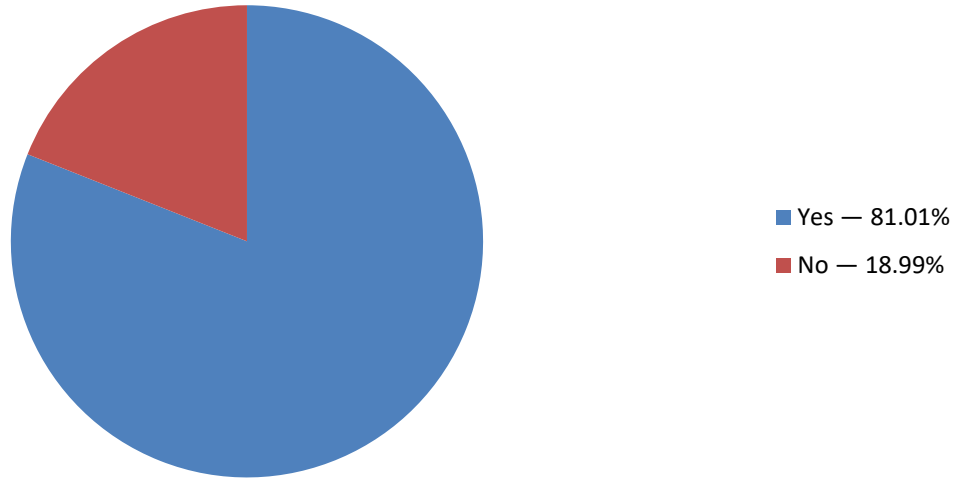


Comments:

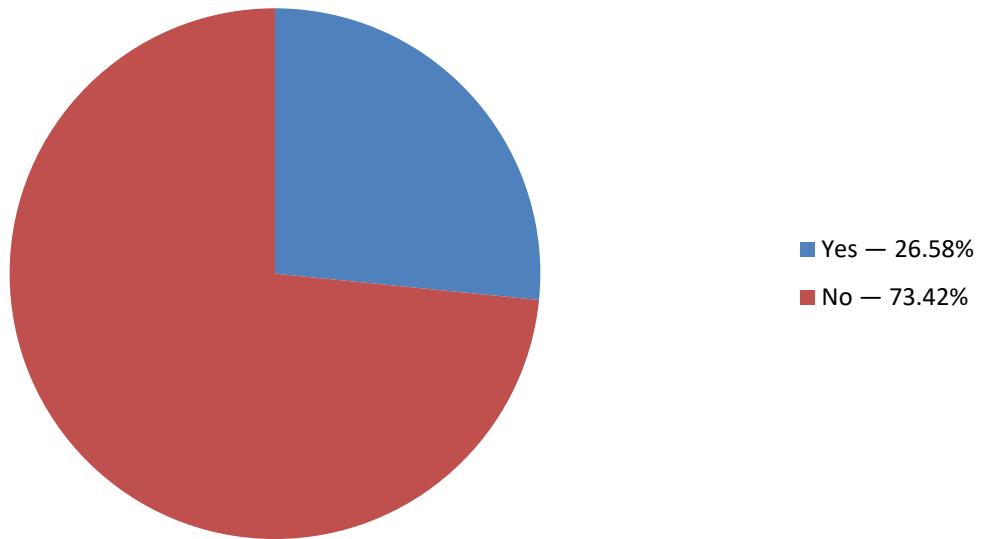
advanced degree and expertise
 We don't have formal Education requirements
 Some college 80 credits
 Or higher, depending on job
 Several could not read instructions or conduct basic math.
 No degree required.
 Depends upon the area they are entering into.
 2 years experience
 n/a
 It depends on the position. Bachelors degree minimum for management & officers. High School for everyone else.
 CNA, EMT
 That is all we would need as advanced degrees are not very useful to our work.
 HS students
 Colorado Real Estate License
 plus skills associated with computers at a technical level
 Ability to letter
 I do not require any level of education but the person has to be naturally smart and loaded with common sense.
 common sense
 Less than an aa but more classes
 No employees
 Graduated Wyo tech 1983
 most positions - management positions vary
 depends on position
 Degree of education required is based on the position.
 I will hire high school students.
 Not hiring small personal business
 High School is minimum
 depending on position
 Education level not required
 Previous experience or acceptable skill level.
 Position may require additional licensure.
 It varies depending on the position we are hiring for as to what type of education and/or experience we require.
 STATE LICENSED
 It depends on the job they are doing. From high school to advanced degree.

Various degrees required in my business depending upon the position: Advanced for professional positions, Bachelor's or Associates Degree for some positions, High School or Equivalent for a few positions and then I also hire a few high school students for part time or seasonal work as needed. We do not have a minimum education requirement

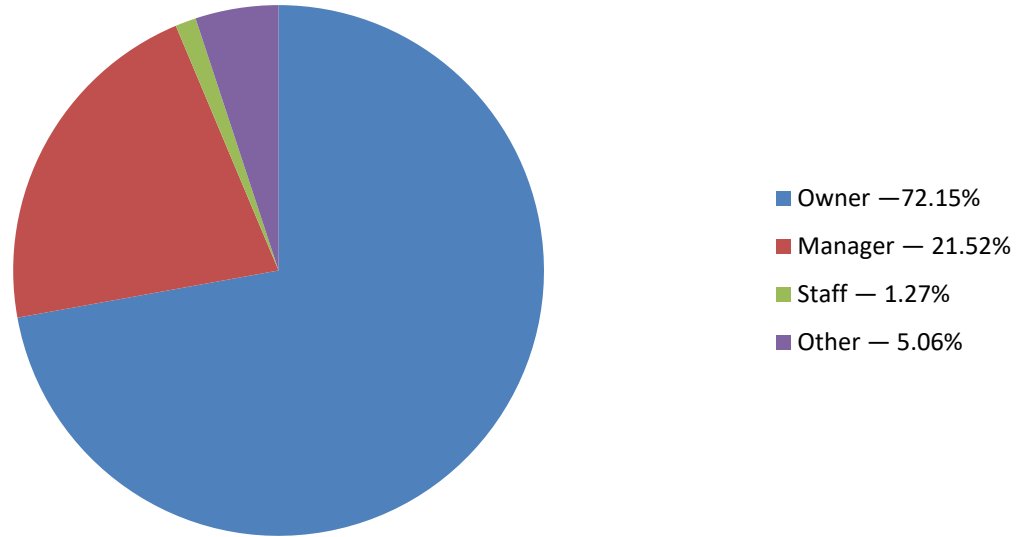
Is/Was your business headquartered in Moffat County?



Is/Was your business based out of a home?



What is/was your position in the business?



Comments:

We also have a location in Stmbt.

President

Of my program.

Business Banking Relationship Manager

I was formerly the owner and now I work as a project manger and estimator

Broker Associate

Automotive tech teacher

Lead Pastor

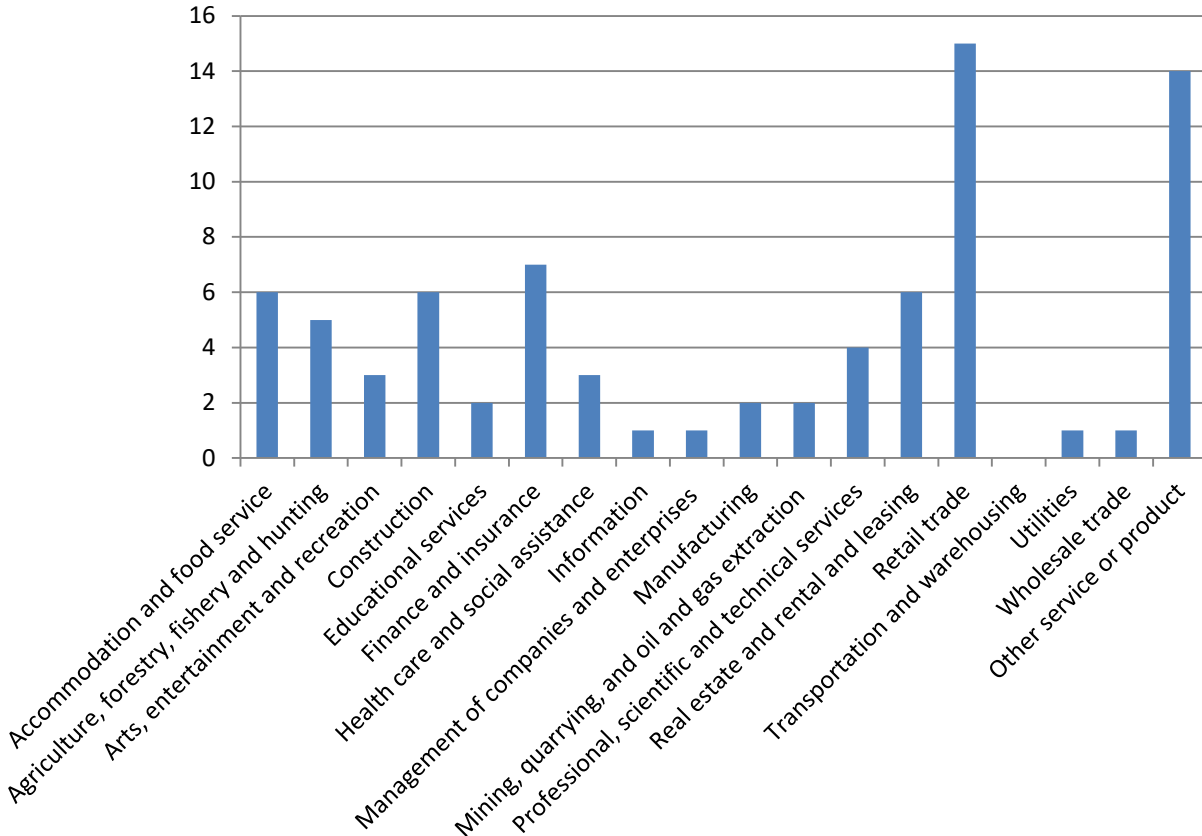
manager

Program Coordinator

Owner and president

Practice Manager/Owner - I am owner, manager and also the certified/licensed employee that must do the main services due to required certifications and licenses.

Which of the following industry sectors best categorizes your business?



Comments:

Special trade contractors

Chimney sweeping

50% of my business was manufacturing.

Bank Business.

We are retail and have to be competitive with Salt Lake and Denver in our pricing. More times than not, we eat the freight.

Plumbing Heating and Air Conditioning

Sales

Painting and drawing

construction

Outdoors

Painting/Wallpapering

CNCC Auto tech

Non-profit, religious

Gunsmith

New Steel Distributor

Scrap Metal Recycling

Steel Fabricator

Used Auto Parts Dealer

Wholesale Leather Dealer

Education, exercise, companionship, connections

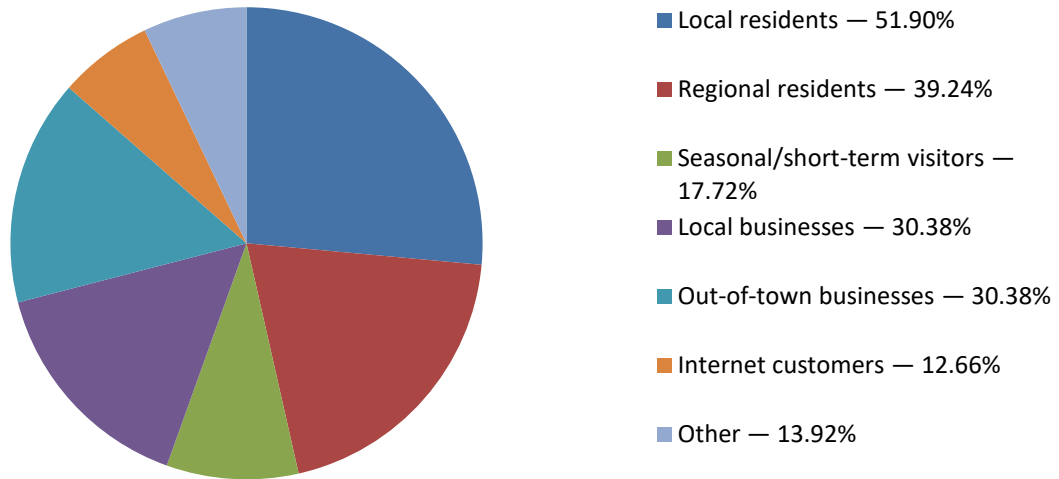
I manufacture a product but then sell wholesale and retail.

INSURANCE

Service -dog boarding

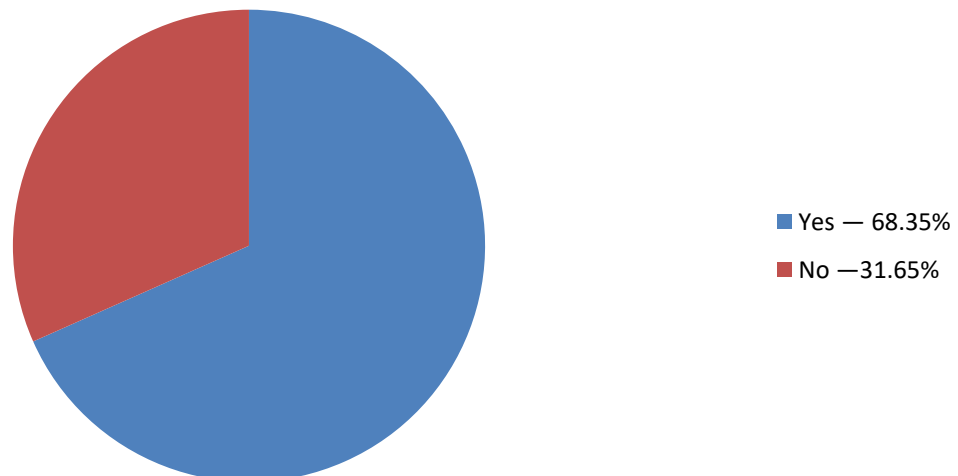
Serviced based industry
Computers, TOSHIBA Business Equipment & Supplies
Sales of computers and business equipment..
Landscaping, snow plowing

Which of the following best describes your business' primary customer business?

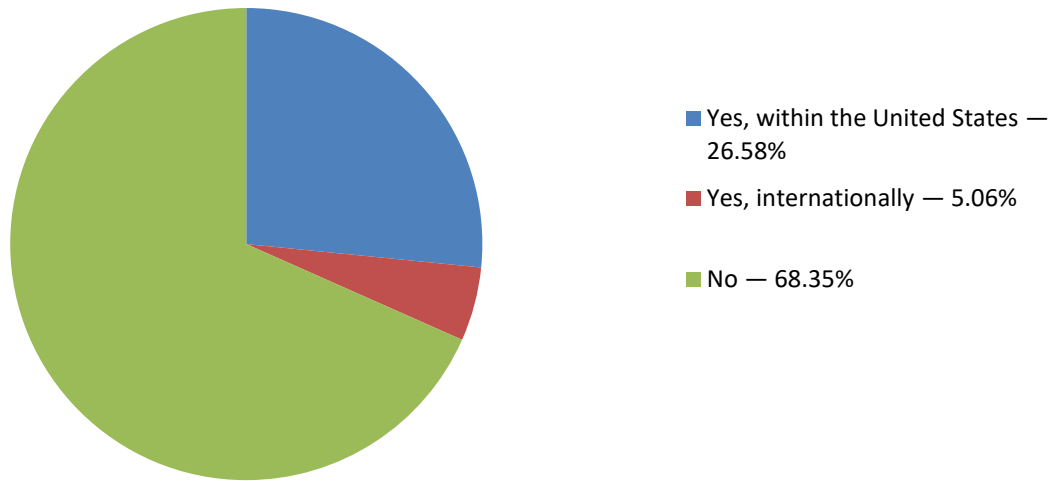


Comments:
National Clients
residential, commercial and industrial
hope fully from Co. and other states
Baggs, Hayden and Moffat County
regional utility
43 Co-op owners
Product is shipped nationally
Regional tricounty including southern Wyoming

Do/Did you derive a majority of your revenues from within Moffat County?



Do/Did you export products out of Moffat County:



Comments:

We are a service based company. Most of our services are bought outside of the area.

We are a bank

Most business is in region

Both

Just once in a while out of state

service organization

Natural gas and oil production are exported through pipeline systems.

Northwest Colorado

Denver, Colorado

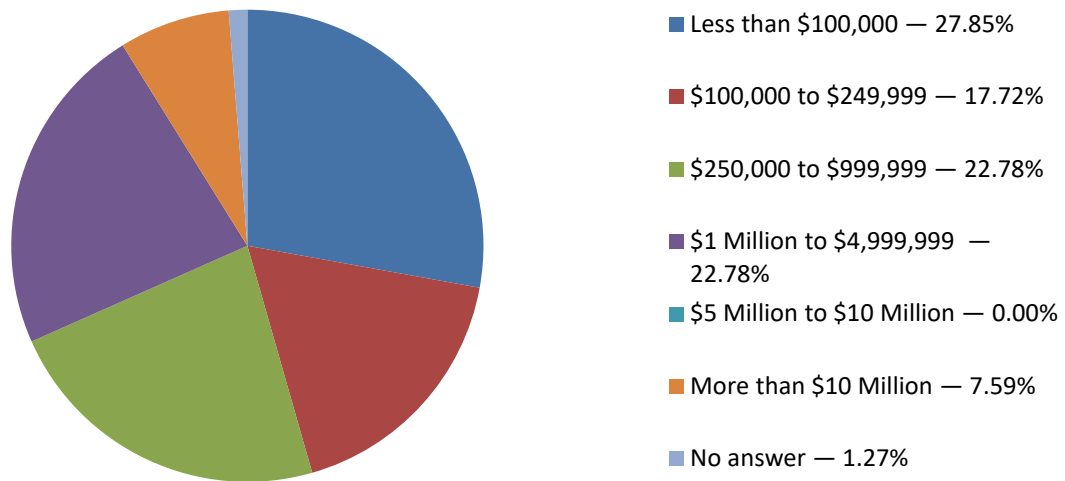
SLC, Utah

we are a service organization

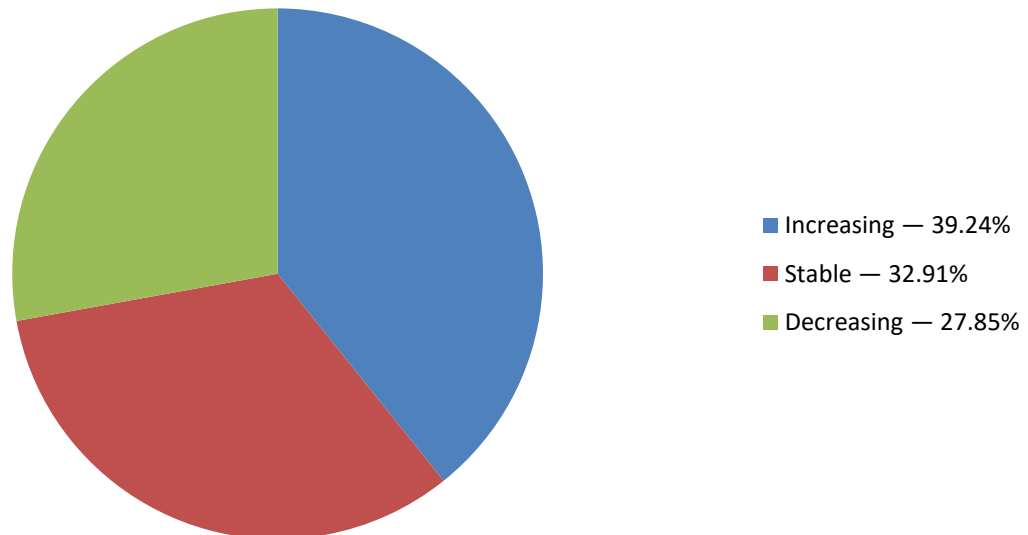
yes

Wyoming

What were your business' gross revenues for the last fiscal year?



Are/Were your total business revenues:



Comments:

2016 was a much tougher year for us than 2015.

But due to out of area loans

Due to enrollment and tax revenues dropping

Increasing very slowly as the economy continues to recover

Everything is slow

unknown its a college and I am a teacher

plateaued

First half of the year revenues were decreased significantly YOY, revenues for the second half were increased slightly

The last two years have been increasing

Sales were slightly down from last year.

What is/was your dream for your business?

Continue with stable to increasing revs.

To grow profitably and contribute to local communities.

Continue gainfully employing 22 people in Craig and increase the number employed to continue and provide worthwhile products.

WE want our business to be successful. Our definition of successful is to be good for our employees, our customers, our Communities, and be profitable.

To keep growing

To keep growing, bringing in new customers, keep the ones I have and to provide a great quality program for this area.

Provide a quality service at a fair price with an emphasis on high quality customer service

To break the craig moffat ties, and see Craig welcome new ideas. And new people.

To always change to product conditions.

To be the premier commercial and agricultural structure builder in the entire Yampa Valley. Also, to give customers a product that will allow their own businesses to grow and succeed. While having a reliable space that will be efficient to operate.

Continued growth, additional staff, & numerous locations in Western Colorado.

Expanding program offerings, adding dorms to Craig campus.

Be able to afford my bills and decent equipment

To keep doors open

To continue to grow and employ more people, and expand the product and service lines.

To maintain operating at a level we have in the past and even diversify and provide new services gently increasing revenues

move from 2 to 3 full time employees

To always be stable and growing. No boom and busts.

To add value to the people of Moffat County

to have steady growth and a solid customer base

Grow the business.

To provide a great quality of life for family

To be the best

To grow at a reasonable rate and keep business at home

To be able to grow profitably and provide growth potential to Craig.

Grow enough to be of serious value to retire after the sale.

To Retire

To be able to help Sellers and Buyers realize their dreams.

to sell it in 3 years so I can retire

To build the business, sell it and retire.

Make enough money to keep painting

To grow.

to expand

Support our family and maintain a good reputation

No

to be able for it to be our sole income for the family/

Help out with a need.

purchase, improve, sell

Stable agricultural markets and better management of wildlife by the state of Colorado.

Expand

to get more students from craig and surrounding towns to come here and go to auto tech school.

To continue into the next generation as a stable and valued contributor to the community

survival

To keep 3 units operating.

Improve the community

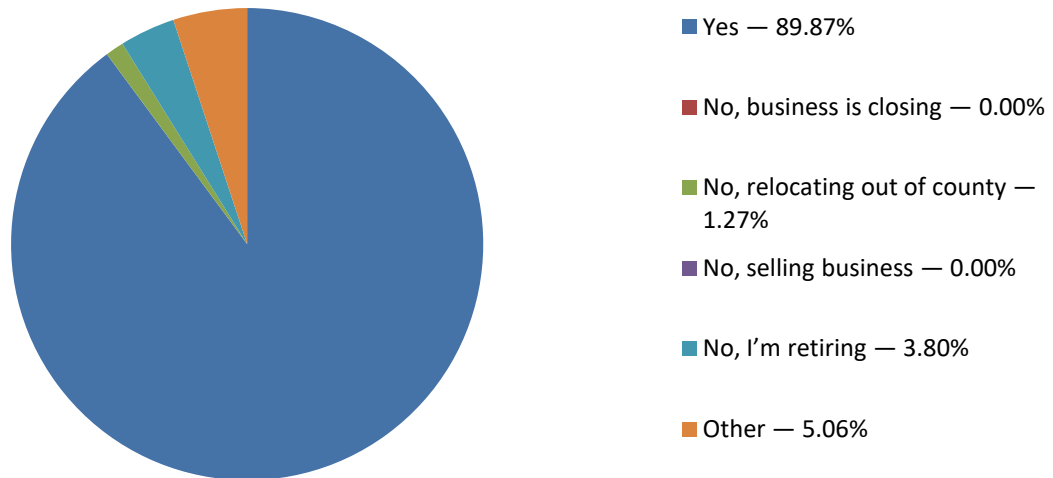
Grow sales greater than population growth

To get all the start up loans paid off and still have some money left!

Retirement income

Improve the facility with upgraded facilities, improve working conditions, Set up buildings to support new business
 To grow in capacity by acquiring more properties to offer rentals to the residence of Moffat County.
 Make an honest, successful business with a secure retirement.
 provide care for the elderly of our county and surrounding counties
 To have a permanent facility where all of our services and activities can be housed at one location.
 Sustainable Revenue
 Recover to 2007 levels
 To be self sustaining, and to be able to contribute to the health and welfare of the community.
 In order for our business to be strong, we must have GOOD schools, excellent broadband/internet, a healthy vibrant downtown area and good things for kids and seniors to do/participate in. Craig has got to be a place people WANT to move to, not where they must move to for short term. Also need some good upscale restaurant/bars that young adults would enjoy spending time and being social. Like a pub, brewery, fun sandwich place etc. People drive to Steamboat all the time for a nice steakhouse etc.
 I would like to re-brand the F&B entity into more of a local attraction
 TO PROVIDE ABSOLUTELY THE BEST SERVICE TO MY CUSTOMERS.
 Complete customer satisfaction for service provided
 To provide quality service and continue to grow.
 Grow to become an important part of promoting Moffat County.
 Expand service opportunities and thus increase client base.
 To build a business from basically nothing to a thriving business that I can sell for my retirement.
 Providing the best customer in the Yampa Valley !!!!!!!!!!!!!!!!!!!!!!!
 And We Still Do....
 To continue to serve Moffat County and meet the local construction demand in the community in all aspects of construction.
 We would like to expand to a second location in Steamboat
 The ideal sales for my business would be \$300,000 per year, to be able to afford to hire 2 more employees, pay off the building.

Do you believe your business will still exist in your community in 5 to 10 years?



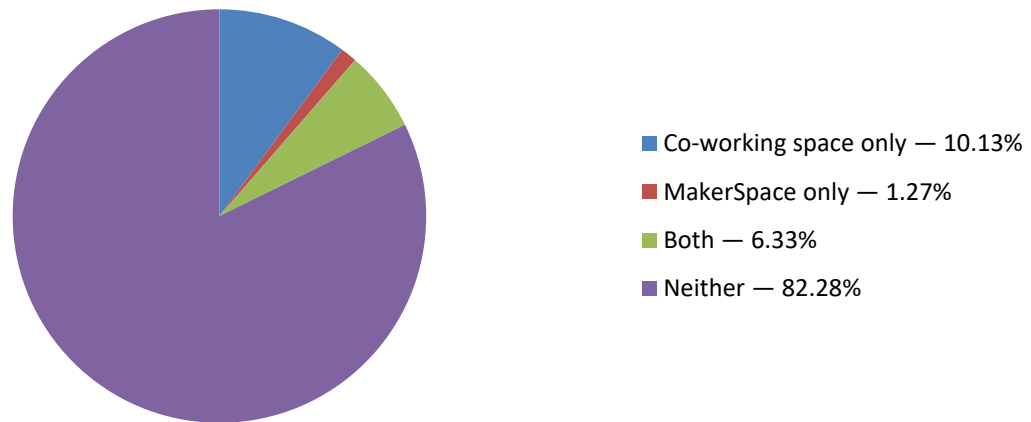
Comments:

Without improved school performance and without support from local businesses and government to do business locally it will make sense to move operations to different community.
 Hopefully.
 God willing
 sure
 We have many young families

I think we will have operations in Moffat County, however we will look elsewhere for new headquarters and office complex.
Possibly, it depends on the availability of reliable workers and the economy. Increasing the minimum wage is going to be detrimental.
unknown
The need for our Services and Activities is increasing annually in this area because of a growing senior population. But it will be tough
Absolutely

Many communities are now utilizing co-working spaces and MakerSpaces or incubators as a way to encourage entrepreneurial growth. A co-working space allows individuals who are self-employed or working for different companies to work alongside one another and share equipment, ideas and knowledge. A MakerSpace or incubator setting provides tools, electronics, supplies and guidance for manufacturing and industrial entrepreneurs with reduced rent while they perfect their processes.

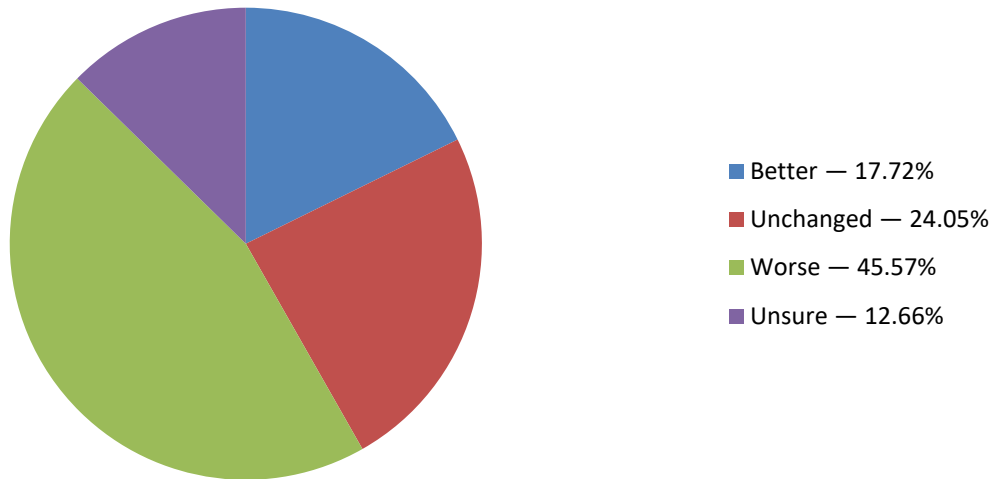
If a co-working space and MakerSpace were available locally, would you have a need and interest in utilizing them?



If yes for MakerSpace, what is your product? (please specify)

- art
- Toys and musical instruments
- Art
- Plan Sets
- Shooting sports accessories

How has your community changed as a place to do business over the last five years?



Comments:

New and increasing regulations make it harder to do business in our industry.

Unchanging is a large program because of the lack of growth and development, as well as local support.

We have had increasing threats to our Primary Employers. I suspect the Economic Leakage in the County has really increased. Local business have to be competitive in every aspect, but our Citizens need to realize that when they spend money out of the Valley, it is gone. There is no "Multiplier Effect."

I would say I'm stable we haven't decreased in the last couple of years but haven't seen a huge increase either. I will say I have more people applying for scholarships program we provide and people don't pay on time as well as they have in years past, but I think that's more something I need to fix, not anything that has changed because of our community.

We are a ghost business in Craig. We sell only outside of the area.

With threats of mines and power plants scaling down their own workforce, the challenges have been great. With business owners reluctant to invest in their properties we have had to become more diverse. However, since the election, the overall population of the town is positive and optimistic. We are lucky enough to be part of two major commercial structures this coming year. With the possibility of 2-3 more.

Can only educate so many local students.

There is no business growth in Craig as a consumer and as a sales manager. The fact is that there are simply too many empty spaces for business that are eyesores in the community but because of who sits on the board approving businesses they continually deny Craig the benefits of business growth because they want no or limited competition. This town is dying, and there is simply nothing for anyone to do. While our business functions just fine, there are many that are not and it is largely due to the fact that they cannot get approval to do business in this town because of a select few individuals who want to monopoly the market. Frankly its disgusting.

Down Economy

less work drawing in out of town guests

our declining local economy has hit us hard. the introduction of Marijuana in our area and State has severely hurt our work force. the rising cost of doing business from State and Federal regulation has taken a chunk out of my Profitability.

There is a segment of individuals who feel everything out-of-town is better.

Craig has way too much leakage. If at all possible, Craig needs to support Craig with decent prices, of course.!

It is still a long way from where it was ten years ago!

Too many people have the chicken little syndrome. The problem is that they never get to the end of the parable.

This community's inherent conservatism is killing it.

Things for us are better, but most likely because of our personal work ethic and marketing. As far as how has the community changed, a lot of good Mennonite workers have left the area and the subcontractors left either haven't filled the void or are horrible to deal with. For example cannot find a local window washer with insurance.

State/federal political policies and over regulation make it more difficult and expensive to do business.

we really need backing from local shops for up to date training vehicles we have none other colleges have lots of help from local dealers.

numerous opportunities for education, connection and collaboration

Our company has had operations in Craig/Moffat County three years and we see a steady decline in the community environment.

Business's have been discouraged in coming from local regulations

I believe it is slightly better because the "shop local" message does seem to be getting out. With economic changes going on, many people realize the importance of supporting local businesses.

It has become difficult to get people to want to move here because of the overall feel. Downtown feels "old" worn, half empty, tired, and that causes the rest of Craig to feel that way.

The community is a good place to do business, but we need to bring in and build new industries.

It is the same or slightly regressing

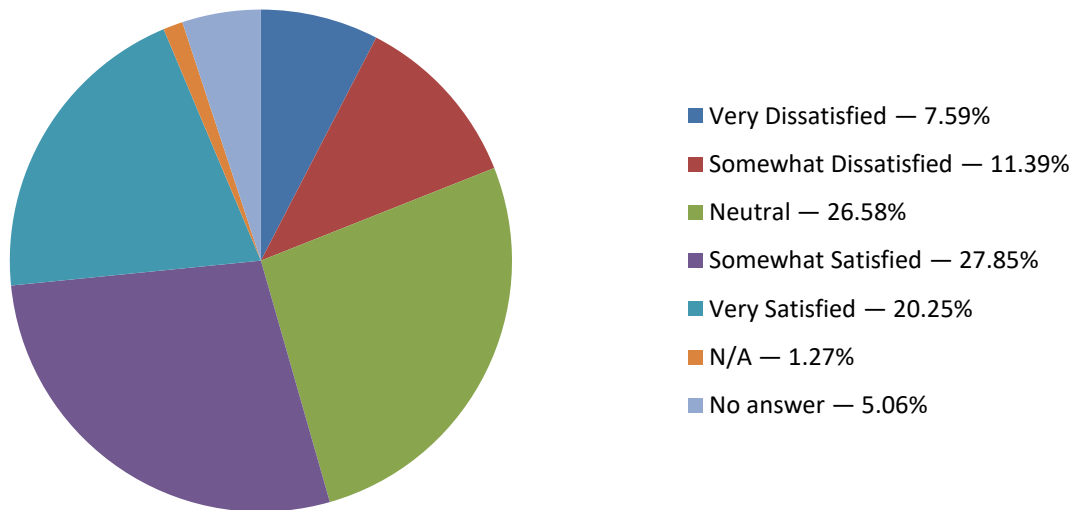
It is a little left-handed but I believe our business has increased because other businesses have failed (ie) restaurants.

Locals STILL Not supporting local business...

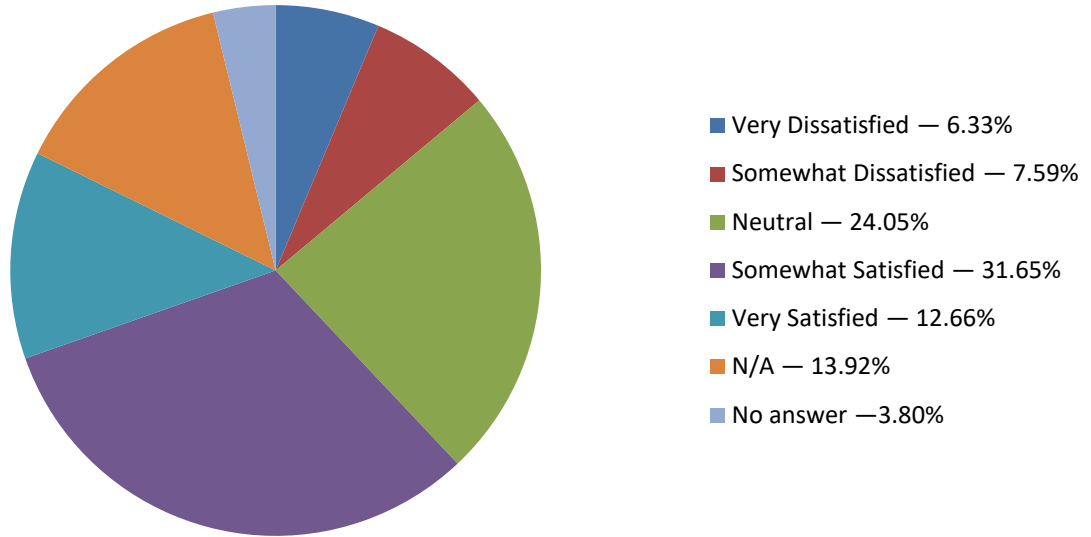
ie. Chamber, Fire department, Police department, Moffat County, Tri-State G&T, Mines, etc.

Being located in the Downtown area has been a challenge due to so many businesses being closed and empty buildings. It appears that may be turning around currently.

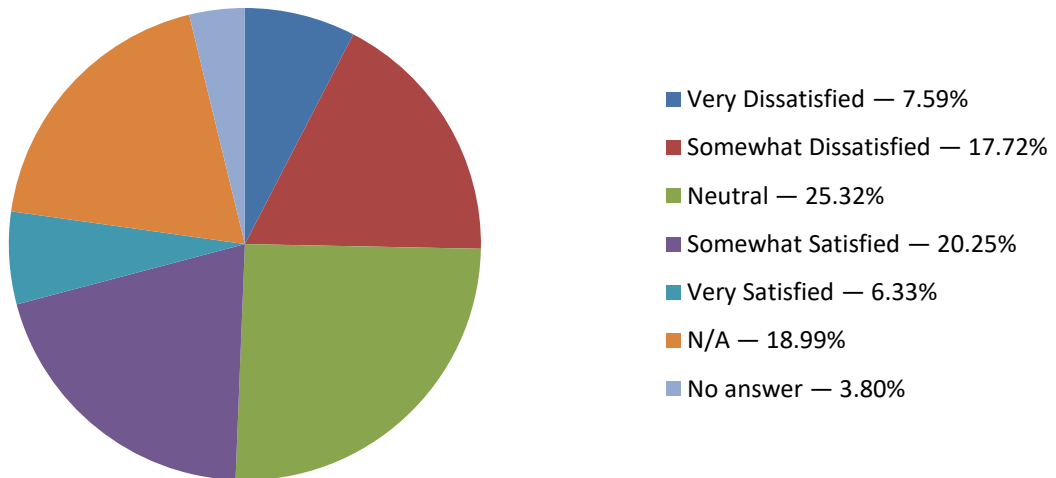
How satisfied are you with access to markets and customers?



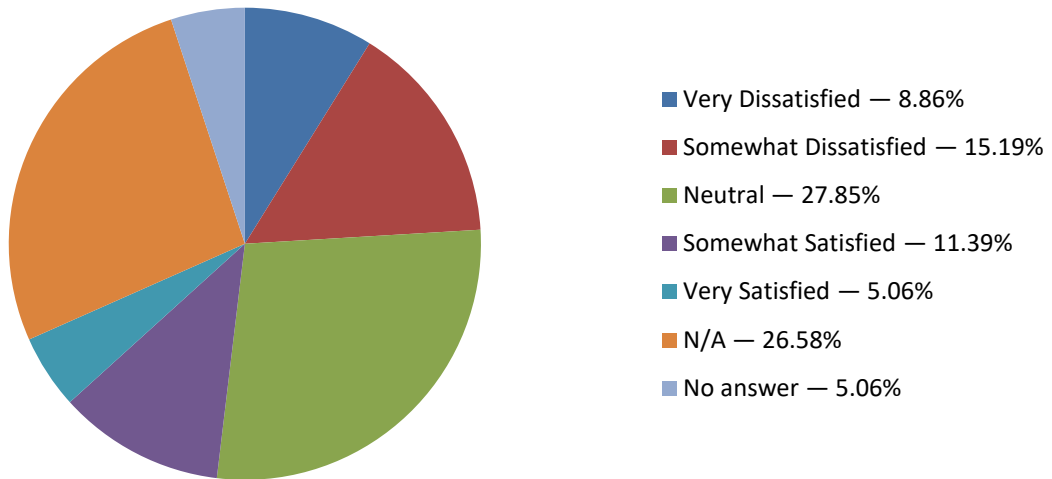
How satisfied are you with housing affordability?



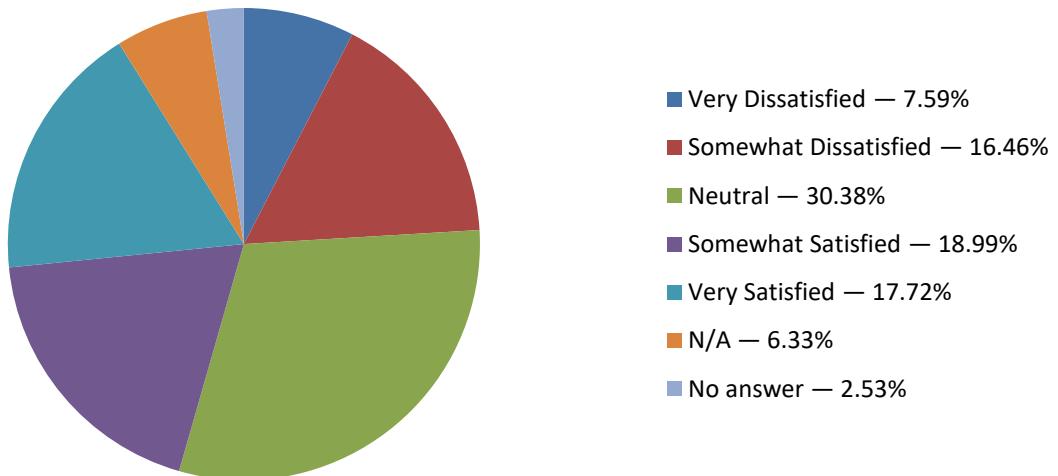
How satisfied are you with rental housing availability?



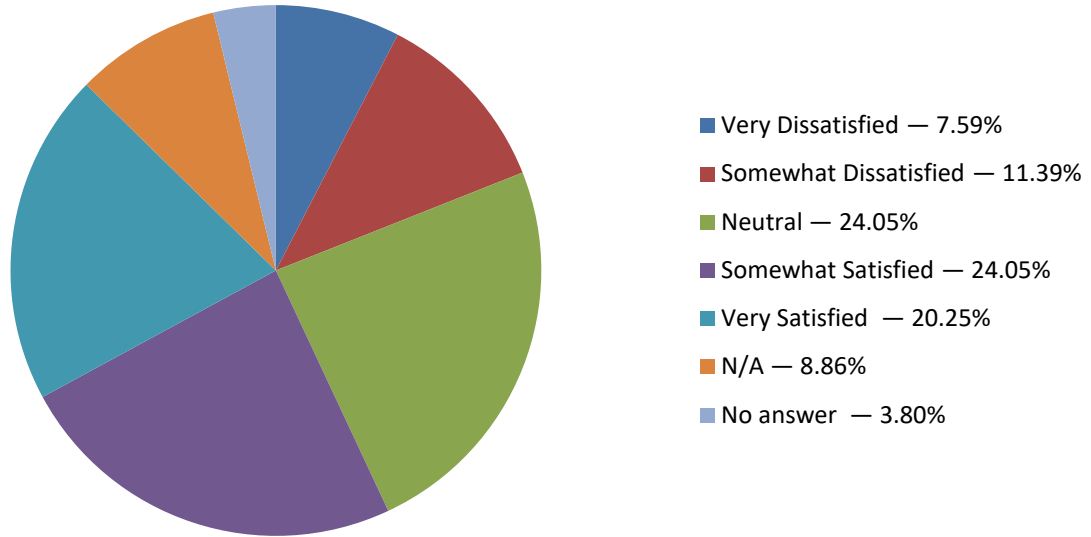
How satisfied are with with seasonal workforce housing availability?



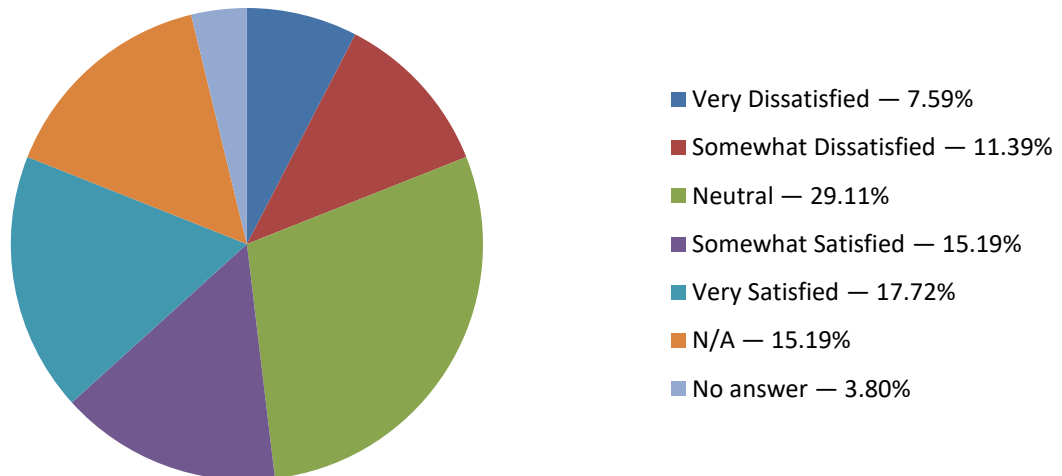
How satisfied are you with business fees/licensing?



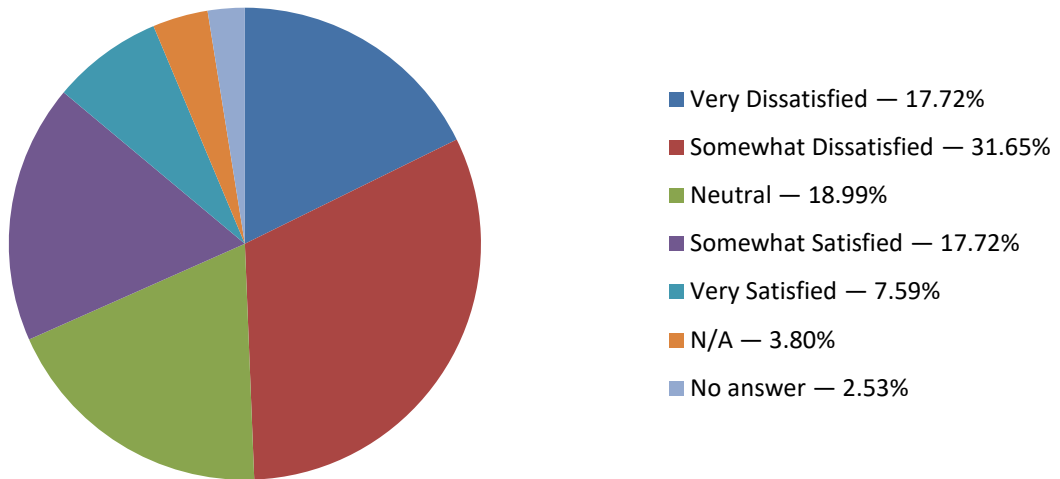
How satisfied are you with availability of capital?



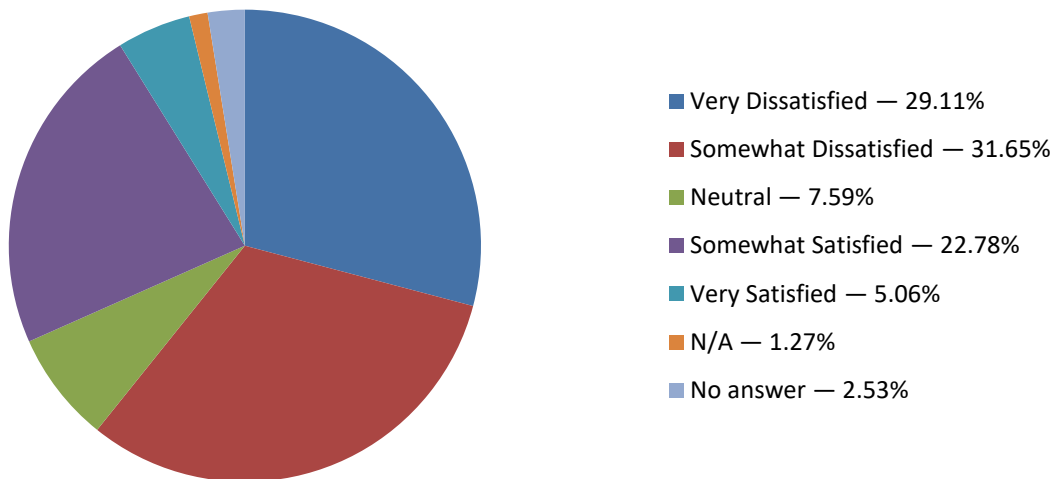
How satisfied are you with availability of real estate?



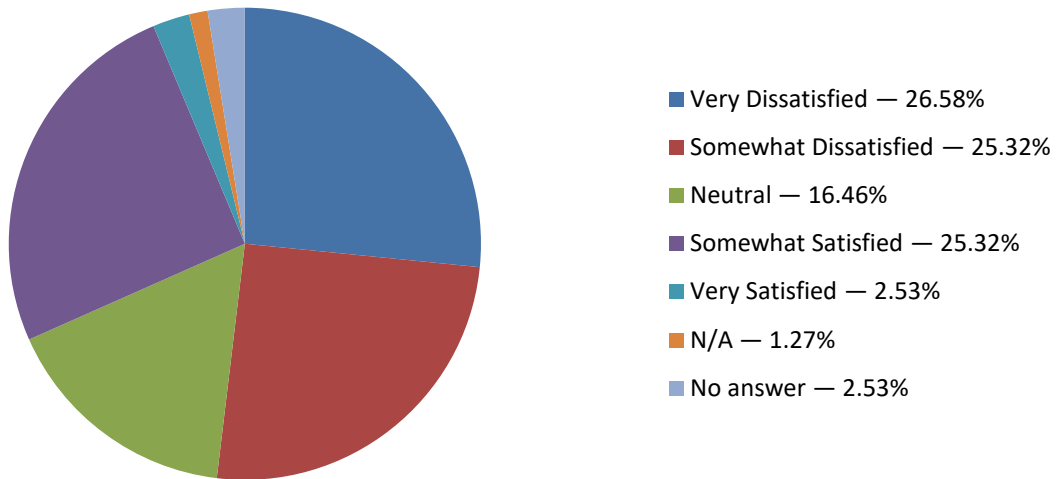
How satisfied are with with availability of technology?



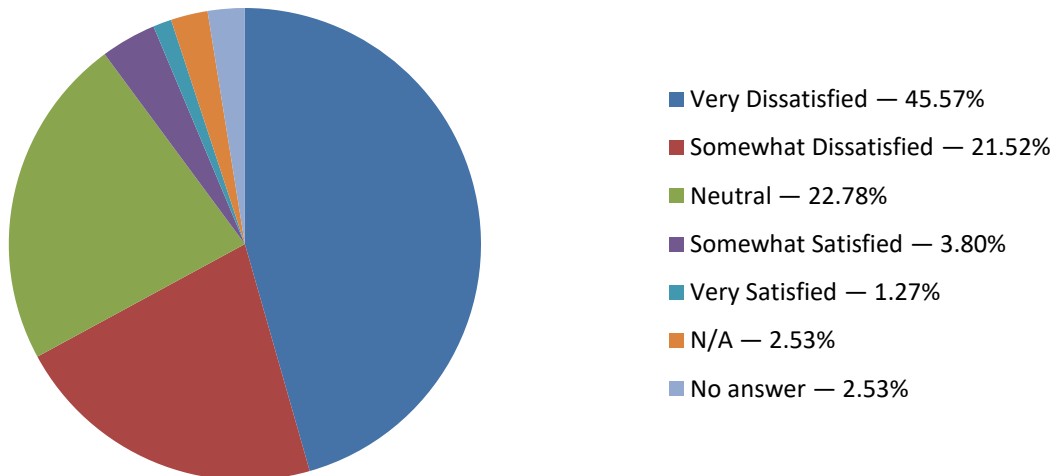
How satisfied are you with internet service connection?



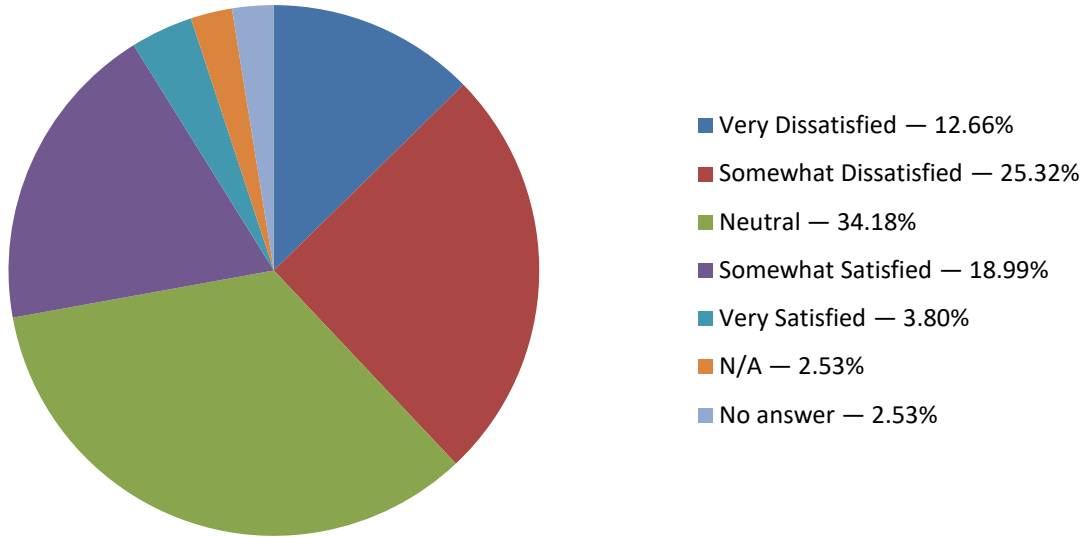
How satisfied are you with internet service capacity?



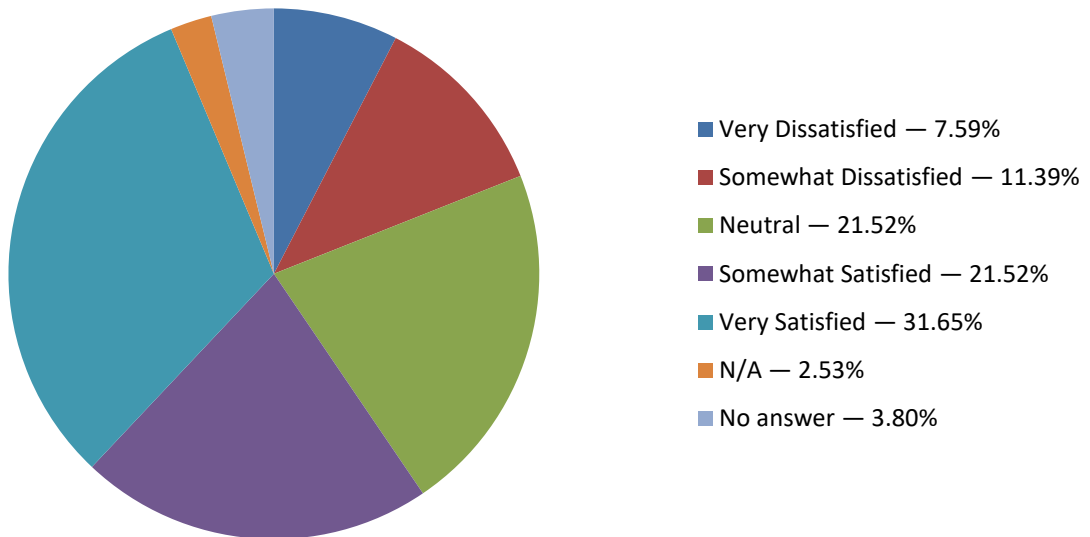
How satisfied are you with cost of health insurance?



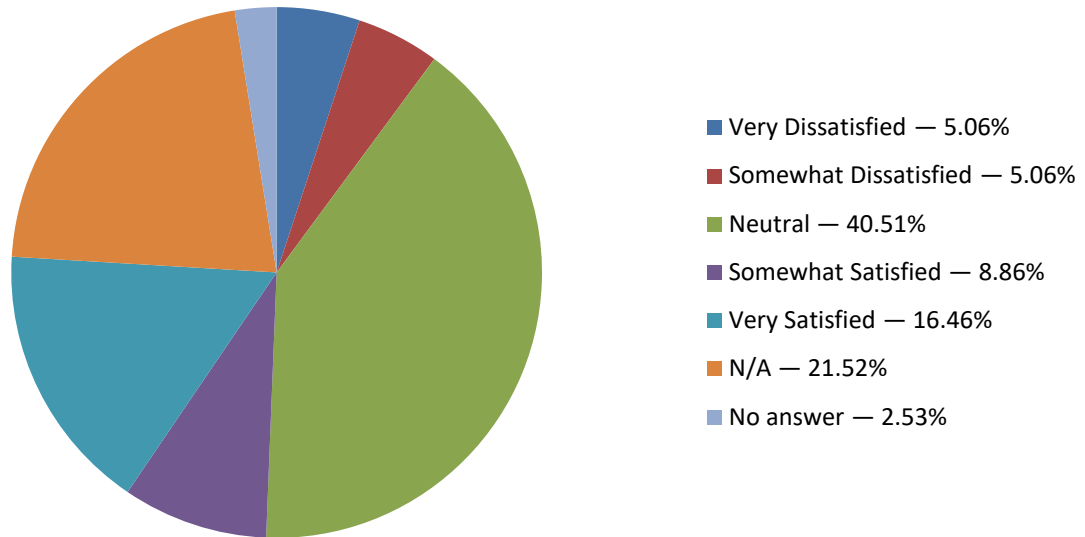
How satisfied are you with cost of living?



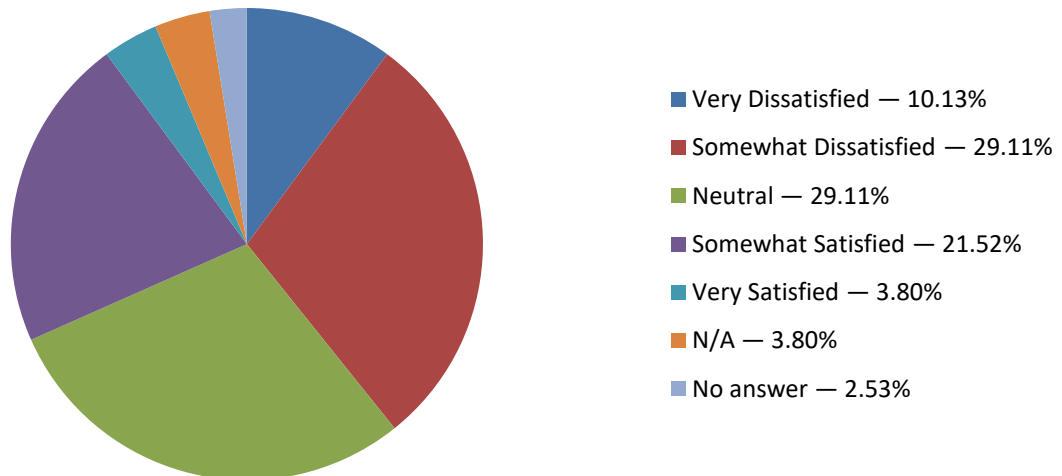
How satisfied are you with quality of life?



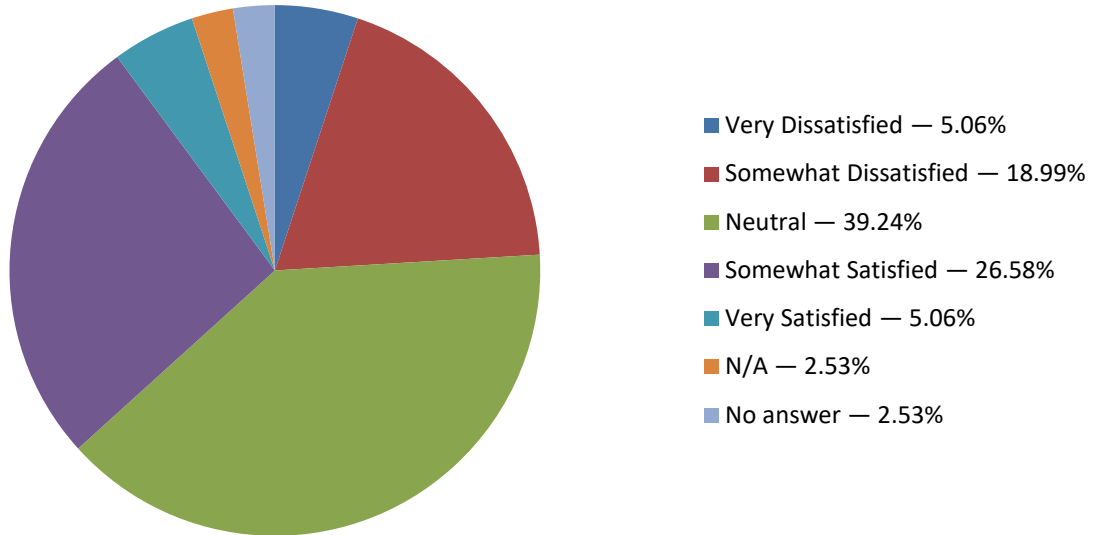
How satisfied are with you parking regulations?



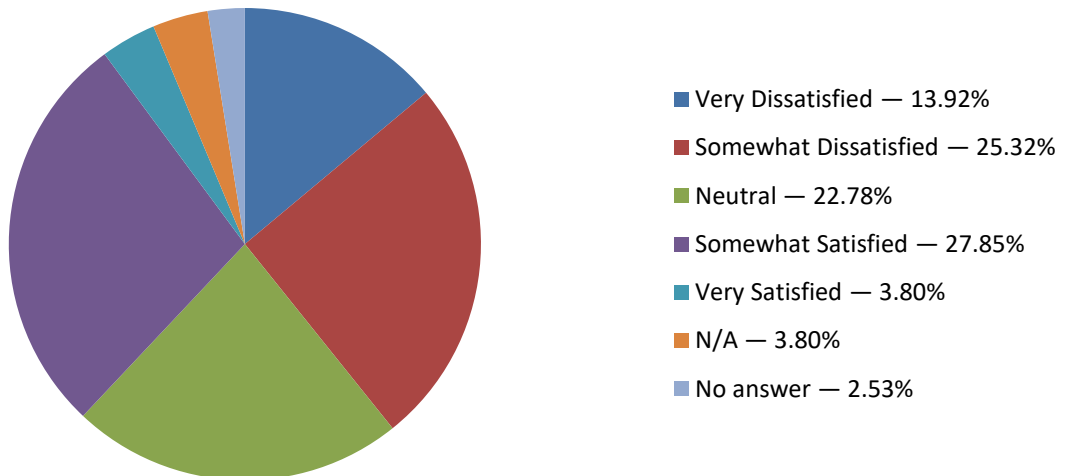
How satisfied are you with the cost of business supplies/materials ?



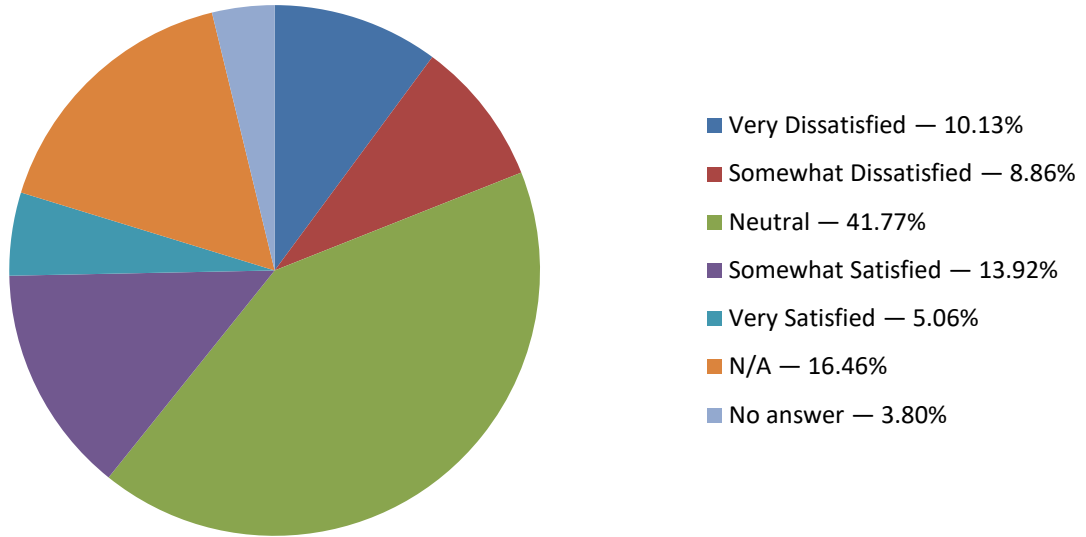
How satisfied are you with the cost of utilities?



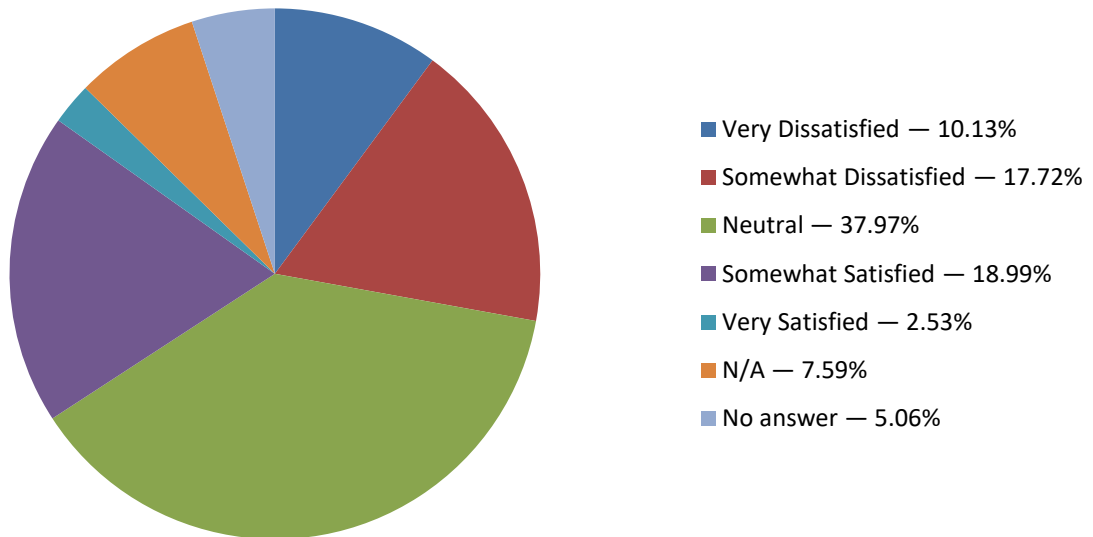
How satisfied are you with the cost of doing business?



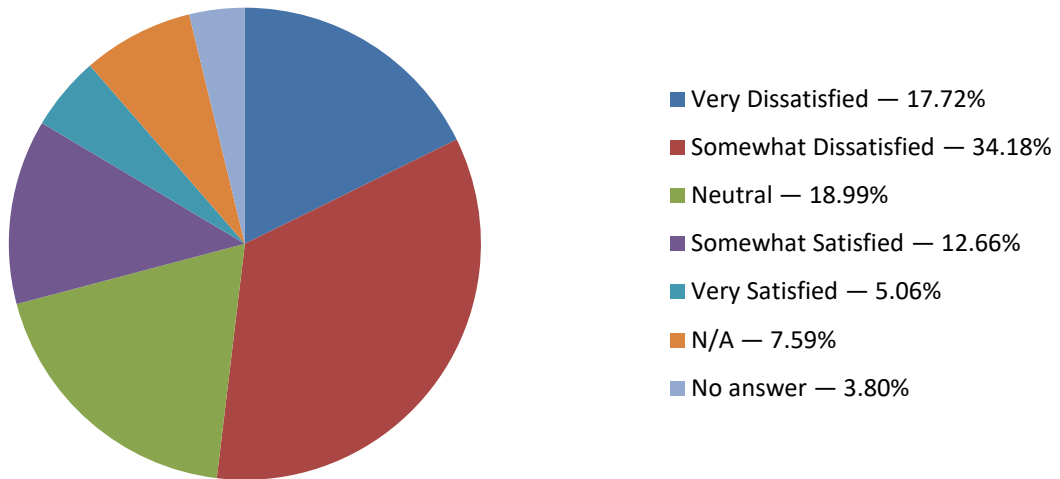
How satisfied are you with online competition?



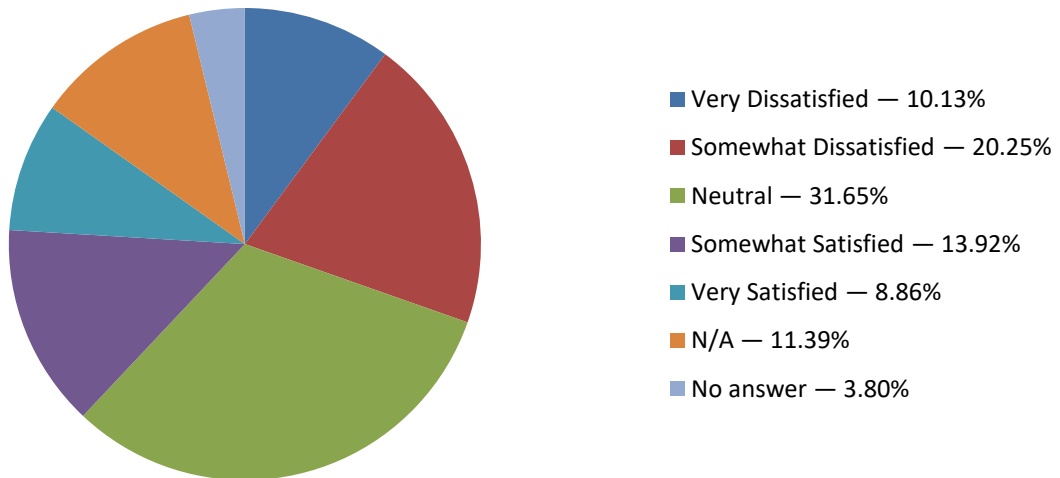
How satisfied are you with infrastructure?



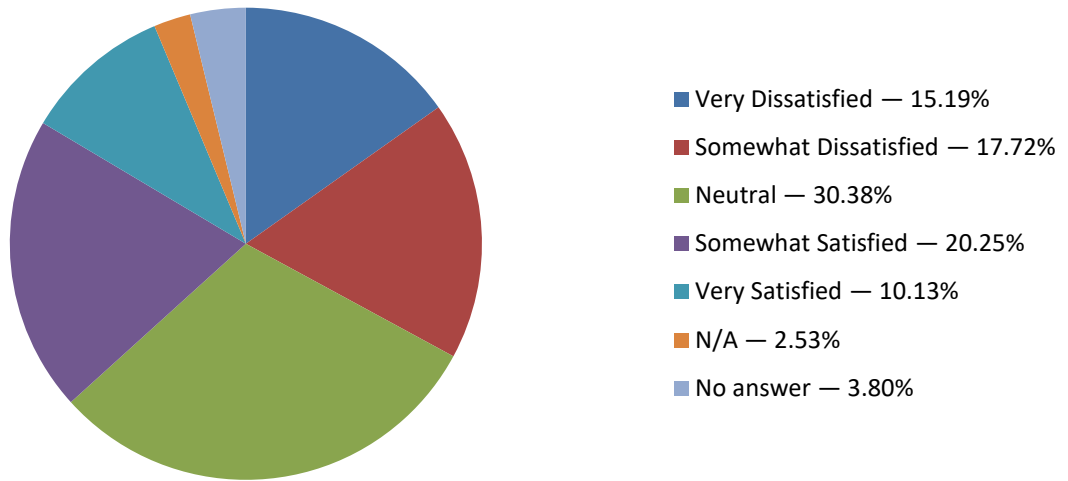
How satisfied are you with public education (K-12)?



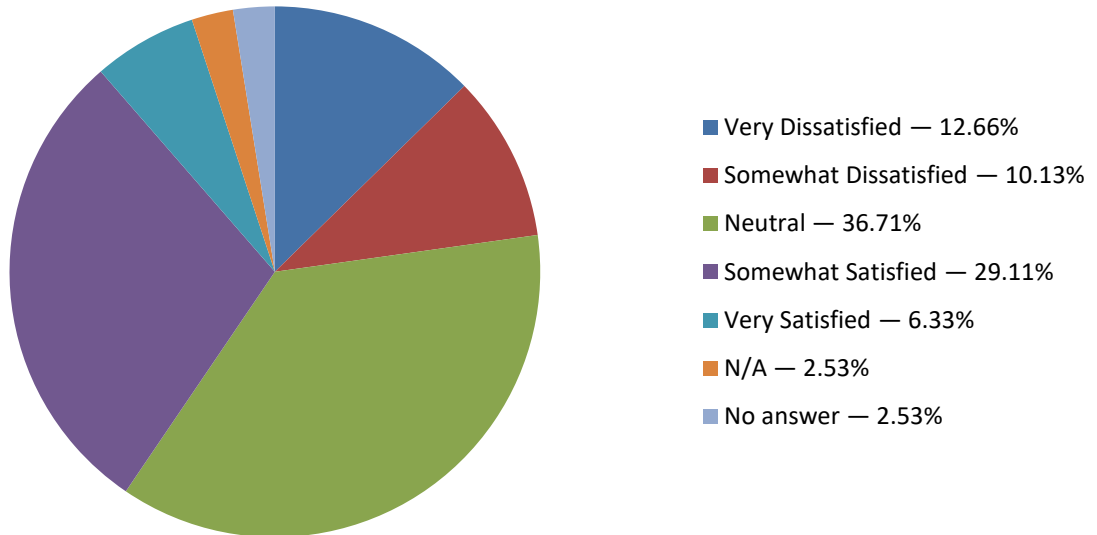
How satisfied are you with childcare/early childhood education?



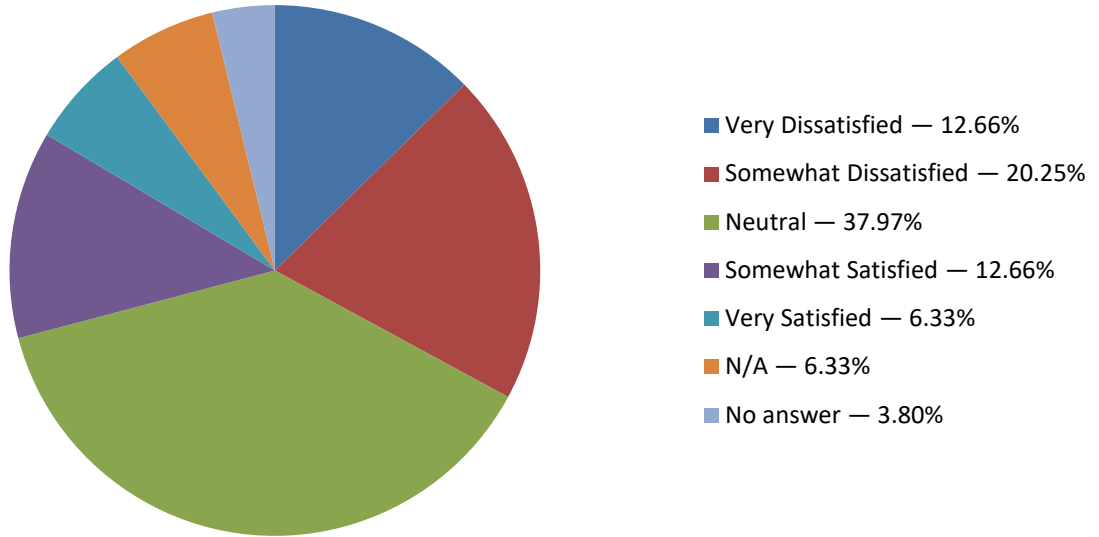
How satisfied are you with local government regulations?



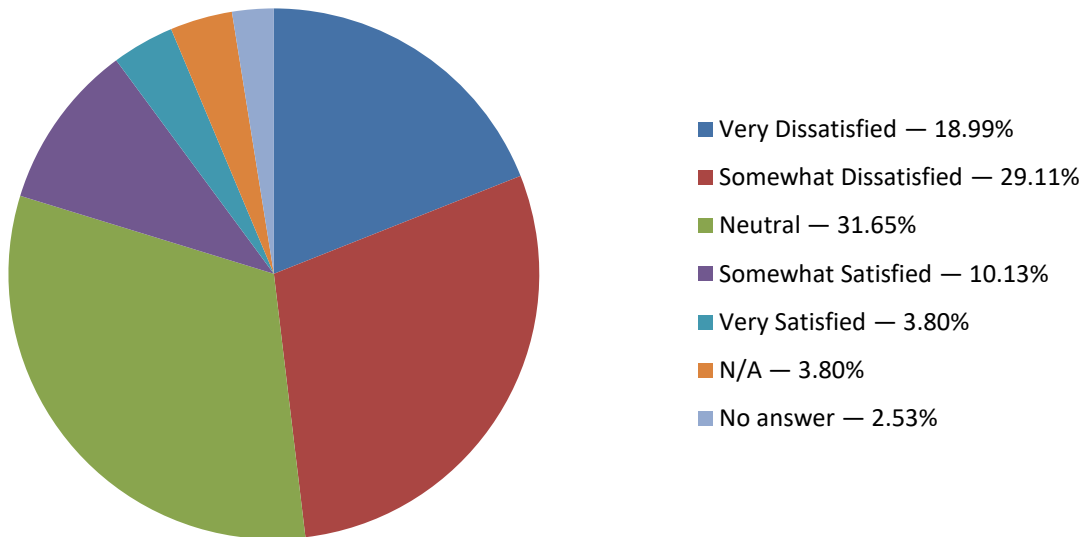
How satisfied are you with local taxes?



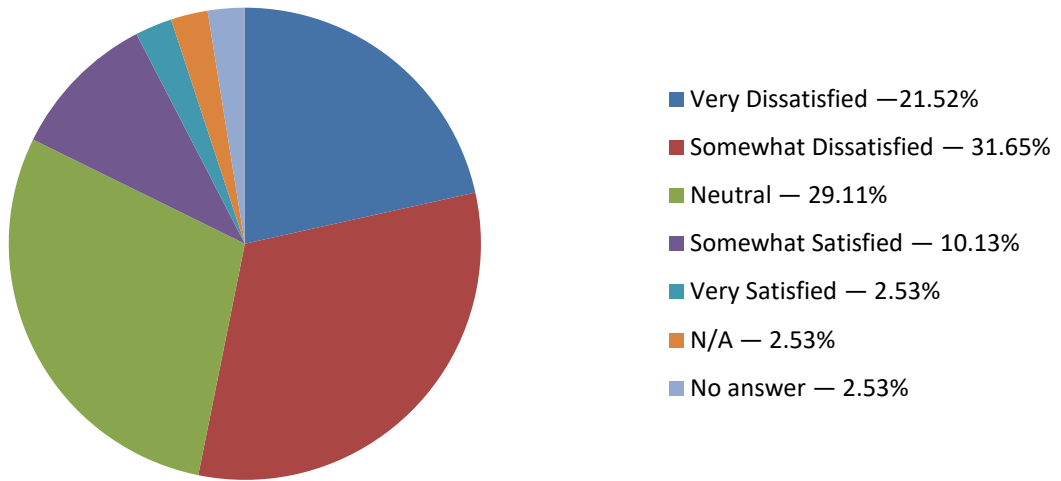
How satisfied are you with land use regulations?



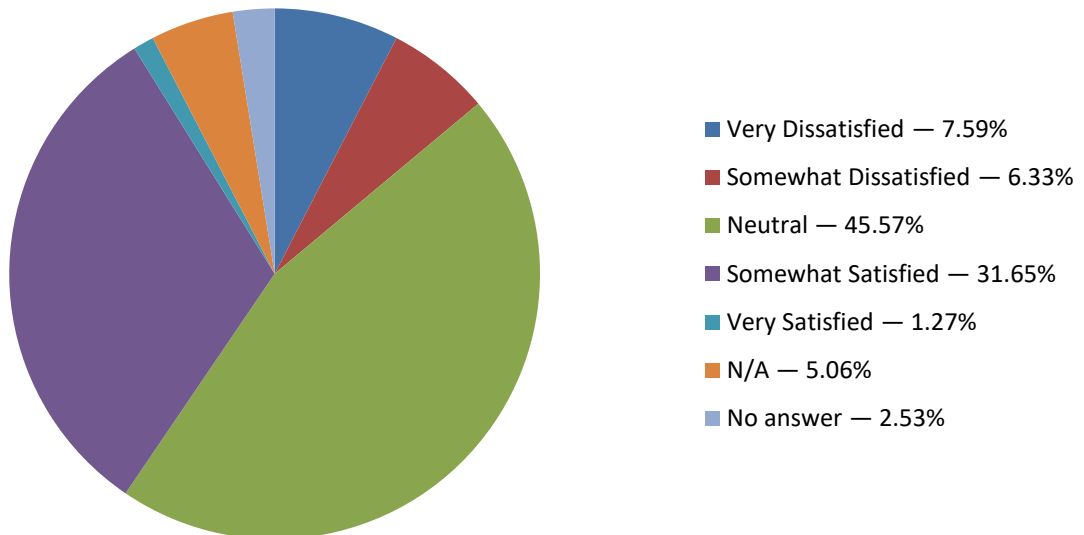
How satisfied are you with workforce supply?



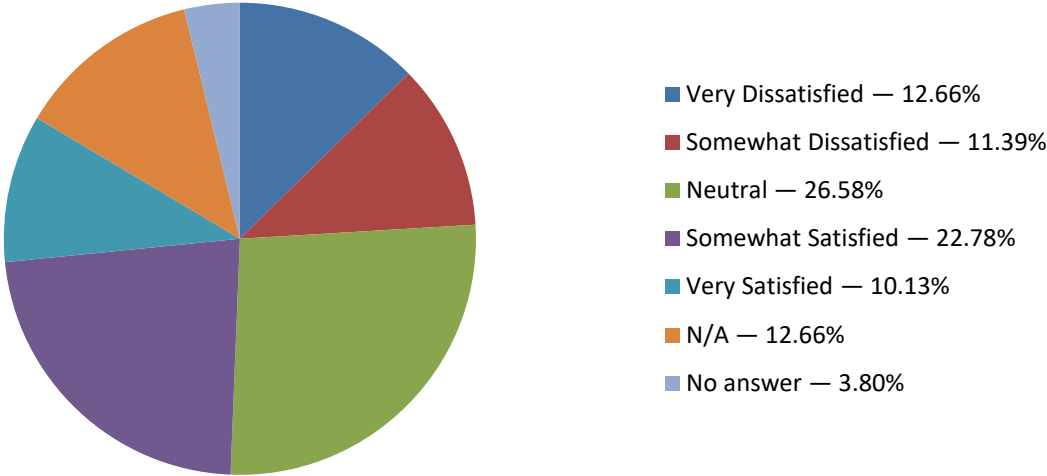
How satisfied are you with workforce preparedness?



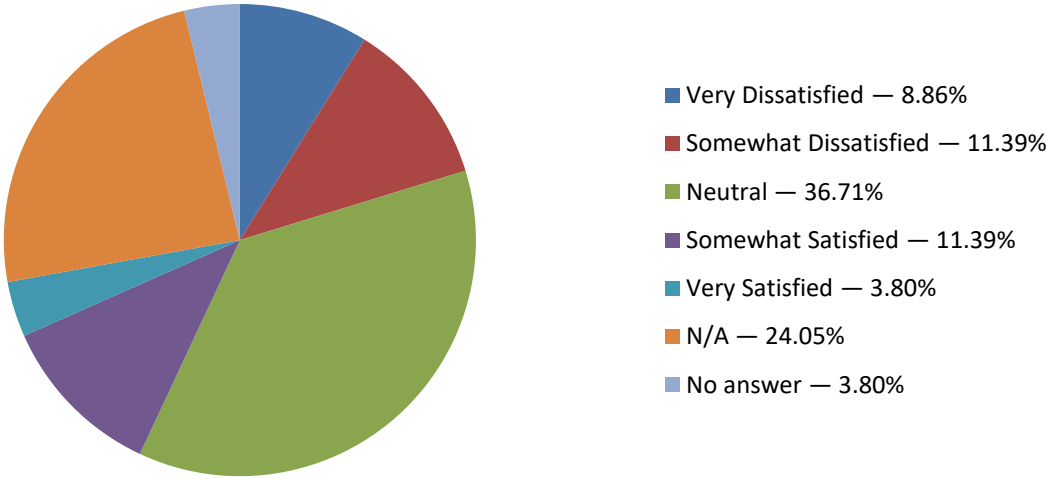
How satisfied are you with employee wages?



How satisfied are you with air transportation systems?



How satisfied are you with import/export capabilities?



Additional comments about your community's business climate:

There is a lot of conversation about doing business locally, but there is not much commitment. We all need to be examples if there is to be any progress.

Moffat County needs some good news/cheerleading. Our Economy should get better in the next year, but it doesn't feel like it right now. Maybe have the Newspaper run an article about all the good things happening, instead of the bad news. There is lots of good news, we just need to spread it!!

Change or become dust in the wind.

I'm tired of hearing about coal, natural gas and the power plant. It shows a sense of laziness to depend on these temporary tax sources. Think ahead and not in the past or just die and be forgotten.

More access to Business financial planning with an emphasis on our evolving tax code. Business plans are difficult to prepare but goals need to be set and growth tracked and planned for.

Need to improve communication between businesses.

There needs to be some form of job preparedness available to the younger workforce in Craig. The younger job seekers in this town have no idea how to dress or present themselves at an interview, and even less of an idea how to put together a resume. The Workforce Center should be reaching out to the schools so that students have an idea of how to do these things BEFORE entering the work force.

The housing market is a joke. There is little to no availability and the price ranges are ridiculous for a town this size. Your whole economy is based around dying industries (the mines, oil rigs, etc.), and there is no professionalism shown by most local owners.

I feel we should be marketing to the young couples in the Denver Metro area to come to Craig and Moffat County for a week-end to "un-plug". We have all of the activities they love to do, ie, hiking, swimming, boating, fishing, rock climbing, biking, nice city and county parks, golfing, wild horse viewing, but mainly some time away from their frenetic lives.

Also, we should market to the "snow birds" to increase summer business.

Taxes were among the highest I looked into. Sales, lodging, property, it's all cheaper 45 miles north of here.

It feels like the economy is getting better but have been surprised before when it just up and dies after a brief upturn.

Retail suffers when people are scared of the future of their jobs in the community.

Transportation is of real concern

While things have been tight, the overall outlook of the people I know is positive and cheerful.

Could be better.

The City of Craig stabbed itself in the heart when they decided to adopt a building code as restrictive as Boulder's for developer's to have to meet in order to build anything. The same old boys club who hasn't been creative enough to come up with solutions for problems in town perpetuates the local politics and boards with the same thinking folks and expects things to change.

More advertising opportunities

Workforce development too much emphasis based on technology. Not enough based on manual labor and common sense.

Need to require business license with small fee with city/county and then follow through to make sure businesses are actually paying taxes. There are a lot of illegitimate services businesses.

Passing the increase in minimum wage is going to be the death of many small businesses. What help that is available usually isn't worth \$8/hr let alone \$12/hr. People want a paycheck but don't want to earn it.

Everyone is trying to support local businesses, but some are carrying less inventory, probably because they financially are not able to.

Internet service is horrible

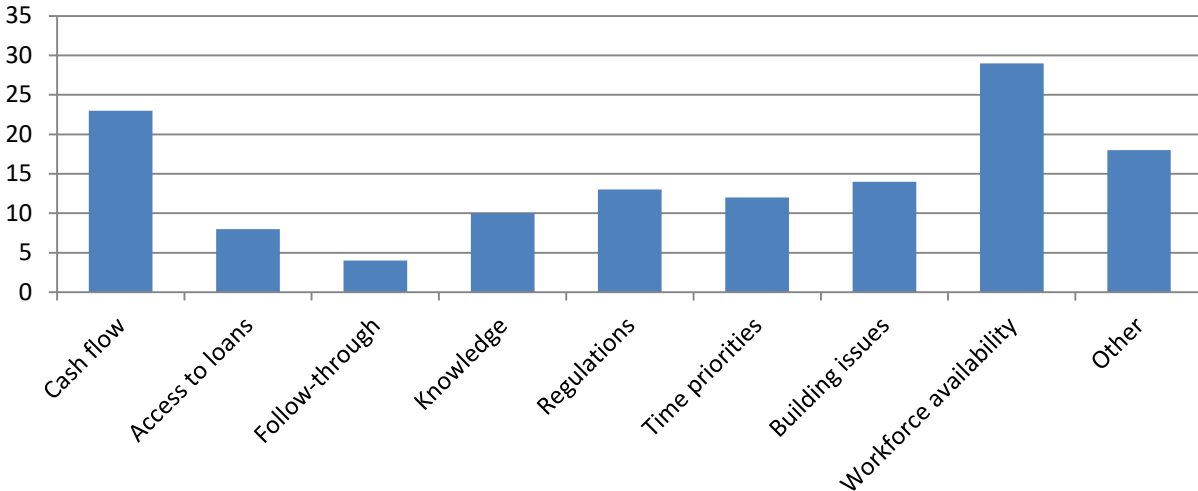
Business Climate is poor now but if we can find common ground by completing this survey, we will have started the uphill climb.

You must be a risk taker in order to start a new business. But you also need to have support and problem solving resources behind you. And a willingness to work collaboratively with others. Sometimes that is lacking in Moffat County.

It is what you make it.

Great place to do business, some things are not available due to the small size of the community. Online business really hurt the small businesses in small towns.

Are/Were there any other barriers or impediments to your business success?



Comments:

Local Economy & Regulations

gender bias

the local and national economy in general

Illegal immigrant and menonite labor not paying insurance and taxes

construction costs and displacement - City was great to work with especially in 2015/2016

Prevalance of drug and alcohol abuse in the community.

No barriers or impediments

business property taxes

Grant availability

The workforce pool should be more described as a puddle not a pool there are people out there that need work or won't work however it would be nice to have people walk in and apply for work that have Comb hair clean clothes and teeth

Workforce is a big one

What is the most important action your community/government can take to improve the local business climate?

Continue to invest in the community.

Encourage local support of giving local bu, including City, County, School and Hospital

Promote Craig and Moffat County with financial support for the groups that work to bring ideas , products and events to our area

I believe our economic development group should provide various workshops and an active space for new business or small business development.

We have done some good things with LMD, and the CMEDP funding. We need to "wash our Face", and clean up some of the eyesores. Realistically, if we are going to recruit businesses to Craig, we're going to have to offer Financial Incentives.

Shopping out of town hurts the locals

Rent in this community for office or business space is out of control. I do not believe it reflects the economy in Craig. I'm unable to grow my business because of the amount of rent I have to pay.

take steps to improve our facilities, downtown area to create a better business environment

Change

breath and be positive. We seem to worry about thing that are beyond our control. Open your eyes to the future and stop limiting yourself to the traditions of the past.

Help with business planning and guidance through taxes. And tax planning.

Bring in more businesses & families.

Diversify the economic base.

Government

Remove restrictions on coal mining and coal energy. Give the community hope for work and owning property in Moffat county!!!

Focus on bringing in new business and having a local work force who is capable of interviewing and performing basic jobs.

Follow through with some of the suggested results from some of the four "studies" and "assessments" the taxpayers have paid for the last four years. We seem to specialize in feasibility studies which then go into file 13 apparently. The city and the County entities need to take some risks and quit being hypocritical. The elected officials all say they want forward movement and change but, they never pull the trigger. Also, the executive Director of the Chamber could be a leader rather than a blocker of forward movement.

Federal Regulations

reduce lodging taxes, reduce landscape regulations in the city, and anything to encourage more people so we would have greater customer numbers.

I think steps are being taken to improve our economy which will lead to a better business climate.

keep drug out of our community. keep regulation to a minimum.

Bring in more businesses from outside Moffat County.

Community appearance.

Bring an industry to the community or build on an existing industry.

Transportation

Regulation of parking and landscaping have virtually stopped all commercial growth and all ordinances need to be looked at. Some softened and many eliminated.

Find creative methods to encourage businesses and manufacturing to locate or relocate here.

Don't keep thinking that coal will come back. Time to move on to other industries.

Diversification

Cost of things that keep the city beautiful such as paint, water to landscape and plantings is pretty high.

SThe town does a great job for flowers and flags downtown.

Shop locally first, then out of town for what you cannot find in town.

Revisit your regulations and streamline and get rid of the restrictions that choke development,. Especially the City building code.

Stop focusing on spending our local tax revenue on events that are one weekend and only attract locals.

More networking opportunities

Work with business by streamlining planning and zoning. Be business friendly.

Clear commitment to business and sales tax income for the city. Example is having business owners downtown be responsible for remove the snow that the state and city pile up on Yampa and Victory. If the owners don't pay for the removal the snow is a barrier to businesses along with liability issues. Clear the snow away from the curb like in Steamboat sales taxes will increase along with helping the small business owner.

Less of a "no one want's to come here" attituded. Embrace our community and and sell it. More emphasis on manufacturing, less on retail.

Lower taxes and building codes

Concentrate more on growing a better business base.

Even playing field for all employers

I think it is changing for the better but still has a ways to go. Perspective is reality. Focusing on the good and not only on the bad.

help to build this department to be one of the best in the state to draw more students

Connect with Steamboat manufacturers that need more space and are "setting up shop" elsewhere - especially in Utah

improve infrastructure, roads, bridges & utilities

Local business should compare pricing against the internet and not price against cost/markup requirements.

Develop a sense of place for the community and region. Why would others want to live here or do business here?

Position the community as being more progressive (not politically) rather than an old Colorado town that hasn't improved. I am also a proponent of improving aesthetics. Our community has great people but drive through traffic can't see that through the windshield. Give them a reason to stop and stay. Increase penalties for drug use and keep the drugs out (marijuana not included).

Support education as a priority.

Help recruit new people to move here

Provide training to create a RELIABLE, RESPONSIBLE work force.

Draw in a few industries not just small business

Attract new business to Yampa Ave, develop a Downtown that has activity after 5:00pm

Create a School District that will attract new people to this community

Lower property taxes

Business utilities pricing out of line with residential. Business rates are too high!

change internet providers

Work towards making Craig a more desirable place to relocate too, such as better schools, offer more amenities and over all appearance of the town itself.

upgrade broadband capabilities

The idea of local government that we can tax ourselves into prosperity is very disturbing. That concept discourages business expansion.

High Speed internet at an affordable rate.

consider ways to not only promote local businesses but ways to financially assist new start ups, whether through low cost loans/grants or designated monies specifically for new businesses. Shipping costs are high here in NW CO, that can be an impediment, also lack of steady, fast, reliable internet (downtown Craig and other areas) can hurt.

These are all problems to be worked through, however they do exist.

Bring in larger long term business (manufacturer, technology, inovators).

Schools must step up.

Expand CNCC.

CLEAN UP AND REVITALIZE DOWN TOWN!

Focusing on bringing in new industry

MAKING OUR COMMUNITY BETTER FOR FAMILIES BY PROVIDING OUR YOUTH MORE OPPORTUNITIES.

Improve internet infrastructure

We need to diversify our own economic base and be aggressive in searching out alternatives to what we currently have.

work together

Assure that our base economic energy entities can continue to exist as our primary economic stability, as well as promote our community as a great place for entrepreneurship, professionals and to raise a family, thus increasing the diversity and security of our community's economic future.

Look at the future stop living in the past

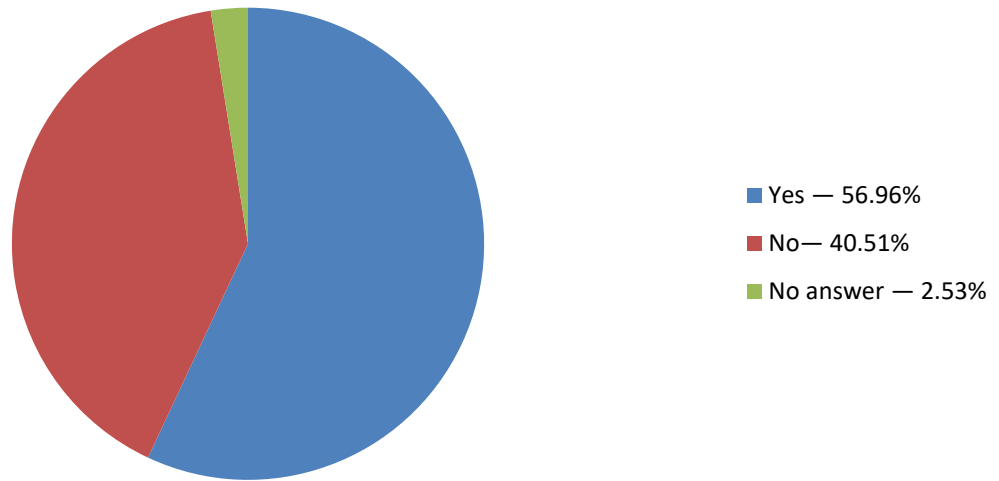
Shop Locally

Work to bring in sustainable entities. Find a way to improve import-export capabilities.

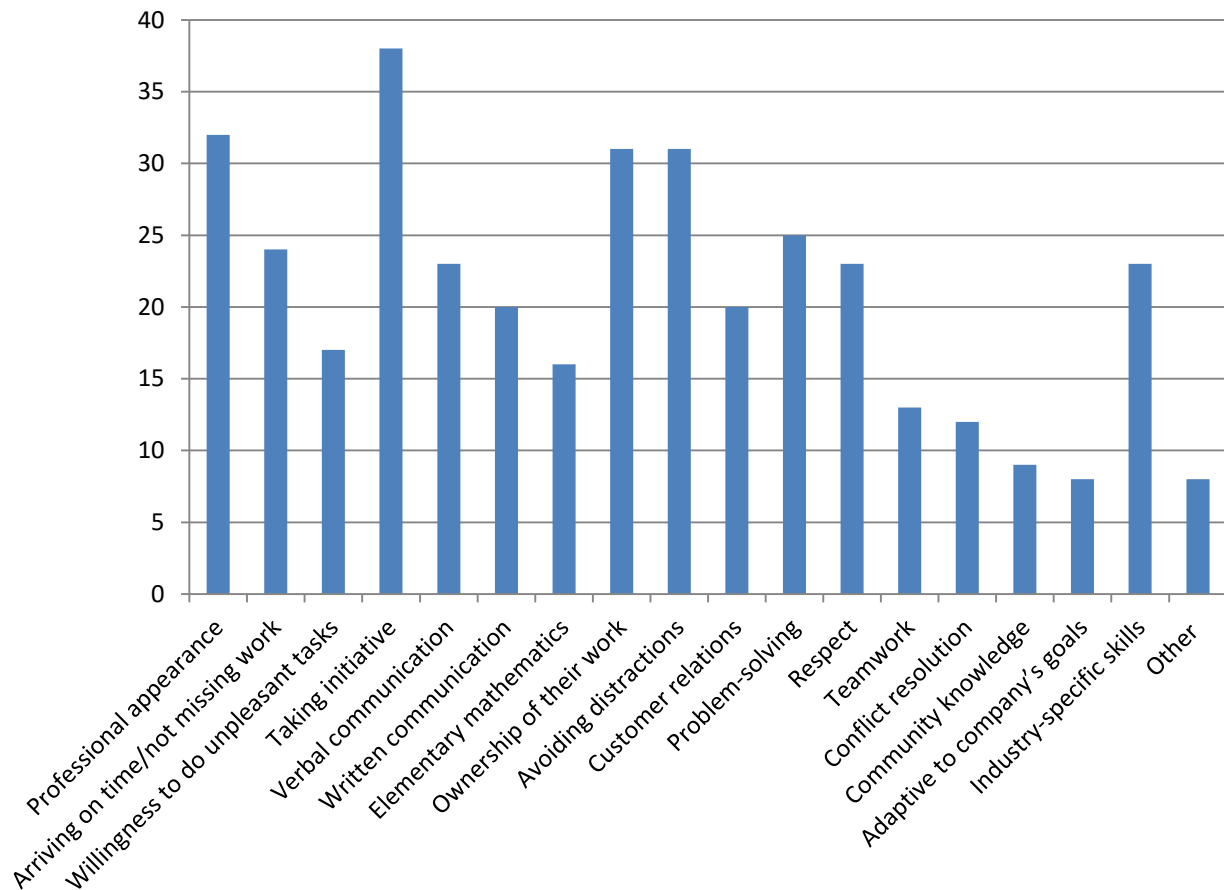
The poor reputation of our school district discourages talented, creative people from moving to & investing in Craig. Our reputation for being unfriendly to new businesses, improvements in infrastructure & development also discourages new people from bringing new business to Craig.

Working to fill the empty businesses downtown is essential to growth of all businesses downtown.

Is/Was your business experiencing problems recruiting new employees with particular skills?



If yes, which skills are employees lacking in general that you need?



Comments:

they need to "play well with others."

CELL PHONE HELL

blue collar work such as cleaning staff

Pride in themselves & their work

Student attendance

ability to use common sense and put forth the effort. No immediacy in getting things done-attitude of when I can get to it I will. I also notice that most businesses in town are not customer driven because they have no competition. So they act as if customer service doesn't exist. In other words, they choose to not show up or to not finish work or instead of consulting with you as a partner and saying well, I don't know how much this will cost, but I will find out and see what you want to do about it, they just order the part and you don't know what it cost you until a bill is in the mail, Instead of getting back with that this part is going to cost X do you really want me to fix this or do you want to consider installing a newer more cost effective unit, they just order a part without even telling you how much it is going to cost. Then when you call them to discuss your dissatisfaction, they never return your call.

Employees have been great!

ability to adapt to a changing business climate - do what is needed.

We have a shallow Talent Pool here, like most Rural Areas. We need to make Craig attractive enough that people want to move here, then find a job. Most of the people that move here already have a job here.

Cannot find that many in the local population with Master's degrees.

The number of job applicants I have who show up completely unprepared for a job interview is disgusting. They have no clue.

We basically don't have an available workforce that has any skills or wants to work.

Can not pass a Drug test

We train all our people. Depending on others doesn't work

We have had to train most of our employees in the skills mentioned above. The technical skills we need are the easy thing to teach.

Only use if have difficult time limit

No problems with finding workers.

Ability to follow directions, pass entry level tests, be alcohol and drug free are entry level requirements.

Workforce cannot pass drug testing requirements.

Today's workforce want to set their own schedules instead of filling the gaps that need to be filled. Cell phone usage is a huge problem. Worker's lack loyalty and accountability.

We prefer to train employees ourselves.

not many experienced working with the active or otherwise senior population

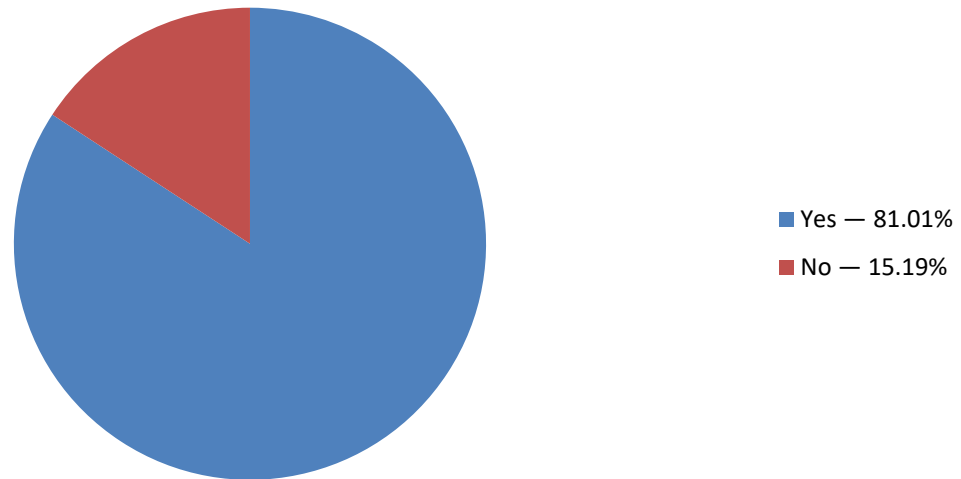
Kids coming into the workforce don't care. They want a paycheck, but they don't want to work. We have got to get into middle and high schools and teach respect, work ethic, attitude, why you get a paycheck and why the government DOES NOT owe you one.

Our younger generation is so talented in technology and in adapting new skills quickly, but they must also understand the association between interdependence. Many are all in for themselves, yet don't understand that if they work hard and effectively for the company, it will come back and pay off in dividends both financially and socially. Many of our younger workers seem to only work themselves and don't understand how an effective system actually provides longer payoffs of multiple types.

Work ethic, desire, and motivation, coupled with specific job skills is nearly impossible to find in our community.

Most individuals lack the vision for future growth and career mindedness.

Do you offer on-the-job training for industry-specific skills for new employees?



Comments:

Our Factories require constant Training. We need Local seminars on "Customer Handling", Time Management, Personal Finance, Computer related skills.

For the local population, we offer all kinds of training for the local industries.

Of course

Knowledge of various paints, lettering

I do go over how to do things in a basic way, but most of what we need is common sense and anyone with common sense can figure out how to do it on their own.

we are a college its all about the learning

Apprenticeship classes are conducted for operation or maintenance programs when advancing.

We import experienced workers as needed.

We are too small at this time, but would definitely work with a student or young person

TOSHIBA Digital University

Would you be willing to invest time, services and/or money in local educational entities to improve the workforce available to your company?



Comments:

All of the above.

We would help sponsor the above Seminars.

We need a trade school in this remote area.

Potential internship programs & being involved in entrepreneurial classes at the college level.

Provide the space and instructors

Why should we when no one else does?

I developed a wait server training program and a customer service training program three years ago. The Commissioners gave the start up funds but the college couldn't figure out what account to house those funds in, and the Board of Control was not willing to pledge available fund from the local district to help with the start up, so the programs went no further. A year was spent in the planning and curriculum development. The task Committee was comprised of the Job Work Force Center, The Vice- President at the College, The Social Services Director and the Community Education Director from the College and myself.

Customer service in Craig definitely needs lots of improvement but, people need appropriate training to accomplish this. How can we grow our business climate and our tourism base if we are not gracious and informed hosts??? I would be willing to assist in getting these programs up and running now.

Not worried about the skill -we can teach the skill

Can't teach work ethic

sold the business for workforce reliability reasons.

not sure

Seminars at the college.

You cannot train what you do not know!

I'd be willing to invest time and services because I don't have the money

Money

More art shows and venues for spotlighting art, use of unfilled businesses downtown

No-but I have a very good suggestion for a program that can be implanted at the college that would bring a lot of economic return to the county. A true Equine Studies program were Ranch Management majors/courses taught across the world would sent their students on a study aboard semester to Craig, to get course world specifically on wild horses etc. Mustang Heritage Foundation already has some of the college curriculum developed, They are based in TX.

They no longer teach wood shop in high school.

Help train new workers in agricultural and/or construction skills

Financial and time

automotive tech training.

Partner with MCSD and CNCC

Training is specialized, if person does not pass an interview there might not be another opportunity to use the education. There are approved programs setup in other parts of the country if interested in pursuing.

Time and money

Our company partners with technical and two year colleges with course specific training for our industry. We also pay for our employees to take computer related courses and technological updates.

I would be willing to offer internships or on the job training at the federal minimum wage rate.

I run my classes thru the college which I don't have to and that gives the college a small amount of revenue

Fundraisers

time & services

Since I am a newer business I am not certain what I would have to offer.

I would talk to student groups interested in self employment, allow shadowing, sit down one-on-one and answer questions

I would be happy to be a partner for opportunities. We have space if needed to host training or meetings

time....

NO THAT'S RIDICULOUS.

I will do my own training in house so I get the biggest bang for the buck.

Often times educators teach because they can't do.

The education these people need is real world.

?

What gaps do you see or experience in the provision of business support services in Moffat County?

Local governmental entities do not even do business locally. Poor example to community, and unreasonable to have expectation that businesses should be doing business here.

Total lack of business support or if there is am unaware of it contract / part time technical advisors.

We've got to keep working on Diversification. The City & County are going to have to back it with Financial Assets. We need to Educate the Public on how important they are to keeping the local Retail Environment healthy.

Close minded to new ideas.

Planning, growth

There is very little in terms of technological advancements in the community or knowledge to drive it.

Not willing to look at new industries that could bring new jobs.

We need more knowledgeable people in the service areas. They need also to know more about the history and what is available in Moffat County.

thriving economy which would bring more customers to town.

The available internet and phone services are VERY lacking.

it seems like we do not recruit new industry to Moffat County

Lots of groups trying to get things going. Everyone would accomplish more if they worked together.

A good business does not need support services

We in the past have had very little that was of value I hope that will change. Young business persons need a service similar to SCORE that pairs folks that have been there and want to share their experience with young business owners that do not have that experience.

High costs of business space

Drop the barrier between the school district and the business community.

Internet is horrible. Cell service not much better. City Water needs to expand beyond the city more as well as sewer and natural gas.

Lack of clear direction.

EDP not fulfilling business education.

There shouldn't be any gaps as a community college is in our front yard. Any local needs should be immediately met by college staff.

don't seem to be a lot of backing a couple companies are awesome.

There aren't any business support systems in Moffat County.

Teaching "basic" work skills.

Unsure

poor communication with SS department, very poor internet service, cost of goods locally very high, cost of service locally high

None

New start ups need a lot of coaching and handholding.

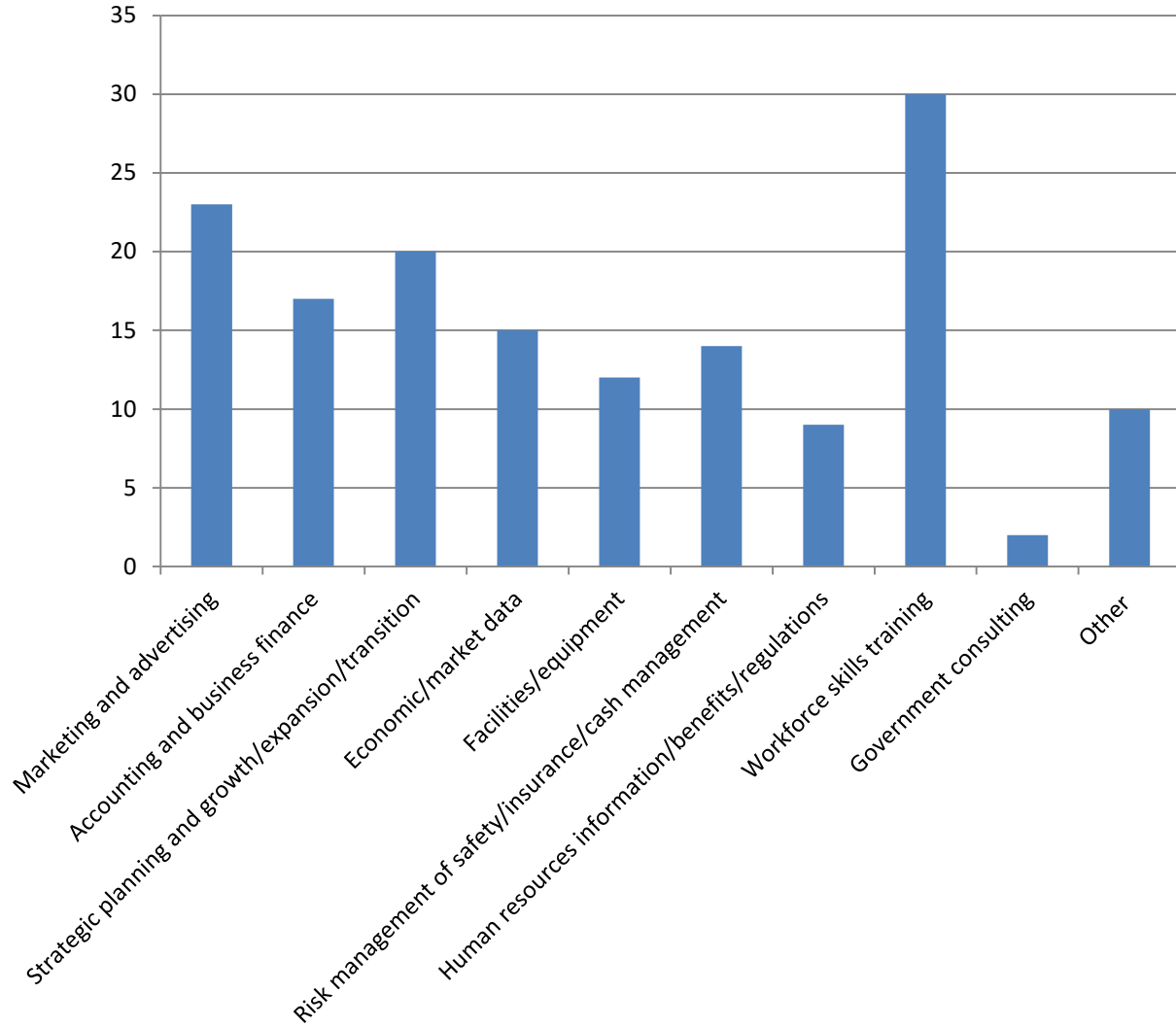
Start ups are hard due to City regs. Give businesses a bit of time to get footing and assist them in the first year or two of operation.

the ability to utilize advanced technology

There really aren't any.

There are organizations that support business in Moffat County, but they are difficult to find & their marketing strategies are unclear.

What training opportunities would best fit you and your employees?



Comments:

Time Mgmt, Computer skills

Be able to plug their brains in and be willing to grow as individuals.

Training we bring in

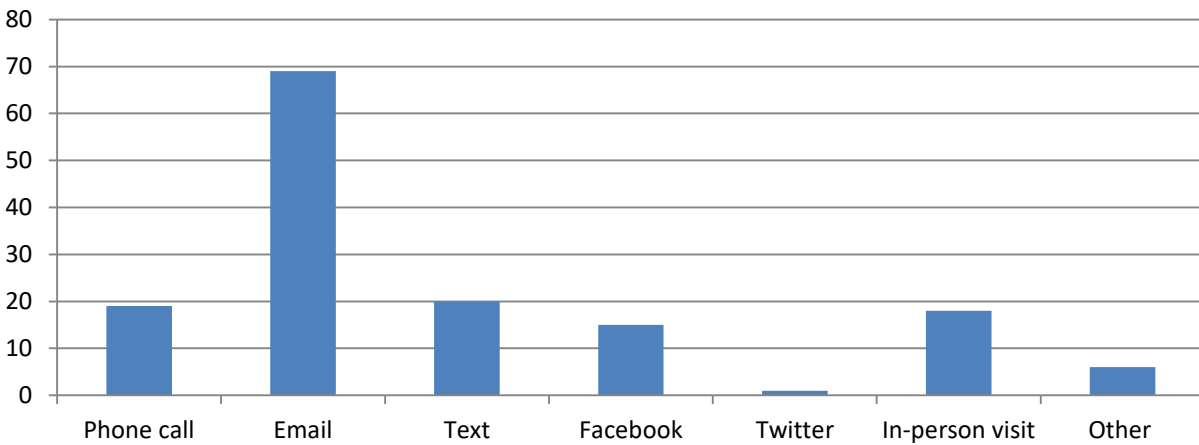
none

none

We need a more educated workforce.

Not necessary

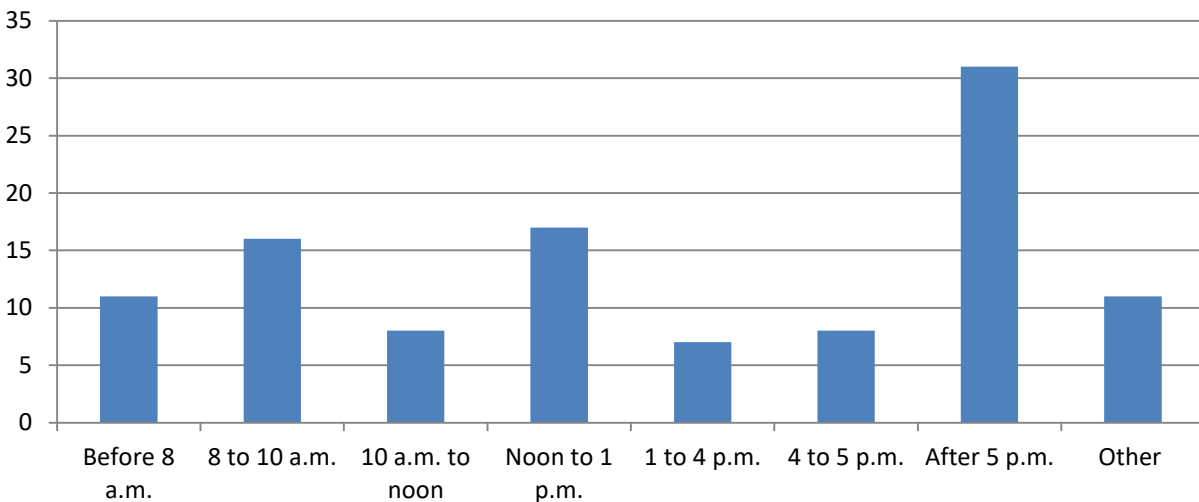
Which forms of communication are most effective for reaching you with news and event notices?



Comments:

Newspaper
Radio
Brochures and flyers.

What times of day work best for workshops for you and staff?



Comments:

Weekends
schedule as needed
Anytime
Times are flexible.
no workshops necessary
We can schedule around times fairly easily

Please share any other comments you have regarding this survey.

I think this should give you some interesting info, but I don't think it will surprise anybody. The Challenge will be to use the Survey to improve Craig. We've had lots of Surveys done that tell us what to do, but there never seems to be the resources, people-Financial to do anything!!! Good Luck- Thanks for what you do for Craig!!!

I really do love Craig unfortunately Craig is stuck in the year 1999. Nothing has changed except for the decline of businesses and lack of enthusiasm to be stable. The town is dirty and it's time it takes a bath to be refreshed.

Stop saying "it's only Craig" and "it's just Craig". What a demeaning statement to make or use as an excuse when something doesn't go right. Find out what went wrong and FIX IT!!!

Moffat County needs a major stable industries other than coal and power plant to provide good paying jobs.

Small business helps, but it is not the final answer

This survey is for businesses with two or more employees, while my work is home based and I have no employees Thanks for gathering the information. I'll be interested to hear the follow through.

I would like to have a more in depth discussion about equine studies which would attract more young people to Moffat County and possibly help with the Sand Wash Basin Herd issues.

CMEDP is a great resource that more people should take advantage of

Concern on the drying retail business environment in Craig. The closing of Safeway, Kmart, Family Dollar, Aaron's Rents is an indication of the drying retail. This will effect the recruitment of professionals and quality of life. This includes that lack of a few good restaurants. Look at tax incentives for new businesses that bring real value to the community.

a lot does not apply to me and my job but I filled out what made sense.

"Buy Local" is always said but not practiced. For example: the flowers for the planters around town are not purchased locally, nor does the City hold its holiday party in Craig, it's held in Steamboat. How can the residents be expected to keep our town alive when the city officials won't even support the local businesses???

We need to take advantage of the "wild horse" theme for Moffat County NOW! Steamboat is "stealing" the idea and I have no knowledge of any wild horses there????? Jobs are slipping away. For example, we just lost several positions when YVEA and Spectrum (Charter) closed their offices here to neighboring communities. We need to fight against these changes, but don't even know about them until it happens.

We used to have sport fishing businesses, but US Parks and Wildlife slowly moved in and took over our river and lakes to preserve endangered species. Since 1998 millions of dollars have been spent on this project and very few endangered species have naturally reproduced. (they have found only two endangered species in this area as the water is too cold). Times is up! They are not stocking rainbow and German Brown trout and are only stocking hybrid fish it seems. There is a problem with this! In Meeker US Fish and Wildlife has "milked" the native trout at Trapper's Lake until the fishing there has gone way down in quality. No one questioned or even knew what has been happening there for several years..They should not have been able to harvest eggs in a wilderness area. We need to be aware of what is up, and need a hot line for our community to use when they learn of such activities. As we are a non-profit service organization rather than sales or manufacturing, a lot of the questions didn't really apply. I think this survey will help with deciding what specifics to begin with. I think improvements in communication & education are crucial to development in the area. As our Senior population increases, the need of more geriatric training and facilities are needed.

Thank you for asking. It's important to share and come together for future planning.

We must attract LARGE business/manufacturing. Small business helps, and is truly important, but our tax base has taken a hit and \$\$ for infrastructure are not there. That comes from LARGE business. When that happening, rec centers get built, there are \$\$ for downtown improvement, streets etc., senior centers get built, Luttrell barns get saved and schools can get strong. When taxes go down and we become a place people want to move to, the rest of this will fall into place. We have to solicit this type of industry, and we must provide them with a town that their employees want to live in and raise families! GET BROADBAND, GET ON THE CUTTING EDGE FOR TECHNOLOGY, FIND STARTUP COMPANIES AND MANUFACTURING AND OFFER INCENTIVES TO COME HERE!

Success for all !!!!