



North Dakota 2022 Resident Recruitment Study

May 2022



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Background & Methodology

- North Dakota Tourism commissioned Longwoods International to conduct a custom survey of North Dakota residents who have moved to the state since 2019. This study was designed to gain insights into why they moved, their perceptions of living in the state, and what advice these newer residents have for attracting other people to North Dakota.
- On April 5, 2022, North Dakota Tourism emailed 8,879 residents who updated their driver's licenses from out-of-state to North Dakota since 2019. Reminder emails were sent before the survey exited the field on April 13, 2022.
- A drawing for five \$100 Visa gift cards was offered as an incentive to participate in the survey. Respondents provided their email address to enter the drawing.
- The survey was completed by 756 respondents, almost doubling the initial goal of 400.



01

Recommendations & Key Findings

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- Looking at the open-ended responses for 'Why did you choose to move to North Dakota?', being closer to family and other loved ones was arguably the most cited reason. However, given the relatively small size of North Dakota's population, it's essential to find other avenues to attract new residents.
- Visitation is a key element of attracting new residents - three-fourths of newer residents surveyed visited the state before moving there, with half of these visiting within 3 months of moving. Increasing out-of-state visitation not only brings money into the state through traditional verticals but widens the pool of potential future residents.



Recommendations & Key Findings, Cont'd

- When looking at perceptions of the state as a place to live and work, two-thirds of newer residents surveyed strongly agree that North Dakota is a place their families are happy living and a good place to attend college. Six in ten strongly agree the state has a promising economic future, a strong and expanding job market, and is a good place to start a career. North Dakota's most marketable recruitment draws are that it's great state to raise a family, the excellent colleges and universities, and the exceptional economic opportunities available to workers. This would suggest the key target demographics – college students and families.
- Even among newer residents of North Dakota, who invested their time and money to move to the state, living there was different than they expected. Six in ten of those surveyed strongly agreed that their life in North Dakota was better than they thought it would be and that North Dakotans were more welcoming than they imagined. Five in ten reported there are more things to see and do than they thought. Imagine the lack of knowledge among those who are on the fence or previously rejected an opportunity in the state. Conducting a day in the life video series or short-form interviews of newer residents discussing their lives there and all the good things they discovered throughout North Dakota would be a good resource for attracting future potential residents.

Recommendations & Key Findings, Cont'd

- When focusing on the challenges experienced moving to North Dakota, the weather was the only option selected by most newer residents surveyed. However, almost half noted the difficulty of moving away from friends and family and four in ten the challenge of making new friends. Anything the state can do to connect new residents with existing social and professional organizations in their communities would help them become more rooted and connected, and less likely to leave.
- Two-thirds of newer resident respondents would be willing to recommend North Dakota as a place to live and work to family and friends residing in other states. Workers specifically were drawn to the state: for job and economic opportunities; how welcoming the state is; the lower population and small-town feel; outdoor opportunities; and its conservative politics. Naysayers, only 12% of those surveyed, cited the weather, a lack of diversity and those same conservative politics as reasons they wouldn't recommend the state.
- Interestingly, some newer residents who took the survey are very happy with their lives in North Dakota but wouldn't recommend the state as they want to keep the population low. It's important to note that there is a small segment of residents who, even though they recently moved to the state, aren't keen on anyone else doing the same.

Recommendations & Key Findings, Cont'd



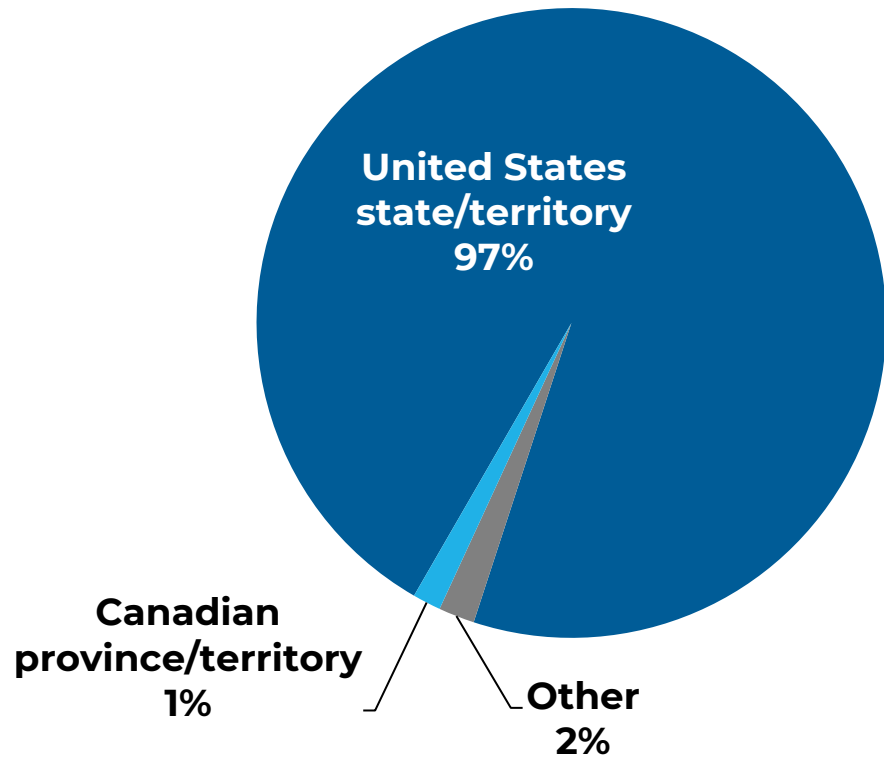
- There are some things that are always going to be mentioned when asked what a state could do to make moving there easier - primarily lowering or eliminating various taxes. Something that could be addressed is simplifying the the process of getting drivers licenses transferred to the state, as well as professional licenses for psychologists, teachers, real estate agents, etc.
- Another recommendation to ease the transition for those moving to North Dakota would be having a consolidated resource for new residents. This would include everything from: how to get a drivers license, taxes in the state, utility costs, quality of living advice, grocery stores, restaurants, and how to deal with the winter weather.



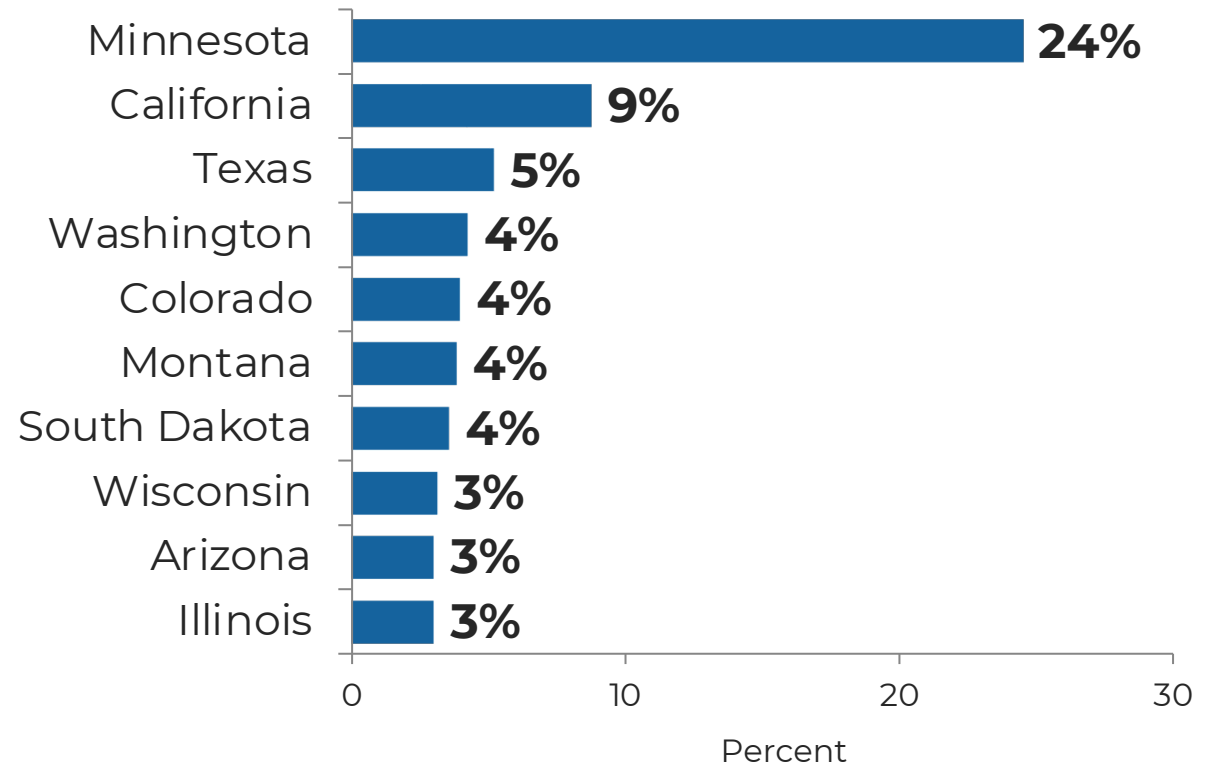
02

Previous Place of Residence & Why North Dakota

Previous Place of Residence



Top 10 US States

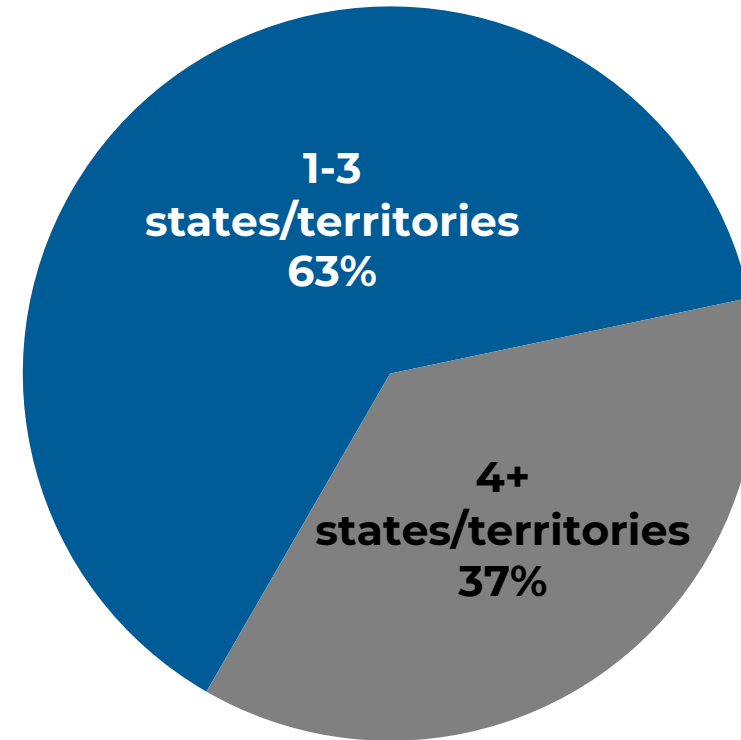


Previous Place of Residence



**moved to North
Dakota from the state
they were born in**

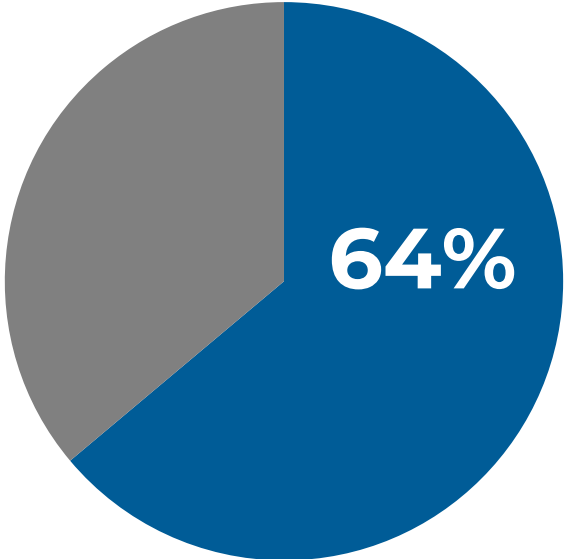
Number of US States/Territories Previously Lived



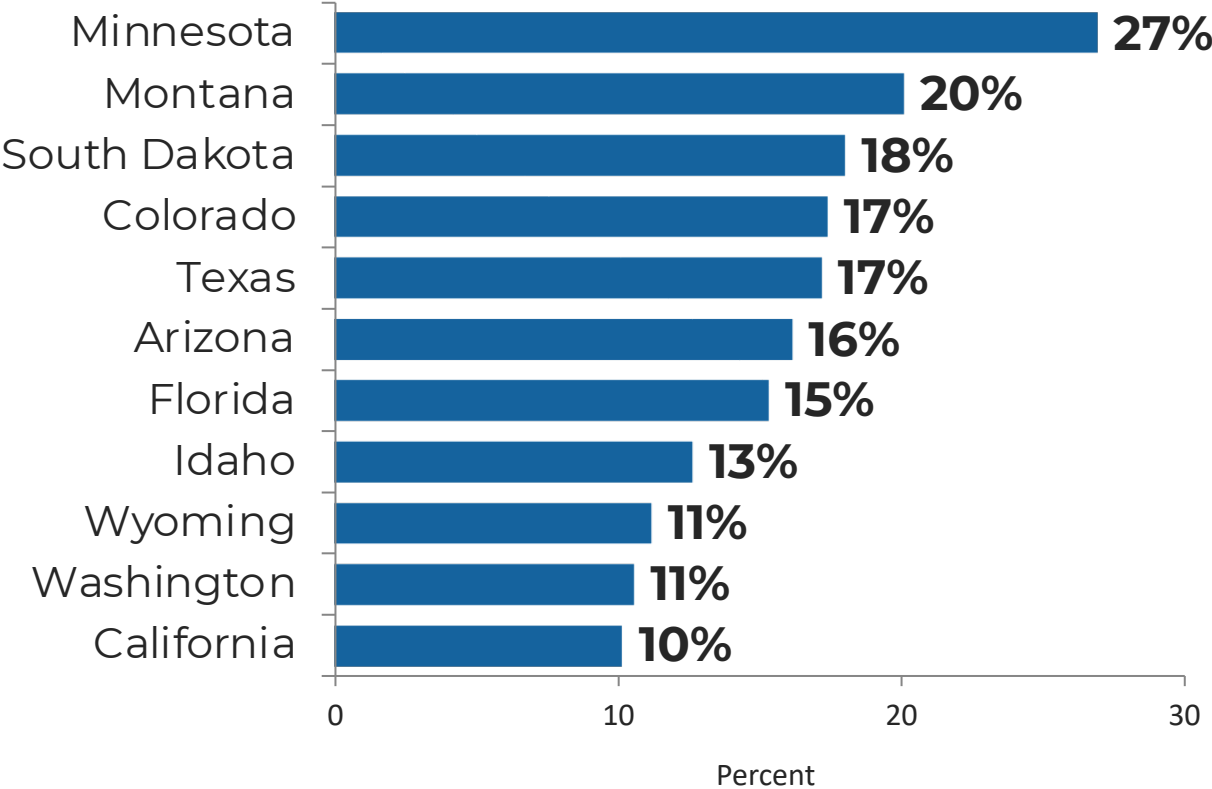
Other States in Consideration

Other States in Consideration

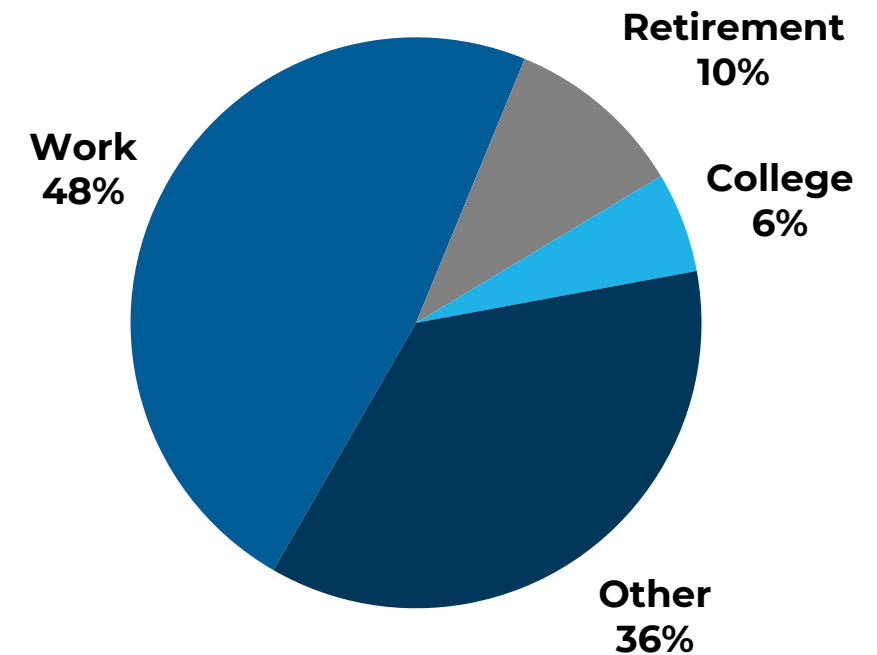
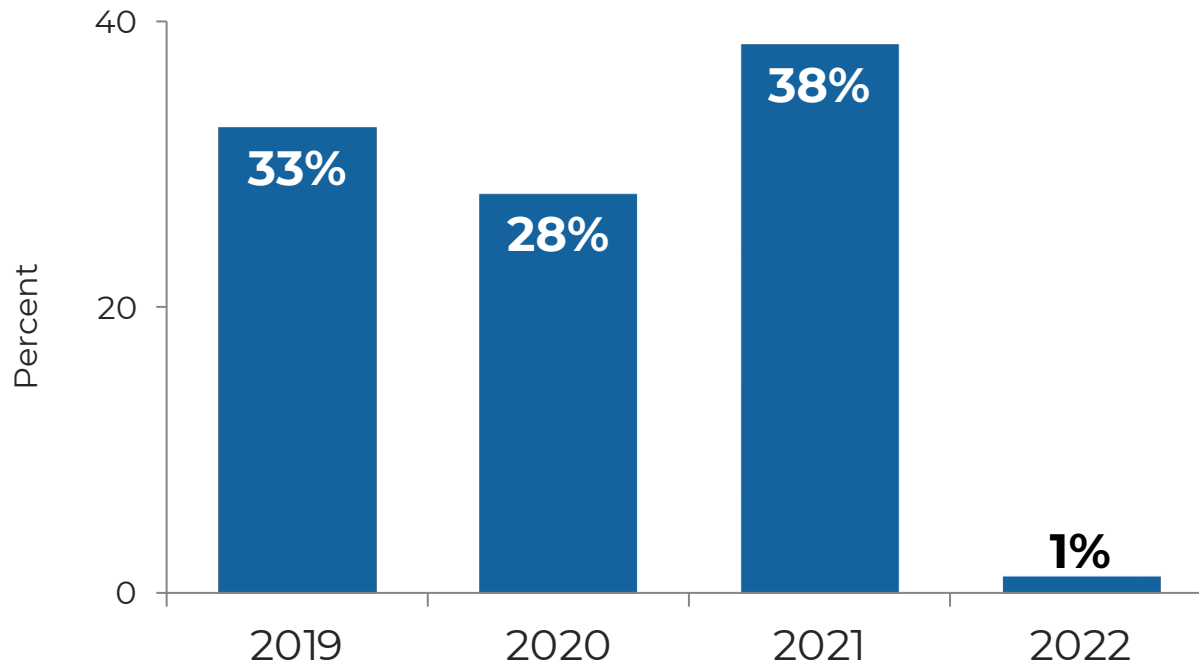
Base: Respondents who also considered moving to other states



of new North Dakota residents also considered moving to other states



Year & Reason for Move to North Dakota



Why Moved to North Dakota

- **Looking at the open-ended responses for ‘Why did you choose to move to North Dakota?’, being closer to family and other loved ones was arguably the most cited reason.**
- I applied for positions with the Department of Defense in Kansas and North Dakota. I was offered both positions but chose North Dakota because I have family here.
- I have family in ND and was given the opportunity to work fully remote for my job. I built a home in West Fargo for 1/3 of the cost of California and it brought me closer to family!
- We moved back to ND after leaving for a year - closer to family. Partner got a job here.
- 10 years my sister moved here, got married, 4 years ago she had a kid so both my parents moved here. Last year they sold the house they owned in MA and I moved here as it had the largest number of my relatives in one place.



Why Moved to North Dakota, Cont'd

- My daughter lives in Minot, so would come here often to visit. The people here are incredible.
- I have family who live in North Dakota, and I consider it home.
- Our daughters moved here and had children here.
- My son, daughter-in-law and grandchildren live in Richardton, ND.
- Closer to children & grandchildren.
- Son and daughter-in-law are in the AF and we're expecting our first grandchild, so we moved up here to take care of him instead of him having to go in day care.
- Long distance girlfriend (now fiancée) lives here.
- 1. Family, we have parents, siblings, in-laws, nieces, nephews, cousins, aunts and uncles here and wanted them to be a part of our kids lives and influence them growing up. 2. We have a growing family and know the schools are great.
- Help a family member!
- To live with my now husband who works here and grew up here as well.
- To move closer to my fiancé (now husband) who works in North Dakota and is from North Dakota.
- My husband is in the military.
- To live in my grandparents' farmhouse.

Why Moved to North Dakota, Cont'd

High-quality job opportunities were also frequently mentioned.

- I chose ND because I was offered a job here; but my wife and I love the state and are convinced that ND is where we are going to stay and raise our family.
- I was on assignment working on a project out here, so originally it was for work. But after living here for a few months, I decided I wanted to make my move permanent and left my prior company to work for a ND-based construction company.
- I received a good job offer that aligned with my career goals and my family doesn't mind the cold winters here.
- I was offered my dream job here!
- I moved to North Dakota because the job opportunity seemed really great. Bismarck Public Schools seemed like a great district to teach at.
- After comparing multiple job locations, NDSU, Fargo, and the community welcomed me and made my first-time experience in Fargo great.
- I was offered a job I really liked. Specifically, it was a position that offered good benefits, and it was doing exactly what I wanted to do.

Why Moved to North Dakota, Cont'd

- I got a great job in a difficult market. I was happy to move away from my home state (NY).
- During covid when we were laid off in NYC, North Dakota provided the most opportunity for my wife and I.
- Job opportunity and raised here. Good opportunity for wage increase. Low supply of workers in my area of expertise.
- My job brought me here. I applied to positions in other states and my employer was the first one to offer a position. I am also from the Midwest and wanted to stay in the Midwest.
- I was given a job opportunity and I wanted to move back to the Midwest.
- The military gave us orders to ND
- Wife was recruited to be the Publisher of the Williston and Sidney Herald.

Together with good job opportunities is the low cost of living in North Dakota, this includes lower taxes and more affordable homes.

- Better state income taxes vs Minnesota. Plenty of work opportunities. Affordable housing.
- The low income tax.

Why Moved to North Dakota, Cont'd

- For me there doesn't seem to be much to do, it's
- Low cost of living was the main driver. I was experiencing financial difficulties and have been able to blossom here and get on my feet.
- The salary, low taxes and cost of living are much more reasonable than other states for persons trying to pay off student loans/debt.
- Taxes were cheaper than Minnesota, and didn't want to deal with living in one state and working in another.
- Low income tax, low cost of living.
- Low cost of living and high wages.
- The taxes are much better here. Also much lower crime rate than Minnesota, and more affordable housing.
- We also moved away from the Pacific Northwest due to high cost of living. Home prices and cost of living in ND are way more affordable and we can actually live.
- Husband got a transfer approval for work and California was too expensive for our family of 6. Would have never been able to own a beautiful home like we do now.

Why Moved to North Dakota, Cont'd

- Land prices in SD and WY have been consistently way too high. who can afford \$2000/acre land and only earn \$10/acre from it? rich people with money to burn. I am sure I could have found a place if I had looked a lot harder, but ND had affordable places.
- We got priced out of WY started looking at MT and ND and found what we were looking for in ND.

Several respondents moved to North Dakota to attend university.

- I choose to move to North Dakota to attend College but then as I spent more time in the state during that time I wanted to stay after graduation. Cheaper taxes and cheaper living expenses along with having many opportunities for my career field.
- I chose to return North Dakota to attend university for my masters program after I completed my undergraduate Degree here. I planned on returning to Canada shortly after my program ended but decided to take a job in North Dakota and call it home.
- I came here to do PhD research at University of North Dakota with a specific advisor who I'd met previously.
- Graduate school
- Acceptance into graduate program at UND

Why Moved to North Dakota, Cont'd

- NDSU was the closest to what I was looking for in a university.
- To attend the University of North Dakota. My adoptive father attended the University
- I chose to live to North Dakota for my education and attend college at UTTC.
- Bismarck state college had the line worker program that I ultimately decided to enroll in.
- I chose to come to North Dakota for school. The university I chose fit all of my wants and needs, and I wanted to live in a small town. I wanted a change of pace and North Dakota was that for me.

North Dakota was described as a good place to raise a family, and complemented for its Republican, traditional values and political environment.

- It matched better with where we wanted to raise our family. We wanted a safe and family friendly atmosphere where our kids could grow up. We came and checked it out and just fell in love with the state and the people.
- We were in a large metro area and seeking a safer and less dense place to raise our kids. We also needed housing assistance for my mom and ND was able.
- The sense of family and low crime rate.

Why Moved to North Dakota, Cont'd

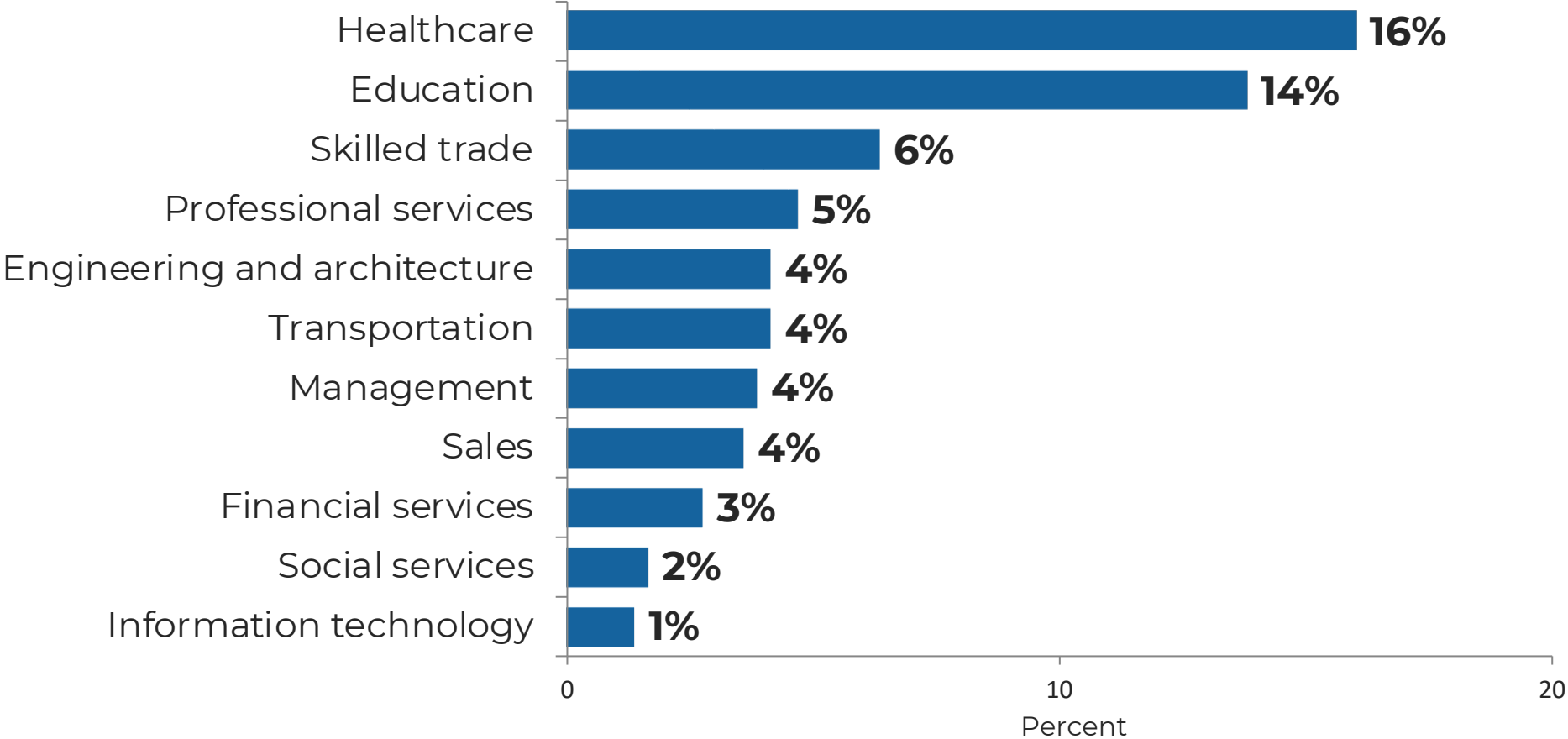
- Less populated and stronger Catholic values than the costs and most cities in Minnesota.
- Good paying jobs, low cost of living, demographics, low crime, politically conservative.
- More conservative valued state; slower pace of life; law enforcement & military supporting; lower cost of living; community / local centric.
- The political nature of ND and their generally freedom-biased laws and low business regulation and overall tax burden.
- More Republicans.
- Mainly because of the strict drug and crime laws, low crime rate, and those cute little farmers you always see at local restraints that serve dinner.
- We moved here for the cheaper cost of living, republican policies, and the winter weather.
- Did not like the political climate in Washington State.
- I have friends here, I LOVE how small the population is, and the state's respect for the 2nd Amendment
- Chose ND because of political status, economy level and population.
- Great values and most of all we still have some family in the state. The country would be better off if more states operated more like North Dakota!

Why Moved to North Dakota, Cont'd

- We wanted to be in a state that protects the rights of its citizens and have a better quality of life. The people, space and quality of life in ND are the best.
- Ultimately, it came down to the cost of living and North Dakota's hands off approach to Covid response. Coming from Washington it was very refreshing to get away from the progressive bubble and out into grass roots America.
- Culture (high degree of liberty).
- We left California and when we moved here we literally felt like we were escaping a communist country. We love being here and chose here for Low taxes - low population - common sense and understandable laws.
- We Just let God have the reigns and this is were he led us. Our reason for leaving Oregon is, they changed the drug laws and it is a very unhealthy environment to raise kids.
- I also moved here for the conservative values and state government's hands off approach to their citizens.

Employment in North Dakota

Base: Respondents who moved to North Dakota for work

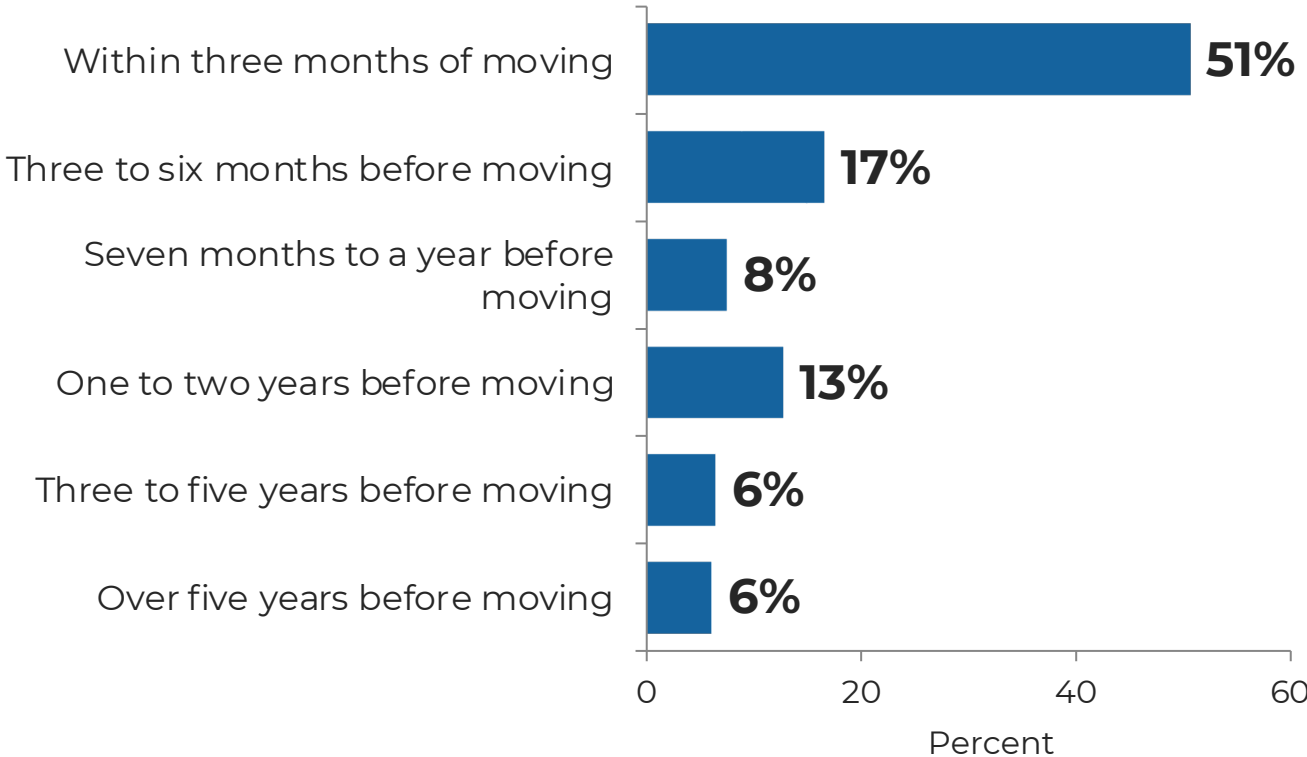


Prior Visitation to North Dakota

Most Recent Trip to North Dakota

Base: Respondents who visited North Dakota prior to moving to the state

76% of new residents visited North Dakota prior to moving to the state

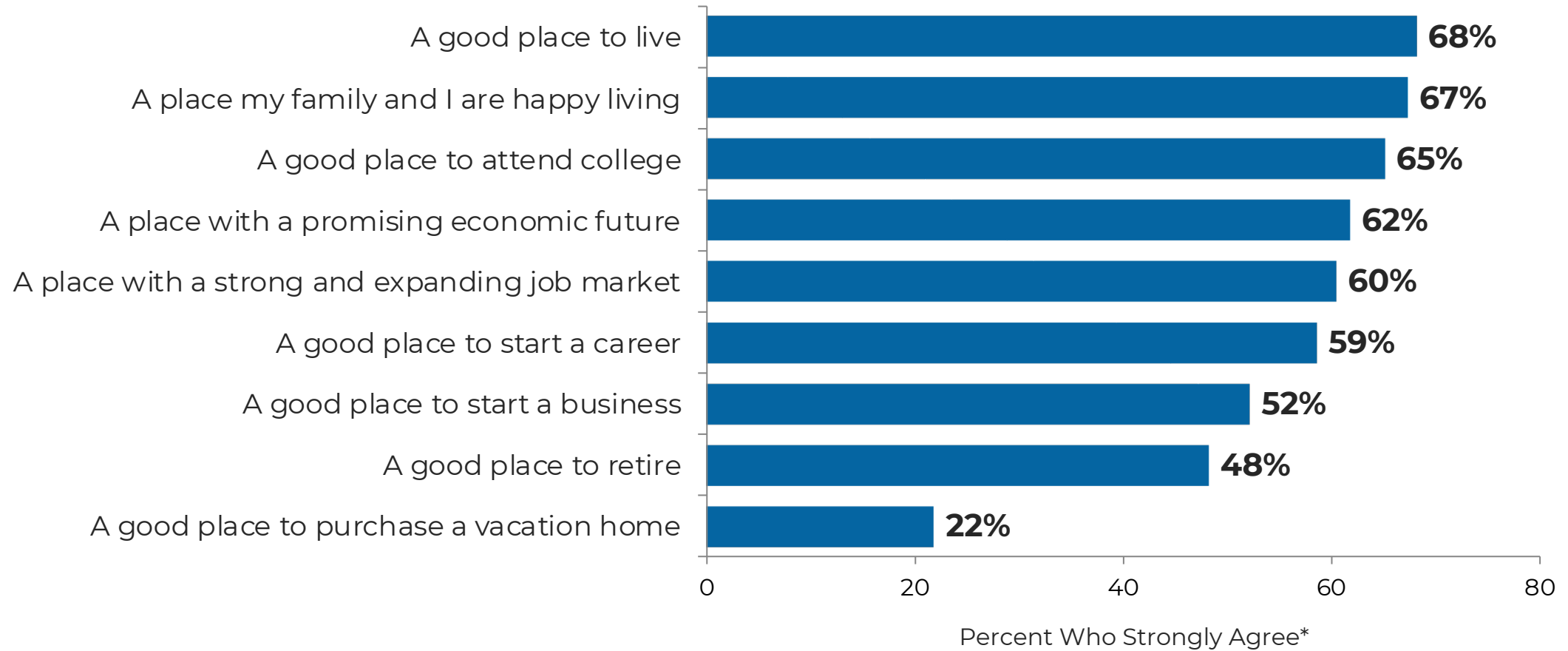




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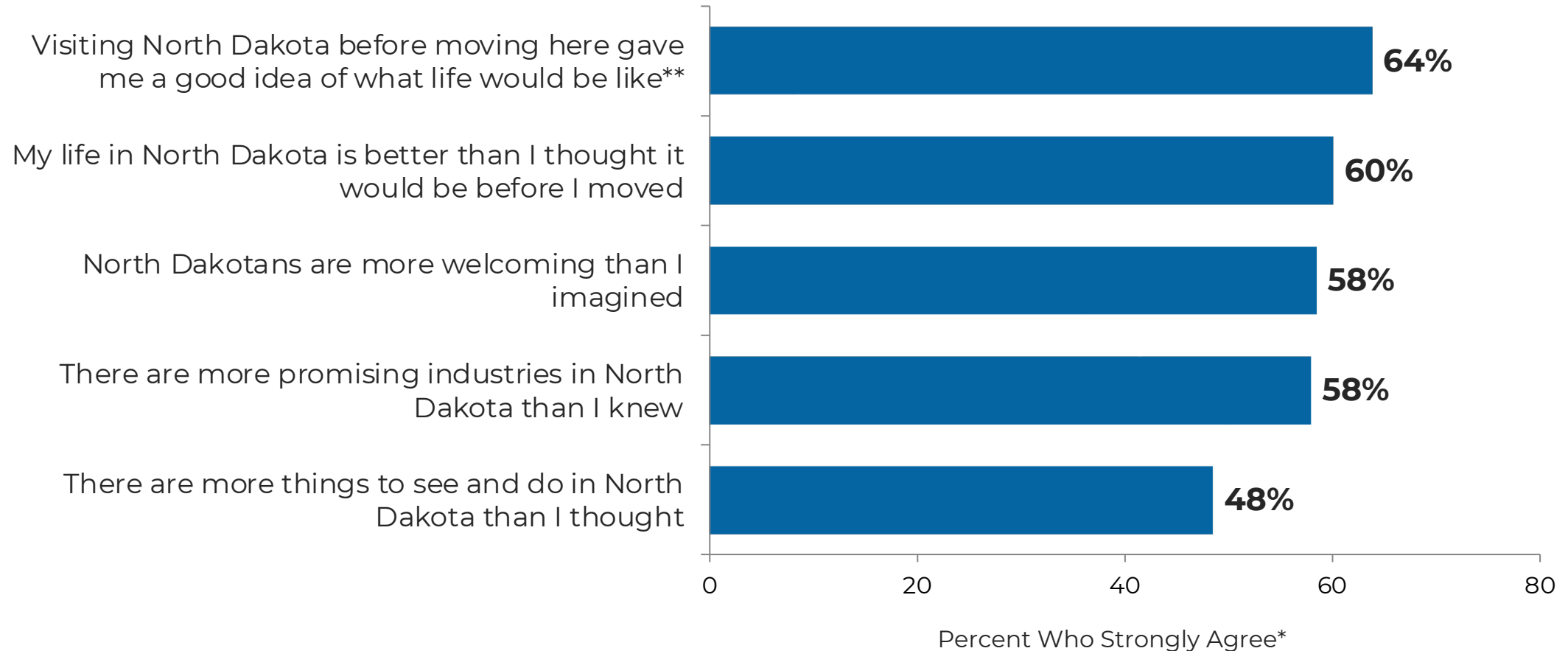
Perceptions of North Dakota

Perceptions of North Dakota as a Place to Live & Work



*"Percent who strongly agree" is the percent of respondents giving a statement an agree/disagree rating of 8, 9 or 10 out of 10

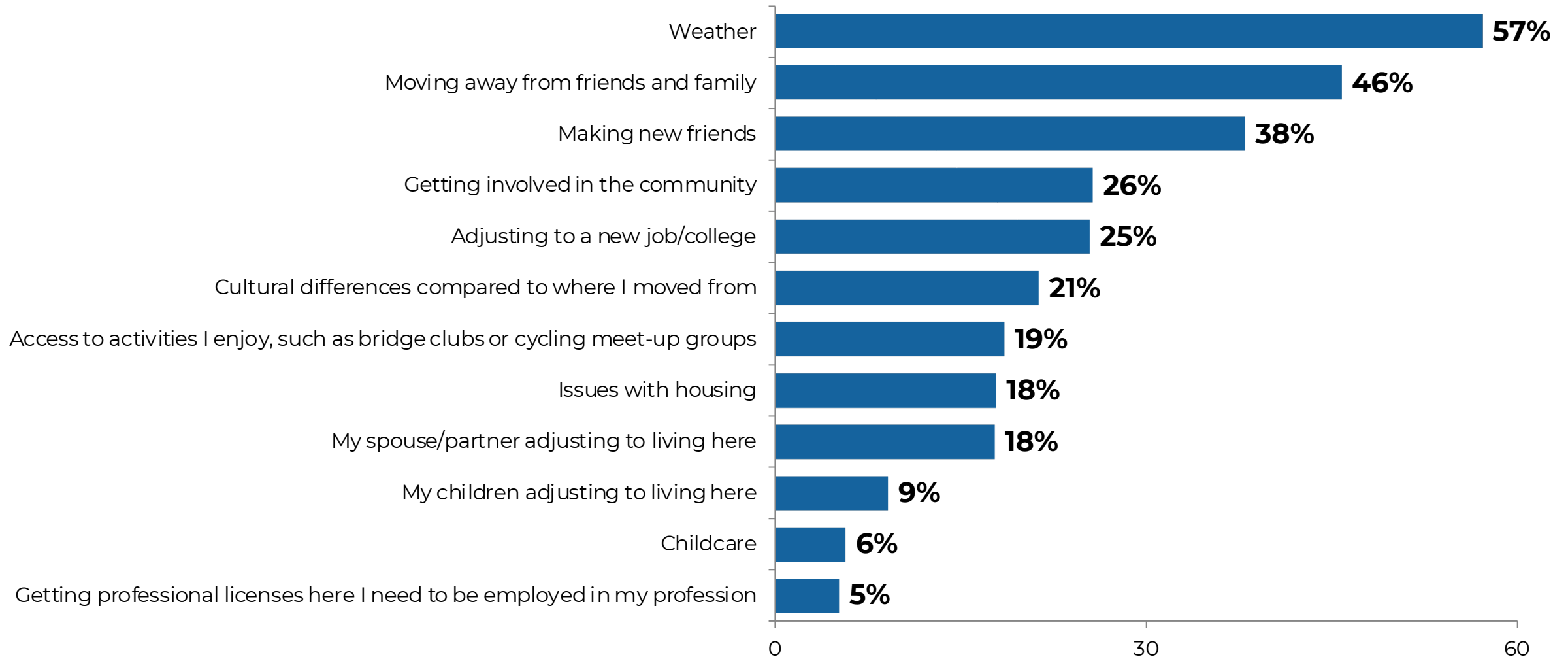
Perceptions of North Dakota as a Place to Live & Work



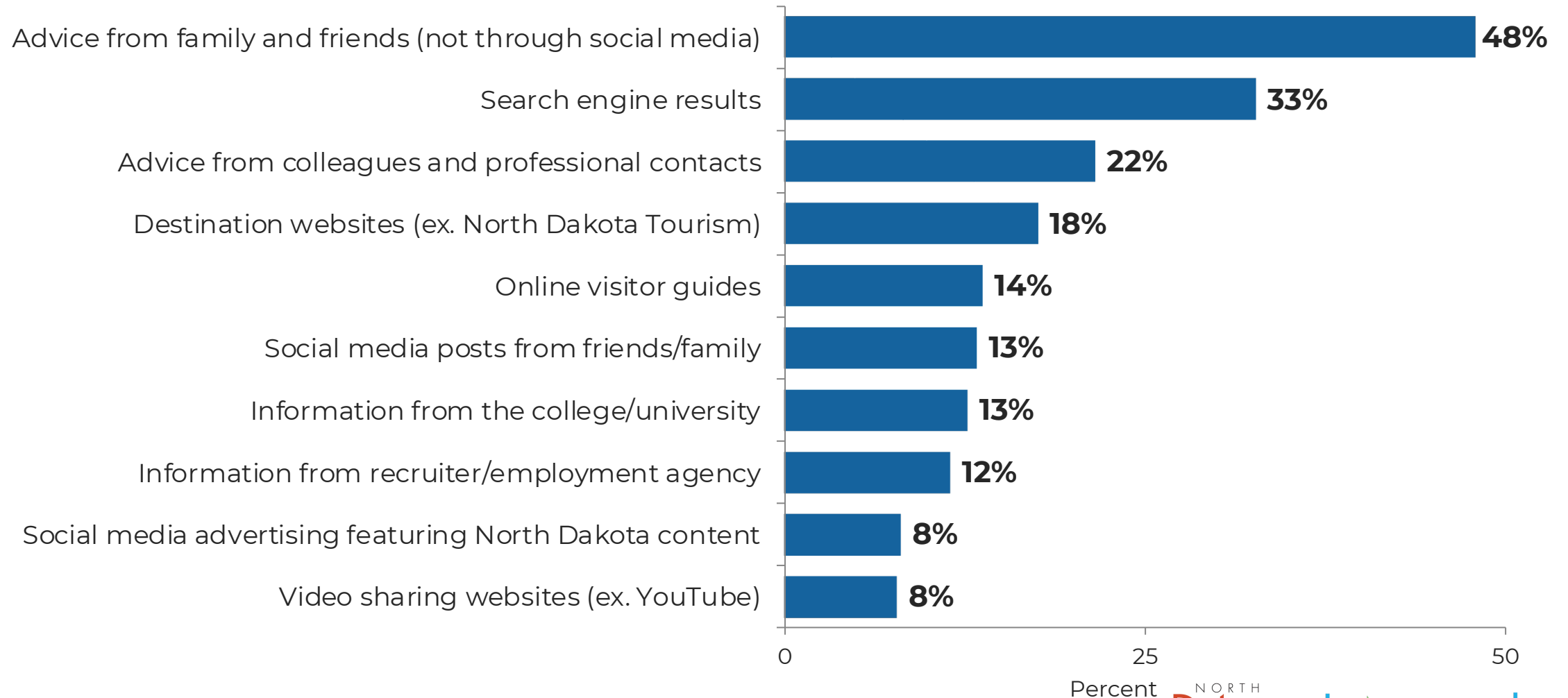
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**Base: Respondents who visited North Dakota prior to moving to the state

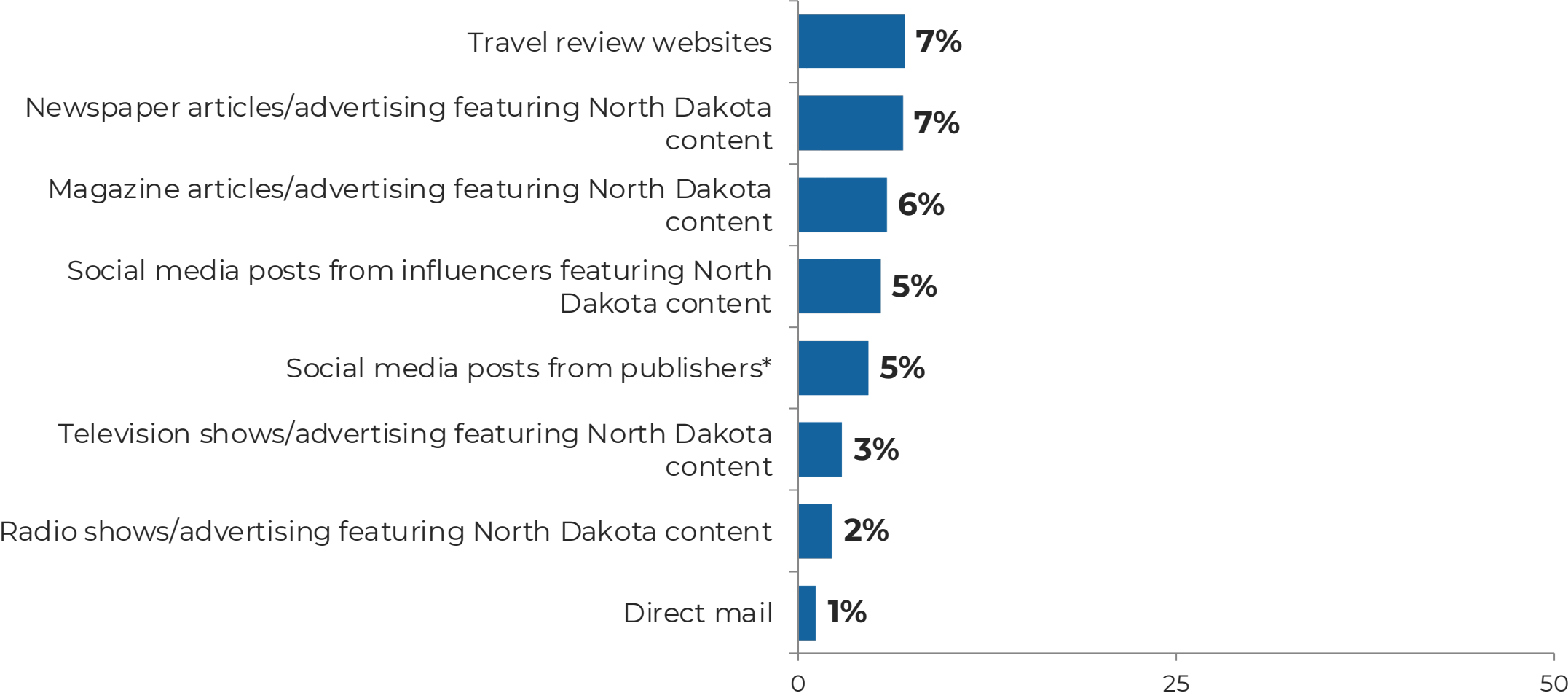
Challenges Experienced in Moving to North Dakota



Information Sources Influencing Relocation to North Dakota



Information Sources Influencing Relocation to North Dakota



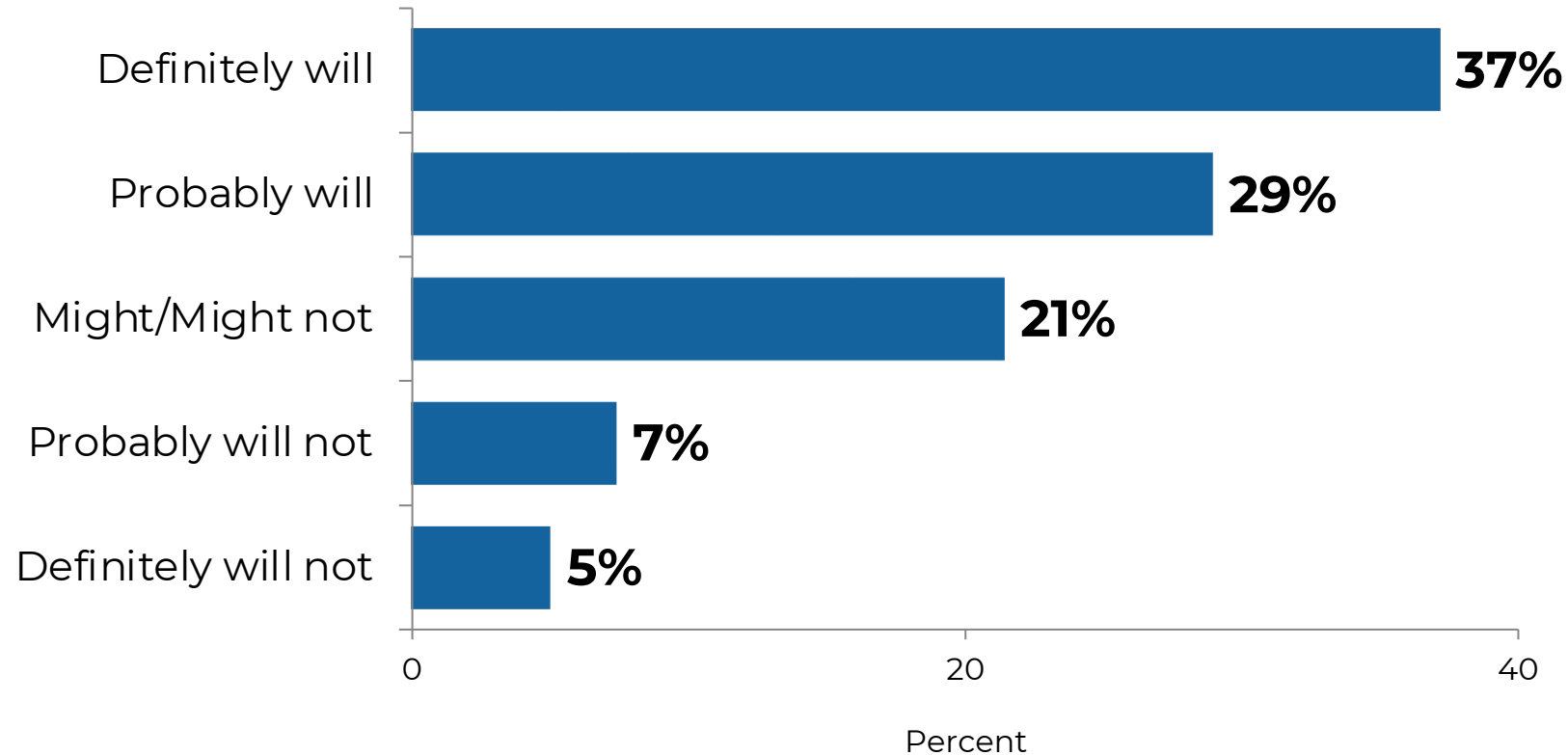
*Examples: BuzzFeed, Travel & Leisure, New York Times



04

**Willingness to Recommend
North Dakota**

Likelihood to Recommend North Dakota a Place to Live & Work to Family and Friends Residing in Other States



North Dakota – Recommend

- **66% of newer North Dakota residents surveyed definitely or probably will recommend the state as a place to live and work to family and friends residing elsewhere.**
- I recommend and harass all my friends and family to move here. It's beautiful, full of activities, an almost endless supply of jobs, great housing options, and full of wonderful people.
- I am so surprised by how much I like it here. Everyone I talk to is like, North Dakota! Why!? There's nothing there. When, in fact, we have found lots of fun road trips to plan, wonderful things to do here in Minot.
- I have loved my life in North Dakota. I've made wonderful friends, found a great job and have been fortunate enough to be in a community that treats their neighbors like family.



North Dakota – Recommend, Cont'd

- This state has so many wonderful resources and activities and your overall quality of life is top notch. People get stuck on the weather and seem to miss the hundreds of things.
- Beautiful landscapes, outdoor recreation, slower pace of life, good cost of living, strong economy.
- ND is a quiet place to live, low criminal rates, wonderful natural places to visit, people is kind, jobs and quality of life are better compared with another states, this is a place full of positive vibes and opportunities.

Economic opportunities and the lower cost of living were frequently cited as reasons for recommending North Dakota.

- Economic opportunities and the lower cost of living were frequently cited as reason for recommending North Dakota.
- Opportunity is unlimited at this point in time. There are good futures to be made here.
- Most jobs here pay well.
- Lower cost of living.

North Dakota – Recommend, Cont'd

- Cost of living to wages here actually makes sense. I can actually afford my own home and live comfortably here.
- Lots of well-paid potential jobs, reasonable cost of living.
- Lots of employment options Proximity to Minneapolis and other cities.

North Dakotans being welcoming and friendly was also a frequently-mentioned factor.

- The community and people here are loyal and treat you like family. The people are who convinced me and why I've stayed. I couldn't imagine living anywhere else.
- The people in North Dakota are kind, and caring. completely different then in Los Angeles. Living here for almost 3 years, it still amazes me how completely different are here to Los Angeles.
- Really great people, wonderful schools and teachers, in fact all school employees. Families here have a very good lifestyle and a real feeling of safety.
- Absolutely. Most people are very friendly and welcoming.

North Dakota – Recommend, Cont'd

- As things stand now, North Dakota is one of only a few states that still feels normal. In ND you have privacy, quality of life, work, and good people.
- The communities, while definitely not without their problems, are welcoming and the people genuinely caring.

North Dakota was also positively associated with having a smaller population than other states and having a small-town atmosphere.

- It's small town living which I love. Everyone looks out for everyone.
- As things stand now, North Dakota is one of only a few states that still feels normal. In ND you have privacy, quality of life, work, and good people.
- State population is small or isn't too crowded/overwhelming, it's easy to connect with resources quickly, and the people are nice.
- It's the best of both worlds: Smaller population (compared to the Twin Cities) and has everything you need.
- It's relatively cheap, the people are friendly, and it's generally safe. There's less congestion and lots of open space in which to move and explore.

North Dakota – Recommend, Cont'd

- Because there are opportunities that don't exist in other states- especially those looking to get out of the big city areas. The wildlife, the 'back to nature' type living, the friendly people.
- Pace of life is great. Even Fargo has only a fraction of the traffic and congestion that cities in most states endure.

Outdoors opportunities were also cited as a reason to recommend North Dakota, despite the challenges of winter.

- Clean air, clear views, friendly people, lots of outdoor activities i.e. boating, hunting, ice skating, ice fishing, fishing.
- It is far from as pretty as my native Montana, but there are plenty of opportunities to get outdoors and away from lots of people. I am not thrilled about the far-right leanings of the overall population, but there is more diversity than I expected.
- It's beautiful in an understated way and even though it's very cold in the winter, it's kind of magical the effects the cold has if you're paying attention. For example, I've never experience ice that sounds like glass when it breaks except here.

North Dakota – Recommend, Cont'd

- The summers are great, they make up for the harsh winters. There are also many great sights and adventure to go on.

Another reason for the willingness to recommend North Dakota is the state's traditional, conservative values.

- There is a sense of openness to the political spectrum — where as some places where I formally lived, if you were conservative...
- This is exactly where I want to raise my children. Everyone is nice and helpful with Christian values.
- Because in general the state supports values that I also value, I can be as rural as I want to be and still have a city job, and the people here are community-oriented and welcoming and hardworking.
- Work opportunities, access to great schools, conservative values, support (it seems as if there are so many ways to ask for help if you need it here), access to elected officials, outdoor activities, lower cost of living.
- Good culture, low crime rate, great hunting and fishing. We have the best in people and government.
- Moving here just after Covid saved me so much money. The state didn't shut down like California and I was able to thrive and enjoy my freedom and new home.

North Dakota – Keep It To Ourselves

- **Even among these more recent residents of North Dakota, some are opposed to bringing additional people to the state. This sentiment was expressed in multiple open-ended questions.**
- Don't. The low population of the state is beautiful. More people means more congestion, more chaos, and less peace. Don't encourage people to come here, keep it as it is: a hidden gem.
- It's hard because the small town feeling that I love would be ruined if more and more people keep moving to the state.
- I think North Dakota's keep the secret of the beauty of this place to themselves to keep the riffraff out.



North Dakota – Keep It To Ourselves, Cont'd

- I like the low population density. One of the factors in moving here.
- I came here because it was less crowded, less noise, less pollution, less most everything. WHY would I invite more people to come and ruin that??
- This place is a slice of heaven, and I'd like to keep it that way. Seriously, ND isn't for everyone, you have to be good with the weather. It is a huge consideration for anyone. My wife and I do not like hot or hot and humid weather.

North Dakota – Not Recommend

- **12% of new North Dakota residents surveyed definitely or probably will not recommend the state as a place to live and work to family and friends residing elsewhere.**
- **A shortage of things to do, lack of diversity, and the weather were mentioned as reasons why they would not recommend the state to others.**
- As a person in their late 20s there's not a lot going on for me to participate in here socially, which makes it difficult to meet people. I wouldn't say there's good options for outdoor activities either.
- I would recommend it to gain work experience so you can move someplace better. It is very boring here and plane tickets are extremely overpriced. You have drive too far to get to a major city.
- There is really nothing here and the weather is horrible.



North Dakota – Not Recommend, Cont'd

- For me there doesn't seem to be much to do, it's mostly farmland or heavy industries around where I live and I don't enjoy that. The extreme weather especially in the winter makes it awful to live here.
- I am a left leaning person. Most of my friends are queer. Honestly, if they lived in North Dakota most of them would probably get hate crimed. There is no outlet to make meaningful social change in North Dakota. I felt like I was distrusted as an outsider.
- If you aren't religious, and don't have family here, it gets very difficult to meet people outside of work
- It's a pretty harsh environment to work in during the winter months
- It's not diverse enough and not enough opportunities for most people I know.
- North Dakota is not the most welcoming place when it comes to diverse populations.
- Racists, bigots, selfishness, no sense of community, very expensive, no culture (besides 'White and Western'), no diversity.
- This place is only tolerable if you're incredibly conservative and religious. Unless your daily activities include church, hunting, and watching FOX News, there's nothing to do here.
- Unless you have family/ friends here already, hardest place I've ever lived to make friends.
- Winter weather conditions are extremely undesirable and make the quality of life absolutely miserable.



05

What North Dakota Can Do To Make Moving the the State Easier

What North Dakota Can Do

- **There were complaints about high home assessment, property, and vehicle registration taxes, as well as difficulties in getting North Dakota drivers licenses.**
- Special assessments on homes is something that I found to be confusing when looking for a new home and trying to assess what my monthly mortgage payment would be.
- Remove the “Specials” attached to buying a home. I wasn’t familiar at all with “Specials” when I lived in Minnesota.
- The most difficult thing about moving to North Dakota was adjusting to the higher sales tax rate, the special assessments on housing, and the higher cost of housing. The state could help new residents adjust.



What North Dakota Can Do, Cont'd

- LOWER property taxes, they are terrible here! I pay almost \$6000 on 1130 acres that only earns enough income to pay expenses. Thus, am now looking at a ranch in MT with 1600 acres with only \$600 in property tax.
- Lower cost in things like driving licenses and cars registration. Lower income and sales tax. Lower the out of control property taxes.
- Try not taxing people a second time for a car purchase they made in another state 3 years ago. There are no services return for taxes paid.
- Don't extort taxes from me for vehicles I've already paid for. This practice is not ethical, and gives a big middle finger to people moving here.
- Taxes on vehicle registration were extremely high
- Drop the fee for transferring vehicles. We paid purchasing tax on our vehicles twice, once when buying and then here
- Get a partnership agreement between bordering states for purposes of licensing vehicles for taxes and fees as are hard to budget for.
- An easier process in switching vehicle registration and titles over.

What North Dakota Can Do, Cont'd

- Getting things done was nearly impossible. DOT cards are much harder to get compared to other states. My biggest difficulty was getting a state ID. I had to do a lot of work digging up information from different state agencies, paying to pull records, and bouncing between different departments in different states for over a month.
- Being able to change my license from my county. It was a pain driving to Jamestown to get it done.
- Getting my North Dakota drivers license was a hassle. I was required to provide a lot of paperwork and identification even though I had a valid Colorado license.
- Coordinated the transfer of my driver's license and car registration a bit easier (that might have been a California problem, though).
- Explain DMV processes and transferring titles and vehicle registration more clearly.
- Clearer instructions on the drivers license website since they are only in Bottineau every other week. I had all the docs needed, but one with my maiden name. Thankfully I quickly walked home and got something else.
- The DMV process of changing licenses was rather difficult.
- Not make me wait six months to change my drivers license.
- Love the ease of getting my new Drivers license!

What North Dakota Can Do, Cont'd

Providing all the information a new resident might need cohesively was recommended by several respondents, such as: pamphlets, packets or a website; a hotline to call; and new resident orientation or a “welcome wagon,” helping them adjust to their new community.

- Perhaps create a packet for new residents with information on where to get a new drivers license, license plates, handicap placards, the names of the major grocery stores, a list of great local restaurants, fun things to do for families, and where places.
- I would have liked a local reference guide that gave specifics on tax rates; utility costs; and any other home/general costs that typically vary from state to state. (If not from the city itself, then some averages or amounts from larger cities.)
- Send a welcome packet with community resources, winter survival guide, tourism kit, etc.
- Provide an information packet through realtors that would include local info such as providers of electricity, water, garbage, cable tv, and other utilities. Also, info regarding local regulations like pet licensing, and how/where/when to update vehicle...

What North Dakota Can Do, Cont'd

- Information about preparing for cold weather would be helpful. I had never lived anywhere it snowed regularly before moving here. The weather seemed very intimidating but with some planning and understanding it's not that difficult.
- Have a basic life pamphlet/website. How to get a driver's license? Property tax info. Voting registration info. (I know you don't need to register, but you should in-register in your prior state.) Vehicle licensing. And other unique to ND services.
- Having a checklist of things that need to be done, in order of top priority.
- Perhaps a visitor welcome guide or publication that could have been mailed to us?
- Welcome packet in the mail. Other than that, nothing.
- Easier and more clear direction to online resources for city, county, etc resources. If the city or county had a clear check lists of "to-dos" for new homeowners, that would be extremely helpful.
- Sharing data through websites on cost of living, average housing costs, tax rates, etc. Making information about real estate agents, movers, schools easy to find and compare with other states.
- Provide assistance with a hotline for all the residents to call and talk to someone who could answer questions and concerns about moving, living and working in North Dakota.

What North Dakota Can Do, Cont'd

- Ideally, there would be a state office with the sole purpose of making it easier to move to ND--contacts in the city or town where you are moving, including realtors, doctors, dentists, hair stylists, banks, etc.
- Information on how to register to vote would be nice. I asked the Secretary of State office & they didn't bother to answer.
- Offer new resident orientations.
- In the past, there were Welcome Wagon organizations that would tell you about great things to see or do, give pamphlets of the places, coupons to try the varied places, etc. I realize we have a pandemic going on, but would loved to have info.

Issues with transferring professional licenses to North Dakota from out-of-state were mentioned.

- Teacher licensure too difficult and costly- my wife was told her background check might not be completed before her other state licensure ran out, AFTER she had already paid. They were not nice on the phone at all.

What North Dakota Can Do, Cont'd

- Better license portability for psychologists their licensing pierced was very expensive, full of hassles and gave no easier pathway for people already licensed in another state. And an oral exam is old school and makes it a slower process.
- Real Estate license was a pain for my wife to transfer from WA to ND.
- Change state laws and regulations preventing LMHCs from out-of-state working in ND.
- Accepting transfer of hunting license and concealed weapons licenses from out-of-state without requiring people to retake Hunter safety classes or concealed weapons classes.
- My wife's process to become a mental health therapist here is really old-fashioned. It needs to be updated.

The need for affordable childcare and senior housing was also mentioned.

- The main thing would be making it easier and more affordable for childcare. It is very difficult to get your kid in and when you do it takes most of your paycheck.
- Make finding accredited childcare easier... there was not a lot of state information on safe, realizable childcare or how certain centers perform on statewide checks... or if state checks are even done. This was difficult to find for us.

What North Dakota Can Do, Cont'd

- There needs to be more affordable housing available.
- There is no decent income based housing for seniors anywhere. The state has assisted living that costs so much their children go in debt to provide care for [parents].
- Cheaper rent for senior living apts.

While there were complaints about the useability of the website, two respondents found the state websites helpful.

- Working on the state government website so it's easier to navigate it was difficult to figure out what was needed for changing car titles and drivers licenses.
- State websites are a mess and need to be updated with UX in mind, it was a nuisance figuring out how to vote.
- Better information on websites about how to start life in ND, tax filing, community outreach, home purchases.
- Nothing I can think of, there was a helpful website that provided a list of things a new resident needed to do.
- Nothing. The state level websites spell out things like license changes and car registration very well.

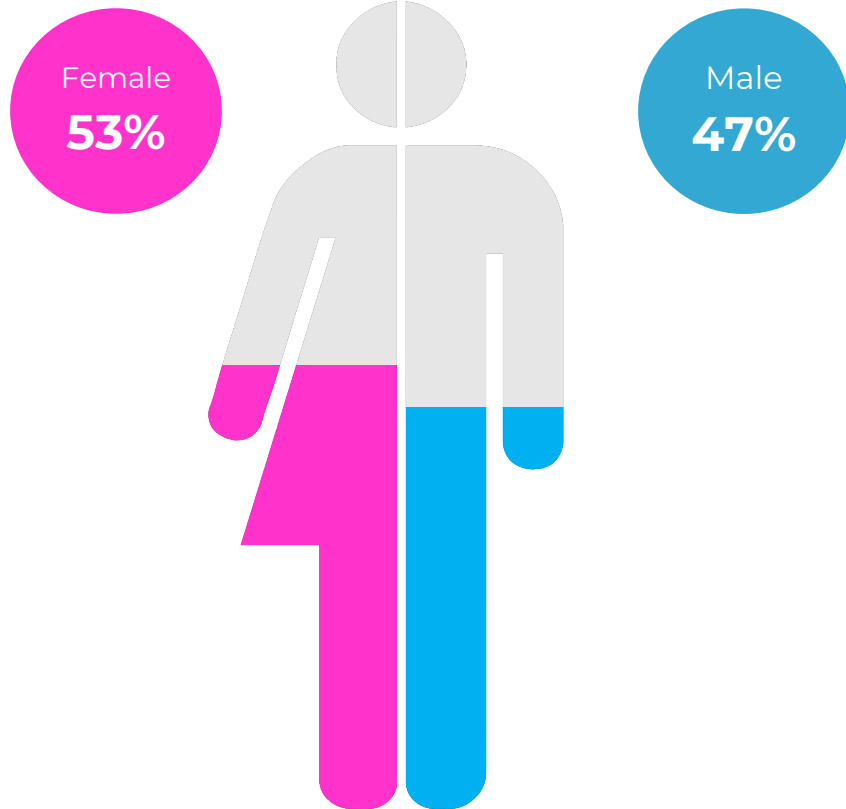
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Demographic Profile

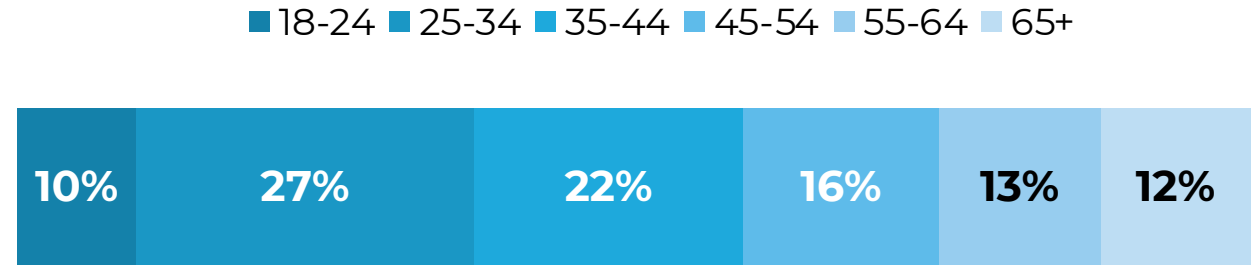


Demographic Profile

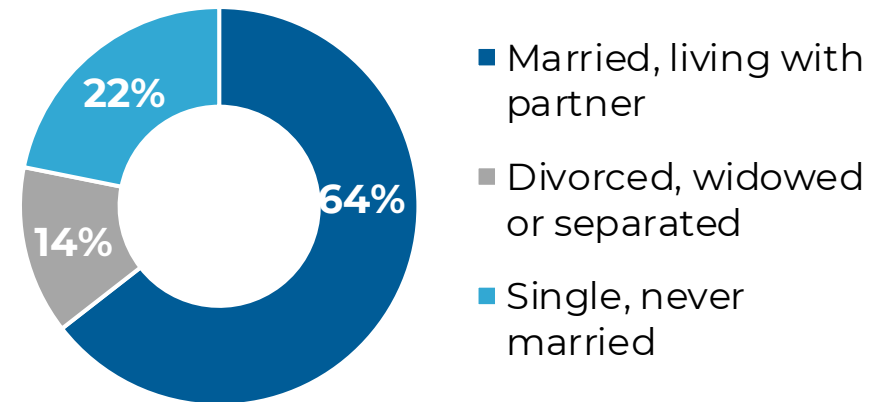
Gender



Age

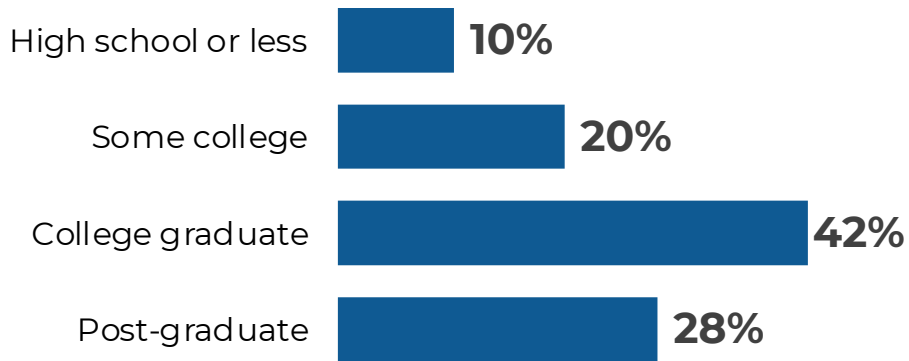


Marital Status

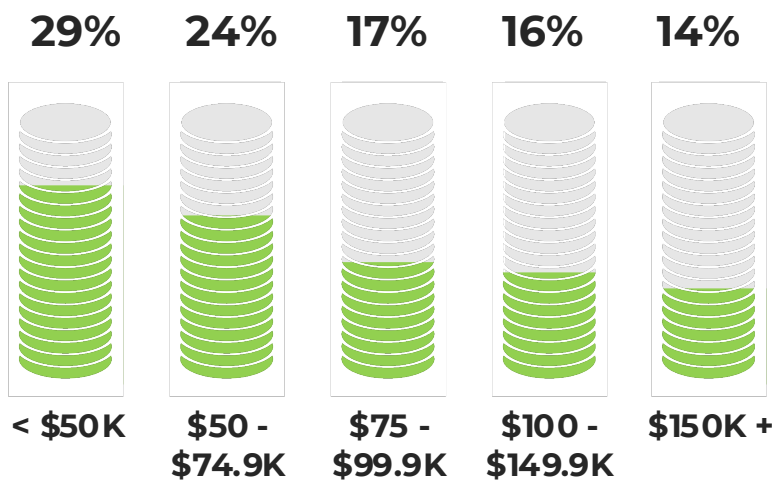


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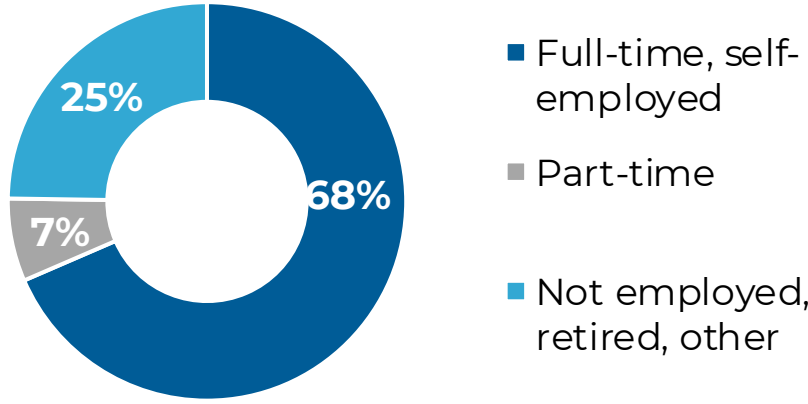
Education



Household Income

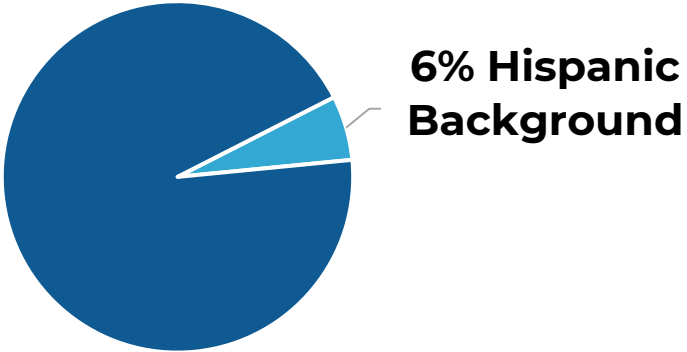


Employment

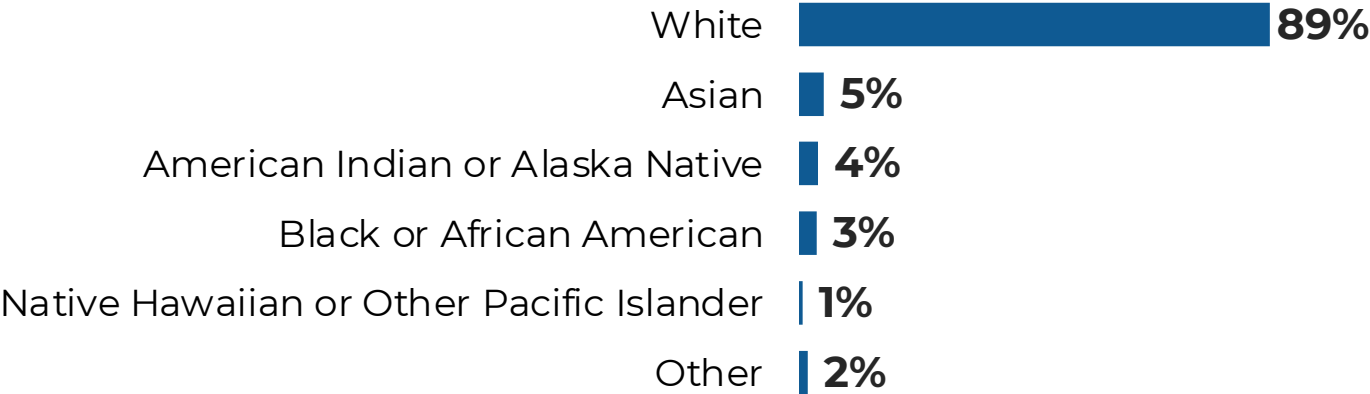


Demographic Profile

Hispanic Background



Race



Household Size

