

# North Dakota Department of Career and Technical Education

## 2025-27 Biennium Budget House Appropriations March 12, 2025

# North Dakota Century Code - NDCTE

## **NDCC 15-20.1 – Career and Technical Education**

- Administer State and Federal Funds to support CTE programs
- Facilitate Career Development Program
- Provide a ND Elementary Student Entrepreneurship Program

## **NDCC 15-20.2 – Area Career and Technology Centers**

- Provides authority to operate and governance structure

## **NDCC 15-20.4 – Postsecondary Educational Institutions**

- Provides authority to CTE to approve postsecondary career schools

# Mission of ND Career and Technical Education

The mission of the State Board for Career and Technical Education is to work with others to provide all North Dakota citizens with the technical skills, knowledge, and attitudes necessary for successful performance in a globally competitive workplace.

# Be Legendary Board Training – Student Outcome Goals

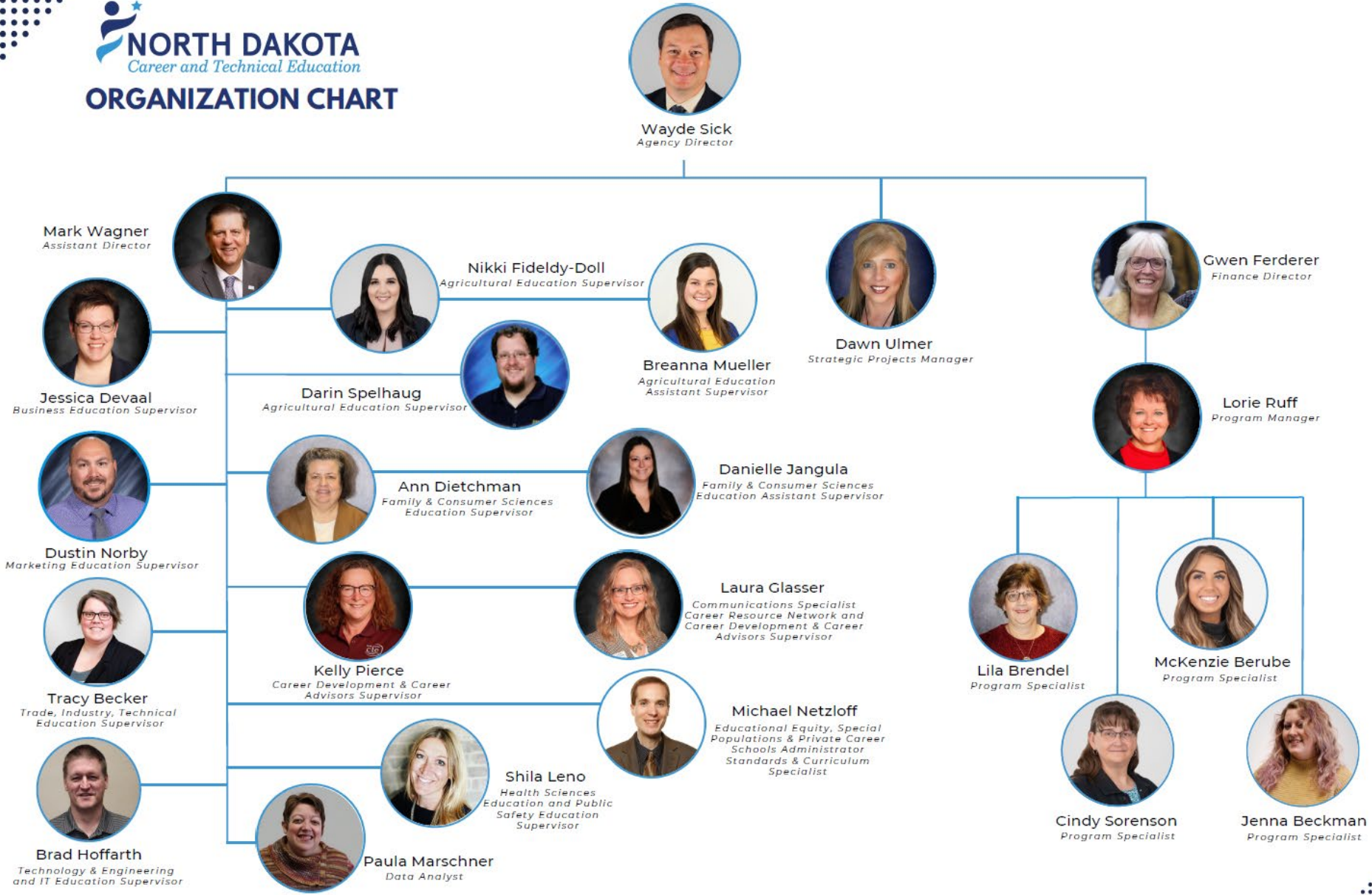
1. Increase the number of students identified as a Career and Technical Education Concentrator.
2. Increase the percentage of students who graduate workforce ready.
3. Increase the percentage of rural students that enroll at a Career and Technology Center.



# NDCTE Organizational Chart



**NORTH DAKOTA**  
Career and Technical Education  
**ORGANIZATION CHART**



# NDCTE Audit Findings

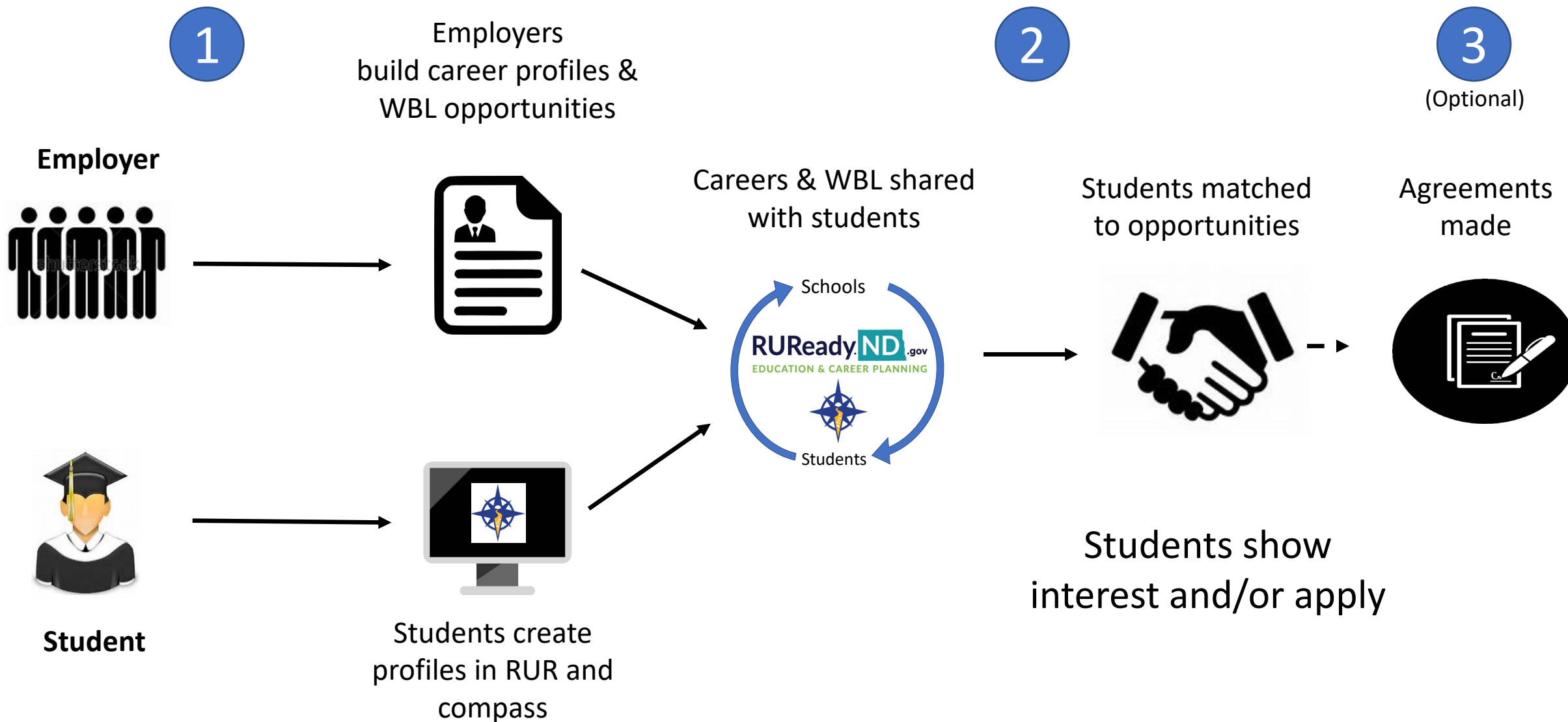
## Department of Career and Technical Education Audit Completed August 16, 2024

- ND CTE received a clean audit with no findings

# 2023-25 NDCTE Accomplishments

- Funding of 16 WBL Coordinators, serving approximately 100 school districts
  - Over 2200 students completing a WBL experience each year
  - Over 260 Employers hosting a WBL student
- 74 individuals completed WBL Training
- 513 Employers enrolled in RUReadyND WBL module (Compass)
- 16,000 Students enrolled in RUReadyND WBL module (Compass)

# RUReadyND – Connecting Students and Careers



# Virtual Reality Career Exploration

- Integration of CareerViewXR into RUReadyND – Virtual Reality Career Exploration
  - 90 unique experiences available to Middle School and High School students statewide
  - 300 VR Headsets donated to middle and high schools
- Professional Development Course developed to train educators
  - 25% of all school districts have voluntarily sent staff to this training
- Timeline
  - 2022-23 – Successful Early Awareness
  - 2023-24 – Successful Mainstream Awareness
  - 2024-25 – Successful Early Adopter Implementation (PD Course)
  - 2025-26 – Focus on Mainstream Adoption through PD Course and Industry Partnerships

# 2023-25 NDCTE Accomplishments

## CTE Capital Projects

- Gained access to the CCPF dollars in June 2023
- 7 of the 13 projects are complete or nearing completion
- 7 of the 13 grants have been closed out
- \$105M has been reimbursed to the projects
- **Not all grants will be closed by June 30, 2025 – I would like to amend SB2019 to provide an extension for these dollars.**
  - **\$15,969,283.19 Remaining (more will be drawn down)**

# CTE Capital Projects Grant

- Southwest Area Career and Technical Education Academy – Dickinson - \$13,717,815
- Bakken Area Skills Center – Watford City - \$13,717,815
- Minot Area Workforce Academy – Minot - \$13,717,815
- Career Impact Academy – Grand Forks - \$13,717,815
- Cass County Career & Technical Education Center – Fargo - \$13,717,815
- North Valley Area Career & Technology Center – Grafton - \$6,519,104
- Williston Basin Career and Technical Education Center – Williston - \$13,717,815
- Heart River Career and Technical Education Center – Mandan - \$13,717,815
- Southeast Region Career and Technology Center – Wahpeton - \$4,087,875
- Bismarck Public Schools – Bismarck - \$7,369,489
- Lake Area Career and Technology Center – Devils Lake - \$1,702,482
- James Valley Area Career and Technology Center – Jamestown - \$1,095,642
- Sheyenne Valley Area Career and Technology Center – Valley City - \$4,296,401



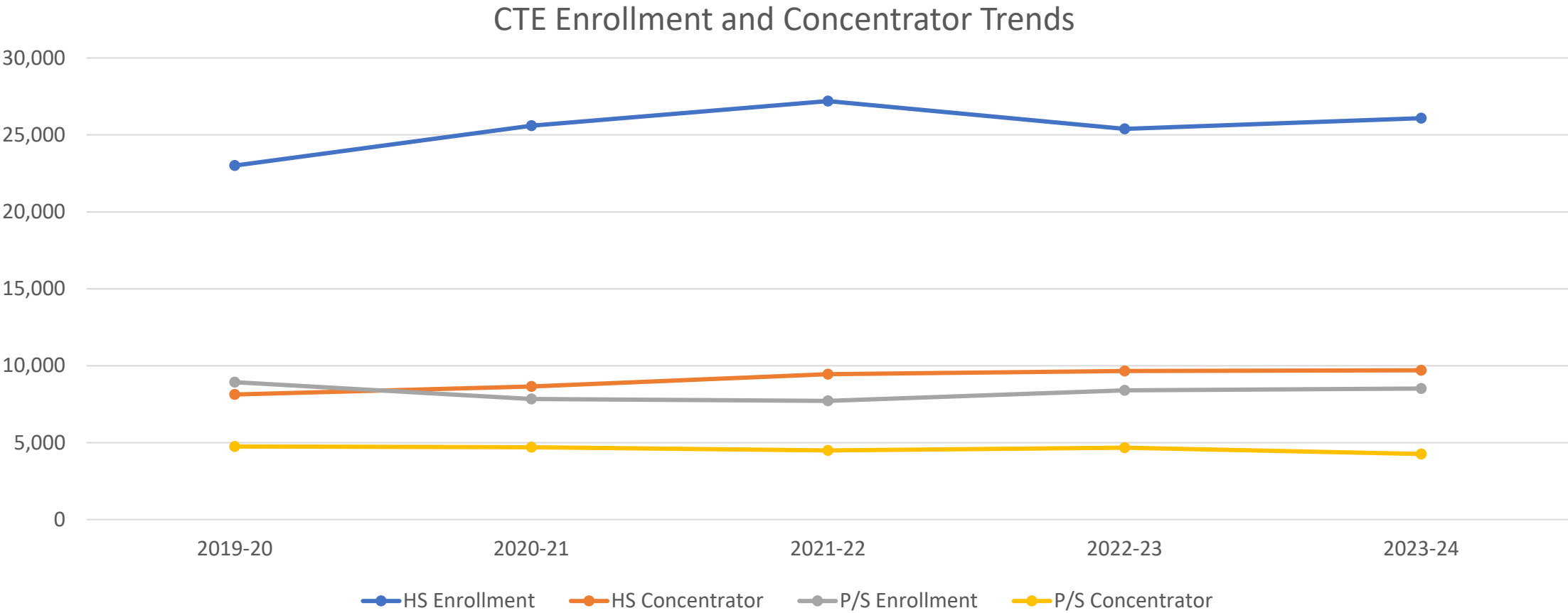
# CTE Data

2023-24 school year

- 26,085 (unduplicated count) secondary students enrolled in at least one CTE course (74% of all HS students)
- 9,703 secondary students were CTE concentrators – completed at least 2 CTE courses in the same program of study (28% of all students)
- 8,519 post-secondary students enrolled in at least one CTE course (Community and Tribal Colleges)
- 4,264 post-secondary students were CTE concentrators – completed at least 12 credits within a single program area or completed a short-term program of less than 12 credits (Community and Tribal Colleges)



# NDCTE Enrollment Trends



# CTE Concentrator Data in North Dakota

High School Graduation Rate – 97.86% (82% of all students)

- Native American Graduation Rate 93.33% (63% statewide)

Post-Program Placement – 90.1%

Completed a WBL Experience – 44.7%

# CTE Graduation Rates

**97.86%**

**In 2024, 97.86% of CTE Concentrators in North Dakota graduated on time compared to 82% of all high school students.**

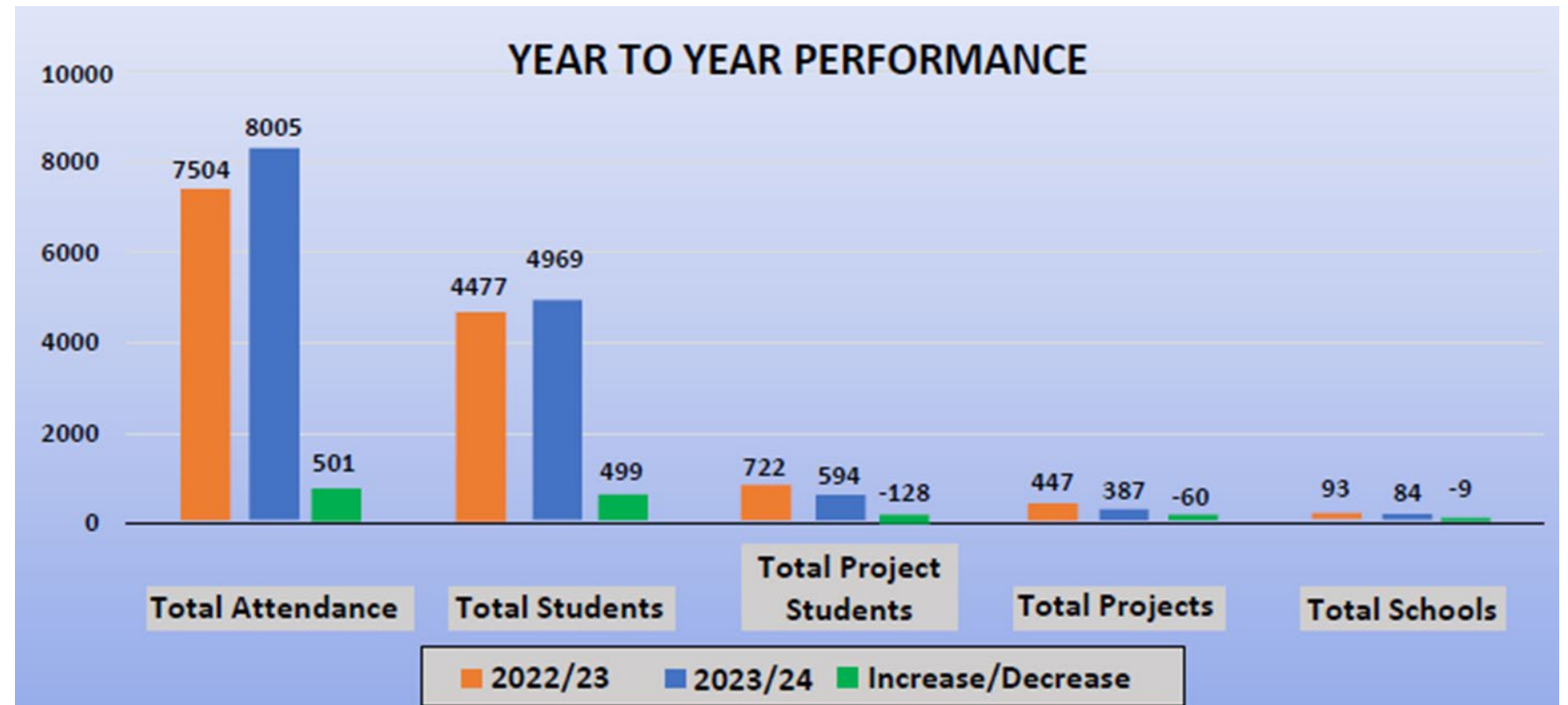
	2021-22		2022-23		2023-24	
	Statewide	CTE Concentrators	Statewide	CTE Concentrators	Statewide	CTE Concentrators
<b>Four Year Graduation Rate</b>	<b>84.00%</b>	<b>96.97%</b>	<b>83.00%</b>	<b>97.88%</b>	<b>82.00%</b>	<b>97.86%</b>
<b>Demographics</b>						
<b>Asian</b>	86.00%	100.00%	81.00%	100.00%	80.00%	100.00%
<b>Black or African American</b>	71.00%	91.43%	69.00%	94.44%	71.00%	97.22%
<b>Hispanic/Latino</b>	72.00%	94.89%	68.00%	92.70%	69.00%	96.95%
<b>Native American</b>	65.00%	87.56%	65.00%	95.58%	63.00%	93.33%
<b>Native Hawaiian or Pacific Islander</b>	72.00%	100.00%	74.00%	100.00%	67.00%	100.00%
<b>White</b>	89.00%	97.95%	88.00%	98.42%	88.00%	98.22%

# Marketplace for Kids



**Mission:** To encourage youth to explore entrepreneurship and self-employment through the recognition and development of their inventive, creative thinking and problem-solving skills.

# Marketplace for Kids



# ND STEM Ecosystem

The ND STEM Ecosystem is dedicated to being a statewide resource to improve STEM access for all North Dakotans; to engaging industry, community and education systems to address workforce challenges and STEM literacy; and to promoting a lifelong learning environment to develop employability and life skills and connect passion with opportunity.

# ND STEM Ecosystem

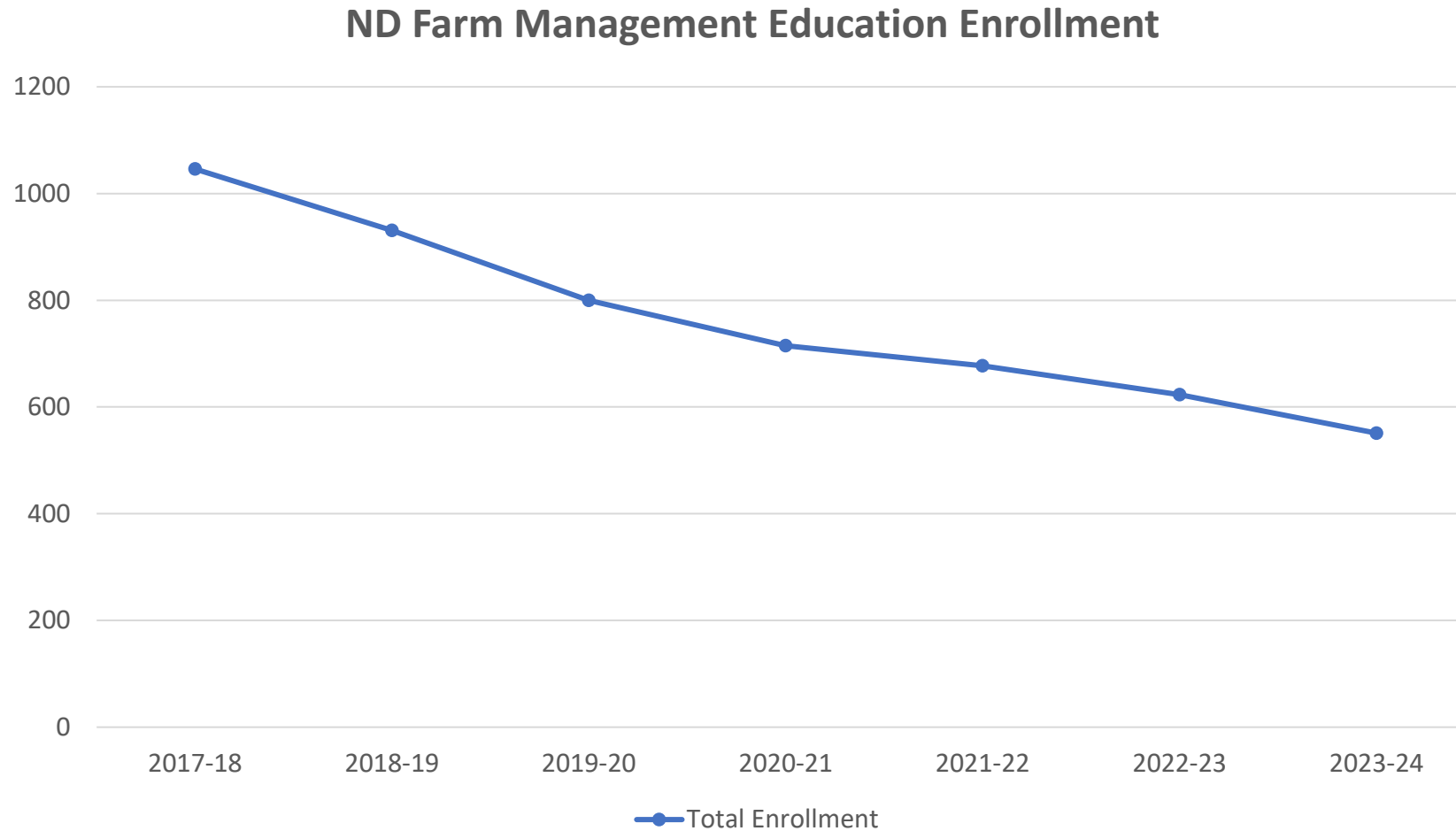
Regional STEM Days for students					
	Total Granted	# of Grants	# of Students	# of School Districts	# of Partners
2024	\$38,162.86	12	3287	65	74
2025 (to date)	\$29,881.88	11	273	58	22
Sponsorships	\$13,350.00				
Total Allocated	\$81,394.74				

# Farm Management Education

North Dakota Farm Management Education Programs are designed to provide education to farm owners and operators or persons interested in farming. The purpose of the program is to assist clients in meeting their business and personal goals. This is best accomplished through the use of quality records and sound business decisions.



# ND Farm Management



# 2023-25 NDCTE Staffing

## New Positions

1- Assistant Supervisor/FACS – Hired 6/3/2024

1- Assistant Supervisor/Agriculture – Hired 8/30/2023

\$288,783 – Transferred from Employee Pool

\$394,874 – Employee Pool Appropriation

\$106,091 – Savings

# 2023-25 NDCTE Staffing

## Staffing Turnover

- During 2023-25 NDCTE had nine staff leave due to either retirement or resignation
- Was able to replace and utilize all but one FTE
- Employee Funding Pool allowed \$148,852
  - Savings of \$233,792

# 2023-25 NDCTE Staffing

Resignations allowed for restructuring of the Department

- Eliminated Career Resource Network Supervisor
  - Elevated Admin Asst. to Career Resource Manager
- Eliminated all Admin Asst. Positions – Created four Program Specialists Positions
  - Currently held by 3.5 FTE
- Created a Health Careers and Public Safety Program Supervisor

Vacant FTEs

1 – Program Specialist

# 2025-27 CTE Goals and Opportunities

- Increase enrollment and CTE concentrator numbers by continuing to add to access
- Expand Work-based Learning Opportunities through additional WBL coordinators and employer partnerships
- Expand access to Pre-Apprenticeship Opportunities
- Build and expand on programming that will assist in recruiting and retaining CTE Educators

# Budget Comparisons

Budget Line Items	2023-25 Budget	25-27 Agency Request
Salaries	\$4,984,211	\$6,167,904
Operating Expenses	\$3,445,611	\$6,095,611
Grants - Secondary	\$41,537,780	\$69,037,780
Grants - Federal	\$12,007,349	\$14,007,349
Grants - STEM	\$100,000	\$350,000
ND Farm Management Education	\$1,706,138	\$1,706,138
Workforce Training	\$2,987,500	\$4,100,000
Marketplace for Kids	\$300,000	\$450,000
Area CTE Center Grant	\$97,276,228	\$56,000,000
<b>Total Funds</b>	\$164,344,817	\$157,914,782
General Funds	\$53,200,708	\$140,507,471
Federal Funds	\$110,989,135	\$17,252,337
Special Funds	\$154,974	\$154,974
<b>Total Funding</b>	\$164,344,817	\$157,914.782
<b>FTE Count</b>	23.5	25.5

# Budget Comparisons

Budget Line Items	Executive Budget	25-27 Agency Request	Senate Version
Salaries	\$6,066,372	\$6,167,904	\$5,964,593
Operating Expenses	\$3,445,611	\$6,095,611	\$4,445,611
Grants - Secondary	\$49,037,780	\$69,037,780	\$48,537,780
Grants - Federal	\$14,007,349	\$14,007,349	\$14,007,349
Grants - STEM	\$100,000	\$350,000	\$100,000
ND Farm Management	\$1,706,138	\$1,706,138	\$0
Workforce Training	\$2,500,000	\$4,100,000	\$3,250,000
Marketplace for Kids	\$400,000	\$450,000	\$400,000
Area Career Center Grant	\$0	\$56,000,000	\$0
<b>Total Funds</b>	\$77,263,250	\$157,914,782	\$76,705,333
General Funds	\$59,828,157	\$140,507,471	\$59,277,324
Federal Funds	17,280,119	\$17,252,337	\$17,273,035
Special Funds	\$154,974	\$154,974	\$154,974
<b>Total Funding</b>	\$77,263,250	\$157,914,782	\$76,705,333
<b>FTE Count</b>	23.5	25.5	23.5

# Decision Package Requests – 2025-27

Budget Line Items	Executive Budget	Agency Requested	Senate Version
Cost to Continue – Secondary Grants – Add to Base	\$4,000,000	\$4,000,000	\$4,000,000
New and Expanding – Secondary Grants – Add to Base	\$3,000,000	\$22,000,000	\$3,000,000
WBL Coordinators – Secondary Grants – Add to Base	\$500,000	\$1,500,000	\$0
Perkins V Increase – Grants – Add to Base	\$2,000,000	\$2,000,000	\$2,500,000
Marketplace for Kids	\$100,000	\$150,000	\$100,000
STEM Network	\$0	\$250,000	\$0
Continue CTE Center Grant Initiative – One Time	\$0	\$56,000,000	\$0
CTE Educator Recruitment	\$0	\$650,000	\$0
Workforce Training – TrainND	\$0	\$1,600,000	\$750,000
Virtual Reality Career Exploration	\$0	\$2,000,000	\$1,000,000
Additional FTE	0	2	28 0



# 2025-27 Legislative Priorities

## **Cost to Continue – \$4 million**

To account for increases in costs and maintain reimbursement rates, the Department is requesting \$4 million for cost to continue. The State Board is in the process of developing a new funding policy, which will not only simplify the funding, but also get a handle on cost to continue requests.

## **New Programs – \$22 million**

Every year, new CTE programs are introduced and make substantial expansions. To support these programs, not at the expense to reimbursement of existing programs, the agency is requesting \$22 million. This funding will continue to provide for more equitable access to diverse and quality CTE programs, to more students, in more areas of the state. This would allow the state to ensure it is supporting all the new CTE Centers, funded through the CTE Center Capital Projects Initiative, provide funding for all new or expanding programs, and potentially support middle school CTE programming.

# 2025-27 Legislative Priorities

## **Work-Based Learning Coordinators - \$1.5 million**

To continue to expand work-based learning opportunities, the Department of Career and Technical Education is requesting \$1.5 million to continue to increase access to work-based learning coordinators, to be located throughout the state, primarily housed at Area Career and Technology Centers. This will bring the total grant appropriation will be \$3 million.

## **CTE Capital Projects Program - \$56 million – One-Time Optional Request**

Although thirteen different projects were funded across the state during the 2021-23 biennium, there are still gaps in the state where Area Career and Technical Education centers are not serving. This funding is to continue the initiative, started in the 2021 Legislative Session, to close the gaps on access to quality and diverse CTE programming. Current CTE Centers would also be able to tap into this funding, to continue to expand their offerings.

# 2025-27 Legislative Priorities

## **Career and Technical Education Recruitment Strategies - \$650,000**

This funding would be instrumental in supporting the development of new teachers. This would be a combination of assigning mentors for first- and second-year educators as well as support the tuition costs for individuals transitioning into the career and technical education field.

## **Virtual Reality Career Exploration - \$2,000,000**

This funding request is to continue to provide and evolve immersive media opportunities for career exploration and awareness across Career and Technical Education. This can include hardware, software, and/or immersive spaces.

# 2025-27 Legislative Priorities

## **TrainND - \$1.6M**

TrainND requests base funding of \$2.5 million, and an additional \$1.6 million for a FY26 – FY27 pilot program to expand outreach initiatives into regional areas of opportunity and further drive workforce education and training numbers higher throughout the state. The pilot program would add one sales-focused FTE per region, strategically locating the FTE person within each region to maximize efficiency and expansion opportunity.

## **Marketplace for Kids - \$150,000**

Marketplace for Kids is requesting an additional \$150,000, bringing the total allocation to \$450,000. This is the first increase requested since 2012. The request is to support Native American-Focused Programming, address a reduction in community and sponsorship funding and to address general increases in costs.

# TrainND Amendment

## **SECTION 4. WORKFORCE TRAINING GRANTS - SALARIES AND WAGES EXPENSES.**

**The workforce training line item in section 1 of this Act includes the sum of \$500,000 from the general fund which the department of career and technical education shall distribute to each eligible organization in the state dedicated to expanding workforce opportunities, training, and education for the purpose of defraying salaries and wages expenses of the organization's employees. The department of career and technical education shall distribute the funding identified in this section as follows:**

<b>1. An organization in the northwest region of the state</b>	<b>\$230,000</b>
<b>2. An organization in the northeast region of the state</b>	<b>\$40,000</b>
<b>3. An organization in the southwest region of the state</b>	<b>\$120,000</b>
<b>4. An organization in the southeast region of the state</b>	<b>\$110,000</b>

We request this language is removed from SB2019. This was included in HB1019 in 2023, to provide for dollars to address state employee pay increases. This was based on FTE counts in 2023, which is outdated.

# 2025-27 Legislative Priorities

## **STEM Ecosystem - \$250,000**

Funding is to support the hiring of staff for the STEM Ecosystem, to better manage the activities of the Ecosystem, secure private dollars to support STEM Education and to manage any grants that may be created with private funds.

## **Additional FTEs - \$600,000**

Two additional FTEs are being requested to provide outreach and support for the ND Office of Apprenticeship. The intent of these staff is to provide outreach and awareness to employers, educators, and students on the value of apprenticeship programs. Also, a focus would be to develop youth and pre-apprenticeship opportunities, to further assist developing workforce pipelines.

# Agency Fees

## Postsecondary Career Schools

Postsecondary educational institutions which act as “Postsecondary career schools” must heed North Dakota Century Code ch 15-20.4-02 and work with the North Dakota Department of Career and Technical Education in order to gain authorization to operate in the state.

The process involves a yearly online application, which includes the schools submitting items such as financial statements, proof of surety bond, proof of accreditation, coarse catalogue, student agreement (including student protection and reimbursement policy), current North Dakota enrollment, placement opportunities, etc. The initial application fee is \$1000, with renewal applications set at \$500. Although applications are due to the agency by April 1, the State Board of Career and Technical Education deliberates on findings and final authorization at their June meeting in order to provide schools authorization July 1 to June 30 of each year.

Currently there are nine postsecondary career schools authorized to operate in the state.

# Federal State Fiscal Relief Funds

Appropriation –  
ARPA

\$20,975,000

\$20M – Capital Projects

\$475,000 – UAS

\$500,000 – Virtual Reality Career Exploration

Treasury

\$74,595,701 – Capital Projects

Expenditures –

ARPA

\$20,973,920 – WSC didn't utilize \$1,080 – UAS

Treasury

\$64,138,634.55 – Capital Projects



# 2025-27 Legislative Policy Changes

## **SB2274 – Transition Farm Management Education to the ND Dept. of Agriculture**

A joint decision between NDCTE, ND Dept. of Agriculture and the Farm Management Education instructors has been made to advocate for transitioning the Farm Management Education program from NDCTE to the ND Dept. of Agriculture. This has passed the Senate and will be heard in House Agriculture on Friday, March 14.

## **HB1188 – Center – Local Member Assessment**

A policy recommendation will come forward, allowing local CTE Centers flexibility on how they assess fees to their member schools. Currently, it is based solely on ADM. The change would still require that method but would also allow Centers to assess fees based on utilization of programs. This has passed both the House and the Senate.

## **SB2239 – Apprenticeship Grant**

Development of a new grant, that would support apprentices that are pursuing a registered apprenticeship program. This has passed the Senate.

**Thank you.  
Any questions?**

**House Appropriations**  
**Education and Environment Division**  
**SB 2019**

**Department of Career and Technical Education**  
**March 12, 2025**

**Slide 1** - Chairman Nathe and members of the committee, my name is Wayde Sick, State Director of the Department of Career and Technical Education. I am here to provide testimony in support for Senate Bill 2019 or the Department of Career and Technical Education Appropriations Bill.

**Slide 2** - First, what statute provides authority to the Department of Career and Technical Education to do what we do. NDCC 15-20.1 outlines the responsibilities of NDCTE and the State Board, NDCC 15-20.2 defines Area Career and Technology Centers, NDCC 15-20.4 provides authority to CTE to approve the operation of postsecondary career schools.

**Slide 3** - The Mission of the North Dakota Career and Technical Education is to work with others to provide all North Dakota citizens with the technical skills, knowledge, and attitudes necessary for successful performance in a globally competitive workplace.

**Slide 4** - During the 2023-2025 Interim, the State Board for Career and Technical Education embarked on the Be Legendary Board Training, like many school boards across the state. Although the process had to be adjusted to meet the needs and role of the State Board, the Board adopted three student outcome goals. They are as follows:

1. Increase the number of students identified as a Career and Technical Education Concentrator.
2. Increase the percentage of students who graduate workforce ready.
3. Increase the percentage of rural students that enroll at a Career and Technology Center.

These goals were adopted in the summer of 2024 and now guide the Department and the Board in our decision making.

**Slide 5** - On this slide, you will see the organizational chart for the Department of Career and Technical Education. We are a relatively small agency, organized by program area and its respective Career and Technical Student Organization.

**Slide 6** – Next, a quick overview to explain our most recent audit. Our audit was completed on August 16, 2024, and was a clean audit with no findings.

**Slide 7** – The next portion of the presentation is I would like to discuss the accomplishments of Career and Technical education over the 2023-25 biennium. I have several slides, illustrating these accomplishments.

The first accomplishment to discuss is specific to work-based learning. During the 2023 Legislative Session, the Department was appropriated \$1.5M to fund Work-Based Learning Coordinators. These are individuals, who's role is to connect students with work-based learning opportunities. This may include job shadows, career exploration experiences, or a placement with an employer. The Department developed a grant program, which provided \$50,000 for each full time WBL coordinator, to partially support salaries and operations. In the grant, we required the WBL Coordinator duties to be at least a .5 FTE position, as we did not want to have this as an hour a day responsibility, that may not get the attention it deserves. We were able to fund 16 coordinators, statewide. Many are located at a career and technology centers, therefore supporting multiple school districts. In total the Department has also trained 74 individuals to become a work-based learning coordinator. We see a value to training individuals, who may not serve as a WBL Coordinator, as this will provide them with the knowledge of how to establish and expand WBL opportunities and how to use the online platform used to create WBL opportunities.

In 2023, I reported to the Legislature that the WBL module named Compass was brought into the RUReady ND career exploration platform. To date, 513 employers and 16,000 high school students have enrolled in Compass. As this continues to expand, more students and employers will be able to

find each other, to help more students find opportunities. This has been a slow and tedious process, with multiple professional development opportunities and employer workshops, ensuring both employers and educators are aware and are using the platform.

**Slide 8** - Compass works by having employers and students develop profiles, using technology to find a “match. Employers can provide their opportunities through the RUReadyND portal. We are in the process of continuing to provide awareness, not only to schools, CTE Centers and higher education, but also the business community, economic development and chambers of commerce. We have also provided training to Job Service North Dakota staff, as they are the statewide boots on the ground for workforce development. By training those staff, they are able to inform employers on the opportunity to partner with their local school district or Career and Technology Center, strengthening the workforce pipeline.

**Slide 9** - Another enhancement to the RUReadyND platform is the addition of the CareerViewXR Virtual Reality Career Exploration system. In the 2023 Legislative Session, \$500,000 was appropriated to NDCTE to integrate a virtual reality career exploration software into RUReadyND. Now middle school and high school students have access to 90 unique experiences. Be More Colorful, the CareerViewXR vendor also donated 300 VR Headsets to middle and high schools during the 2023-24 school year. We hope to continue to provide this service, expanding it into our elementary schools.

**Slide 10** - Next, we were able to make progress with the CTE Capital Projects Grant. During the winter of 2021-22, thirteen projects were awarded a total of \$88,276,228. The State was not able to access these dollars until June 2023. Also, during the 2023 Legislative Session, an additional \$26.5M of SIIF and \$6.3M of leftover broadband dollars were appropriated to CTE, bringing this grant program to approximately \$121M. To date seven of the thirteen projects have completed their project or are nearing completion. Seven of the thirteen grants have been closed out. Approximately \$105M

has been reimbursed to the projects. Although this was not included in our budget request, it has been requested by a few of the grantees that their grant may not be closed by the end of the biennium. Those that are close are concerned, in the event of a delay such as a spring blizzard. That said, I would like to request any unused dollars to be carried over into the 2025-27 biennium, to ensure those grants can be spent down. **Slide eleven** shows the breakdown of the total award.

**Slide 12** - The next accomplishments are the enrollments of our CTE Programs and enrollment trends over the past five years. In the 2023-24 school year, 74% of North Dakota students enrolled in at least one CTE course, with 28% of all high school students as a CTE Concentrator. **Slide 13** - We have seen flat CTE enrollment and concentrator numbers in our post-secondary programs.

**Slide 14** - This is a data that we are very proud of and discuss it often. If a student is a CTE Concentrator, they have a greater chance of graduating high school. North Dakota already has a high graduation rate of 82%, but CTE students graduate at a rate of almost 98%. Native American students enrolled in CTE graduate at rate of 93%, compared to 63%. Career and Technical Education helps bring relevance and engagement, keeping students in high school.

You will also see that 90% of our CTE Concentrators have post-program placement. That means they are meaningfully employed, enrolled in higher education, in some sort of advanced placement like an apprenticeship, or enrolled in a community service, such as AmeriCorps. Another eligible placement is military, but we do not have access to military data.

Also 44.7% of our CTE Concentrators have completed a Work-Based Learning experience. Many of these experiences are an employer placement.

**Slide 15** - This slide shows graduation rates for CTE Concentrators over the past three years, broken down by the different demographics that make up our state's population.

**Slide 16** - Next, Marketplace for Kids is a program to encourage elementary students to explore entrepreneurship and self-employment, as well as career opportunities in North Dakota. This is completed through Marketplace for Kids Education Days, that are held across the state every year. At these regional events, elementary age students learn about careers in North Dakota and students are able to showcase their entrepreneurial ideas. **Slide 17** - Twelve Education Days have occurred during the 2023-24 school year, with an estimated 8,000 attendees. For the 2024-25 school year, fifteen events are scheduled, with an estimated 11,000 attendees. Robert Heitkamp, who runs Marketplace for Kids is present to discuss the program in greater detail later in the hearing.

**Slide 18** - The ND STEM Ecosystem is dedicated to being a statewide resource to improve STEM access for all North Dakotans; to engaging industry, community, and education systems to address workforce challenges and STEM literacy; and to promoting a lifelong learning environment to develop employability and life skills and connect passion with opportunity. ND STEM Ecosystem is a member of the STEM Learning Ecosystems Community of Practice, which is an international organization that elevates the visibility and accessibility of STEM professions for all.

**Slide 19** - In this biennium appropriated funds have been used to provide support for STEM activity days. Grant funds awarded by the ND STEM Ecosystem have helped support Regional STEM Days across the state in all four of our defined regions. The STEM Day events held last year provided a wide variety of hands-on, interactive STEM activities to over 3200 North Dakota students from 65 different school systems. These events have increased opportunities for all students that have attended, but significantly for those from districts with limited resources. They have increased STEM opportunities for underrepresented, rural, and Native American students.

The grants awarded this year are well on their way to a similar outcome. Beth Demke, Chair of the ND STEM Ecosystem Board and Director for Gateway to Science is in the room to discuss the STEM Ecosystem in greater detail.

**Slide 20** - Another accomplishment in 2023-25 is the continuation of the Farm Management Education Program. This program is designed to provide education to farm owners and operators, or persons interested in farming. The purpose of the program is to assist clients in meeting their business and personal goals. This is best accomplished using quality records and sound business decisions. These programs are located across the state, primarily at our community colleges.

**Slide 21** - As you can see enrollments have declined over the past years. This is primarily due to retirement of instructors and the inability to secure replacements. These programs are still valuable, not only to the producers, but also to the agriculture industry as valuable data is collected. You will see a few handouts, within your packet, that further illustrates the impact of the Farm Management Education program. I will mention this later, but SB2274, jointly drafted by NDCTE, ND Department of Agriculture and the Farm Management Education instructors will transfer the Farm Management Education program from NDCTE to the Department of Agriculture. Although, we are sorry to see that program leave, with the ever expansion of secondary Career and Technical Education programs and CTSO's, NDCTE staff are limited with capacity. Also, a primary issue the Farm Management Instructors are currently facing is declining enrollment. We feel the outreach the Department of Agriculture has to our agriculture producers will be a move in the right direction to increase usage of this invaluable program. There are also programs within the Department of Agriculture that align closely with Farm Management Education.

**Slide 22** – To change topics, I would like to provide an update on staffing at NDCTE. As I mentioned earlier, NDCTE has 23.5 FTEs. During the 2023 Legislative Session, we were provided two additional FTEs. With those, and the funds provided, we created an Assistant Family and Consumer Science Program Supervisor, who we were able to hire starting June 3, 2024, and an Assistant Agricultural Education Program Supervisor, who started August 30, 2023. Since many of our staff are licensed teachers, we have very narrow hiring windows, to not interfere with school



contracts. Our Employee Funding Pool Appropriation for new FTE was \$394,874 and we have transferred \$288,783, for a savings of \$106,091.

**Slide 23** - The 2023-25 biennium was tough on NDCTE due to staff turnover. We had nine staff leave due to retirement or resignation, with seven vacancies at one time during the winter of 2023-24. After some reorganization, we have been able to fill and utilize all but one FTE. Due to these resignations and retirements, we did not need to request our vacancy Employee Funding Pool appropriation of \$148,852. We are below our salary appropriation by \$233,792. To add to this, the Department anticipates three to four additional retirements in the 2025-2027 biennium.

**Slide 24** - Because of our vacancies and inability to replace some positions, we have restructured staffing at the Department. First, we eliminated the Career Development Resource Network supervisor and elevated the Administrative Assistant for Career Development into a Manager role. We also eliminated all administrative assistant positions and created four Program Specialists Positions, currently held by 3.5 FTE. These staff still complete administrative support duties but also have additional responsibilities to support the entire agency. We were also able to create a Health Careers and Public Safety Program Supervisor, to reduce the workload on our Trade, Industry and Health Career Supervisor, and allow for more growth in both program areas.

We currently have one vacancy. The vacant position is another Program Specialist/Administrative Assistant position. It is vacant, as we continue to evaluate the Department's needs.

This transition is still underway, as all staff shift over to new roles and new processes are developed to ensure tasks are completed and services to our customers are not negatively impacted.

**Slide 25** - So, what do we want to accomplish in the next biennium? Everything we want to accomplish can be walked back to the goals the State CTE Board adopted. Increase enrollment and concentrator numbers, expand work-based learning, including apprenticeship and pre-apprenticeship

and recruit and retain CTE Educators. The following budget and optional requests are how we hope to accomplish these goals.

**Slide 26** - I will next review the agency's budget, comparing the current 2023-25 biennium budget, the 2025-27 Agency Requests, and the 2025-27 Executive Budget. I will discuss each Agency Request individually later in my presentation.

Salaries – This includes two additional FTE's. I will explain that request later in my testimony.

Operating – The increase includes funding to continue Virtual Reality career exploration and teacher recruitment and retention and any increase in Perkins V funds the agency may receive. Again, I will go into greater detail later.

Grants-Secondary – This increase is due to requesting additional cost to continue funds, new and expanding program funds, and Work-Based Learning Coordinator grant dollars.

Grants-Federal – This request is to provide the Department with Federal Funds authority for grants, in the event our Federal Perkins V allocation is increased.

Grants-STEM – This request will be discussed later but is to expand on the STEM Ecosystem work.

ND Farm Management Education – This is held flat, but as I mentioned SB2274 would move this program to the Department of Agriculture.

Workforce Training – This is increased \$1.6M from the \$2.5M base. The additional \$487,500 was for a one-time UAS workforce training appropriation, that was provided in the 2023 Legislative Session.

Marketplace for Kids – This line is increased by \$150,000 and will be explained later.

Area CTE Center Grant – This is a request to continue to CTE Capital Projects Program.

**Slide 27** lays out the difference between Governor Armstrong's executive budget recommendation, the agency requests and the Senate version.

**Slide 28** lays out the Decision Package requests and what were included in Governor Armstrong's budget and the Senate version.

Now I will discuss each of the change packages and rationale behind each request.

**Slide 29** - Cost to Continue – \$4 million

Currently, High School Career and Technical Education programs are reimbursed at our comprehensive high schools at 27% and at the Area Career and Technology Centers at 40%. To account for increases in costs and maintain reimbursement rates, the Department is requesting \$4 million for cost to continue. The additional \$4M would allow for the Department to continue to reimburse programs at a rate of 10% over the previous biennium, to account for an increase in costs.

New and Expanding Programs – \$22 million

Every year, new CTE programs are introduced and make substantial expansions. To support these programs, not at the expense to funding of existing programs, the agency is requesting \$22 million. This will provide funding for new programs at comprehensive high schools, the State's existing Area Career and Technology Centers and new Area Career and Technology Centers and provide funding for middle school Career and Technical Education for the first time. Some of the new and expanding Centers that were funded with the CTE Capital Projects Grant in the 2021-23 biennium have begun operating in the 2023-25 biennium, with the remaining coming online in the 2025-27 biennium. Even those that were able to start operation in the 2023-25 biennium are continuing to scale up. This funding will continue to provide for more equitable access to diverse and quality CTE programs to more students in more areas of the state. New programs must align with in-demand occupations, as identified by the North Dakota Workforce Development Council.

This amount was calculated by reviewing what the local CTE Directors plan to bring on as programming in the 2025-27 biennium. In surveying the CTE Directors, they have plans, if funds are available, to bring online multiple programs, expanding access to more diverse opportunities. It is estimated the CTE Centers could use up to an additional \$15M in new and expanding program funds. This would leave approximately \$6,000,000 to provide financial support of middle school programming statewide. This would also provide \$1,000,000 for comprehensive high school programs to continue to expand, primarily in our most rural parts of the state.

**Slide 30** - Work-Based Learning Coordinators – \$1.5 million

To continue to expand work-based learning opportunities, the Department of Career and Technical Education is requesting an additional \$1.5 million to increase the number of WBL Coordinators in North Dakota. During the 2023 Legislative Session, NDCTE was appropriated \$1.5M, in which we granted \$50,000 grants to support coordinators. We are currently funding 16 coordinators, and with additional funding plan to fill in areas where access to a WBL Coordinator is lacking. These positions are a conduit between education and business, developing work-based learning opportunities as well as support the Learn Everywhere Initiative, as passed by the 67th Legislative Assembly.

**One-Time Optional Request: Continuation of New and Expanding CTE Centers – \$56M**

During the 2021 Legislative Session, the Department of Career and Technical Education was appropriated \$88.3 million for the intent to fund new and expanding CTE Centers. During the 2023 Legislative Session, due to the delay in accessing funds, funds were provided with \$26.5M coming from SIIF and approximately \$6M in Broadband dollars, to address inflation. Career and Technical Education is again asking for funds to continue this initiative to continue to fill this gap. It is the request of the Department to provide the State Board the flexibility to not only grant dollars to continue to close the gaps in funding needs due to budget overruns, but also grant funds to new

projects, in areas of the State that do not currently have access to an Area Career and Technology Center. This amount was calculated as the Department requested \$56 million in 2023 to address inflation and received \$32.6 million, leaving a gap of around \$23.4M. The remaining funds could then be used to fund projects in areas of the state that do not have full access to an Area Career and Technology Center.

### **Slide 32** - CTE Educator Recruitment Strategies - \$650,000

This funding would be instrumental in supporting the development of new teachers. This would be a combination of assigning mentors for first- and second-year educators as well as support the tuition costs for individuals transitioning into the career and technical education field. The tuition costs include programs such as the VCSU Transition to Teaching program, that individuals moving from industry to education complete to learn how to become a teacher.

### **Virtual Reality Career Exploration**

This funding request is to continue to provide and evolve immersive media opportunities for career exploration and awareness across Career and Technical Education. This can include hardware, software, and/or immersive spaces. Our partner in this project is in the process of also finding private dollars to serve as a potential match, to allow for all students K-12, to have access to these career exploration experience.

### **Slide 33** - Marketplace for Kids

Marketplace for Kids is requesting an additional \$150,000, bringing the total allocation to \$450,000. This is the first increase requested since 2012. The request is to support Native American-Focused Programming, address a reduction in community and sponsorship funding and to address general increases in costs. Marijke, Leibel, with Marketplace for Kids will provide testimony later, to further explain this request.

## Workforce Training – \$1.6 million

TrainND requests base funding of \$2.5 million, and an additional \$1.6 million for a FY26 – FY27 pilot program to expand outreach initiatives into regional areas of opportunity and further drive workforce education and training numbers higher throughout the state. The pilot program would add one sales-focused FTE per region, strategically locating the FTE person within each region to maximize efficiency and expansion opportunity. Sara Vollmer, TrainND Director for the Southeast Region will present on TrainND, later in the Hearing.

I also request the House Appropriations E&E division to consider an amendment to the policy with SB2019. During the 2023 Legislative Session, \$500,000 was included in this line to address state employee pay increases. It was to be distributed based on FTEs, which this FTE count may no longer hold true. I ask that language to be struck, to allow the State Board for Career and Technical Education to distribute the funds, based off of the policy that has been drafted by the TrainND Directors and College Presidents, and approved by the State CTE Board in December 2024.

## Slide 34 - STEM Ecosystem

Funding is to support the hiring of staff for the STEM Ecosystem, to better manage the activities of the Ecosystem, secure private dollars to support STEM Education and to manage any grants that may be created with private funds. Beth Demke, Chair of the STEM Ecosystem, will provide additional testimony.

## Funding for Additional FTE at Department of CTE – \$600,000

Two additional FTEs are being requested to provide outreach and support for the ND Office of Apprenticeship. The intent is to provide outreach and awareness to employers, educators, and students on the value of apprenticeship programs. Also, a focus would be to develop youth and pre-apprenticeship opportunities, to further assist developing workforce pipelines. HB1036 was

introduced, that requested three FTEs to be provided to the ND Department of Labor, for staff that would provide administrative support to the US Department of Labor North Dakota Office of Apprenticeship. HB1036 was defeated prior to crossover. I believe both requests are important and would work in tandem. The FTEs that were included in HB1036 should be established prior to the SB2019 FTE requests, therefore, these are now may not be appropriate.

### **Slide 35** - Agency Fees

Postsecondary educational institutions which act as “Postsecondary career schools” must heed North Dakota Century Code Chapter 15-20.4-02 and work with the North Dakota Department of Career and Technical Education in order to gain authorization to operate in the state.

"Postsecondary career school" means a private, vocational, technical, home study, business, professional, or other private school or college, or other private organization or person, operating in this state, offering educational credentials, or offering instruction or educational services, primarily to persons who have completed or terminated their secondary education or who are beyond the age of compulsory high school attendance, for attainment of educational, professional, or vocational objectives at a level no higher than the associate of applied science level. Century Code does allow some exemptions, but these must be made in writing to the board and reviewed. With the advent of more online training by out-of-state institutions, the emphasis for this decision is always given to the protection of North Dakota students.

The process involves a yearly online application, which includes the schools submitting items such as financial statements, proof of surety bond, proof of accreditation, coarse catalogue, student agreement (including student protection and reimbursement policy), current North Dakota enrollment, placement opportunities, etc. The initial application fee is \$1000, with renewal applications set at \$500. Although applications are due to the agency by April 1, the State Board of Career and

Technical Education deliberates on findings and final authorization at their June meeting to provide schools authorization July 1 to June 30 of each year.

**Slide 36** - The next slide provides an overview of the status of any Federal State Fiscal Relief Funds the Department has been appropriated. I will review the slide in detail.

**Slide 37** - My final slide are policy bills that may directly impact the Department of Career and Technical Education, either on how we conduct our business, how we monitor our funding recipients or our budget directly.

Senator Nathe and members of the House Appropriations Education and Environmental Committee. This concludes my testimony, and I am happy to answer any questions you may have. If not, I would like to turn the podium over.





The North Dakota Department of Career and Technical Education (NDCTE) provides technical assistance, professional development activities, and performs evaluations for all CTE programs in the state, which includes:

- 543 secondary programs serving 25,388 students and
- 219 postsecondary programs serving 8,392 students.



Preparing Tomorrow's Workforce

### School Year 2022-23

#### Perkins V Quality Performance Measures

NDCTE met 5 of 7 in the Secondary and all Postsecondary:  
**Secondary**

- 1S1: Student Graduation Rate Reading Language Arts
- 2S1: Academic Proficiency in Reading/Language
- 2S2: Academic Proficiency in Mathematics
- 2S3: Academic Proficiency in Science
- 3S1: Post-Program Placement
- 4S1: Non-Traditional Program Concentration
- 5S3: Program Quality-Participated in Work-Based Learning

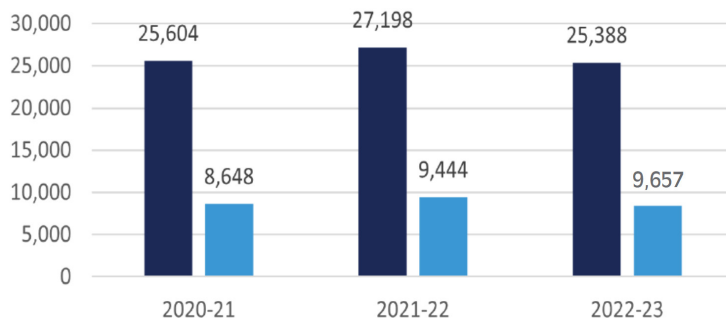
#### Postsecondary

- 1P1: Post-Secondary Placement
- 2P1: Earned Recognized Postsecondary Credential
- 3P1: Non-Traditional Program Concentration

**97.88%** In 2023, 97.88% of CTE Concentrators in North Dakota graduated on time compared to 83% of all high school students.

	2020-21		2021-22		2022-23	
	Statewide	CTE Concentrators	Statewide	CTE Concentrators	Statewide	CTE Concentrators
<b>Four Year Graduation Rate</b>	<b>87%</b>	<b>96.01%</b>	<b>84%</b>	<b>96.97%</b>	<b>83%</b>	<b>97.88%</b>
<b>Demographics</b>						
Asian American	84%	93.94%	86%	100%	81%	100%
Black	81%	87.18%	71%	91.43%	69%	94.4%
Hispanic	73%	90.76%	72%	94.89%	68%	92.7%
Native American	70%	88.41%	65%	87.56%	65%	95.58%
Native Hawaiian or Pacific Islander	74%	100%	72%	100%	74%	100%
White	91%	97.13%	89%	97.95%	88%	98.42%

Statewide Enrollment



High School course enrollment in CTE is

**38,151**

(Duplicated Count)

**25,388 or 74.47%**  
of all high school students are enrolled in a CTE course.

(Unduplicated Count)

**CTE Concentrator:** A student who has earned two or more credits in a single CTE program area recognized by the state.

**Duplicated Count:** One student may be enrolled and counted for data collection purposes in more than one course.

**Unduplicated Count:** A student is counted only once, even if that student is enrolled in and reported as a CTE concentrator in more than one program area.

# Program Areas and Enrollment

**2022-23  
STARS Data  
(Duplicated)  
Grades 9-12**

**2022-23  
MIS03 Data  
(Duplicated)  
Grades 6-8**

## Agricultural Education

Provides leadership, support, and curriculum integration for state agricultural education programs, the FFA CTSO, and postsecondary students in agriculture. Support instructors who provide one-to-one education for North Dakota farmers and ranchers enrolled in the North Farm Management Education Program.

**5,617**

**3,636**

## Business Education

Provides leadership, support, and curriculum integration for state business education programs, the Future Business Leaders of America (FBLA) CTSO at the middle school, high school, and collegiate level.

**8,087**

**9,616**

## Family & Consumer Sciences Education

Provides leadership, support and curriculum integration for state family and consumer sciences programs and the Family, Career and Community Leaders of America (FCCLA) CTSO.

**10,320**

**8,428**

## Information Technology Education

Provides leadership, support, and curriculum integration for state information technology programs. Partnered with Cisco to provide free Networking and Information Communications Technology curriculum and training to schools. Provides secondary information technology students with free certification of Comp TIA IT Fundamentals, IC3, and MTA.

**1,290**

**84**

## Marketing Education

Provides leadership, support, and curriculum integration for state marketing programs and the DECA CTSO. DECA prepares emerging leaders and entrepreneurs in marketing, finance, hospitality, and management in high schools and colleges.

**2,579**

**0**

## Technology & Engineering Education

Provides leadership, support, and curriculum integration for state technology and engineering programs and the Technology Student Association (TSA) CTSO.

**3,373**

**1,829**

## Trade, Industry, Technical Education, & Health Sciences Education

Provides leadership, support, and curriculum integration for state TITH programs and the SkillsUSA CTSO at the secondary and postsecondary level. Partners with a multitude of industry leaders to align technical programs and instructor certifications with national standards.

**Trade/  
Industry/  
Technical**

**3,809**

**9**

**Health  
Sciences**

**3,076**

**0**

**Totals**

**38,151**

**23,602**

# Program Support Services

## **Career Development**

Provides leadership, support and curriculum integration for Career Development Programs in over 100 school districts. Provides career advisor training for counselors, educators and professionals interested in high school career development, leading to a globally recognized credential.

## **Career Resource Network**

Provides technical support and guidance for RUReady.ND.gov, a web-based career information delivery system. Develops and delivers professional development resources to support career professionals and educators. Produces the *Career Outlook*, a resource with labor market information and college and career readiness information.

## **Education Data and Research**

Updates Labor Market Information data for the Career Resource Network publications and other CTE program areas. Compiles, analyzes, and enters data in the Perkins Consolidated Annual Report portal.

## **Educational Equity**

Assists schools in efforts to promote enrollments in and completion of programs leading to nontraditional careers.

## **Special Populations**

Provides training and support for Career and Technical Resource Educators and Basic Skills Educators who provide academic assistance to at-risk CTE students in local schools and colleges.

## **Standards and Curriculum**

Adopting national and/or industry standards in all CTE curricular areas. Integrating and identifying academic content throughout CTE curriculum.

## **Work-based Learning (WBL)**

Provides training, leadership, resources and support for WBL Coordinators throughout the state to build a system of consistent, high-quality WBL experiences for all students.

# New and Innovative Projects

## **Work-based Learning (WBL)**

### **2022**

- WBL Coordinator Endorsement & Training developed and implemented.
- 21 participants complete CTE WBL Coordinator Training.
- WBL Coordinators report an increase in WBL student experiences.
- Launched WBL Module through [www.RUReadyND.gov](http://www.RUReadyND.gov) partnering with Golden Path Solutions.
- More than 200 employers created accounts on the WBL Module to connect with educators and students.

### **2023**

- Continues to expand, improve, and increase the effectiveness of WBL in North Dakota.
- Registration for CTE WBL Coordinator Training is open for new sessions starting March 1, 2023.

## **Capital Projects**

The Capital Projects Fund, provided by the 67th Legislative Assembly, will expand access to Career and Technical Education opportunities through the construction of thirteen new and expanding CTE Centers and facilities.

# Career and Technical Student Organizations (CTSOs)

CTSOs provide students with the opportunity to:

- Learn more about careers
- Develop leadership skills in preparation for college and career
- Test their skills at state and national competitions
- Participate in community service opportunities

CTSO Chapters and Membership		2019-20	2020-21*	2021-22	2022-23	2023-24
DECA - High School	Chapters	24	23	25	23	27
	Members	917	708	889	978	1,085
DECA - Collegiate	Chapters	9	9	9	8	8
	Members	205	143	172	149	143
FBLA - High School	Chapters	69	63	63	65	65
	Members	1,503	1,081	1,022	1,260	1,420
FBLA - Middle School	Chapters	15	10	21	21	21
	Members	99	61	160	191	172
FBLA - Collegiate	Chapters	4	3	4	4	4
	Members	25	21	32	45	31
FCCLA	Chapters	72	64	72	75	68
	Members	1,432	1,186	1,560	1,734	1,552
FFA	Chapters	90	85	93	94	95
	Members	6,227	6,252	7,141	8,000	7,118
SkillsUSA	Chapters	26	30	23	30	29
	Members	699	339	495	580	607
TSA	Chapters	25	17	16	18	14
	Members	321	196	184	233	154
Total Chapters		334	304*	326	337	331
Total Members		11,428	9,987*	11,655	13,164	12,282



**DECA** prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high schools and colleges around the globe.



**FCCLA** promotes personal growth and leadership development through Family and Consumer Sciences education.



**FBLA** inspires and prepares students to become community-minded business leaders in a global society through relevant career preparation and leadership experiences.



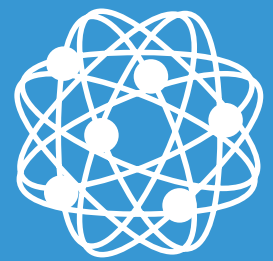
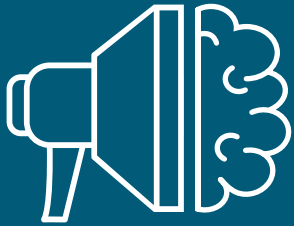
**FFA** makes a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education.



**SkillsUSA** is America's proud champion of the skilled trades. Our mission is to empower students to become skilled professionals, career-ready leaders and responsible community members.



**TSA** fosters personal growth, leadership, and opportunities in Science, Technology, Engineering, and Mathematics (STEM).



# NORTH DAKOTA

*Career and Technical Education*

## PREPARING TOMORROW'S WORKFORCE



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Bismarck, ND 58505-0610 Phone (701) 328-3180  
[www.cte.nd.gov](http://www.cte.nd.gov)  
[cte@nd.gov](mailto:cte@nd.gov)



# About CTE

Career and Technical Education (CTE) prepares students, both youth and adults, for a wide range of careers. These careers require varying levels of education; high school diplomas and postsecondary certificates, apprenticeships, or two and four-year college degrees. Students add value to their overall education by completing CTE programs of study that provide opportunities to earn industry-recognized credentials and college credit while still in high school.

The mission of Career and Technical Education is to work with others to provide all North Dakota citizens with the technical skills, knowledge, and attitudes necessary for successful performance in a globally competitive workplace.

By meeting the current needs and anticipating the future demands of the economy, CTE is critical to our nation's economic success. CTE is a leader in building collaborative connections among education, economic development, and workforce development to ensure alignment of policies and program delivery. Standards are rigorous, blend academic and technical content, and are internationally benchmarked.

Career and Technical Education is a vital part of the total educational system. It provides equitable opportunities for all students to develop skills they need to:

- Learn through career development while meeting academic standards;
- Earn as productive citizens in a global society, and;
- Live as contributing members of their communities.

More than 11,000 students in North Dakota middle schools, high schools, colleges, and universities take part in career and technical student organizations (CTSOs) with others who share their career interests. CTSOs put students in contact with teachers and business people from their chosen career areas and let them practice the leadership, employability, and technical skills they'll need for success. The experience is fun and can lead to lifetime relationships with future professional colleagues.

Over  
25,000  
students are  
enrolled in a CTE  
Career Cluster  
related  
course.

CTE  
Career Cluster  
Programs have over  
a 97% graduation  
rate.

## Our Future Workforce

With one of the lowest unemployment rates in the United States and a steady increase in job growth, North Dakota stands as a pinnacle of success for transferring secondary and post-secondary individuals into thriving members of the job force. To continue this path of success, programs must be given adequate support and attention to grow and evolve with technology and workforce needs. CTE is dedicated to providing the tools to administrators and students for advancing and exploring development.



**Cross Cutting Clusters** highlight the versatile and interconnected nature of today's workforce.



## CTE Program Areas

AGRICULTURAL EDUCATION  
 FAMILY AND CONSUMER SCIENCES EDUCATION  
 CAREER DEVELOPMENT  
 INFORMATION TECHNOLOGY EDUCATION  
 HEALTH SCIENCES EDUCATION  
 TECHNOLOGY & ENGINEERING EDUCATION  
 TRADES, INDUSTRY, & TECHNICAL EDUCATION  
 BUSINESS EDUCATION  
 MARKETING EDUCATION

# Career Clusters

The Career Clusters serve as an organizational model to group occupations with similar traits. Essential skills and knowledge for each cluster have been identified and provide the foundation for CTE curriculum development and instruction. Students are able to create plans of study which result in a complete range of career options. As such, career clusters help students discover their interests and abilities, and empowers them to choose the educational pathway that can lead to future success.

Program areas are designed to be fluid with the evolving work culture of today's society, making program areas overlap. This requires today's students and young professionals to diversify their soft and hard-skills to remain competitive and successful.

## Career and Technical Student Organizations

**DECA:** DECA Prepares emerging leaders and entrepreneurs in high schools and college around the globe in marketing, finance, hospitality and management.

**FBLA:** (Future Business Leaders of America): The mission of FBLA and FBLA Collegiate is to bring business and education together in a positive working relationship through innovative leadership and career development programs.

**FCCLA:** (Family, Career and Community Leaders of America): Students focus on multiple roles of a family and community member; members develop skills for life through character development, creative and critical thinking, interpersonal communications, practical knowledge and career preparation.

**FFA:** A program dedicated to developing student potential for premier leadership, personal growth, and career success through agricultural education.

**SkillsUSA:** A partnership of students, teachers and industry representatives working together to ensure America has a skilled workforce. Activities in local chapters revolve around preparation for competitions in a broad range of leadership and career skills.

**TSA:** (Technology Student Association): Provides students the ability to gain leadership and opportunities in technology, innovation, design and engineering. TSA members prepare for challenges of a dynamic world by promoting technological literacy, leadership and problem solving resulting in personal growth and opportunities.

**HOSA:** (Health Occupations Students of America): This student-led organization creates a local program of work to engage in community service, explore healthcare workforce opportunities, and experience personal growth.



# Career Resources

Work-Based Learning and the Next Step in Career Development



North Dakota Career and Technical Education (NDCTE) provides RUReady.ND.gov to students across the state as part of its commitment to preparing tomorrow's workforce. This dynamic platform is widely used by schools, offering resources for creating 4-year rolling plans, exploring and planning careers, engaging in work-based learning, and preparing for postsecondary pathways. RUReady.ND.gov empowers students to take control of their future by providing the tools to make informed decisions about their education and career options.

## Work-Based Learning

Aims to prepare students for the emerging job force by giving the unique opportunity of working and developing critical skills.

### A Message from Wayde Sick, Director of Career and Technical Education:

The North Dakota Department of Career and Technical Education (NDCTE) supports CTE programs through several key initiatives:

- **Funding:** NDCTE provides financial assistance to schools and institutions to develop and enhance CTE programs. This includes federal Perkins funding and state grants to support equipment purchases, curriculum development, and program expansion.
- **Standards Development:** The department collaborates with educators and industry partners to develop industry-based standards, to ensure curriculum provided locally meets the needs of today's workforce.
- **Professional Development:** NDCTE offers training and resources for educators, helping them stay current with industry trends and instructional best practices.
- **Industry Partnerships:** By fostering relationships with business and industry leaders, NDCTE helps schools provide work-based learning opportunities, internships, and apprenticeships.
- **Program Evaluation and Improvement:** The department regularly evaluates CTE programs to ensure quality and effectiveness, providing feedback and support for continuous improvement.

These combined efforts enable NDCTE to strengthen Career and Technical Education statewide, fulfilling its commitment to preparing tomorrow's workforce.

To support the effective use of RUReady.ND.gov, NDCTE offers workshops and resources to help educators integrate the platform into their work with students.

Check us out on Facebook and X!

[facebook.com/NorthDakotaCTE/](https://facebook.com/NorthDakotaCTE/)

[@NorthDakotaCTE](https://twitter.com/NorthDakotaCTE)



[cte.nd.gov](https://cte.nd.gov)



## **2025-27 Department of Career and Technical Education Legislative Priorities**

For the 69<sup>th</sup> Legislative Session, the Department of Career and Technical Education has identified the following as budget priorities. The following change packages are both increases to the agency's base budget and one-time requests.

### **On-going requests – To be included in the base budget**

#### **Cost to Continue – \$4 million**

Currently High School Career and Technical Education programs are reimbursed at our comprehensive high schools at 27% and 40% at the Area Career and Technology Centers. To account for increases in costs and maintain reimbursement rates, the Department is requesting \$4 million for cost to continue. – The Department is currently drafting a revised funding policy, that is based on outcomes instead of costs, which will incentivize high quality programs and reduce the red-tape the current funding policy requires.

#### **New Programs – \$22 million**

Every year, new CTE programs are introduced and make substantial expansions. To support these programs, not at the expense to reimbursement of existing programs, the agency is requesting \$22 million. This will include provide funding for new programs at comprehensive high schools, existing and new Area Career and Technology Centers. The new Centers were funded with CTE Capital Project Grant in the 2021-23 biennium and will began operation in the 2023-25 or 2025-2027 biennium. This funding will continue to provide for more equitable access to diverse and quality CTE programs, to more students, in more areas of the state. New programs must align with in-demand occupations, as identified by the North Dakota Workforce Development Council.

#### **Work-Based Learning Coordinators - \$1.5 million**

To continue to expand work-based learning opportunities, the Department of Career and Technical Education is requesting \$1.5 million to continue to increase access to work-based learning coordinators, to be located throughout the state, primarily housed at Area Career and Technology Centers. These positions would be the conduit between education and business, developing work-based learning opportunities as well as support the Learn Everywhere Initiative, as passed by the 67<sup>th</sup> Legislative Assembly. This total grant allocation will be \$3 million.

#### **TrainND - \$1.6M**

TrainND requests base funding of \$2.5 million, and an additional \$1.6 million for a FY26 – FY27 pilot program to expand outreach initiatives into regional areas of opportunity and further drive workforce education and training numbers higher throughout the state. The pilot program would add one sales-focused FTE per region, strategically locating the FTE person within each region to maximize efficiency and expansion opportunity.

#### **Marketplace for Kids - \$150,000**

Marketplace for Kids is requesting an additional \$150,000, bringing the total allocation to \$450,000. This is the first increase requested since 2012. The request is to support Native American-Focused Programming, address a reduction in community and sponsorship funding and to address general increases in costs.

### **STEM Ecosystem - \$250,000**

Funding is to support the hiring of staff for the STEM Ecosystem, to better manage the activities of the Ecosystem, secure private dollars to support STEM Education and to manage any grants that may be created with private funds.

### **Career and Technical Education Recruitment Strategies - \$650,000**

This funding would be instrumental in supporting the development of new teachers. This would be a combination of assigning mentors for first- and second-year educators as well as support the tuition costs for individuals transitioning into the career and technical education field.

### **Virtual Reality Career Exploration - \$2,000,000**

This funding request is to continue to provide and evolve immersive media opportunities for career exploration and awareness across Career and Technical Education. This can include hardware, software, and/or immersive spaces.

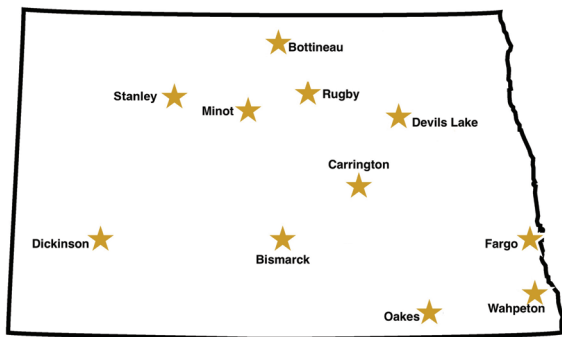
### **Additional FTEs - \$600,000**

Two additional FTEs are being requested to provide outreach and support for the ND Office of Apprenticeship. The intent of these staff is to provide outreach and awareness to employers, educators, and students on the value of apprenticeship programs. Also, a focus would be to develop youth and pre-apprenticeship opportunities, to further assist developing workforce pipelines.

### **One-Time Optional Requests**

#### **CTE Capital Projects Program - \$56 million**

Although thirteen different projects were funded across the state during the 2021-23 biennium, there are still gaps in the state where Area Career and Technical Education centers are not serving. This funding is to continue the initiative, started in the 2021 Legislative Session, to close the gaps on access to quality and diverse CTE programming. Current CTE Centers would also be able to tap into this funding, to continue to expand their offerings.



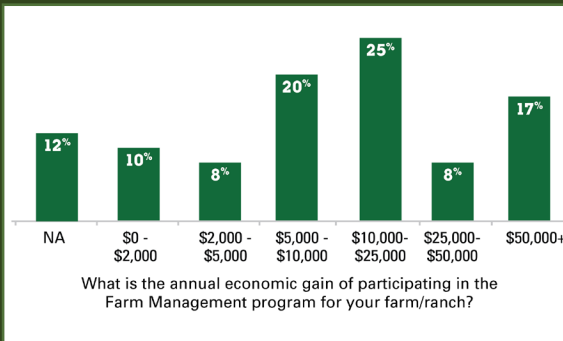
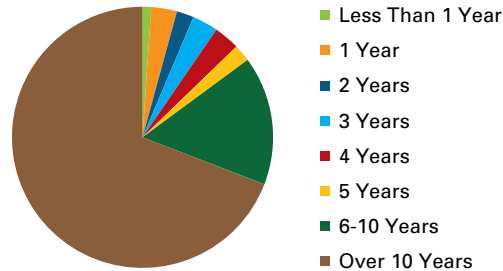
## ND Farm Management Locations

- Bismarck**  
*Bismarck State College*
- Bottineau**  
*Dakota College at Bottineau*
- Carrington**  
*Carrington Research Extension Center*
- Devils Lake**  
*Lake Region State College*
- Dickinson**  
*Dickinson Research Extension Center*
- Fargo**  
*ND State College of Science*
- Minot**  
*North Central Research Extension Center*
- Oakes**  
*Southeast Area Vocational Center*
- Rugby**  
*Hartley's Mall*
- Stanley**  
*208 S Main Street, Office 1*
- Wahpeton**  
*ND State College of Science*

# ND FARM MANAGEMENT EDUCATION

# ND FARM MANAGEMENT EDUCATION

How many years have you been a member of the Farm Management analysis program?



### Contact Information:

**Nikki Fideldy-Doll**

Supervisor Agricultural Education

701-328-3179 • [nfideldy-doll@nd.gov](mailto:nfideldy-doll@nd.gov)  
[www.ndfarmmanagement.com](http://www.ndfarmmanagement.com)

@North Dakota Farm Management Education Program



Sponsored by: North Dakota Department of Career & Technical Education  
 Bismarck, North Dakota





## Where Do You Receive Your Financial Education?

	Farm Management	Lender/Accountant
Goal Setting	✓	
Explanation of Financial Documents	✓	Lender: Limited
Assessing Personal Skills	✓	
Help Establish a Record Keeping System	✓	Lender: Limited
Balance Sheet Preparation	✓	Lender: ✓ Accountant: Limited
Financial & Production Trends	✓	Lender: Limited
Cash Flow Planning	✓	Lender: ✓
Cash Reconciliation	✓	Lender: ✓ Accountant: ✓
Income Statement	✓	Lender: ✓ Accountant: Limited
Year End Analysis	✓	Lender: Limited
Crop & Livestock Enterprise Analysis	✓	Lender: Limited
Explanation of Financial Numbers	✓	Lender: Limited
Cost of Production Per Unit	✓	
Analyzing Alternatives	✓	
Risk Management & Marketing	✓	
Tax Planning Preparation	✓	Lender: Limited Accountant: ✓

**Our Mission:** To provide lifelong learning opportunities in economic and financial management for persons involved in the farming and ranching business.

### Provides Instruction/Assistance in:

- Business/Family goal setting
- Improving the farm or ranch's recordkeeping system
- Increasing the knowledge of farm and ranch financial management through planning and business analysis
- Developing an understanding of the financial strengths and weaknesses of the farm or ranch business
- Improving the efficiency and organization of the farm or ranch business
- Developing the operator's and family's appreciation of the effects of current and long term decisions
- Benchmarking – operator has an opportunity to compare his farm profit, balance sheet ratios and farm enterprises to similar farms in their Region and the State



### What are producers saying about our program?

"The Farm Management Program is absolutely a critical tool for my operation. It is vital to securing my operating funds. It is crucial to my decision making. It is extremely useful when comparing to other producers throughout the state to evaluate things that are good to poor. Every farm operation, large or small, should be required to participate in this program."

- Bismarck State College Program Enrollee 

"It has allowed us to make more intelligent decisions based on the information provided to us in the packet. It has allowed our lender to also better understand the farming operation. With the stress and tight margins in the farm sector today, the Farm management program is a wonderful working tool to assist all involved in the operation."

- Dakota College at Bottineau Program Enrollee 

"It's nice to have someone you can talk to that knows & understands your operation and is willing to help you achieve your personal goals. The Farm Management Program is a very valuable source of guidance for my operation."

- North Dakota State College of Science Program Enrollee 





# ND FARM MANAGEMENT EDUCATION

## 2024-2025 INSTRUCTOR LIST

City	Instructor	School Host	Address	Phone
Bismarck	Thomas Wood <a href="mailto:thomas.j.wood@bismarckstate.edu">thomas.j.wood@bismarckstate.edu</a>	Bismarck State College	Bismarck State College 1500 Edwards Avenue Bismarck, ND 58506	701-224-5417 (o) 406-534-1981(c)
Bottineau	Linda Burbidge <a href="mailto:linda.burbidge@dakotacollege.edu">linda.burbidge@dakotacollege.edu</a>	Dakota College at Bottineau	Dakota College at Bottineau 105 Simrall Blvd Bottineau, ND 58318	701-228-5442 (o) 701-388-2727 (c)
Carrington	Jason Fewell <a href="mailto:jason.fewell@lrsc.edu">jason.fewell@lrsc.edu</a>	Lake Region State College	Carrington Research Extension Center PO Box 219 663 Hwy 281 NE Carrington, ND 58421	701-652-2951 (o) Ext: 119 701-331-1363 (c)
Devils Lake	Darren Wilcox <a href="mailto:darren.wilcox@lrsc.edu">darren.wilcox@lrsc.edu</a>	Lake Region State College	Lake Region State College 1801 College Dr. North Devils Lake, ND 58301	701-662-1562 (o) 701-350-2965 (c)
Fargo/Oakes	Kelcey Hoffmann <a href="mailto:kelcey.hoffmann@ndscs.edu">kelcey.hoffmann@ndscs.edu</a>	ND State College of Science	<b>Mail To:</b> North Dakota State College of Science-Fargo 1305 19 <sup>th</sup> Ave N Fargo, ND 58102  SE Region Career & Technical Center-Oakes 924 7 <sup>th</sup> Street South Oakes, ND 58474	701-231-6931 (o) 701-535-0165 (c)
Minot	Lynsey Aberle <a href="mailto:lynsey.aberle@dakotacollege.edu">lynsey.aberle@dakotacollege.edu</a>	Dakota College at Bottineau	North Central Research Extension Center Farm Management Education Attn: Lynsey Aberle 5400 Hwy 83 South Minot, ND 58701	701-857-7660 (o) 701-720-2323 (c)
Rugby	Morgan Stutrud <a href="mailto:morgan.stutrud@dakotacollege.edu">morgan.stutrud@dakotacollege.edu</a>	Dakota College at Bottineau	Farm Management Education 126 2 <sup>nd</sup> Street SW Suite 108 Rugby, ND 58368	701-776-5095 (o) 785-458-8475 (c)
Stanley	Duane Kabanuk <a href="mailto:duane.kabanuk@dakotacollege.edu">duane.kabanuk@dakotacollege.edu</a>	Dakota College at Bottineau	North Central Research Extension Center Farm Management Education Attn: Duane Kabanuk 5400 Hwy 83 South Minot, ND 58701	701-306-4487 (c)
Wahpeton	Leah Maertens <a href="mailto:leah.maertens@ndscs.edu">leah.maertens@ndscs.edu</a>	ND State College of Science	ND State College of Science 800 N 6 <sup>th</sup> St Wahpeton, ND 58076	701-671-3031 (o) 701-671-3031 (c)



# ND FARM MANAGEMENT EDUCATION

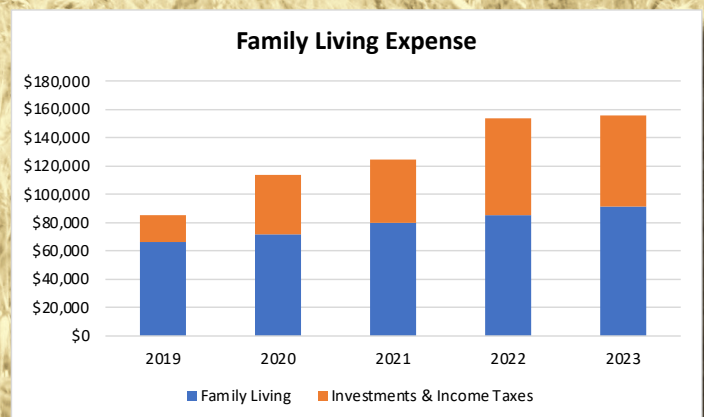
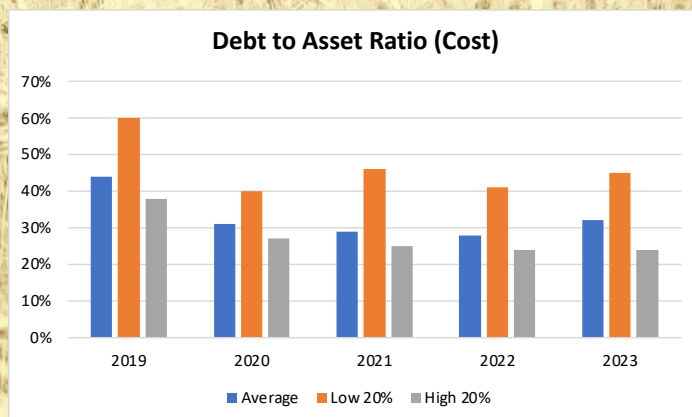
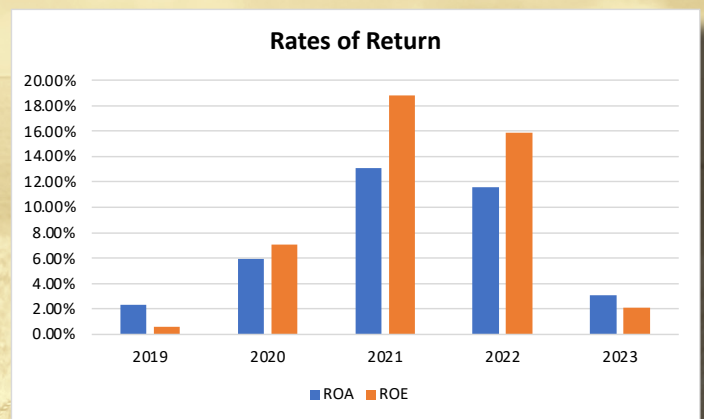
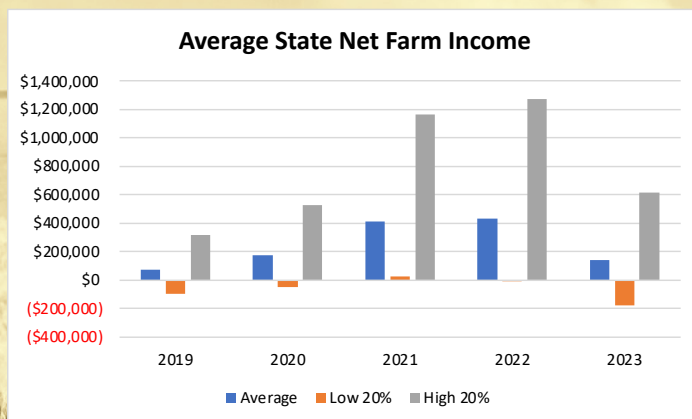
## Highlights from the 2023 North Dakota Averages

The average net farm income for the 230 farms that were included in the 2023 North Dakota Farm Management Education Report was \$139,574 compared to \$430,678 in 2022. Median net farm income, a representation of the typical farm, was \$73,462 compared to \$253,784 in 2022 and \$262,188 in 2021.

Statewide the crop yields were slightly higher than the previous year with the exception of soybeans, sunflowers, and durum, which were all down slightly from 2022. Producers dealt with falling commodity prices both during and after harvest and received significantly less income from government payments and crop insurance. Sugar beets had the highest net return per acre at \$384.93 followed by pinto beans at \$254.48, barley at \$125.31, soybeans at \$99.31 and, durum at \$98.79 per acre, respectively.

The cow/calf producers experienced higher market prices in 2023 which aided in a higher net return of \$236.98 per cow. This was a \$285.45 increase from 2022. The average weaning weight was unchanged in comparison to 2022 at 521 pounds. Feed cost was roughly \$100 higher at \$543.52 per cow and producers sold calves at an increased value of \$262.75 per hundred weights compared to \$194.09 in 2022.

The rate of return on assets was 3.1% and the rate of return on equity averaged 2.1%. This indicates that borrowed money wasn't quite making returns back to the operation with a lower return on equity in 2023. Term debt coverage ratio decreased from 4.31 in 2022 to 1.51 in 2023. This ratio represents the ability of the average farmer to make payments with money left over for family living costs and taxes. Working capital for the group averaged \$560,334 compared to \$782,447 in 2022. The net farm income ratio decreased from 29.1% in 2022 to 10.2% in 2023, putting farms in a less efficient position in comparison to last year.





# Highlights from the 2023 Red River Valley Averages

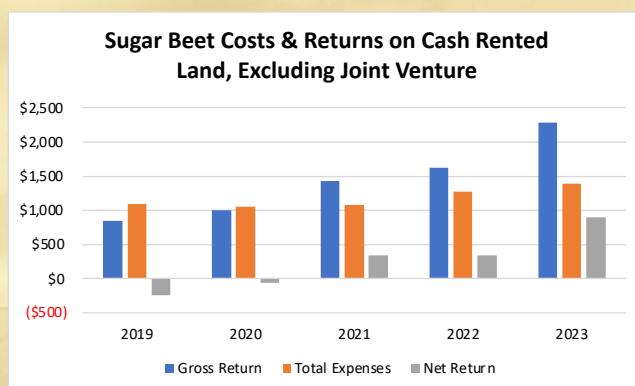
## Overview for Red River Valley

After years of strong profits, the Red River Valley experienced a drastic reduction in net farm income in 2023. The regional report consisting of 203 farms showed an average net farm income of \$305,338. This is a decrease of \$210,274 from the previous year's net farm income of \$515,612. This was primarily caused by decreased commodity prices and increased operating costs. The average operator in the Red River Valley was 47 years old with 23 years of farming experience. In 2023, the average farm consisted of 1,943 crop acres which is up slightly from 1,858 acres in 2022. The average farm's operating expense ratio was 73.8% compared to 63.0% in 2022 and the net farm income ratio decreased to 17.2% from 28.3%. The average farm showed a decrease in their current ratio to 2.23 compared to 2.58 in 2022.

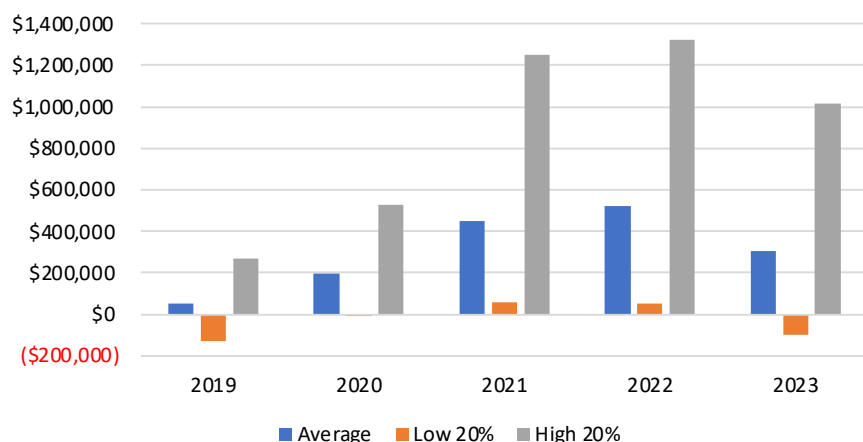
Due to lower commodity prices, 2023 net crop return per acre drastically declined in comparison to 2022 net returns with the exception of sugar beets. Most notably, corn dropped from \$241.68 per acre in 2022 to \$22.78 per acre, soybeans dropped from \$157.70 in 2022 to \$64.45 per acre, and wheat dropped from \$102.18 in 2022 to -\$3.59. Sugar beets saw an increase from \$341.42 per acre in 2022 to \$896.67 per acre in 2023.

## 2023 Average Crop Yields and Returns on Cash Rented Land

	<i>HRSW (bu/ac)</i>	<i>Soybeans (bu/ac)</i>	<i>Corn (bu/ac)</i>
<b>Yield/ac</b>	<b>68.01</b>	<b>42.75</b>	<b>171.60</b>
<b>Total Cost/ac</b>	<b>\$525.96</b>	<b>\$447.08</b>	<b>\$809.06</b>
<b>Net Return/ac</b>	<b>\$102.18</b>	<b>\$157.70</b>	<b>\$241.68</b>
<b>Cost/Unit Produced</b>	<b>\$7.73</b>	<b>\$10.46</b>	<b>\$4.71</b>



## Red River Valley Net Farm Income



## Summary of Cash Flows

Gross Farm Income \$1,679,143  
 Non Farm Income \$41,886  
 Total Cash Farm Exp. \$1,298,164  
 Income Taxes \$35,191  
 Family Living \$94,965  
 Money Borrowed \$770,131  
 Principal Payments \$615,007

The average net farm income for 2023 was \$305,338 compared to \$519,837 in 2022. In addition, non-farm income averaged \$41,886 in 2023 compared to \$42,048 in 2022.



# Highlights from the 2023 North Dakota Region 2 Averages

## Overview for Region 2

The north central region of North Dakota had a sharp decline of profitability in 2023 due to decreased commodity prices. The regional report from 116 farms showed a net farm income (NFI) of \$74,902, which was a decrease of \$249,830 from the previous year's NFI of \$323,922. In 2023, the average farm consisted of 1,957 crop acres, and 283 acres of pasture, crop acres are up slightly from acreage reported in 2022 but pasture acres decreased. The average farm operator's age decreased slightly to 44.4 years of age from 44.9 and has been farming for 19.2 years. The average farm's operating expense ratio was 79.8% compared to 61.9% in 2022 and the net farm income ratio decreased to 7.3% from 29.0%. The average farm showed a decrease in their current ratio to 1.92 compared to 3.03 in 2022.

Crop yields increased slightly in most cases but due to lower commodity prices 2023 net crop return per acre drastically declined in comparison to 2022 net returns. Most notably, canola dropped from \$123.14 per acre in 2022 to \$4.84 per acre, corn dropped from \$78.42 in 2022 to -\$7.07 per acre, and soybeans dropped from \$101.84 in 2022 to \$39.37. Barley, however, saw an increase from \$39.50 per acre in 2022 to \$83.16 per acre in 2023.

Cow/Calf producers saw a substantial increase in returns in 2023 from 2022. The average gross margin for whole herd with backgrounding was \$1,083.86 per cow with a net return of \$566.66 per cow. Compared to 2022, this was an increase of \$351.57/cow in gross margin and an increase of \$580.74/cow in net return. Direct and overhead costs per cow showed a decrease of \$228.97 from 2022 to \$517.2. Direct and overhead costs per cwt. produced were \$100.99/cwt., compared to \$150.96/cwt. in 2022. Average prices received were \$276.77/cwt in 2023, \$96.65 higher than the \$180.12/cwt received in 2022.

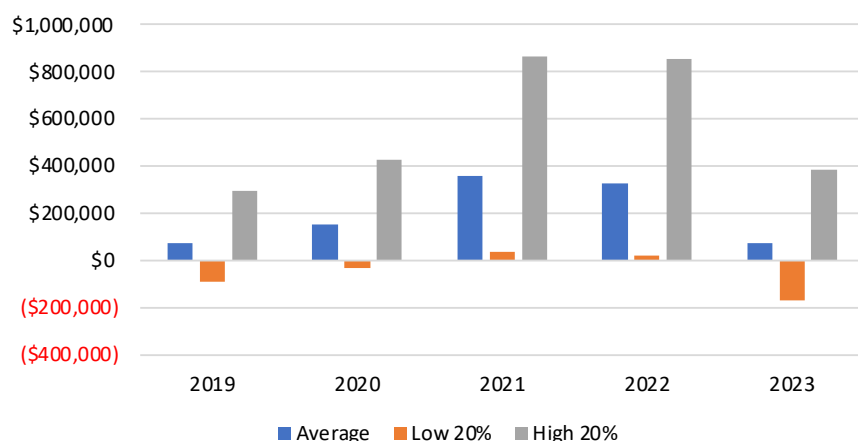
### 2023 Average Crop Yields and Returns on Cash Rented Land

	Soybeans (bu/ac)	Barley (bu/ac)	Canola (cwt/ac)	HRSW (bu/ac)	Corn (bu/ac)	Peas (bu/ac)
Yield/ac	29.05	65.38	20.34	55.65	100.89	34.66
Total Expense/ac	\$340.03	\$372.56	\$462.55	\$406.98	\$501.86	\$286.57
Net Return/ac	\$39.37	\$83.16	\$4.84	\$11.54	\$(7.07)	\$50.44
Cost/unit produced	\$11.70	\$5.70	\$22.74	\$7.31	\$4.97	\$8.27

### 2023 Cow/Calf w/backgrounding

	Average
Gross Margin/cow	\$1083.86
Direct Expense/cow	\$453.87
Overhead Expense/cow	\$63.33
Total Expense/cow	\$517.20
Net profit per cow	\$566.66

### Region 2 Net Farm Income



### Summary of Cash Flows

Gross Farm Income \$934,735  
 Non Farm Income \$52,697  
 Total Cash Farm Exp. \$732,231  
 Income Taxes \$17,335  
 Family Living \$87,476  
 Money Borrowed \$702,685  
 Principal Payments \$516,289

The average net farm income for 2023 was \$74,902 compared to \$323,922 in 2022. In addition, non-farm income averaged \$48,132 in 2023 compared to \$32,194 in 2022.



# Highlights from the 2023 North Dakota Region 3 Averages

## Overview for Region 3

The south-central region of North Dakota had a less profitable year than 2022, with net farm income decreasing for the first time after four consecutive years of increases. The regional report consisting of 47 farms showed a net farm income of \$319,533, which is down 58.5% from 2022's profit of \$769,741. The average farm operator was 48.2 years of age and had been farming for 24.6 years. In 2023, the average farm consisted of 3,493 crop acres and 485 acres of pasture or rangeland, crop acres are up slightly from 2022 while pasture acres decreased. The average farm's operating expense ratio was 72.6% compared to 57.9% in 2022 and the net farm income ratio decreased to 14.3% from 32.7%. The average farm showed a decrease in their current ratio to 2.27 compared to 3.08 in 2022, which is still considered very strong.

2023 crop yields increased in comparison to 2022 for most crops. However, lower crop prices, significantly higher expenses, and reduced government and crop insurance payments caused a decline in net income for the region. Pinto beans and barley were the most profitable crops due to good yields and prices, followed by soybeans, corn, spring wheat, canola, and sunflowers. Net returns per acre for most crops were lower than 2022 returns. Pinto beans is a notable exception due to poor yields in 2022 causing net income to be significantly higher in 2023. Sunflower saw a 109% decline in net return per acre due to lower yields and significantly decreased prices.

The net income per beef cow (excluding backgrounding) for the region was \$270.06. This is 117% higher than the \$124.51 per cow earned in 2022. The average cost of production was \$837.64 per cow and \$213.66 per cwt. produced, within \$3 of the same measures for 2022.

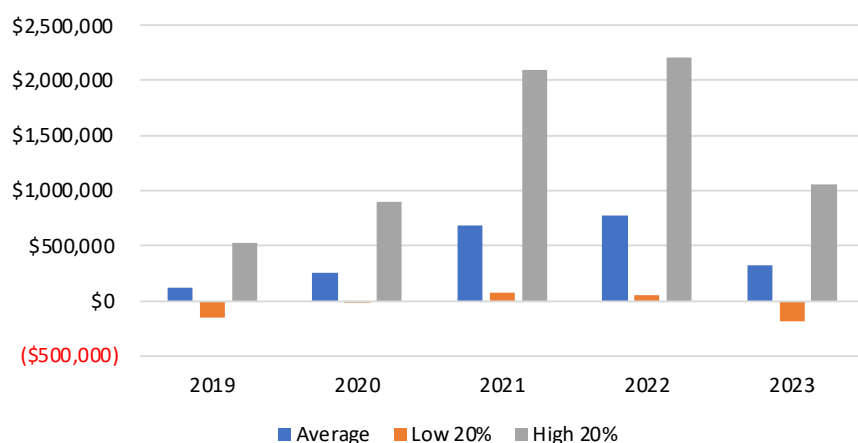
## 2023 Average Crop Yields and Returns on Cash Rented Land

	HRSW (bu/ac)	Canola (cwt/ac)	Corn (bu/ac)	Soybeans (bu/ac)	Pinto Beans (cwt/ac)	Barley (bu/ac)	Sunflowers (cwt/ac)
Yield/ac	64.42	19.82	155.55	40.74	22.37	85.52	21.51
Total Cost/ac	\$396.80	\$493.97	\$659.57	\$361.63	\$557.11	\$443.91	\$446.14
Net Return/ac	\$57.52	\$(19.69)	\$58.41	\$149.90	\$266.96	\$167.34	\$(27.00)
Cost/Unit Produced	\$6.16	\$24.92	\$4.24	\$8.88	\$24.90	\$5.19	\$20.74

## 2023 Cow/Calf

	Average
Gross Margin/cow	\$1107.70
Direct Expense/cow	\$699.10
Overhead Expense/cow	\$138.54
Total Expense/cow	\$837.64
Net return per cow	\$270.06

## Region 3 Net Farm Income



## Summary of Cash Flows

Gross Farm Income \$2,062,430  
 Non Farm Income \$38,476  
 Total Cash Farm Exp. \$1,536,069  
 Income Taxes \$39,770  
 Family Living \$117,177  
 Money Borrowed \$1,810,939  
 Principal Payments \$1,511,475

The average net farm income for 2023 was \$319,533 compared to \$769,741 in 2022. In addition, non-farm income averaged \$38,489 in 2023 compared to \$44,369 in 2022.



# Highlights from the 2023 North Dakota Region 4 Averages

## Overview for Region 4

The western region of North Dakota saw a decrease in net farm income in 2023. The regional report from 25 farms showed an average net farm income of \$89,434 which was \$265,362 lower than what we saw in 2022, due to lower crop commodity prices and lower government payments. The average farm consisted of 1952 crop acres and 1833 pasture acres. The average farm operator's age increased slightly to 48 years of age with 22 years of farming experience. The average farm's operating expense ratio was 77.7% compared to 61.4% in 2022 and the net farm income ratio decreased to 7.5% from 29.7%. The average farm's current ratio also decreased this year to 1.87 from 2.15 in 2022.

In 2023, soybean and corn yields were significantly higher while hard red spring wheat stayed similar to last year's yield. Despite lower crop prices, the crops were still profitable but certainly not as profitable as 2022.

Cow/calf producers had a tremendous year as the markets increased. The average gross margin for a whole herd with backgrounding was \$1,470.41 per cow with a net return of \$208.33 per cow. The average herd size was 150 cows and the average feed cost per cow was \$897.14. In addition, the average weaning percentage was about 88% with an average weaning weight of 546 pounds.

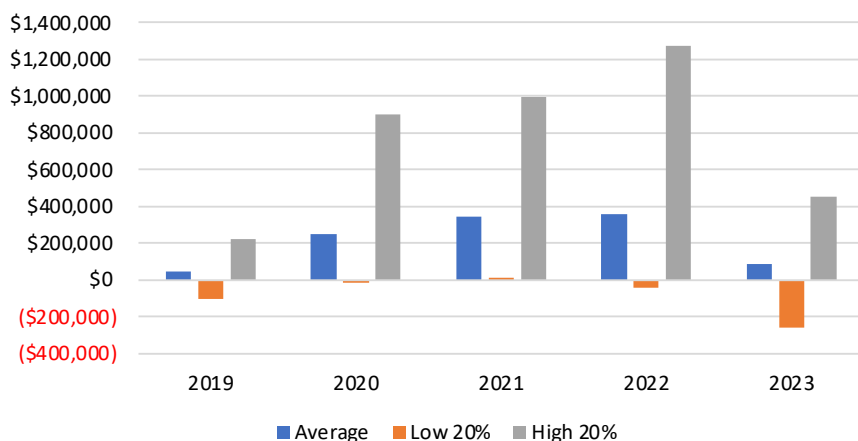
## 2023 Average Crop Yields and Returns on Cash Rented Land

	<i>HRSW (bu/ac)</i>	<i>Corn (bu/ac)</i>	<i>Soybeans (bu/ac)</i>
<b>Yield/ac</b>	54.67	144.14	37.74
<b>Total Cost/ac</b>	\$398.42	\$551.53	\$348.38
<b>Net Return/ac</b>	\$8.40	\$51.39	\$160.58
<b>Cost/Unit Produced</b>	\$7.29	\$3.83	\$9.23

## 2023 Cow/Calf

	<i>Average</i>
<b>Gross Margin/cow</b>	\$1470.41
<b>Direct Expense/cow</b>	\$1126.33
<b>Overhead Expense/cow</b>	\$135.75
<b>Total Expense/cow</b>	\$1262.08
<b>Net profit per cow</b>	\$208.33

## Region 4 Net Farm Income



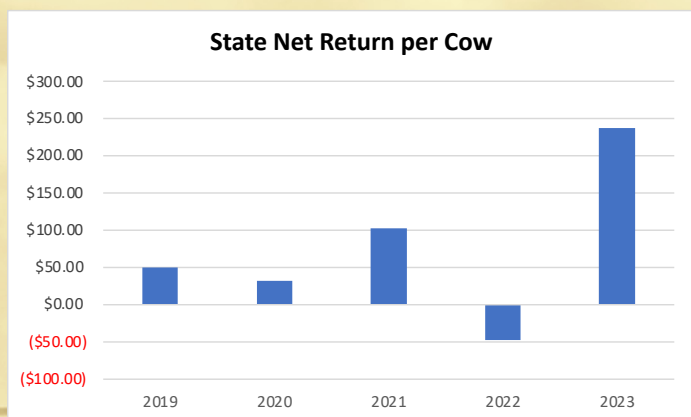
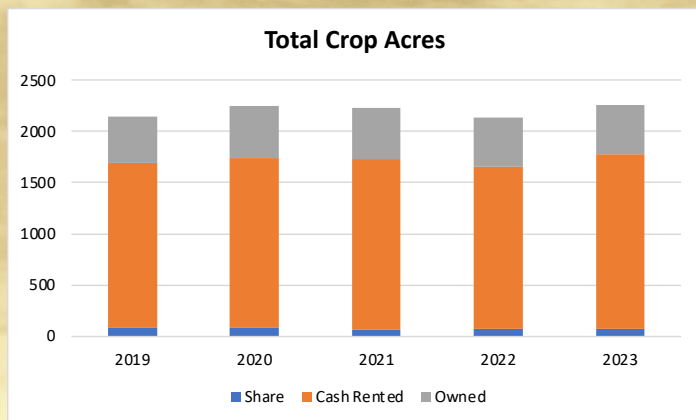
## Summary of Cash Flows

Gross Farm Income \$1,079,550  
 Non Farm Income \$63,848  
 Total Cash Farm Exp. \$870,175  
 Income Taxes \$12,909  
 Family Living \$74,566  
 Money Borrowed \$838,003  
 Principal Payments \$710,824

The average net farm income for 2023 was \$89,437 compared to \$354,799 in 2022. In addition, non-farm income averaged \$63,848 in 2023 compared to \$44,103 in 2022.



# More Highlights from the 2023 North Dakota Farm Management Education Program Averages



## Cow-Calf Herds

	2023	2022	Difference
Average Weaning Weight	521#	521#	0#
Average Price of Calves sold directly off cow	\$262.75	\$194.09	\$68.66
Feed cost per Cow	\$543.52	\$443.78	\$99.74
Net return per cow	\$236.98	-\$48.47	\$285.45

## Beef Backgrounding

	2023	2022	Difference
Average lbs gained/head	147.3#	104.4#	42.9#
Net return/cwt produced	\$43.57	\$40.75	\$2.82
Average sale price	\$202.20	\$148.83	\$53.37
lbs of feed fed/lb of gain	17.46#	10.39#	7.07#
Average daily gain	1.37#	1.95#	-0.58#

## 2023 ND Farm Management Education Instructors

**Bismarck – Kyle Olson**  
 kyle.olson.3@bismarckstate.edu  
 701-224-5417

**Dickinson – Kyle Olson**  
 kyle.olson.3@bismarckstate.edu  
 701-224-5417

**Stanley – Duane Kabanuk**  
 duane.kabanuk@dakotacollege.edu  
 701-628-2722

**Bottineau – Linda Burbidge**  
 linda.burbidge@dakotacollege.edu  
 701-228-5442

**Fargo – Kelcey Hoffmann**  
 kelcey.hoffmann@ndscs.edu  
 701-231-6931

**Wahpeton – Leah Maertens**  
 leah.maertens@ndscs.edu  
 701-671-3031

**Carrington – Jason Fewell**  
 jason.fewell@lrsc.edu  
 701-652-2951  
 Ext: 119 Jason

**Minot – Lynsey Aberle**  
 lynsey.aberle@dakotacollege.edu  
 701-857-7660

**Devils Lake – Darren Wilcox**  
 darren.wilcox@lrsc.edu  
 701-662-1562

**Oakes – Kelcey Hoffmann**  
 kelcey.hoffmann@ndscs.edu  
 701-231-6931

**Rugby – Morgan Stutrud**  
 morgan.stutrud@dakotacollege.edu  
 701-776-5095

## Our Mission

*“To provide lifelong learning opportunities in economic and financial management for adults involved in the farming and ranching business.”*

# [trainND]

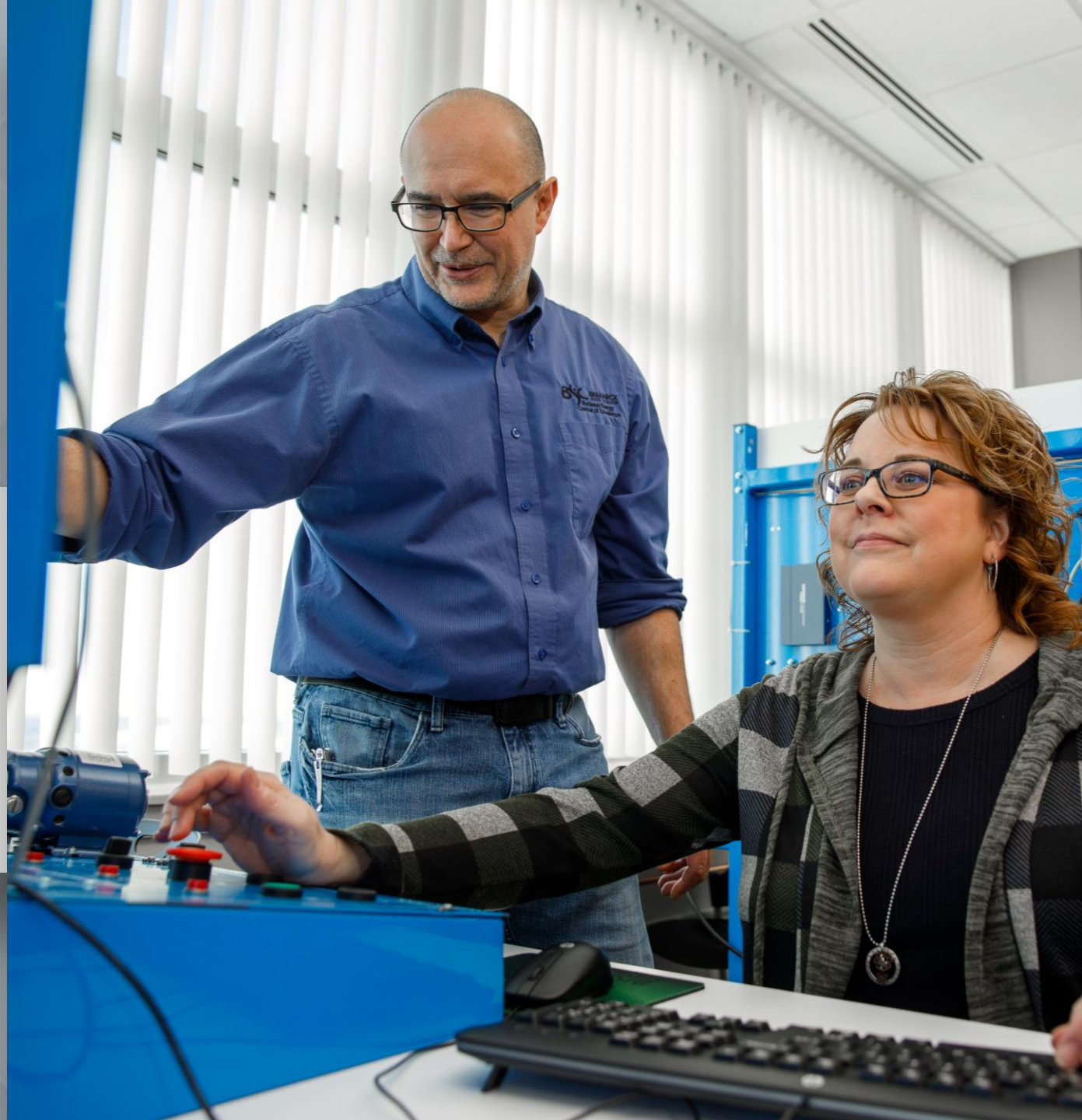
SHOWCASE & HIGHLIGHTS

PRESENTED BY SARA VOLLMER | DEAN, CONTINUING EDUCATION



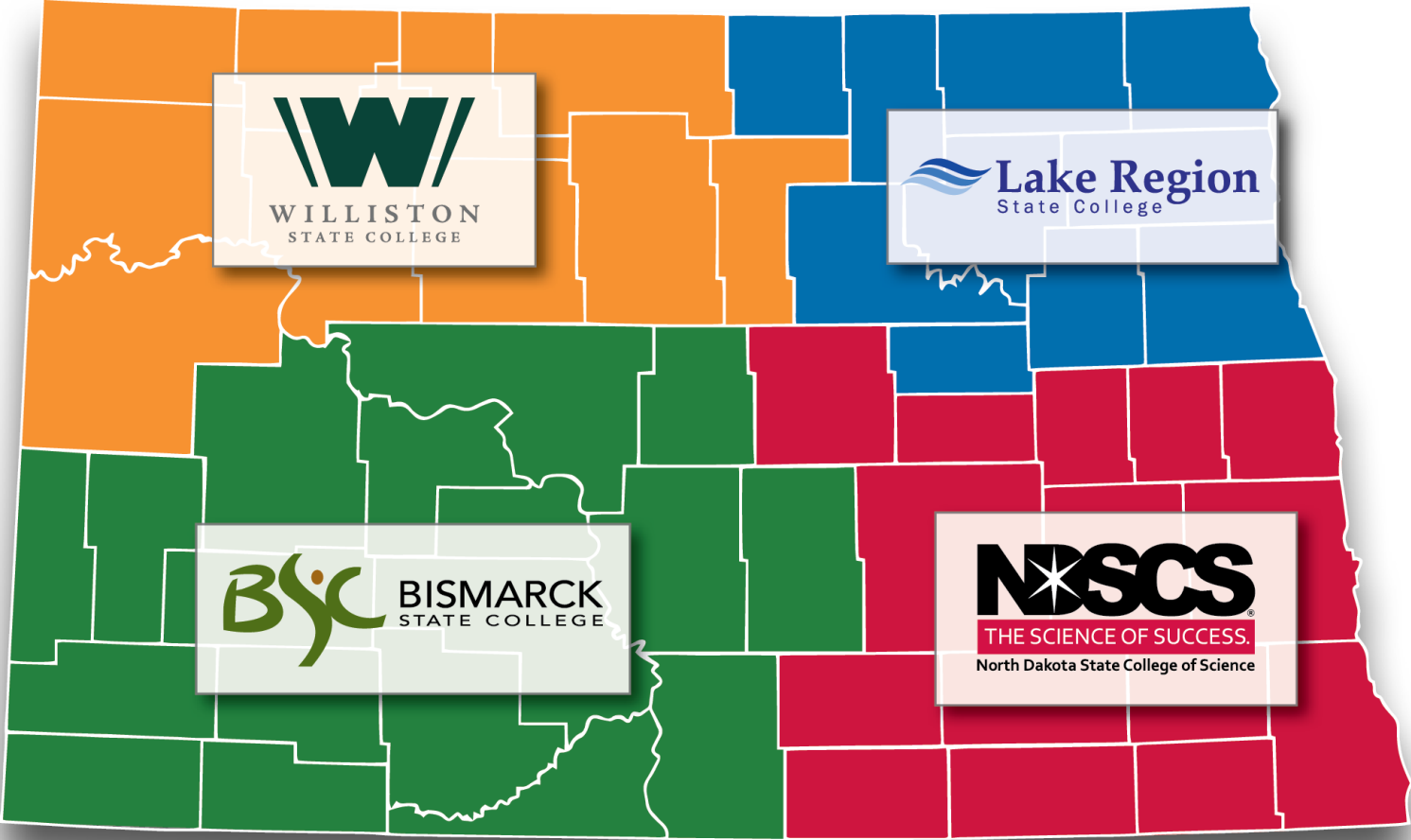
trainND

# COLLABORATIVE NETWORK

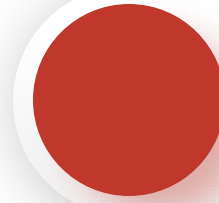
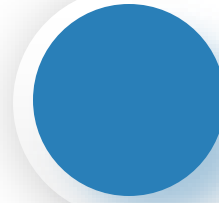
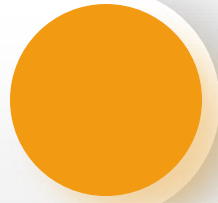


# History of TrainND

## TrainND Collaborative Network



# Who Are We?





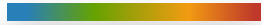
trainND

&

**THE WORKFORCE**



# Workforce Needs



Demand for workforce is nationwide



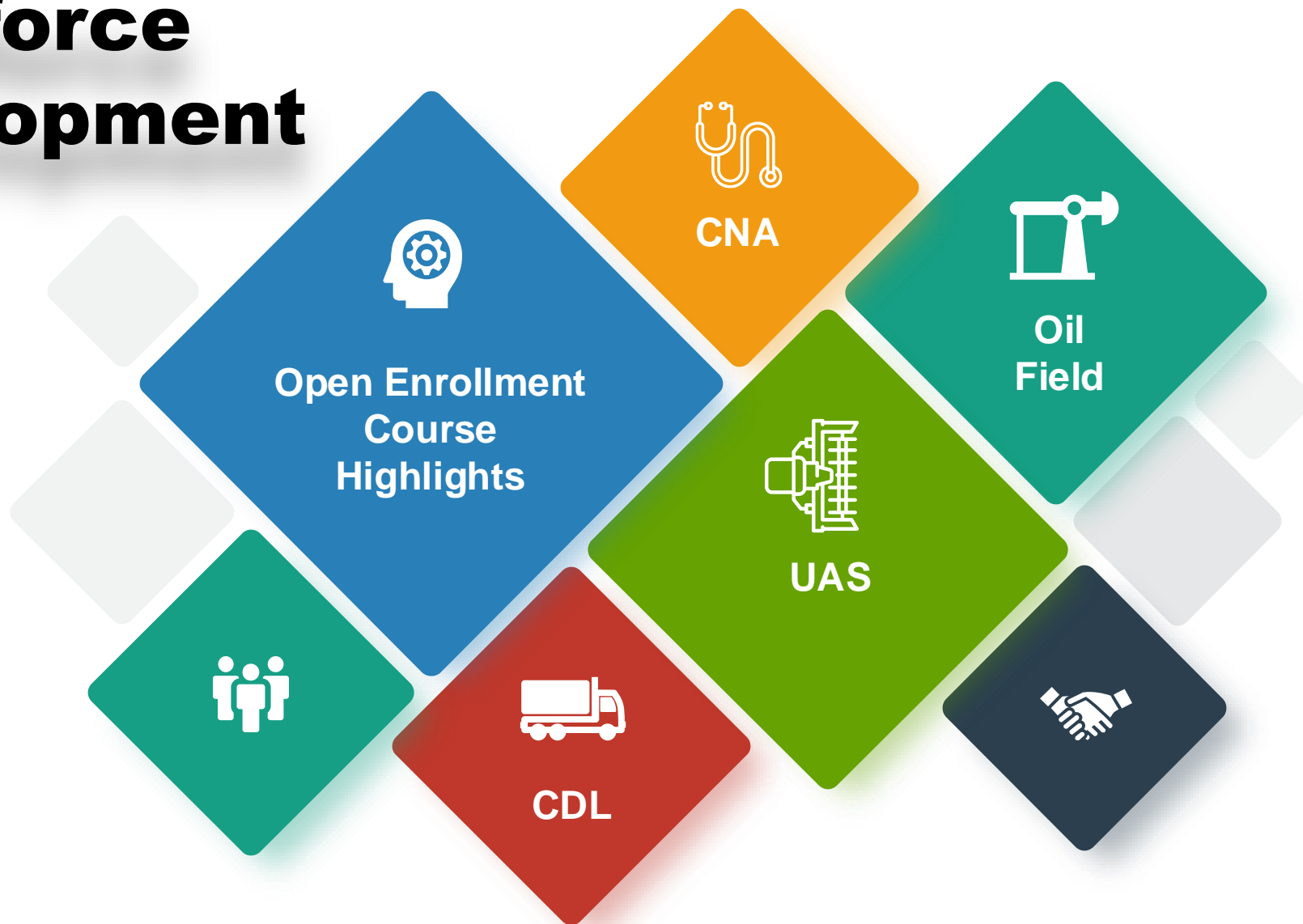
Tackling this challenge encompasses multiple agencies and programs



Each agency plays a role and works collaboratively



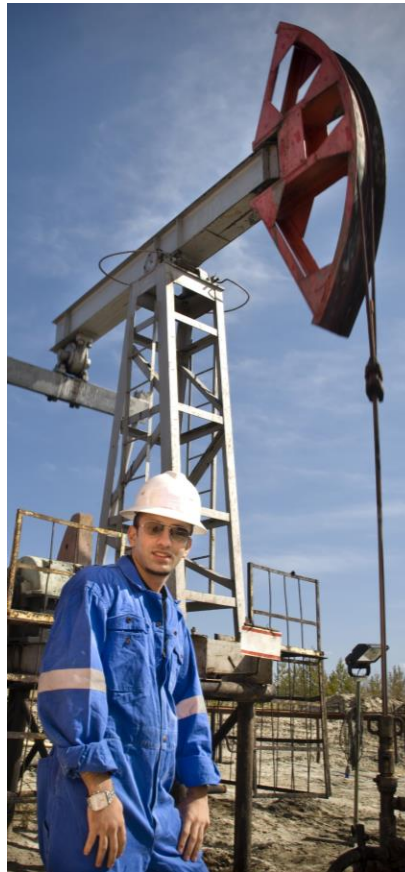
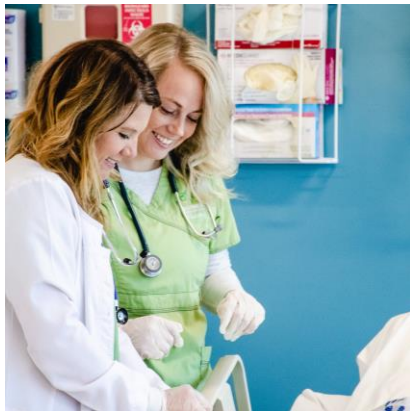
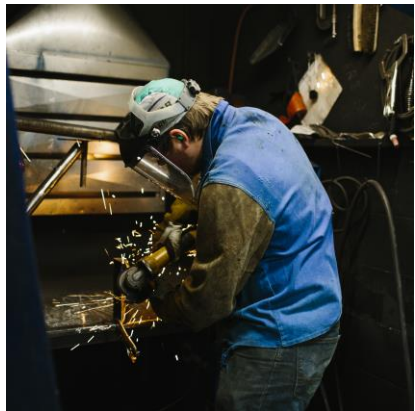
# Workforce Development







# Workforce Training



**Industry**



**Healthcare**



**Energy**

[ It's a competitive world. Train for it. ]



# trainND & APPRENTICESHIPS



# Apprenticeships



## How Do Apprenticeships Help with Workforce?



Meet the  
Students Where  
They Are

Grow Your Own

Learn and Work  
at the  
Same Time



trainND

# & THE STATS



# FY 24 Annual TrainND Numbers & Highlights



**1,621**

Businesses  
Served



**11,686**

Unduplicated  
Participants



**190,653**

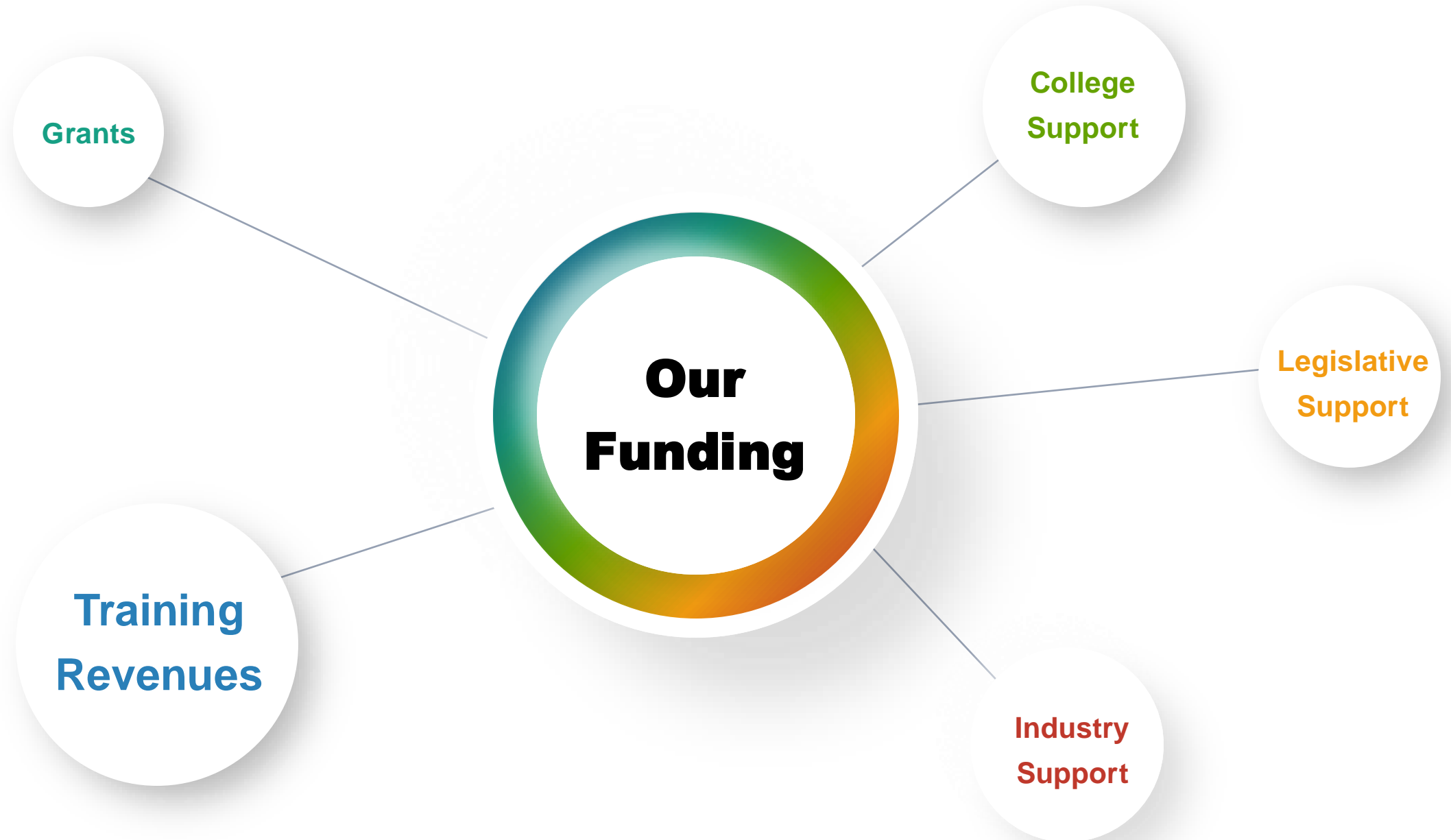
Contact  
Hours



**\$4,628,206**

Total  
Revenue



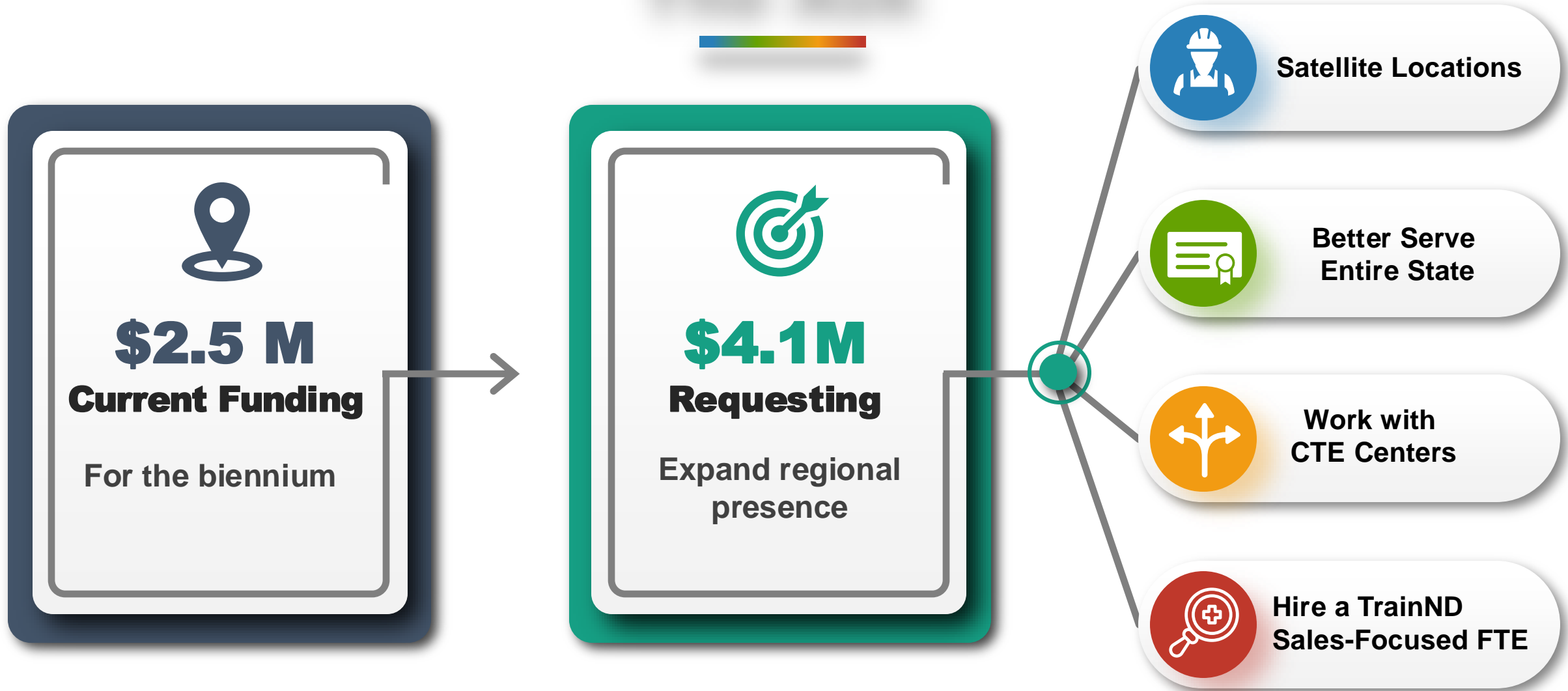


trainND

# & THE OPPORTUNITIES



# The Ask



**Questions?  
Thank you!**



**ND 69th Legislative Assembly  
ND Senate Appropriations Committee  
SB2019 Testimony Document**

**Content:**

- 2024/25 Goals
- Performance
- 30<sup>th</sup> Year History
- “The Entrepreneurs of Tomorrow  
Are Preparing Today!”
- Letters of Support



**Marketplace for Kids Inc.  
106 Mathews St.  
Mantador, ND 58058  
701-242-7744**

**[www.marketplaceforkids.org](http://www.marketplaceforkids.org)**

**Contact:**

**Executive Director  
Robert Heitkamp**

**[rheitkamp@mfknd.org](mailto:rheitkamp@mfknd.org)**







# Marketplace for Kids 2024-25



**The Entrepreneurs of Tomorrow  
Are in Our Schools and Homes Today!**

## Mission:

*To encourage youth to explore entrepreneurship and self-employment through the recognition and development of their inventive, creative thinking and problem-solving skills.*

## Vision:

*Our vision is for every student to receive entrepreneurship education and encouragement to become a lifelong partner in building stronger communities.*



## 2024/25 Goals

- ✓ **Add New Education Day - Roundup, Montana** **9/25/24**
- ✓ **Add New Education Day - Grand Farm** **10/22/24**
- ✓ **Add New Education Day - Fort Totten** **11/1/24**
- ✓ **Add New Education Day - Belcourt** **2/21/25**
- ✓ **Raise Teacher/School Project Student reimbursement rate (ND ONLY) to \$25 per Student** **10/1/24**
- ✓ **Grow Overall Programming to "15" Sites** **May/25**

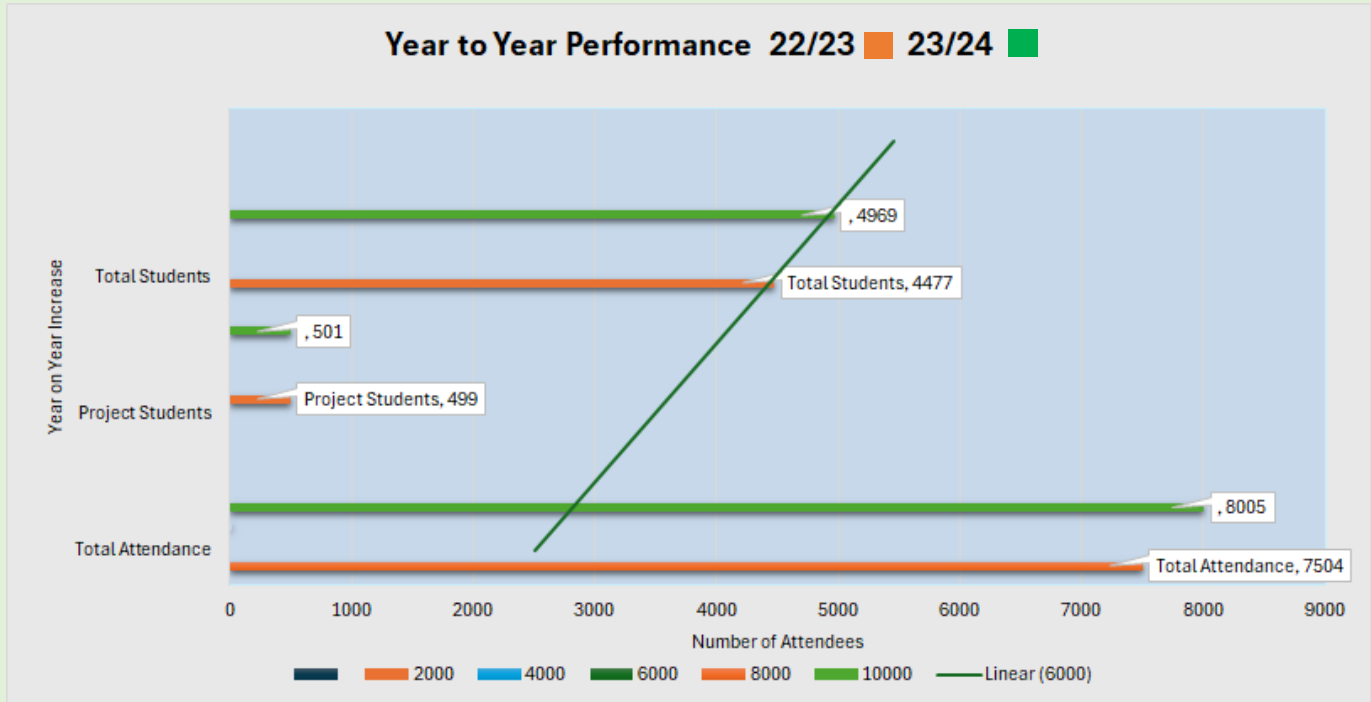
## HOW DOES MFK ALIGN WITH CTE'S VISION?

Marketplace for Kids (MFK) aligns with North Dakota Career and Technical Education ND CTE's vision by annually offering entrepreneurial educational experiences based on labor market information tailored to the needs of North Dakota's business, industry, and private sector. Through partnerships with Career & Tech Centers, Colleges, and industry leaders, MFK leverages their expertise, equipment, and processes to introduce career choices to thousands of students, focusing on elementary students in grades 3-8 statewide. MFK addresses career awareness and skill development using up-to-date technology and instructional methods, providing youth with exploration opportunities and foundational skills necessary for entering the workforce.

## ECONOMIC AFFECTS - PERFORMANCE - WHAT'S NEW!!!

### 2024/25 Projections

- ✓ 23/24 Number of State and/or Entrepreneurial Educators **479**
- ✓ Average Education Day Cost **\$ 22,513.27**
- ✓ Average student cost per day of Entrepreneurship Education **\$49.84**
- ✓ Account increases over Pre-Covid costs - **Average Increase - 587%**
- ✓ **Smallest Account Increase - 35%/Largest Increase - 1,500%**



### WHERE IS MARKETPLACE FOR KIDS NOW?

- ❖ In 2024/25 Marketplace for Kids has **15 Education Days** scheduled.
- ❖ We have added "3" new Education Days(ND) (**11,000 est. attendance this year!**)
- ❖ Classes such as "Electric Motors and Circuits" Presented by the ND State Electrical Board, "CareerVeiwXR" Presented by MFK, "Lessons About Your Money" Presented by JumpStart ND, "Young Workers - Talking Safety" Presented by ND Workforce Safety & Insurance and "DIY Breadboard Circuit" Presented by Edu Tech are scheduled at all Education Days for the 24/25 year.
- ❖ Communities struggle to keep people in their community and retain their workforce. MFK provides the "critical" first look into entrepreneurship as a career and/or a specific career choice that is available in their regional area. This gives students a sense of "belonging" and begin their path into "Skill Based Learning"!

Celebrating  
1995 30 Years 2025

# IGNITING THE SPIRIT OF INNOVATION

Our vision is for every student to receive entrepreneurship education and encouragement to become a lifelong partner in building stronger communities. Since 1999, student participation in our program has totaled nearly 150,000!

We believe that youth are skilled, innovative people who will continue to power a diversified, vigorous economy.



15

Education Days  
2024-2025 Season

4969

Students  
2023-2024 Season

899

Teachers  
2023-2024 Season

25,838

Student Projects  
Since 1999

244,691

Total Attendance  
Since 1999

19,824

Volunteers  
Since 1999

Marketplace  
for



Igniting the Spirit of Innovation!





## Marketplace for Kids

### “The Entrepreneurs of Tomorrow Are Preparing Today!”

## WHAT’S AN EDUCATION DAY?

Education Days offer a distinctive experience where students engage in hands-on activities to explore careers, technology, and the future, with a strong emphasis on entrepreneurship and innovation. The event includes brief, interactive classes that help students delve into career fields, STEAM, self-employment skills, new technology, and entrepreneurship. Additionally, the Hall of Great Ideas encourages students to create projects utilizing 21st Century Learning Skills, including collaboration, communication, creativity, and critical thinking.

## WHAT DOES MARKETPLACE FOR KIDS TEACH?

Marketplace for Kids (MFK) primarily focuses on entrepreneurship, providing students with their first exposure to business ownership, career options, innovative technology, and college environments. The program offers a wide range of classes during Education Days, including STEAM subjects, hands-on learning activities like financial literacy, starting a business, and various industry-related topics such as wildlife, industry safety, energy resources, agriculture, automotive, aerospace, construction, plumbing, HVAC, robotics, electronics, drones, and virtual reality applications.

## WHO MAKES MARKETPLACE FOR KIDS HAPPEN?

MFK (in partnership with ND CTE) begins with the programming created and approved by **Regional Advisory Leadership Teams** and **Marketplace staff**. Hundreds of volunteers including people from **business, Chambers of Commerce, Economic Development Corps., Score, Retired Teachers Associations, students from DECA, 4-H, Honor Societies** etc. present classes and provide guidance, direction, and hands-on help to presenters, students and staff throughout the day. Volunteer hours during the 2023-24 Education Day season amounted to over **2,875.75 hours (\$96,485.98)**.



# Marketplace for Kids

## **“The Entrepreneurs of Tomorrow Are Preparing Today!”**

### **WHY DOES MARKETPLACE FOR KIDS HAPPEN?**

ND CTE and MFK belief that ***“every student has the right to receive entrepreneurship education and encouragement to become a lifelong partner in building stronger communities.”*** We strive to ***“encourage youth to explore entrepreneurship and self-employment through the recognition and development of their inventive, creative thinking and problem-solving skills.”***

### **HISTORY:**

- ✓ Marketplace for Kids started in 1995 as a pilot.
- ✓ Elementary teachers designed a concept to encourage students to showcase their innovative ideas and attend age appropriate experiential classes of all types.
- ✓ The Advisory Leadership Team elected Jamestown as the site for that first Education Day was a success with over 600 students/teachers/dvisorsparticipating.
- ✓ 1997 the regional concept was developed, expanding to 12 Education Days in 2015

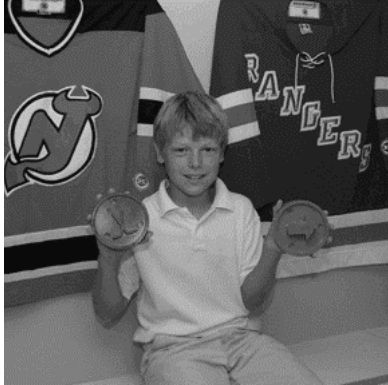
### **STANDARDS:**

- ✓ MFK meets State and National Standards in Science, Technology, Entrepreneurship Education, Arts, Math, and Language.
- ✓ Numerous MFK representatives reviewed the standards and provided feedback to the Consortium for Entrepreneurship Education to validate and/or improve the content and organization of the National Content Standards for Entrepreneurship Education. These standards represent a framework for all organizations to work together to “Accelerate Entrepreneurship in America.”

### **RESOURCES:**

- ✓ MFK provides continuing education credit to the education network.
- ✓ Classroom outreach sessions to help students and teachers get started planning.
- ✓ Supplies lesson plans (from teachers), Learning Guide and resources to meet the demand of a growing/changing education network.

# Success Stories



**Riley Giauque** is an Ambassador for the MFK Program and has represented the program as a Keynote Speaker at the Consortium for Entrepreneurship Education Annual Meeting and numerous Marketplace for Kids Education Days. Riley's passion for hockey and creativity led him to invent the EZPUCK and ONETIMER. EZPUCK is a stationary disk that allows users to improve their stickhandling and puck control on the ice. ONETIMER is a hockey training device that allows users to practice passing both on and off the ice. Riley featured his EZPUCK invention at Marketplace for Kids when he was in the fourth grade and has since filed and received a patent for both the EZPUCK and ONETIMER. He currently markets his products online through his website [www.ezpuck.com](http://www.ezpuck.com) and has sold his products across

the globe. Riley was also the recipient of the 2018 Scholarship for Entrepreneurship at North Dakota State University.



**Ethan Bowman** is an Ambassador for the MFK Program. Ethan's invention, EZGRO, a self-watering system was the 1<sup>st</sup> Place winner of the Bright Ideas Showcase and Contest in 2012. He has gained national recognition with an interview in a National Agriculture magazine and his garden concept was used at a nursery in his hometown of Jamestown, ND where he also volunteered his time to improve his concept. You can view his EZGRO invention on YouTube at: <https://bit.ly/3nu6iLi>



**Joshua Boen** is an Ambassador for the MFK Program. In 2014, his love of competitive swimming and technology came together in the invention, iCoach, a real-time coach-athlete communication tool. iCoach is an app that enables coaches to directly communicate with their athletes while they're in action. The app connects with the athlete's headpiece via Bluetooth allowing the coach to speak to the athlete and gives the coach control over who is receiving their communication. iCoach allows the coach to pick recipients by displaying a list of all the athletes and allowing them to select one or all. Josh's iCoach invention was the 2014 1<sup>st</sup> Place winner of the Marketplace for Kids Bright Ideas Showcase and Contest held at Minot State University. Also, in 2014, Marketplace for Kids arranged for

Joshua to present his invention to Microsoft, Myriad Mobile, and One Million Cups in Fargo.



## Marketplace for Kids

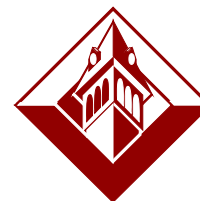
### “The Entrepreneurs of Tomorrow Are Preparing Today!”

#### RECOGNITION:

- MFK has been recognized as a program that should be replicated by the Consortium for Entrepreneurship Education.
- Featured in the national publication “Education Update” (a publication of ASCD Association for Supervision and Curriculum Development) as a program to begin teaching entrepreneurship early.  
<http://www.ascd.org/publications/newsletters/education-update/jun09/vol51/num06/Educating-Emerging-Entrepreneurs.aspx>
- Recognized in the Midwestern Office of the Council of State Governments Newsletter as “**One of the best youth Entrepreneurship programs in the nation.**” (MFK students have presented at their annual Conference)
- Collaborates with the Consortium for Entrepreneurship Education on National Entrepreneurship Education Standards to provide entrepreneurial education programs to all Americans.

#### SUMMARY:

Marketplace for Kids is North Dakota's only elementary entrepreneurship education program for grades 3-8, in partnership with CTE. Supported by the North Dakota Legislature since 2005, it has **benefited over 175,000 students** and aligns with the National Standards for Entrepreneurship Education.



**VALLEY CITY**  
**STATE UNIVERSITY**

December 31, 2024

Mr. Robert Heitkamp, Executive Director  
Marketplace for Kids  
106 Mathews St. Suite B  
Mantador, ND 58058

Dear Chairman Sorvaag and Members of the Senate Appropriations Sub-Committee,

I am pleased to submit the following letter of support for continued legislative funding for the Marketplace for Kids program.

Marketplace for Kids is a nationally recognized educational program that is designed to promote career opportunities for 3<sup>rd</sup> – 8<sup>th</sup> grade students across North Dakota. Reaching our youth during these formative years is a unique and important aspect of the program which is designed to foster entrepreneurship, creative thinking, and problem-solving skills that encourage the state's youth to become productive members of the workforce and their local communities. A key component of Marketplace for Kids is Education Day, a series of one-day events held across North Dakota to promote career opportunities and showcase entrepreneurship to elementary and middle school students.

Valley City State University will be hosting its third annual Marketplace for Kids event on January 9<sup>th</sup>. Hosting an Education Day on the VCSU camps is an excellent opportunity to expose area students to career opportunities and develop and enhance skills in creative thinking, entrepreneurship, and problem-solving. This initiative will contribute to a greater statewide effort to educate students, contribute to a skilled workforce, and promote economic development in North Dakota.

On behalf of Valley City State University, I request your continued support of Marketplace for Kids. Such support will ensure the success of the statewide Education Days and help create a vibrant future for North Dakota. If you have any questions, please feel free to contact me by phone at (701) 845-7100 or email at [alan.lafave@vcsu.edu](mailto:alan.lafave@vcsu.edu). Thank you for your consideration.

Sincerely,

Alan LaFave, President  
Valley City State University

# MFK AND OPPORTUNITY:

Dear Chairman Sorvaag & ND Leaders,



[www.graftonnd.gov](http://www.graftonnd.gov)

PO Box 578 | 5 East 4th Street | Grafton, ND 58237

Phone: 701.352.1561 | Fax: 701.352.2730 | TDD: 701.352.1411

December 30, 2024

Senate Appropriations Committee  
North Dakota Legislative Assembly  
600 E Boulevard Ave  
Bismarck, ND 58505

Dear Honorable Members of the Appropriations Committee,

I am writing to express my strong support for continued and increased funding for Marketplace for Kids through the Career and Technical Education Department of North Dakota. This longstanding program plays a vital role in fostering entrepreneurial skills and innovation among elementary school students across the state. I urge you to prioritize this initiative in your upcoming budget considerations to ensure its continued success and further expansion.

Marketplace for Kids has been a critical resource for young learners, providing them with a hands-on platform to explore and develop entrepreneurial skills at an early age. This type of experiential learning is essential in preparing the next generation for a rapidly changing workforce.

However, the needs of the modern educational landscape are evolving. To continue its success and reach its full potential, Marketplace for Kids requires a rebranding and retrofitting effort to align with the digital age, contemporary business practices, and today's educational tools. With additional financial support, this program can be revamped to incorporate new technology, enhance digital literacy, and provide students with the resources to connect with real-world business mentors and opportunities in the 21st century.

This program has consistently demonstrated its value, filling a critical gap in the state's approach to entrepreneurship education. As we look toward the future, we must ensure that Marketplace for Kids remains a relevant, dynamic force in our educational system. Increased funding will allow this program to reach even more students and encourage them to become tomorrow's innovators, leaders, and entrepreneurs.

I respectfully ask for your support in increasing financial backing for Marketplace for Kids, and for your continued commitment to fostering entrepreneurship and innovation in North Dakota's youth.

Thank you for your time and consideration.

Sincerely,

  
Jennifer Dusek  
Community Development Director  
City of Grafton

*The City of Grafton is an equal opportunity employer*

MFK-2025-27 Contact Bob Heitkamp: (701)-242-7744/[rheitkamp@mfknd.org](mailto:rheitkamp@mfknd.org) / [www.marketplaceforkids.org](http://www.marketplaceforkids.org)  
ref: CTE SB2019 1/13/25 3:00 pm





December 27, 2024

Robert Heitkamp  
Executive Director  
Marketplace for Kids  
106 Mathews Street, Suite B  
Mantador, ND 58058

Dear Robert:

The Valley City-Barnes County Development Corporation is pleased to support Marketplace for Kids as a sponsor and legislatively to secure State funds for the program.

Last year, I had the opportunity to serve as a volunteer judge of the children's projects and spoke with each team of entrepreneurs. Their imagination and thoughtfulness were refreshing. Marketplace for Kids exposes our students to private businesses, specific educational opportunities, skill development, and the many possibilities that life can offer.

Education Day covers a broad range of opportunities that nourishes the curiosity and excitement of students and the world around them. Through hands-on learning, presentations and project development, students can gain an understanding of a wide range of topics from the trades and manufacturing to team building and STEAM.

Initiatives such as Marketplace for Kids are investments in our most valuable asset – our children. Education Day is a positive force in shaping our youth that will generate long-term, positive impact for students, businesses, and communities. We encourage approval of funding from the ND Career & Technical Education Department and wholeheartedly extend our support to other funding sources of your choosing.

Thank you for your work and dedication to North Dakota's students.

Respectfully,

A handwritten signature in blue ink that reads "Jennifer Feist".

Jennifer Feist  
Director of Development





Angelle French, Director  
Pembina County JDA  
PO Box 595  
Cavalier, ND 58220  
angelle@redriverrc.com

January 2, 2025

Dear Chairman Sorvaag and Members of the Senate Appropriations Sub-Committee,

On behalf of the Pembina County Job Development Authority (PCJDA), I am writing to express our strong support for Marketplace for Kids and to encourage continued funding and recognition for this exceptional organization that plays a critical role in shaping the future of North Dakota's youth and communities.

Since its inception in 1995, Marketplace for Kids has empowered students across our state by encouraging them to explore entrepreneurship and self-employment while honing their creative thinking and problem-solving skills. This visionary program fosters an entrepreneurial spirit that aligns perfectly with North Dakota's goals of building a diversified, vigorous economy powered by innovative young leaders.

Marketplace for Kids' Education Days are the culmination of these efforts, providing students with a hands-on opportunity to explore careers, technology, and the future in an environment rooted in entrepreneurship and innovation. These events not only inspire creativity but also equip students with the tools and confidence to contribute meaningfully to their communities.

As an organization dedicated to supporting economic growth and workforce development, the PCJDA recognizes Marketplace for Kids as an invaluable partner in preparing our youth to lead and innovate. By instilling entrepreneurial skills and fostering lifelong learning, this program strengthens the fabric of our communities and ensures a brighter future for North Dakota.

We respectfully urge you to continue supporting Marketplace for Kids through funding and resources that enable the organization to fulfill its vital mission. Your investment in this program is an investment in the next generation of entrepreneurs, innovators, and community builders who will shape the future of our state.

Thank you for your dedication to the success of North Dakota's students and communities. Please do not hesitate to reach out if we can provide additional information or further support for this essential program.

Sincerely,

A handwritten signature in black ink, appearing to read "Angelle French", is written over a light blue horizontal line.

Angelle French  
Director, Pembina County Job Development Authority

# MFK AND OPPORTUNITY:

Dear Chairman Sorvaag & ND Leaders,

December 30, 2024

Dear North Dakota Leaders,

It has been an honor to be part of the Marketplace for Kids program for the past eight years, volunteering as a presenter and board member, chaperoning my own kids' classes on Education Day, and as an advocate for the work the program does to advance workforce in North Dakota. Thank you for continuing to support the Marketplace for Kids mission in building community relationships in order to strengthen our workforce and make ND the best place to work, raise a family, and call home.

Each year, communities across the state plan for Marketplace for Kids Education Days. Teachers excite their students with the idea of creating inventions that could someday become their personal business. They support them throughout the brainstorming, planning, creating, and presentation process. In celebration, students gather at their local Education Day to explore careers, learn of job opportunities in their community, listen to the stories of community leaders, and present their own invention with the promise of a medallion in recognition of their effort. The energy radiating from the presenters, volunteers, teachers, and students is contagious.

Learning centers on connecting ideas and facts to authentic experiences. While learning begins in the classroom, hands-on experiences ignite the students' curiosity and passion. Marketplace for Kids is the only statewide, no-cost program that provides this type of experience for elementary and middle school kids. We hope to continue increasing the number of Education Days, especially in the rural and smaller areas that are often faced with challenges not permitting them to travel or participate in the regional Education Day.

As a parent of four school-aged kids, past elementary classroom teacher, current educational leader, and community member, I am grateful that our state offers this program to all of our kids. Helping as a judge at the Marketplace for Kids Education Days has allowed me to tap into the imagination and creativity of our students. I have observed devices that help with housecleaning jobs, machines that reduce pollution in our oceans, take care of pets when the owners are away, and reduce the amount of time we spend on daily tasks. Kids not only learn from the process of creating their own invention, but also are intrigued by the projects of their peers. Being inspired by others is one of the best ways to spark curiosity and learning.

The shortage of community helpers in North Dakota, particularly in rural areas, is evident when we visit our local restaurants, make doctor appointments, schedule routine maintenance for our vehicles and homes, shop in grocery stores, and read updates on teacher shortages in our schools. Luckily, we have the opportunity to alleviate this issue through programs like Marketplace for Kids. Marketplace for Kids provides experiences for students to explore exciting career opportunities while motivating our kids to seek careers within the state of North Dakota. I strongly believe that kids instinctively want to stay in the place they call home, yet often look outside their local community because they are unaware of the opportunities outside their front door. Marketplace for Kids provides this chance for kids.

Please consider this letter of encouragement for continued support for Marketplace for Kids. If you have questions or would like to visit about Marketplace for Kids, you are welcome to contact me at [mleibel@nd.gov](mailto:mleibel@nd.gov).

Sincerely,

Marijke Leibel EdD  
Assistant Coordinator  
ND RISE State Mentoring Program

# MFK AND OPPORTUNITY:

Dear Chairman Sorvaag & ND Leaders,

January 2, 2025

Dear ND Legislative Leaders and Education Committee Members,

My name is Mary Haugo and I am currently the Board President of Marketplace for Kids. I have been a volunteer since the first Marketplace for Kids in Jamestown in 1995. I'm also a Region 5 co-chair in Fargo at our Microsoft event. I've had the privilege of working with our first Executive Director, Marilyn Kipp and now with our current Executive Director, Bob Heitkamp.

I am writing to ask you for an increase of \$150,000 for our funding from the Career and Technical Education Department of North Dakota. Costs have gone up considerably and we have added three Education Days to our program making it a total of fifteen Education Days in North Dakota. Your support is crucial to making our program a success.

Our 8 Board Members are committed to this worthwhile Program. We are all volunteers because we believe that Marketplace for Kids helps students in grades 3-8 become lifelong learners that will build stronger communities in North Dakota.

Education Days show students the career opportunities they have in their own community. Business leaders showcase what they have to offer which creates an interest in a career they maybe haven't heard of in their own backyard. Classes help students discover entrepreneurship, explore career opportunities, and show new ideas for starting a business.

As a teacher for 36 years I found it was so fulfilling to help the students create a project board for an invention they created. This required using reading, language, and technology skills. They also practice learning public speaking skills, meeting new friends and listening to others. The Standards of North Dakota and National Standards in Science, Technology, Entrepreneurship Education, Arts, Math and Language are met in all grades that participate.

Our Marketplace for Kids website is a great tool to help parents, teachers and students access information on how to become a part of this worthwhile program. Teachers register their students and inventions online for each Education Day.

By having your continued support we are able to keep this amazing program that has been going on for 30 years !

Our students are our future leaders of tomorrow and will hopefully stay in the great state of North Dakota !

Thank you for your consideration.

Respectfully,

Mary Haugo  
State Board President of Marketplace for Kids

# SPONSORS

as of December 1, 2024

## RUBY LEVEL



**Bobcat**

**devils lake**  
Economic Development



The  
**Bochatey**  
Foundation

BochateyFoundation.org



The Dolores J. And Robert A. Bochatey Foundation



Williston  
AREA RECREATION CENTER



## EMERALD LEVEL



**MARVIN**



WALSH COUNTY  
JOB DEVELOPMENT AUTHORITY



## SAPPHIRE LEVEL



Williston Basin  
Chapter



**Kiwaniis**  
MINOT GOLDEN K



**SIoux**  
Manufacturing Corporation



**ONEOK**



## AMETHYST

**SANFORD**  
HEALTH



**RTC**  
NETWORKS



Western Cooperative Credit Union - Williston  
North Dakota Petroleum Foundation  
First Western Bank - Minot  
Cavalier Public School  
Naastad Brothers Inc.

## TOPAZ LEVEL

Pizza Ranch - Casselton  
Bank Forward - Cooperstown

American Legion - Hankinson  
Gate City Bank - Mayville  
Hepper Olson Architects  
West River Telecom



# MFK "GOLD STAR" Sponsors

as of 7/1/2024

**DIAMOND LEVEL**  
**\$10,000 & UP**



## "GOLD" SPONSORS 2023-24

(\$1,000 Donation and up)







January 10, 2025

Senate Appropriations Committee  
North Dakota State Legislature

Re: Senate Bill No. 2019

Honorable Committee Members,

I am writing to encourage your support of the Department of Career and Technical Education budget, particularly the funding directed toward science, technology, engineering, and mathematics initiatives. This funding directly supports the North Dakota STEM Ecosystem.

As the president of the North Dakota STEM Ecosystem, I can attest to the positive impact that state funding has made on students' access to STEM experiences across the state. The North Dakota STEM Ecosystem seeks to facilitate high-quality learning experiences in science, technology, engineering, and mathematics related fields for students across North Dakota.

Biennium funding has allowed ND STEM to provide grants that encourage education entities and business/industry partners to participate in STEM activities/projects for K-12 students within each of the four designated regions in the state (Northeast, Northwest, Southeast, Southwest) providing greater opportunities for rural and tribal communities. Grant awards in the current biennium will provide STEM experiences for approximately 7,000 students in over 125 school districts.

We are requesting additional funding for the 2025-2027 biennium to support the hiring of staff to ensure that all students in our state have access to STEM experiences. Since the inception of North Dakota's STEM Ecosystem in 2010, the organization has been managed by individuals who volunteer outside of their professional roles. The addition of ND STEM staff will create new opportunities for regional and statewide STEM events and will provide greater accessibility to ND STEM grants. Over the course of the biennium, ND STEM staff will seek grants and donations from a variety of stakeholders to match and eventually replace the additional state support being requested at this time.

The focus of ND STEM staff will be to develop and facilitate collaborative partnerships among five sectors – PreK-12 Education, Informal Education, Higher Education, Public Sector, and Industry, ensuring that our students are prepared for a STEM-focused workforce. Keeping the learner at the center, ND STEM staff will work to establish critical partnerships to identify and fill statewide STEM learning and workforce development needs. ND STEM staff will leverage our involvement in the STEM Learning Ecosystems Community of Practice, further connecting us to national resources. These connections are important as they can lead to opportunities for North Dakota students, such as our recent Artificial Intelligence Education Summit in New Town.

I appreciate the opportunity to share how the North Dakota STEM Ecosystem can better serve the students in our state and further magnify the state's investment in STEM. Your support for our additional funding request would be greatly appreciated.

Sincerely,

A handwritten signature in black ink that reads "Beth Demke". The signature is fluid and cursive, with the first name "Beth" and last name "Demke" clearly distinguishable.

Beth Demke, ND Lobbyist 2024-2025 #1081  
President of the ND STEM Board of Directors  
Chief Executive Officer, North Dakota's Gateway to Science