

## **State-Funded Financial Aid & Workforce Development Programs Existing & New Legislation**

Updated 3/20/2023

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In compiling the list of state-funded student-based financial aid, workforce development, and education enhancing programs, the ND University System (NDUS) found 29 various programs administered by seven state agencies. The programs were divided into one of two categories, existing core student aid programs and workforce development programs. The review did not include programs funded through federal sources and only included known programs.

### **Recommendation:**

Consider a study during the interim to evaluate the various programs that agencies administer that includes the following:

- What is the program's purpose?
- Are there other state or non-state-funded programs that serve a similar purpose?
- Who/what does the program assist?
- What are other states offering (if available)?
- What are the requirements to receive the award?
- What is the projected growth/needs?
- How many students are served by the program and amount?

### **New Program Proposals:**

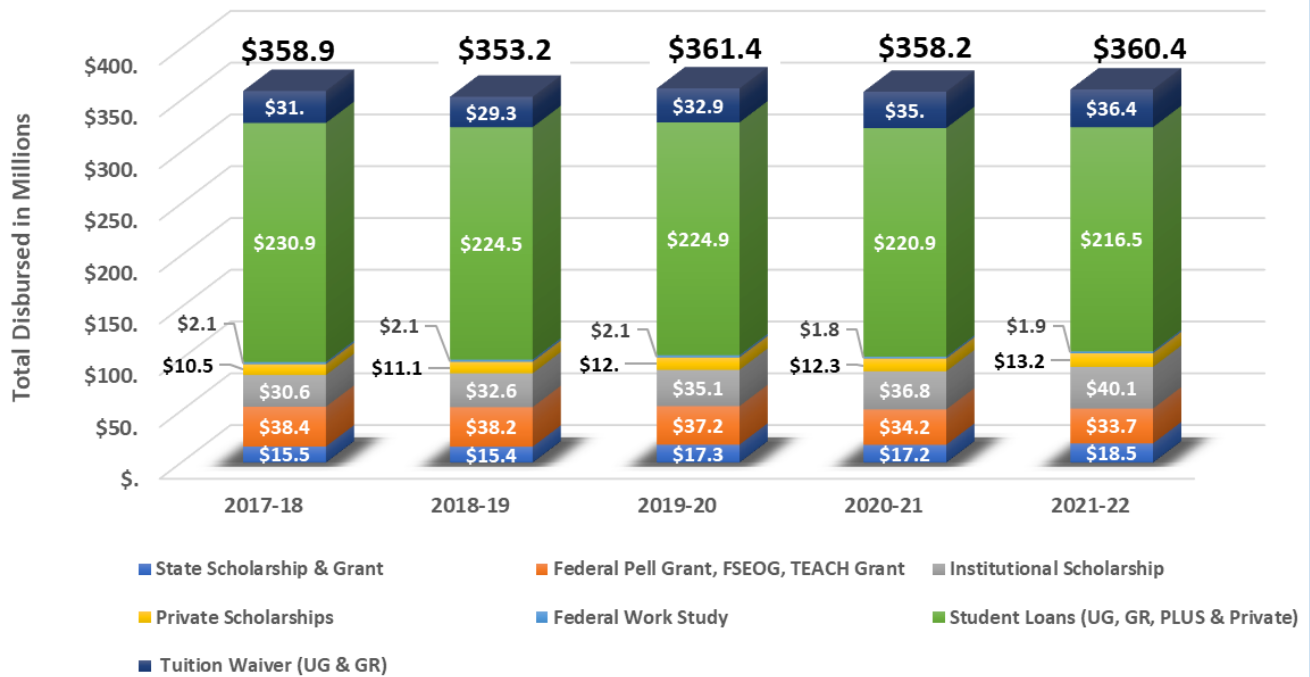
- Maintain existing programs within the agencies currently administering the programs.
- NEW PROPOSED WORKFORCE PROGRAMS (noted in red on attached charts)
  - Review "Workforce Development Programs" pages 2-4 of the attached to determine consistencies or departures from legislative intent for state-funded workforce programs.
  - Determine how new legislation and/or funding increases fit Legislative intent.
  - Align/consolidate new programs into existing programs where appropriate.
  - Review the administering agency for new programs to determine best fit for legislative intent.
  - Consider how the new proposed bills align with intent.

Attachments: NDUS 5-YR Financial Aid Award Summary – All Aid Sources  
Funding Summary Request  
Supplemental Detail  
ND Career Builders Statistics and In-Demand List

The five-year summary shows that NDUS students receive the following aid:

- 60% of the funding received by NDUS students is in the form of student loans;
- 12% is in the form of federal grants (Pell, FSEOG, TEACH);
- 12% comes from institutional scholarships;
- 4% from private-donated scholarships;
- 6% from state-funded scholarships and grants;
- The remaining is from Federal Work Study and tuition waivers.

Chart 3b - NDUS 5-Yr Dollars Disbursed by Aid Type - UG and GR



**FUNDING SUMMARY (3/20/2023)**

Program Name/Administering Agency/Funding Source	2021-23 Base	New Funding Request	2023-25 Total Request	Comments
Student Financial Assistance Program (ND State Grant) – administered by NDUS -General Fund	\$23,917,306	\$12,000,000	\$35,917,306	<p align="right"><a href="#">HB1003</a></p> <p>Need-based grant; Average of 6,100 students per year; \$12M increases award from \$1,100/sem. to \$1,650 while still funding 6,100 per year; Last increased in 2019</p>
ND Scholars Program – administered by NDUS -General Fund	\$1,807,115	\$0	\$1,807,115	<p align="right"><a href="#">HB1003</a></p> <p>Premier merit-based award; Average of 30 new awards per year plus renewals; Full time UG tuition for up to 8 sem. with 3.5GPA for renewal</p>
Academic/CTE/ND Scholarships – administered by NDUS -General Fund	\$16,216,749	\$1,000,000	\$17,216,749	<p align="right"><a href="#">HB1003</a></p> <p>Merit-based state scholarship; Average of 5,230 per year paid; 22% of high school senior qualify; \$1M increase to fund growth and additional awards for apprenticeships (<a href="#">HB1382</a>); Awards may NOT be reduced if shortfall occurs.</p>
ND Indian Scholarship – administered by NDUS -General Fund	\$555,323	\$444,677	\$1,000,000	<p align="right"><a href="#">HB1003</a></p> <p>Merit or need-based; Average of 270 per year awarded; \$444.7K inc. will allow for awards to be closer to the statutory max. of \$2K/year (2022 UG amt only \$1,130 due to volume of applicants.)</p>
Dual Credit Tuition Scholarship – administered by NDUS -Bank of ND Profits	\$1,500,000 (one-time funding)	\$1,500,000	\$1,500,000	<p align="right"><a href="#">HB1003</a></p> <p>Created 2021-Addl. incentive for taking DC in high school; Provides scholarship in college; \$1.485M awarded to-date to 2,775 students; <a href="#">HB1030</a> allows award for DC taken at non-NDUS institutions.</p>
Tribally Controlled Colleges Assistance Grant – administered by NDUS -General Fund	\$1,000,000	\$1,000,000	\$2,000,000	<p align="right"><a href="#">HB1003</a></p> <p>Non-beneficiary supplemental grant; Tribal presidents requested the \$1M increase; Awarded based on federal ISC payment rate * FTE non-beneficiary enrollment. Historically not able to award at this rate due to funding shortfall; \$1M increase would push these awards <u>beyond</u> the federal rate (i.e., In 21-22 the ISC rate was <b>\$8,676</b>. Based on 82.7 FTE, at \$1M, we would have paid out at a rate of <b>\$12,091.90</b> per FTE. The ISC rate would have cost \$717,505 but we would have issued \$1M. NDUS is required to issue full appropriation each biennium, even if over the ISC rate. <b>See NDCC 15-70-04, subsection 3.</b></p>
Professional Student Exchange Program (PSEP) – administered by NDUS -General Fund	\$3,699,342	\$0	\$3,699,342	<p align="right"><a href="#">HB1003</a></p> <p>Secure admission to out-of-state institutions for professional programs of veterinary medicine, optometry, and dentistry; Approximately 27 new plus ongoing students each year for up to 4 years.</p>
Education Incentive Programs – administered by NDUS -General Fund	\$260,000	\$0	\$260,000	<p align="right"><a href="#">HB1003</a></p> <p>UND and NDSU each awarded \$130K per biennium to promulgate additional doctoral level graduates and doctoral programs.</p>

<b>ND Career Builders Scholarship &amp; Loan Repayment – administered by NDUS -Bank of ND Profits</b>	\$4,500,000 (continuing appropriation)	\$15,000,000	\$18,504,590 (est. \$3.6M in continuing appropriation remaining to award 6/30/23)	<a href="#">HB1003</a> Workforce development program; partnership with business; private-sector match required \$1-\$1; either a scholarship or loan rep., or both, up to a maximum of \$17K per recipient. 202 scholarships awarded @ avg \$7,754; 88 loan repayment @ avg \$14,608. 92 unique scholarship donors; 30 unique loan repayment donors. Est. \$3.6M remaining @ end of 21-23 bien (continuing approp.) Actual growth rate between 58% - 105% annually. At 57% growth rate, \$13.0M est. state \$ bal. at the end of 25-27 biennium (assume \$15M approp.) At 93% growth rate, \$8.4M est. state \$ bal. at the end of 25-27 biennium (assume \$15M approp.)
<b>Challenge Grant – administered by NDUS -General Fund</b>	\$11,150,000 (one-time funding)	\$36,000,000	\$36,000,000	<a href="#">HB1003</a> Approx. 3X current appropriation; moves Law School \$250K to UND allocation; provides \$4M each for SMHS and NDSU SBARE.
<b>SUBTOTAL (existing NDUS)</b>	<b>\$64,605,835</b>	<b>\$66,944,677</b>	<b>\$117,700,512</b>	
<b>Reenergize Scholarship (NEW Program -NDUS supported &amp; administered) -General Fund</b>	-	\$5,125,000 (includes \$125,000 for 1 FT position and marketing)	\$5,125,000	<a href="#">SB2197</a> <a href="#">HB1003</a> Scholarship to recruit and retain individuals into oil & gas industry. May be provided to employee or an immediate family member of a current employee. Requires 12 months. of employment within past 36 months.
<b>Nursing Matching Grants (NEW Legislative Program – NDUS administered) -General Fund</b>	-	\$250,000	\$250,000	<a href="#">SB2288</a> \$1/\$2 matching grant for accredited institutions in the state for the advancement of academics for nursing programs.
<b>Student Support for Single Mothers (NEW Legislative Program – NDUS administered) -General Fund</b>	-	\$4,500,000	4,500,000	<a href="#">HB1003</a> \$250K to any public, tribal or U-Mary or U-JMS to provide support to students who are pregnant or single mothers. Funding may be used for on-campus room/board and the costs of on-campus day care. This must be accounted for as estimated financial aid under federal Title IV regulation.
<b>SUBTOTAL (NEW PROGRAMS ADMINISTERED BY NDUS)</b>	<b>-</b>	<b>\$9,875,000</b>	<b>\$9,875,000</b>	
<b>Back the Blue Grant (NEW Program – AG administered) -General Fund</b>	-	\$5,000,000	\$5,000,00	<a href="#">HB1307</a> Workforce retention and recruitment tool for law enforcement.
<b>Para-To-Professional (NEW Program – DPI administered) -General Fund</b>	-	\$3,000,000	\$3,000,000	<a href="#">SB2032</a> Assist accredited ND institutions with training paras to become qualified teachers. Proven program through use of ESSER funds, which will be expended 9/30/24.
<b>Teacher Shortage Loan Forgiveness (NEW Program – DPI administered) -General Fund</b>	-	\$3,000,000	\$3,000,000	<a href="#">SB2033</a> Student loan repayment for qualified high demand teaching positions. Recommend naming is loan “repayment” as DPI cannot forgive student loans, but issues repayment for qualifying teachers.
<b>SUBTOTAL (NEW PROGRAMS ADMINISTERED BY OTHER AGENCIES)</b>	<b>-</b>	<b>\$11,000,000</b>	<b>\$11,000,000</b>	
<b>TOTAL</b>	<b>\$64,605,835</b>	<b>\$87,819,677</b>	<b>\$138,575,512</b>	

**State-Funded Student Financial Aid and Workforce Development Programs – Supplemental Additional Detail**

**Existing and Proposed Legislation (Includes only known state funded programs)**

Updated 3/20/2023

Existing Core Student Financial Aid Programs							
Program	Description	Amount / # Awarded	Administering Agency	Bill Number(s)	Base Appropriation	New Funding Request	Comments
<b>Student Financial Assistance Grants (ND State Grant) (est. 1973)</b>	Needs-based	Max. \$1100/sem. or \$733/quarter # Approx. 6,100/yr.	<b>NDUS</b>	<a href="#">1003</a>	\$23,917,306	\$12,000,000 (general fund)	Increase provides for an increase to the award amount from \$1,100/sem. to \$1,650/sem. and maintains the current level of award of approximately 6,100 per year.
<b>Academic/CTE/ND Scholarships (est. 2009)</b>	Merit-based	\$750/sem. or \$500/qtr. or clock hour # Approx 5,230/yr.	<b>NDUS</b>	<a href="#">1003</a> <a href="#">1030</a> <a href="#">1305</a> <a href="#">1382</a>	\$16,216,749	\$1,000,000 (general fund)	Increase of \$1M covers anticipated shortfall and provides for the scholarship to be used for apprenticeship programs (HB1382). Amendments in HB1030 and HB1305 are procedural.
<b>ND Indian Scholarship (est. 1963)</b>	Merit or Need-based	Max of \$2,000 per year # Approx 270/yr.	<b>NDUS</b>	<a href="#">1003</a> <a href="#">1030</a>	\$555,323	\$444,677 (general fund)	Included in Governor's budget, this increase will bring the per student award to the maximum level of \$2,000 per year. Amendments in HB1030 are procedural.
<b>Tribally Controlled Colleges Assistance Grant</b>	Award to tribal colleges for non-beneficiary enrollment – may be used for various expenses	Based on FTE non-beneficiary enrollment; awarded to the 5 tribal institutions in the state	<b>NDUS</b>	<a href="#">1003</a>	\$1,000,000	\$1,000,000 (general fund)	Tribal institutions requested an increase of \$1M.
<b>ND Scholars (est. 1989)</b>	Premier Merit-based	Full regular UGRD tuition for up to 8 sem./12 qtrs. #Approx 30 new/yr. plus on-going	<b>NDUS</b>	<a href="#">1003</a> <a href="#">1030</a>	\$1,807,115	\$0	Continue at same level provides for approximately 30 new awards per year plus renewals. Amendments in HB1030 are procedural.
<b>Dual Credit Tuition Scholarship (est. 2021)</b>	For <u>post-secondary enrollment</u> ; Incentive to take DC in high school	Max \$750 lifetime #2725 as of 2.3.2023	<b>NDUS</b>	<a href="#">1003</a> <a href="#">1030</a>	One-time funding in 21-23 biennium of \$1.5M	\$1,500,000 (BND)	\$1.5M one-time funding in 21-23 biennium to be fully utilized. Amendments in HB1030 are procedural.
<b>Dual Credit Assistance Program</b>	Offered to <u>high school students</u> ; Covers the cost for up to 2 DC courses per year for high school SO, JR, SR who participate in free or reduced lunch	Covers the cost for up to 2 DC courses per year for high school SO, JR, SR who participate in free or reduced lunch	<b>BND</b>	-	-	-	Funded and administered by BND.
<b>Challenge Grants</b>	Matching grants for institutions	Varies	<b>NDUS</b>	<a href="#">1003</a> <a href="#">1033</a>	\$11,150,000	\$36,000,000 (general fund)	Approximately three times current appropriation-Moves Law School \$250,000 to UND allocation; Provides \$4M each for SMHS and NDSU SBARE.
<b>Education Incentive Programs</b>	Promulgate graduate studies and programs in the state	\$130,000 each per biennium to UND and NDSU	<b>NDUS</b>	<a href="#">1003</a>	\$260,000	\$0	Continue at same level to encourage graduate programs and research in the state.

**Workforce Development Programs – Existing & Proposed (Proposed new programs in red)**

Program	Description	Amount / # Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
<b>Skilled Workforce SCHOLARSHIP aka ND Career Builders (est. 2019) NDCC 15-10-32.2</b>	Private-sector matching program; student agrees to live/work in the state for 3 yrs. following completion of program	Maximum lifetime \$17,000, includes private sector match;  # awarded = 199 \$committed=\$1.55M Avg award = \$7,785	<b>NDUS</b>	YES - \$1/\$1	Reside in ND 3 years following program completion	YES – 3 years in an in-demand occupation	Programs @ <u>2 yr. or below</u> , including certificates relating to Job Service defined in-demand occupations	<a href="#">1003</a> <a href="#">1030</a>	\$2.25 million; Funded by BND w/continuing appropriation; Est. \$3.3M remaining at the end of the 21-23 biennium	\$7.5M Scholarship and \$7.5M Loan Repayment for a total of \$15,000,000 (BND funded)	Increase provides for growth of the program over the next 2 biennium. Procedural edits providing for the last 2 years of bachelor’s program (scholarship) and an expansion of matching funds to public dollars, is anticipated to grow NDCB. HB1030 amendments are procedural.
<b>Skilled Workforce LOAN REPAYMENT aka ND Career Builders (est. 2019) NDCC 15-10-32.1</b>	Private-sector matching program; new hire w/in 24 mos. receives student loan repayment over a 3-yr period	Maximum lifetime \$17,000, includes private sector match;  # awarded = 86 \$committed=\$1.3M Avg award = \$15,115	<b>NDUS</b>	YES - \$1/\$1	Reside in ND from time of application	YES – 3 years in an in-demand occupation	Any degree if employed in a Job Service defined in-demand occupation	<a href="#">1003</a> <a href="#">1030</a>	\$2.25 million; Funded by BND w/continuing appropriation; Est. \$3.3M remaining at the end of the 21-23 biennium		
<b>Professional Student Exchange Program (PSEP)</b>	Vet Med/Dentistry/Optomtry Scholarships for out-of-state attendance	Varies between \$58,733 - \$141,120 (4-yr cost) depending on program; # of NEW awards per Year: Vet Med = 12 Optometry = 8 Dentistry = 7	<b>NDUS</b>	NO	ND residency est. at least 1 yr. PRIOR to the priority appl. date of 10/15	NO	Veterinary medicine, dentistry, optometry	<a href="#">1003</a>	3,699,342	\$0	Continue at same level.
<b>Reenergize ND Scholarship (NEW)</b>	Tool to recruit/retain workers in oil & gas industry	\$12,000 per individual up to \$24,000 per family	<b>NDUS</b>	NO	ND resident – generally 12 months	NO	Any program of study at a NDUS institution	<a href="#">1003</a> <a href="#">2197</a>	-	\$5,125,000 + <i>\$125,000 for 1 FT position and marketing.</i>	<i>New program.</i>
<b>Nursing Matching Grants (NEW)</b>	1-2 matching program to institutions for advancement of nursing programs	Varies with a min. match of \$25,000	<b>NDUS</b>	YES - \$1/\$2	NO – awarded to qualifying ND institutions	n/a – awarded to qualifying ND institutions	Nursing programs at accredited institutions in the state	<a href="#">2288</a>	-	\$250,000	<i>New program.</i>

**Workforce Development Programs – Existing & Proposed (Proposed new programs in red)**

Program	Description	Amount / # Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
<b>Student Support for Single Mothers Program – pilot</b>	Support for pregnant or single mothers with a children under 4 yrs. of age	On-campus room/board and the costs of on-campus daycare	<b>NDUS</b>	NO	Applicant must be residing in the state	NO	Open	<a href="#">1003</a>	-	\$4,500,000	<b>New program.</b>
<b>Public Health Loan Repayment</b>	Student loan repayment for health care professionals	Varies	<b>DHHS</b>					<a href="#">2344</a>	Unknown	\$48,000	Increase funds 5 slots for public health professionals.
<b>Veterinarian Loan Repayment</b>	Student Loan Repayment	Up to \$80,000 over 4 years.	<b>DHHS</b>					?	Unknown	Unknown	-
<b>Dental Loan Repayment</b>	Student Loan Repayment	Up to \$100,000 over 5 years.	<b>DHHS</b>					?	Unknown	Unknown	-
<b>RN Loan Repayment</b>	Registered nurses student loan repayment	Up to \$4,000 per year for 5 years	<b>DHHS</b>					?	Unknown	Unknown	-
<b>Back The Blue Grant (NEW)</b>	WF retention & recruitment tool for law enforcement	Varies	<b>Attorney General's Office</b>	NO	NO – issued to law enforcement agency for bonuses, tuition/fee payments, equipment costs	NO	Law enforcement	<a href="#">1307</a>	-	\$5,000,000	<b>New program.</b>
<b>Tribal Colleges Grants</b>	WF training and entrepreneurial assistance		<b>Dept. of Commerce</b>					?	Unknown	Unknown	-
<b>Technical Skills Training Grant</b>	Supports training of non-degree reskilling programs and expanding capacity of existing programs		<b>Dept. of Commerce</b>					?	Unknown	Unknown	-

**Workforce Development Programs – Existing & Proposed (Proposed new programs in red)**

Program	Description	Amount / # Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
<b>Regional Workforce Impact Program (RWIP)</b>	Grant to design & implement innovative plans to address workforce challenges		<b>Dept. of Commerce</b>					?	Unknown	Unknown	-
<b>Operation Intern</b>	Expand number of internships, work experience and apprenticeship positions		<b>Dept. of Commerce</b>					?	Unknown	Unknown	-
<b>Non-Resident Nursing Employment Recruitment Program</b>	Attract and retain highly qualified nurses to ND		<b>Dept. of Commerce</b>					?	Unknown	Unknown	-
<b>Para-To-Professional Scholarship (NEW)</b>	Assist accredited institutions with training paras to become qualified teachers	\$20,000 to institution for start-up/admin costs; remainder for student scholarships	<b>DPI</b>	NO – awarded to qualifying ND institutions (no requirement to have a physical presence in state)	NO – awarded to accredited institutions (no requirement to have a physical presence in state)	NO	Teaching	<a href="#">2032</a>	-	\$3,000,000	<b>New funding that is a continuation of an existing program previously funded with ESSER dollars.</b>



**Workforce Development Programs – Existing & Proposed (Proposed new programs in red)**

Program	Description	Amount / # Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
<b>Teacher Shortage Loan FORGIVENESS (NEW)</b>	Encourage teaching at grade levels, content areas and geographical locals that have a teacher shortage or critical need	Between \$2,500/\$3,750/\$5,000 per year depending on location and critical need or shortage area; up to 4 years	DPI	NO	NO	YES – must be working in a qualifying locale or position in ND	Qualifying teaching positions in ND	<a href="#">2033</a>	-	\$3,000,000	New program that amends and reenact 15.1-02-04.  Recommend changing the program name to Loan <b>REPAYMENT</b> as DPI can't technically forgive a student loan but can offer repayment on a loan.
<b>NDNG Tuition Grants</b>	Grants for postsecondary enrollment; includes out-of-state postsecondary education institutions – used as a recruitment/retention tool for the NDNG	Varies	<b>Adjunct General</b>					<a href="#">2094</a>	-	\$1,615,000 (fiscal note)	Expansion of program.

**2023 FAILED BILLS**

- [SB2127](#) – Psychiatric RN Loan Repayment Program
- [SB2270](#) – Student Teacher Experience Program
- [HB1470](#) – Back to College Grant
- [SB2151](#) – Immigration WF Loan Program

- [HB1032](#) – In-demand Certificates (CDL and CNA)
- [SB2287](#) – Expansion of DHHS health care professional student loan repayment
- [HB1421](#) – Workforce training grants for New Americans



Scholarship & Loan Repayment

Program Statistics 2/23/2023	SCHOLARSHIP	LOAN REPAYMENT
# Applicants Awarded & Active	85	86
# Graduated (Scholarship)	117	-
# Lost Eligibility (Loan Repayment)	-	5
# Paid in Full (Loan Repayment)	-	2
# Scholarship Applicants in Repayment (# & \$)	23 in repayment totaling \$89,324; \$33,900 recovered to date	-
Private Sector \$ Received by NDUS (NOT Matched to Students)	\$15,000	\$0
Committed \$ - Private Sector & State Match (Excl. those in scholarship repayment)	\$1,566,280	\$1,358,551
Average Award (Excl. those in scholarship repayment)	\$7,754	\$14,608
# Unique Donors	92	30
<p><b>Programs Enrolled (Scholarship)</b> (Exclude those in scholarship repayment)</p> <p><b>-OR-</b></p> <p><b>High-Need Occupation Filled (Loan Repayment)</b> (Exclude those who lost eligibility)</p>	Agriculture or Ag & Technology (Agronomy) (12) Architectural Drafting & Estimating Technology (1) Associate Degree Nurse (1) Auto Body Repair & Refinishing Technology (2) Automotive Technology (5) Building Construction Technology (1) Carpentry Residential (3) Caterpillar Dealer Service (14) CDL (4) Construction Management Technology (1) Culinary Arts (1) Cyber Security & Computer Networks (3) Dental Assisting (1) Diesel Technology (13) Early Childhood Education (1) Electrical Technology (14) EMS-Paramedic EMT Technology (1) Energy Services and Renewable Technician (1) Farm & Ranch Mgmt. / Agribusiness Mgmt. (5) Full Stack Engineering (5) Human Resource & Organizational Leadership (1) Heating, Ventilation & AC/HVAC/R Tech (16) Instrumentation and Control Technology (10) John Deere Ag Tech (5) Land Surveying & Civil Engineering Technology (4) Lineworker (Electrical) (15) Massage Therapy (1) Meat Processing (2) Mechanical Maintenance Technology (6) Medical Billing & Coding (1) Medical Assistant (1) Medical Laboratory Technician (2) Peace Officer (1) Pharmacy Technician (3) Plumbing (2) Power Plant Technology (2) Powersports Technology (1) Practical Nurse/Nursing (9) Precision Machining Technology (1) Process Plant Technology/Process Technology (6) Surgical Technology (3) Web Page Development & Design (1) Welding / Welding Technology (20)	Accountant & Auditor (1) Aircraft Mechanic & Service Technician (1) Bus & Truck Mechanic (1) Cardiovascular Technologist/Technician (2) Career & Tech Ed Teachers (2) Carpenter (1) Childcare Worker (2) Civil Engineer (1) Construction Manager (1) Dental Assistant (1) Diagnostic Medical Sonographer (3) Diesel Technician (1) Electrician (1) Farm Equipment Mechanic & Service Tech (3) Industrial Machinery Mechanic (2) Licensed Practical Nurse (1) Marketing Manager (2) Mechanical Engineer (2) Middle School Teachers (3) Mobile Heavy Equipment Mechanic (6) MRI Technologist (1) Pharmacy Technician (1) Police/Patrol Officer (1) Preschool Teacher (1) Radiologic Technologist (17) Registered Nurse (24) Respiratory Therapist (2) Sales Engineer (1) Secondary School Teacher (1) Teaching Assistant (1) Veterinary Technologist & Technician (1)

ND Career Builders Private-Sector Contributors (Donors with funds remitted and/or committed to NDCB)			
Aasheim Enterprises, Inc.	Scholarship	Toasted Frog	Scholarship
American Bank Center	Scholarship	True North Equipment	Scholarship
Apex Well Servicing (USA)	Scholarship	TrueNorth Steel	Scholarship
Arthur and Edith Pearson Foundation	Scholarship	Underwood School	Scholarship
BizMan Autowork	Scholarship	Walsh County Job Development	Scholarship
Blake Marine	Scholarship	Wild Rice Auto Parts	Scholarship
Bosch Lumber Company	Scholarship	Wold Engineering	Scholarship
Brosz Engineering, Inc.	Scholarship	YES LLC, ENETK LLC	Scholarship
Butler Machinery Company	Scholarship	20 Private-Sector Donors - No Release	Scholarship
Carrington Economic Development	Scholarship		
Cavalier Do It Best Lumber	Scholarship	Altru Health System	Loan Repayment
CHS Foundation	Scholarship	Cavalier County Health District	Loan Repayment
Churchill Pharmacy Holding, Inc.	Scholarship	City of Grafton	Loan Repayment
Clark Equipment Company dba Doosan	Scholarship	Executive Air Taxi Corporation	Loan Repayment
Comstock Construction, Inc.	Scholarship	Forward Devils Lake Development Corp.	Loan Repayment
Cottingham Insurance	Scholarship	General Equipment & Supplies, Inc.	Loan Repayment
Crossroads Repair LLC	Scholarship	Golden Valley Veterinary Clinic	Loan Repayment
D & B Motors	Scholarship	Grafton True Value & Lumber	Loan Repayment
Dakota Community Bank & Trust	Scholarship	Heart of America Medical Center	Loan Repayment
Dakota Pharmacy	Scholarship	Houston Engineering, Inc.	Loan Repayment
Dakota Refrigeration	Scholarship	Langdon Community Drug	Loan Repayment
Dale Pahlke	Scholarship	Leading Edge Equipment	Loan Repayment
DMG Inc., dba Malloy Electric	Scholarship	Legacy CPA	Loan Repayment
First Care Health Center	Scholarship	Magnum Electric	Loan Repayment
Fisher Industries	Scholarship	Mowbray & Son Plumbing and Heating,	Loan Repayment
FM Heating and Air, LLC	Scholarship	Nelson County Health System	Loan Repayment
Forward Devils Lake Development	Scholarship	Nelson International dba Nelson Leasing,	Loan Repayment
General Equipment & Supplies	Scholarship	North Valley CTE Technology Center	Loan Repayment
Great River Energy	Scholarship	Pro Mark Services, Inc.	Loan Repayment
Grotberg Electric, Inc.	Scholarship	Rugby Job Development Authority	Loan Repayment
Gusiaas Electric, LLC	Scholarship	Sanford Health – Bismarck	Loan Repayment
H.A. Thompson & Sons	Scholarship	Sanford Health – Fargo	Loan Repayment
Heat Transfer Warehouse	Scholarship	Sanford Medical Center – Fargo	Loan Repayment
Home Heating, Plumbing & AC, Inc.	Scholarship	Stantec Consulting Services, Inc.	Loan Repayment
ICON Architectural Group	Scholarship	True North Equipment	Loan Repayment
Johnston & Sons Electric	Scholarship	Walsh County Job Development	Loan Repayment
Karen Oster-Lloyd Ritchie Memorial	Scholarship	4 Private-Sector Donors – No Release	Loan Repayment
Keller Paving & Landscaping, Inc.	Scholarship		
Korber Medipak Systems NA	Scholarship		
Kountry Kids 4H	Scholarship		
Lake Chevrolet Buick GMC	Scholarship		
Leading Edge Equipment	Scholarship		
LG Homes	Scholarship		
Marathon Petroleum	Scholarship		
Marketplace Motors	Scholarship		
MDU Resources	Scholarship		
Microsoft	Scholarship		
Modern Auto Body	Scholarship		
ND Association of County Engineers	Scholarship		
ND Beef Commission	Scholarship		
ND State Electrical Board	Scholarship		
Nelson County Health System	Scholarship		
NODAK Electric	Scholarship		
North Country Marine	Scholarship		
Otter Tail Power Company Foundation	Scholarship		
Porter Farms	Scholarship		
Sanford Health – Bismarck	Scholarship		
Sanford Health – Jamestown	Scholarship		
Schmitt's Plumbing, Heating &	Scholarship		
Scott's Electric	Scholarship		
Service Tire, Inc.	Scholarship		
Shakti Moon Healing, Wellness, Beauty	Scholarship		
Sheyenne Mechanical	Scholarship		
Titan Machinery	Scholarship		



# career builders

## Scholarship & Loan Repayment

### ND Career Builders - High-Need & Emerging Occupations

The High-Need and Emerging Occupations list is used to determine eligibility for the ND Career Builders Scholarship and Loan Repayment programs. The list is reviewed annually by the ND Workforce Development Council (NDWDC) and Job Service ND (JSND). The occupations listed below were approved by NDWDC and JSND in 2020 through 2022. The occupations approved in these years will be used in determining eligibility for ND Career Builders. Occupations designated with a red asterisk (\*) will remain eligible for ND Career Builders consideration at least through June 30, 2023. Questions regarding the program? Contact the NDUS at 701-328-2906 or at [ndfinaid@ndus.edu](mailto:ndfinaid@ndus.edu)

#### EDUCATION

- Career/Tech Ed Teachers, Secondary School (2022)
- Elementary School Teachers (2022)
- Health Specialties Teachers, Postsecondary (2022)
- Instructional Coordinators (2022)
- Kindergarten Teachers, Except Special Education (2022)
- Librarians & Media Collections Specialists (2022)
- Middle School Teachers, Except Special & Career/Tech Ed (2022)
- Preschool Teachers, Except Special Education (2022)
- Secondary School Teachers (2022)
- Special Education Teachers (KG, Elementary, Secondary School) (2022)
- Teaching Assistants, Except Postsecondary (2022)

#### ENGINEERING & ARCHITECTURE

- Civil Engineer (2022)
- Civil Engineering Technologists & Technicians (2022)
- Electrical Engineers (2022)
- Mechanical Engineers (2022)
- Electrical & Electronic Engineering Technician (2020)
- Mining & Geological Engineer (2020)
- Petroleum Engineer (2020)
- Transportation Engineer (2020)

#### FINANCIAL

- Accountant & Auditor (2022)
- Bookkeeping, Accounting & Auditing Clerks (2022)
- Financial Manager (2022)
- Management Analysts (2022)
- Operations Research Analysts (2022)
- Statisticians (2022)
- Tax Preparers (2022)
- Compensation & Benefits Manager (2020)
- Financial Analyst (2020)
- Personal Financial Advisors (2020)

#### HEALTHCARE

- Athletic Trainers (2022)
- Cardiovascular Technologist & Technician (2022)
- Clinical Laboratory Technologists & Technicians (2022)
- Dental Assistants (2022)
- Dental Hygienists (2022)
- Diagnostic Medical Sonographer (2022)
- Dietitians and Nutritionists (2022)
- Emergency Medical Technicians & Paramedics (2022)
- Massage Therapists (2022)
- Medical Assistants (2022)
- Nuclear Medicine Technologists (2022)
- Nurse-Licensed Practical & Licensed Vocational Nurses (2022)
- Nurse-Registered Nurses (2022)
- Nursing Assistants (2022)
- Occupational Therapists (2022)
- Occupational Therapy Assistants (2022)
- Ophthalmic Medical Technicians (2022)
- Pharmacy Technicians (2022)
- Phlebotomists (2022)
- Physical Therapy Assistants (2022)
- Psychiatric Aides (2022)
- Radiologic Technologists & Technicians (2022)
- Respiratory Therapists (2022)
- Skincare Specialists (2022)

- Surgical Technologists (2022)
- Veterinary Technologists & Technicians (2022)
- Medical Lab Technologist/Technician (2020)
- MRI Technologist (2020)

#### INFORMATION TECHNOLOGY

- Computer & Information Systems Managers (2022)
- Computer Network Support Specialists (2022)
- Computer Programmers (2022)
- Computer Systems Analysts (2022)
- Computer User Support Specialists (2022)
- Information Security Analysts (2022)
- Intelligence Analysts (2022)
- Software Developers and Software Quality Assurance Analysts and Testers (2022)
- Telecommunications Equipment Installers & Repairers, Except Line Installers (2022)
- Web Developers & Digital Interface Designers (2022)
- Actuaries (2020)
- Clinical Data Manager (2020)
- Database Administrators (2020)

#### MANAGEMENT

- Construction Manager (2022)
- General & Operations Manager (2022)
- Industrial Production Manager (2022)
- Medical & Health Services Manager (2022)
- Sales Manager (2022)
- Marketing Manager (2020)

#### PROFESSIONAL / OTHER

- Compliance Officer (2022)
- Human Resources Manager (2022)
- Human Resources Specialist (2022)
- Market Research Analysts and Marketing Specialist (2022)
- Paralegal and Legal Assistant (2022)
- Public Relations Specialist (2022)
- Training & Development Specialist (2022)
- Soil and Plant Scientist (2020)

#### SALES

- Securities, Commodities & Financial Services Sales Agents (2022)
- Sales Rep.-Wholesale & Manufacturing of Technical & Scientific Products (2022)
- Sales Engineer (2020)

#### SKILLED TRADE

- Automotive Service Technicians & Mechanics (2022)
- Butchers & Meatcutters (2022)
- Carpenters (2022)
- Chefs & Head Cooks (2022)
- Crane & Tower Operators (2022)
- Diesel Technician:
  - Bus & Truck Mechanic and Diesel Engine Specialist (2022)
  - Farm Equipment Mechanic & Service Technician (2022)
  - Industrial Machinery Mechanic (2022)

- Electrician (2022)
- Firefighter (2022)
- Hairdresser, Hairstylist & Cosmetologist (2022)
- Heating, Air Conditioning & Refrigeration Mechanics, and Installers (HVAC) (2022)
- Machinist (2022)
- Plumber, Pipefitter and Steamfitter (2022)
- Power Plant Operator (2022)
- Precision Agriculture Technician (2022)
- Welder, Cutter, Solderer & Brazer (2022)
- Wind Turbine Service Technician (2022)
- Aircraft Mechanic & Service Technician (2020)
- Bus & Truck Mechanic (2020)
- Construction Building Inspector (2020)
- Electrical Powerline Installer & Repairer (2020)
- Environmental Scientist & Specialist (2020)
- Gas Plant Operator (2020)
- Maintenance & Repair Worker (2020)
- Mobile Heavy Equipment Mechanic (2020)
- Petroleum Pump System Operator, Refinery Operator & Gauger (2020)

#### SOCIAL SERVICES

- Child, Family & School Social Worker (2022)
- Childcare Worker (2022)
- Community & Social Service Specialist (2022)
- Educational, Guidance & Career Counselors & Advisors (2022)
- Healthcare Social Workers (2022)
- Marriage & Family Therapists (2022)
- Mental Health & Substance Abuse Social Worker (2022)
- Police & Sheriff Patrol Officers (2022)
- Social & Community Service Manager (2022)
- Social & Human Service Assistant (2022)
- Substance Abuse, Behavioral Disorder & Mental Health Counselor (2022)

#### TRANSPORTATION

- Commercial Pilots (2022)
- Heavy & Tractor-Trailer Truck Drivers (2022)

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