

emailed 4/6

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?

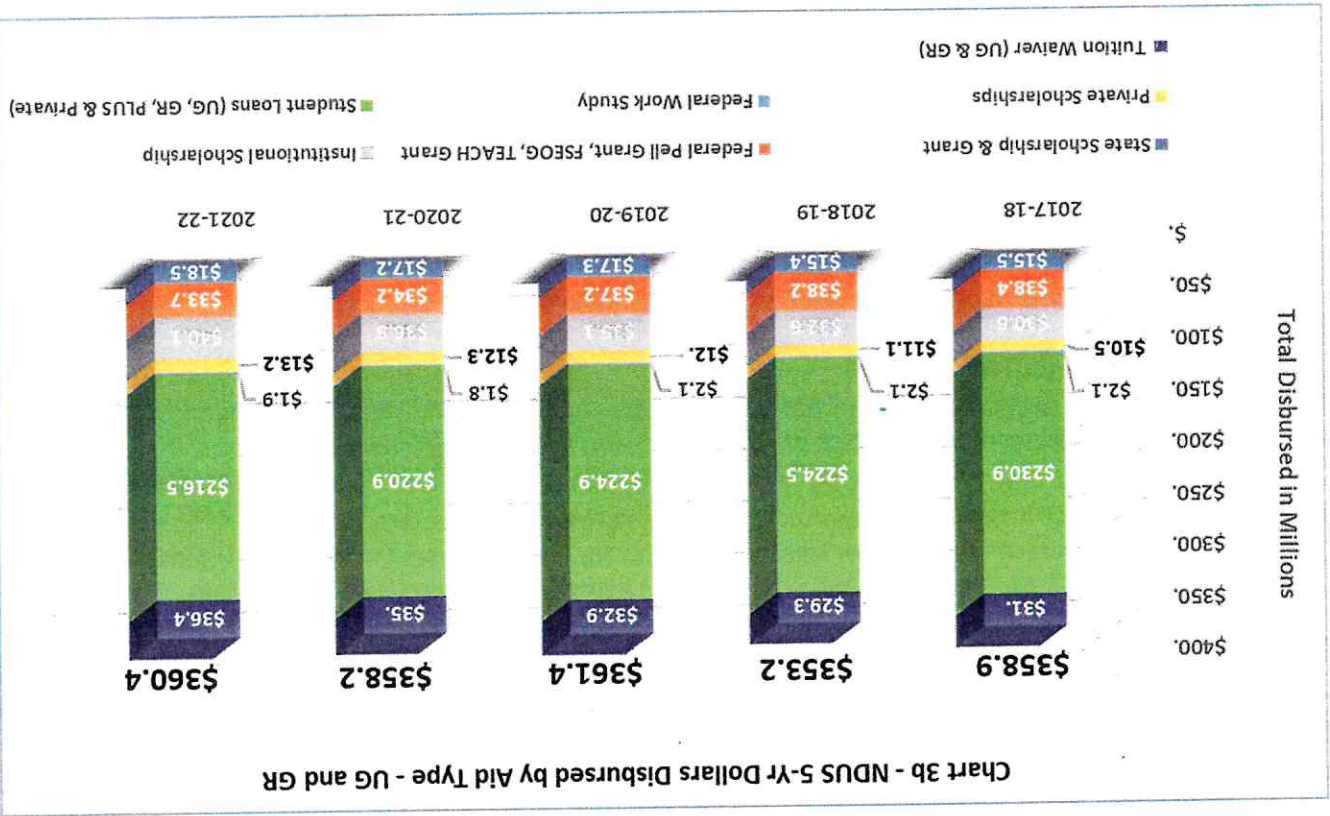
New Program Proposals:

- 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)

Source	2023-25 Base	New Funding Request	2023-25 Total Request	Comments
Grant -	\$23,917,306	-\$12,000,000 61,000,000	\$35,917,306	HB1003 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 \$3M cut by HQ million
	\$1,807,115	\$0	\$1,807,115	HB1003 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
NDUS	\$16,216,749	\$1,000,000	\$17,216,749	HB1003 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 (HB1382); Awards may NOT be reduced if shortfall occurs.
	\$555,323	\$444,677	\$1,000,000	HB1003 Merit or need-based; Average of 270 per year awarded; 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.)
NDUS	\$1,500,000 (one-time funding)	\$1,500,000	\$1,500,000	HB1003 Created 2021-Addl. incentive for taking DC in high school; Provides scholarship in college; \$1.485M awarded to-date to 2,775 students; HB1030 allows award for DC taken at non-NDUS institutions.
	\$1,000,000	-\$1,000,000 400,000 sets us Federal Rate	\$2,000,000	HB1003 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 beyond the federal rate (i.e., In 21-22 the ISC rate was \$8,676. Based on 82.7 FTE, at \$1M, we would have paid out at a rate of \$12,091.90 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. See NDCC 15-70-04, subsection 3.
	\$3,699,342	\$0	\$3,699,342	HB1003 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.
NDUS	\$260,000	\$0	\$260,000	HB1003 UND and NDSU each awarded \$130K per biennium to promulgate additional doctoral level graduates and doctoral programs.

FUNDING SUMMARY (3/20/2023)

Source	2021-23 Base	New Funding Request	2023-25 Total Request	Comments
-	\$4,500,000 (continuing appropriation)	\$15,000,000 <i>15.5 million</i>	\$18,504,590 (est. \$3.6M in continuing appropriation remaining to award 6/30/23) <i>\$10M</i>	HB1003 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.)
	\$11,150,000 (one-time funding)	\$36,000,000 <i>\$18M</i>	\$36,000,000	HB1003 Approx. 3X current appropriation; moves Law School \$250K to UND allocation; provides \$4M each for SMHS and NDSU SBARE.
sorted &	\$64,605,835	\$66,944,677 -\$5,125,000 (includes \$125,000 for 1 FT position and marketing)	\$117,700,512 <i>\$5,125,000</i>	SB2197 HB1003 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.
n -	-	\$250,000	\$250,000	SB2288 \$1/\$2 matching grant for accredited institutions in the state for the advancement of academics for nursing programs.
ive	-	-\$4,500,000	4,500,000	HB1003 \$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.
DUS) (red)	-	\$9,875,000	\$9,875,000	HB1307 Workforce retention and recruitment tool for law enforcement.
tered)	-	-\$5,000,000 <i>3.5</i>	\$5,000,000	SB2032 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.
i - DPI	-	\$3,000,000	\$3,000,000	SB2033 Student loan repayment for qualified high demand teaching positions.
3	-	\$3,000,000	\$3,000,000	Recommend naming is loan "repayment" as DPI cannot forgive student loans, but issues repayment for qualifying teachers.
ITHER	-	\$11,000,000	\$11,000,000	
	\$64,605,835	\$87,819,677	\$138,575,512	

**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	
Student Financial Assistance Grants (ND State Grant) (est. 1973)	Needs-based	Max. \$1100/sem. or \$733/quarter # Approx. 6,100/yr.	NDUS	<u>1003</u>	\$23,917,306	\$12,000,000 (general fund)	Increase from \$1,100/sem. of award of \$
Academic/CTE/ND Scholarships (est. 2009)	Merit-based	\$750/sem. or \$500/qr. or clock hour # Approx 5,230/yr.	NDUS	<u>1003</u> <u>1030</u> <u>1305</u> <u>1382</u>	\$16,216,749	\$1,000,000 (general fund)	Increase of the scholarship (HB1382). Amendment: Included in G per student amendment: Tribal institution
ND Indian Scholarship (est. 1963)	Merit or Need-based	Max of \$2,000 per year # Approx 270/yr.	NDUS	<u>1003</u> <u>1030</u>	\$555,323	\$444,677 (general fund)	Increase of \$1,100/sem. of award of \$
Tribally Controlled Colleges Assistance Grant	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	NDUS	<u>1003</u>	\$1,000,000	\$1,000,000 (general fund)	Increase of \$1,100/sem. of award of \$
ND Scholars (est. 1989)	Premier Merit-based	Full regular UGRD tuition for up to 8 sem./12 qtrs. #Approx 30 new/yr. plus on-going	NDUS	<u>1003</u> <u>1030</u>	\$1,807,115	\$0	Increase of \$1,100/sem. of award of \$
Dual Credit Tuition Scholarship (est. 2021)	For post-secondary enrollment; incentive to take DC in high school	Max \$750 lifetime #2725 as of 2.3.2023	NDUS	<u>1003</u> <u>1030</u>	One-time funding in 21-23 biennium of \$1.5M	\$1,500,000 (BND)	Increase of \$1,100/sem. of award of \$
Dual Credit Assistance Program	Offered to high school students; 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	BND	-	-	-	Increase of \$1,100/sem. of award of \$
Challenge Grants	Matching grants for institutions	Varies	NDUS	<u>1003</u> <u>1033</u>	\$11,150,000	\$36,000,000 (general fund)	Increase of \$1,100/sem. of award of \$
Education Incentive Programs	Promulgate graduate studies and programs in the state	\$130,000 each per biennium to UND and NDSU	NDUS	<u>1003</u>	\$260,000	\$0	Increase of \$1,100/sem. of award of \$

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

Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
lifetime includes or match; = 199 f=\$1.55M =\$7,785	NDUS	YES - \$1/\$1	Reside in ND 3 years following program completion	YES – 3 years in an In-demand occupation	Programs @ 2 yr. or below, including certificates relating to Job Service defined in-demand occupations	<u>1003</u> <u>1030</u>	\$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.
lifetime includes or match; = 86 f=\$1.3M =\$15,115	NDUS	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	<u>1003</u> <u>1030</u>	\$2.25 million; Funded by BND w/continuing appropriation; Est. \$3.3M remaining at the end of the 21-23 biennium	\$0	Continue at same level.
lifetime includes or match; = 12 = 8 7	NDUS	NO	ND residency est. at least 1 yr. PRIOR to the priority appl. date of 10/15	NO	Veterinary medicine, dentistry, optometry	<u>1003</u>	3,699,342	\$0	Continue at same level.
lifetime includes or match; = 12 = 8 7	NDUS	NO	ND resident – generally 12 months	NO	Any program of study at a NDUS institution	<u>1003</u> <u>2197</u>	-	\$5,125,000 + \$125,000 for 1 FT position and marketing.	New program.
lifetime includes or match; = 12 = 8 7	NDUS	YES - \$1/\$2	NO – awarded to qualifying ND institutions	n/a – awarded to qualifying ND institutions	Nursing programs at accredited institutions in the state	<u>2288</u>	-	\$250,000	New program.

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
Student Support for Single Mothers Program – pilot	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	NDUS	NO	Applicant must be residing in the state	NO	Open	<u>1003</u>	-
Public Health Loan Repayment	Student loan repayment for health care professionals	Varies	DHHS					<u>2344</u>	Unknown
Veterinarian Loan Repayment	Student Loan Repayment	Up to \$80,000 over 4 years.	DHHS					?	Unknown
Dental Loan Repayment	Student Loan Repayment	Up to \$100,000 over 5 years.	DHHS					?	Unknown
RN Loan Repayment	Registered nurses student loan repayment	Up to \$4,000 per year for 5 years	DHHS					?	Unknown
Back The Blue Grant (NEW)	WF retention & recruitment tool for law enforcement	Varies	Attorney General's Office	NO	NO – issued to law enforcement agency for bonuses, tuition/fee payments, equipment costs	NO	Law enforcement	<u>1307</u>	-
Tribal Colleges Grants	WF training and entrepreneurial assistance		Dept. of Commerce					?	Unknown
Technical Skills Training Grant	Supports training of non-degree reskilling programs and expanding capacity of existing programs		Dept. of Commerce					?	Unknown

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

Awarded	Administering Agency	Match Required?	Residency Requirements	Service Required to State	Program or Occupation	Bill Number(s)	Base Appropriation	New Funding Request	Comments
	Dept. of Commerce					?	Unknown	Unknown	-
	Dept. of Commerce					?	Unknown	Unknown	-
	Dept. of Commerce					?	Unknown	Unknown	-
institution /admin nder for olarships	DPI	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	2032	-	\$3,000,000	New funding that is a continuation of an existing program previously funded with ESSER dollars.

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
Teacher Shortage Loan FORGIVENESS (NEW)	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	<u>2033</u>	-
NDNG Tuition Grants	Grants for postsecondary enrollment; includes out-of-state postsecondary education institutions – used as a recruitment/retention tool for the NDNG	Varies	Adjunct General					<u>2094</u>	-

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

ND career builders

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>Programs Enrolled (Scholarship) (Exclude those in scholarship repayment)</p> <p style="text-align: center;">-OR-</p> <p>High-Need Occupation Filled (Loan Repayment) (Exclude those who lost eligibility)</p>	<ul style="list-style-type: none"> 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) 	<ul style="list-style-type: none"> 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 reported and/or committed to NCCCB)

Scholarship	Toasted Frog	Scholarship	Ascheim Enterprises, Inc.
Scholarship	True North Equipment	Scholarship	American Bank Center
Scholarship	True North Steel	Scholarship	Apex Well Servicing (USA)
Scholarship	Underwood School	Scholarship	Arthur and Edith Pearson Foundation
Scholarship	Walsh County Job Development	Scholarship	Bushman Autowork
Scholarship	Wild Rice Auto Parts	Scholarship	Blake Martre
Scholarship	World Engineering	Scholarship	Boech Lumber Company
Scholarship	YES LLC, ENETK LLC	Scholarship	Brooz Engineering, Inc.
Scholarship	20 Private-Sector Donors - No Release	Scholarship	Butler Machinery Company
Loan Repayment	Altru Health System	Scholarship	Carlington Economic Development
Loan Repayment	Cavalier County Health District	Scholarship	Cavaller Do It Best Lumber
Loan Repayment	City of Grifflon	Scholarship	CHS Foundation
Loan Repayment	Executive Air Taxi Corporation	Scholarship	Churchill Pharmacy Holding, Inc.
Loan Repayment	Forward Devils Lake Development Corp.	Scholarship	Clark Equipment Company dba Doosan
Loan Repayment	General Equipment & Supplies, Inc.	Scholarship	Comstock Construction, Inc.
Loan Repayment	Golden Valley Veterinary Clinic	Scholarship	Cottingham Insurance
Loan Repayment	Grathon True Value & Lumber	Scholarship	Crossroads Repair LLC
Loan Repayment	Heart of America Medical Center	Scholarship	D & B Motors
Loan Repayment	Houston Engineering, Inc.	Scholarship	Dakota Community Bank & Trust
Loan Repayment	Langdon Community Drug	Scholarship	Dakota Pharmacy
Loan Repayment	Leading Edge Equipment	Scholarship	Dakota Refrigeration
Loan Repayment	Legacy CPA	Scholarship	Dale Pakke
Loan Repayment	Magnum Electric	Scholarship	DMG Inc. dba Marloy Electric
Loan Repayment	Mowbray & Son Plumbing and Heating	Scholarship	First Care Health Center
Loan Repayment	Nelson County Health System	Scholarship	Fisher Industries
Loan Repayment	Nelson International dba Nelson Leasing	Scholarship	FM Heating and Air, LLC
Loan Repayment	North Valley CTE Technology Center	Scholarship	Forward Devils Lake Development
Loan Repayment	Pro Mark Services, Inc.	Scholarship	General Equipment & Supplies
Loan Repayment	Rugby Job Development Authority	Scholarship	Great River Energy
Loan Repayment	Sanford Health - Fargo	Scholarship	Groberg Electric, Inc.
Loan Repayment	Sanford Health - Bismarck	Scholarship	Gustass Electric, LLC
Loan Repayment	Sanford Medical Center - Fargo	Scholarship	H.A. Thompson & Sons
Loan Repayment	Stantec Consulting Services, Inc.	Scholarship	Heat Transfer Warehouse
Loan Repayment	True North Equipment	Scholarship	Home Heating, Plumbing & AC, Inc.
Loan Repayment	Walsh County Job Development	Scholarship	ICON Architectural Group
Loan Repayment	2 Private-Sector Donors - No Release	Scholarship	Jonstson & Sons Electric
Scholarship	True North Steel	Scholarship	Karen Oster-Lloyd Ritchie Memorial
Scholarship	Underwood School	Scholarship	Keller Paving & Landscaping, Inc.
Scholarship	Walsh County Job Development	Scholarship	Kerber Medipak Systems NA
Scholarship	Wild Rice Auto Parts	Scholarship	Kountry Kids 4H
Scholarship	World Engineering	Scholarship	Lake Chevrolet Buick GMC
Scholarship	YES LLC, ENETK LLC	Scholarship	Leading Edge Equipment
Scholarship	20 Private-Sector Donors - No Release	Scholarship	LG Homes
Scholarship		Scholarship	Marathon Petroleum
Scholarship		Scholarship	Markaplace Motors
Scholarship		Scholarship	MDU Resources
Scholarship		Scholarship	Microsoft
Scholarship		Scholarship	Modern Auto Body
Scholarship		Scholarship	ND Association of County Engineers
Scholarship		Scholarship	ND Beef Commission
Scholarship		Scholarship	ND State Electrical Board
Scholarship		Scholarship	Nelson County Health System
Scholarship		Scholarship	NODAK Electric
Scholarship		Scholarship	North Country Marine
Scholarship		Scholarship	Otter Tail Power Company Foundation
Scholarship		Scholarship	Porter Farms
Scholarship		Scholarship	Sanford Health - Bismarck
Scholarship		Scholarship	Sanford Health - Jamestown
Scholarship		Scholarship	Schmitz's Plumbing, Heating &
Scholarship		Scholarship	Scott's Electric
Scholarship		Scholarship	Service Tire, Inc.
Scholarship		Scholarship	Shakti Moon Healing, Wellness, Beauty
Scholarship		Scholarship	Shyenne Mechanical
Scholarship		Scholarship	Titan Machinery

ND 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 ndus@nd.gov.

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 (2022)
- 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 Specialists (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, Pipelitter and Steamfitter (2022)
- Power Plant Operator (2022)
- Precision Agriculture Technician (2022)
- Welder, Cutter, Solderer & Brazor (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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