

DIVISION OF COMMUNITY SERVICES

The North Dakota Department of Commerce Division of Community Services (DCS) was established to provide technical assistance to local governments and state agencies in the areas of community and rural planning and development, policy research and development and grant program implementation.



Community Services

PROGRAMS INCLUDE:

State Energy Program

Promoting Energy Conservation and Efficiency

The State Energy Program (SEP) provides a range of grant resources for energy conservation related opportunities, including energy education, installation of energy efficient features in homes, businesses and political subdivision facilities, and new and expanding energy technologies. The programs state energy plan is funded through state and U.S. Department of Energy (DOE).

The SEP office administers the North Dakota energy efficiency grant, annual allocation of funds from DOE for program grants, Infrastructure, Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) grants.



For more information on the SEP program and grants go to ndgov.link@StateEnergy

Community Development Block Grant

Developing Vibrant and Sustainable Communities

The Community Development Block Grant Program (CDBG), provided through the U.S. Department of Housing and Urban Development (HUD), provides financial assistance to local governments in the form of grants for public facilities, housing rehabilitation and economic development projects and public services. The primary beneficiaries of these projects must be low to moderate income individuals.



For more information go to ndgov.link/CDBGApplication

Weatherization/LIHEAP

Increasing Energy Efficiency for Low Income Persons

The Weatherization Assistance Program and the LIHEAP Weatherization Program impact low-income individuals across the state to:

- Increase energy efficiency in homes
- Strengthen the health and safety of the home
- Reduce total residential energy expenditures
- Provide conservation measures

Since 2001, more than 10,000 homes have been equipped with energy-conserving measures. They are programs of the U.S. Department of Energy and the U.S. Department of Health and Human Services. The Weatherization program shows an ROI of \$2.78 in non-energy benefits for every \$1 invested in the program.



For assistance, connect with the CAA in your region at capnd.org

Manufactured Home Installation Program

Inspecting Manufactured Homes

Since 2003, the Division of Community Services has overseen the manufactured home installation program, where all new manufactured homes installed for residential purposes are completed by an inspector licensed by DCS. A minimum of 2 inspections are required on a double-wide home and one inspection on a single-wide home is required. ND currently has 61 installers and 16 licensed inspectors.

→ For more information go to ndgov.link/ManufacturedHousing

Community Services Block Grant

Fighting Poverty in North Dakota

The Community Services Block Grant (CSBG) Program assists communities and individuals in implementing anti-poverty programs. The program administers funding from the U.S. Department of Health and Human Services through the state's seven Community Action Agencies (CAAs), providing various services to low-income persons, including:

- Emergency assistance
- Money management
- Housing counseling
- Self-sufficiency services
- Case management and outreach
- Referral services

→ For assistance, connect with the CAA in your region at capnd.org

Community Development & Rural Prosperity (CDRP)

The CDRP team supports cities, counties and tribal entities throughout the state through strengthened collaboration and coordination of private, public and federal agencies. The Community Development team can be the catalyst for the communities to plan appropriately to grow and prosper.

→ Several best practices, planning grants and educational training webinars can be found at ndgov.link/CDRP

Renaissance Zone Program

The Renaissance Zone Program is a locally driven program for cities across North Dakota for redevelopment and economic investment that incorporates tax incentives to business and residential properties. Major revisions in the program occurred in 2023 which allows local entities to manage their growth and future.

→ For more information go to ndgov.link/RenZone



For more information, contact Maria Effertz at meffertz@nd.gov

STATE ENERGY PROGRAM APPLICATIONS

Building Efficiency Projects

Energy Education

Energy Workforce Development

Energy Planning



The mission of the State Energy Program is to provide leadership to maximize the benefits of energy efficiency and renewable energy through technology deployment, communications and outreach activities, and access to new partnerships and resources.

While any organization may apply to the program, priority is given to schools, political subdivisions, state agencies and non-profits. The amount of funding available varies from year-to-year. Typically, awards range from \$5,000 to \$50,000.

The program year runs from July 1–June 30.

APPLICATION PROCESS

Applications are accepted at any time. However, in order to guarantee consideration for the upcoming program year, applications or a letter of intent detailing a description of the proposed project and budget must be received by March 1. The application form can be found at ndgov.link/SEP.

GUIDELINES

- Sub-recipients must maintain a SAM registration and valid UEI to be eligible.
- Funds may not be used for product development.
- A 20% match is required. The match may be cash or in-kind.
- Applicants must register as a vendor with the state.
- New construction projects are ineligible.

REIMBURSEMENT

Funds are provided on a reimbursement basis. The reimbursement form is available at ndgov.link/SEP. Appropriate supporting documentation must be included.

- Building projects of more than \$250,000 are subject to Buy America – Build America (BABA) requirements. Building projects funded under the Infrastructure Investment and Jobs Act -State Energy Program (IIJASEP) grant are subject to Davis Bacon Requirements.
- Invoices must be included for all purchases of services or goods. If a purchase is over \$10,000, three bids must be included. Contractors and vendors must not be debarred or suspended on the System for Award Management.
- If requesting reimbursement for employees, a timecard must be provided that shows the full amount of time of each employee. Hours worked on the grant project also must be designated.



Updated 12.23.2024

NORTH DAKOTA Carbon Neutrality Opportunity

Carbon dioxide (CO₂) capture and storage technologies have become increasingly important as global markets focus on reducing the amount of CO₂ that is emitted into the atmosphere. As the state with the nation's largest dependence on out-of-state trade, a new focus on \$52 trillion in private equity using environmental, social and governance (ESG) standards, new federal regulations and shifting consumer demand, North Dakota is committed to innovation in order to provide our companies optimal access to capital and natural resources. That commitment was solidified in May 2021, when Gov. Doug Burgum announced that the state will strive to become carbon-neutral by 2030. This goal will only be reached through innovation, not regulation. The recent Inflation Reduction Act increased federal incentives to \$60-\$85 per ton of CO₂ for utilization or storage. Capturing CO₂ from existing in-state and out-of-state facilities can bring a substantial financial benefit while sustaining North Dakota agriculture and energy production. **Carbon neutrality is not only good for the environment, it is also good for business. And our state has a great story to tell.**

NORTH DAKOTA'S GEOLOGY IS IDEAL

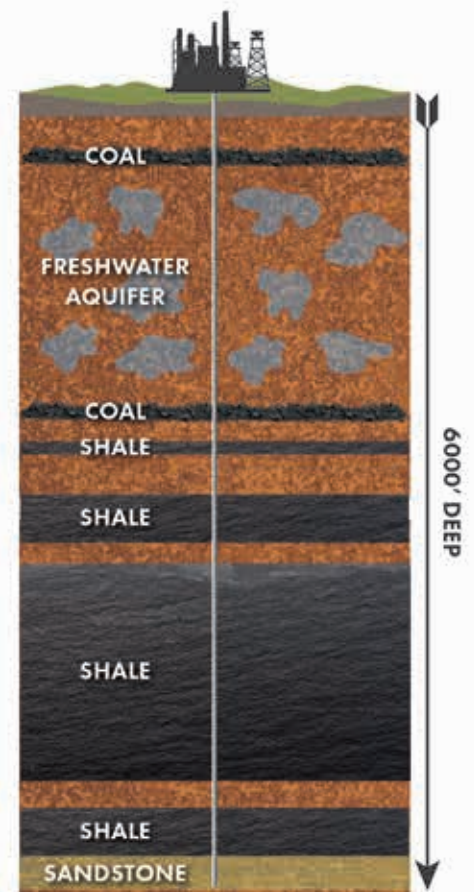
Proactive actions are already underway to fulfill this commitment. For example, Project Tundra in Oliver County, North Dakota, aims to build the largest carbon capture, utilization and storage (CCUS) facility in the world. Red Trail Energy and Blue Flint Ethanol are currently capturing and sequestering CO₂ in ND. The Energy and Environmental Research Center (EERC) was instrumental in bringing these projects to reality.

North Dakota is uniquely positioned for this innovation given our geology is ideal for safe and permanent geologic storage of CO₂. A deep porous rock layer will hold the CO₂ more than a mile underground and overlying cap rock layers will seal the CO₂ in the storage zone. EERC estimates that North Dakota has capacity to sequester up to 25 billion tons of CO₂, over 4,400 years' worth of North Dakota's annual production!

DEVELOPING MARKETS FOR CO₂

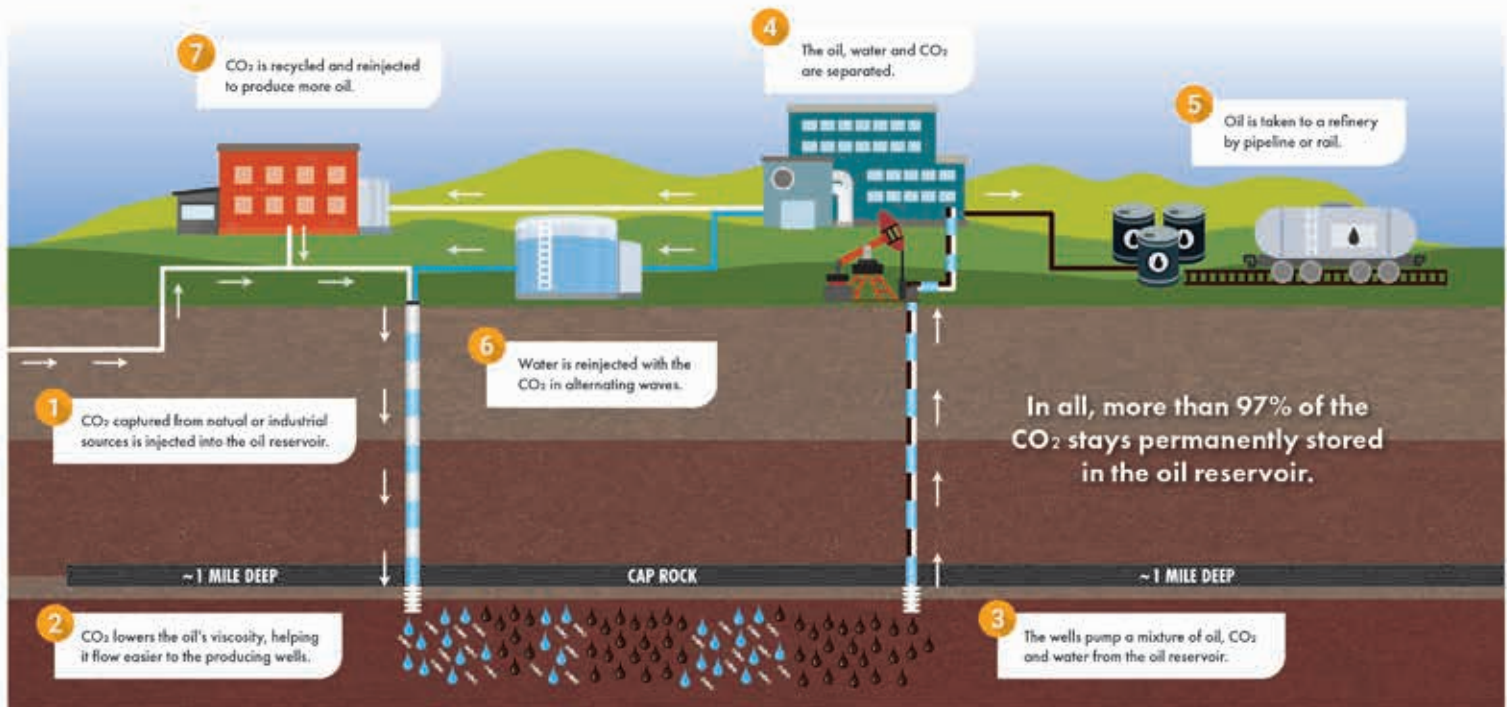
North Dakota's older (conventional) oil fields: When the market is ready, CO₂ enhanced oil recovery (EOR) will revitalize older fields that are in declining stages of production, producing up to 1 billion additional barrels!

North Dakota's Bakken (unconventional) oil fields: When the technology is ready, CO₂ EOR can be applied to declining Bakken oil wells to improve production, unlocking up to 7 billion additional barrels from the Bakken and Three Forks shale!



TERTIARY RECOVERY (CO₂ Enhanced Oil Recovery)

In addition to carbon capture and storage, North Dakota is working on other ESG initiatives regarding reduction of CO₂ emissions such as using CO₂ for EOR, water recycling in oil fields, plastics manufacturing using excess and flared natural gas, geothermal energy production, and a recently announced partnership with Bakken Energy and Mitsubishi Power to create a blue hydrogen hub, composed of facilities that produce, store, transport and consume clean hydrogen.



CO₂ CAPTURE AND UTILIZATION IN ND TODAY

1. Dakota Gasification Company began collecting over 2M tons per year of CO₂ in 2000 and transporting via pipeline Enhanced Oil Recovery (EOR) in Canada 25 years ago.
2. Red Trail Energy began capturing CO₂ from their ethanol production near Richardton ND and sequestering in 2022.
3. Harvestone's Blue Flint Ethanol facility near Underwood ND began capturing CO₂ off their ethanol production and sequestering in fall of 2023.
4. Additional EOR began in 2022 by Denbury in southwestern ND oilfields from CO₂ captured in Wyoming and transported via pipeline.
5. The ND Industrial Commission has multiple investments through the Clean and Sustainable Energy Authority in carbon capture technology for our coal-fired power plants. Those projects are ongoing.

Benefits

Produces greener oil with a smaller carbon footprint because CO₂ is permanently stored in the process.

Provides economic incentive to capture the industrial CO₂ as it is sold to offset the cost of capture.

Enhances energy security with homegrown oil production.

Generates and maintains well-paying jobs, tax base and viable communities.

Reduces industrial CO₂ emissions into the atmosphere.

Safety

Oil reservoirs can hold CO₂ the same way they've been holding other fossil fuels for millions of years.

North Dakota's stable geology is ideal for CO₂ EOR.

The oil industry has 40+ years of CO₂ EOR experience.

Millions of additional barrels of oil have been safely produced (Texas, Montana, Mississippi and Saskatchewan).

4,000 miles of CO₂ pipelines in North America move CO₂ every day without incident.

For more information, please contact Tom Oakland at 701-328-5300

Sources for most of this information and additional research materials can be found on the EERC website at: pcor.undeerc.org/Resources.aspx



INDUSTRY FACTS

ND RANKS

3rd LARGEST
IN NATIONAL OIL
PRODUCTION

2nd
IN LOWEST COST
ELECTRICITY IN
THE U.S.

35%
OF ELECTRICITY
GENERATION FROM
RENEWABLE
SOURCES

2nd LARGEST
KNOWN LIGNITE
DEPOSIT IN THE
WORLD

Energy and Natural Resources



GROWING VALUE IN NORTH DAKOTA AGRICULTURE

North Dakota is the second-largest energy-producing state in the nation offering opportunities in oil and gas, coal and alternative energy production. North Dakota is a proactive producer and serves as a model in fostering innovative, long-term strategies to meet our nation's growing energy demand. The state strives with an "all of the above" approach in the development of its wide-ranging energy sector while meeting the need for energy security in an environmentally responsible manner. North Dakota offers a comprehensive package of incentives to stimulate growth in all energy sectors and creates a broad-based energy strategy that maximizes the state's resources.

ENERGY DEVELOPMENT INCENTIVES

Financial Incentives

- North Dakota Development Fund – Gap financing loan and equity program.
- Bank of North Dakota PACE Program – Interest buy down program.
- Bank of North Dakota Match Program – Loans at U.S. Treasury yield rate +0.25% to businesses other than retail that create new wealth, provide jobs and demonstrate considerable financial strength.
- Clean and Sustainable Energy program – Grant and funding options for research, development and commercialization of large scale innovative energy projects administered through the ND Industrial Commission.
- Renewable Energy Program – Grant and funding options to foster the development of renewable energy and related industrial technologies within a broad range of commercial applications. Overseen by the ND Industrial Commission.

Property Tax Exemptions

- Up to five-year property tax exemption. Additional five years available for agricultural processors or projects located on property leased from a governmental entity.
- Payment in lieu of a property tax exemption, in full or part. A company may negotiate a fixed or graduated rate for a period not to exceed 20 years. A privilege tax may be applied to coal conversion facilities.
- Exemptions on all personal property from property taxation except that of certain oil and gas refineries and utilities.

Corporate Tax Exemptions

- Five-year corporate income tax exemption for new or expanding primary sector business.

ENERGY HIGHLIGHTS



Williston Basin crude oil export capacity included nearly 1.5 million barrels transported by pipeline per day and 800K barrels by rail per day, totaling nearly 2.3 million barrels per day.



33 North Dakota facilities process natural gas and have a capacity of over four billion cubic feet per day.



Electric vehicle charging stations continue to multiply. Additional \$26M to be invested through 2026.



ND produces 35% of overall electricity with wind power, ranking 9th in the U.S.

Sales Tax Exemptions

- Sales and use tax exemptions on manufacturing and processing equipment.
- Sales and use tax exemptions may be granted for purchasing tangible personal property used to construct or expand electrical generating facilities, gas or liquefied natural gas processing facilities or oil refineries.
- Sales and use tax exemptions may be granted for purchasing tangible personal property used for carbon-dioxide enhanced oil or gas recovery, to extract or process by-products from coal gasification and to produce coal from a new mine.

Job Training Programs

- One-stop job training assistance – Both state and federal programs available for businesses.
- New Jobs Training Program – Grant program utilizing employee withholding tax.

SUPPORTING INFRASTRUCTURE

More Than 30K Miles of Pipeline

- 18 major crude oil pipelines, including Enbridge, Keystone, Marathon Petroleum and Dakota Access.
- Nine natural gas pipelines, including Alliance, Northern Border and WBI Energy.
- Four product pipelines, including Cenex, Kinder Morgan Cochin, Magellan, and NuStar Energy.

Rail Services

- Class 1 Carriers – BNSF and Canadian Pacific.
- Four regional lines.
- 38 container service/transloading facilities.
- 42 loop/ladder tracks.

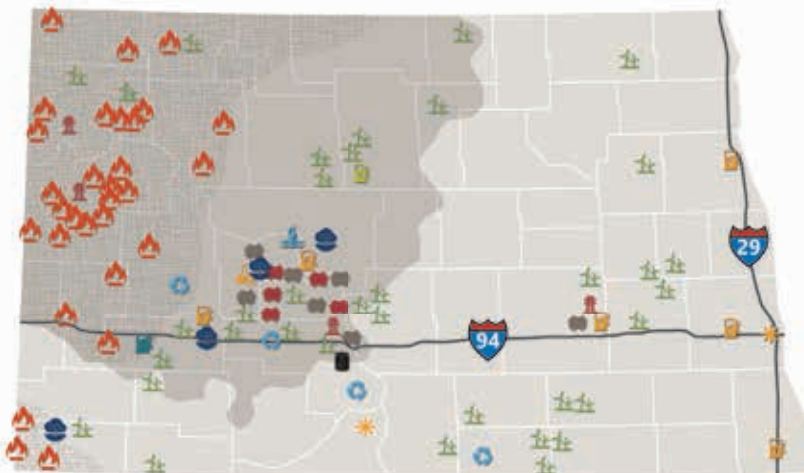
North Dakota Port Services Inc. Serviced by BNSF

- Adjacent to mainline switch yard.
- Daily service and highway access.
- Fully operational intermodal facility with LNG capacity.

Electrical Capacity

- More than 41 million megawatt hours of electricity generated in 2023.
- More than half of state's generated electricity is exported.

NORTH DAKOTA ENERGY SITES



NATURAL GAS PROCESSING	ETHANOL PLANT
WIND FARM	RECOVERED ENERGY GENERATION
SOLAR FARM	HYDRO POWER
BAKKEN FORMATION	PETROLEUM REFINERY
COAL-BASED GENERATION	PEAKING STATION
SYNFUELS PLANT	OIL FIELDS
BIODIESEL PLANT	CARBON CAPTURE UTILIZATION AND SEQUESTRATION (CCUS)
RENEWABLE DIESEL REFINERY	
LIGNITE MINE	

For more information, contact Tom Oakland at thomas.oakland@nd.gov



INDUSTRY FACTS

**\$5.66
BILLION**
INDUSTRY
OUTPUT 2023
PER BEA

**108% GDP
GROWTH**
2012-2023
PER BEA

82%
OF ND EXPORTERS
ARE SMALL
BUSINESSES

7.6%
OF STATE GDP PER
2023 BEA STATS

Updated 1.08.2025



MANUFACTURING OPPORTUNITIES

Advanced manufacturing companies doing business in North Dakota include Doosan (Bobcat), John Deere, CNH Industrial, Air Liquide and Caterpillar.

Due to an abundance of energy, a skilled workforce, and a business-friendly climate (due in part to being the only state in the nation with its own state bank), North Dakota has enjoyed robust expansion in primary sector activity. Strong market growth, both domestically and internationally, has contributed to a healthy manufacturing economy.

Manufacturing and technology-based businesses in North Dakota face a serious threat from international competition. North Dakota manufacturers are not immune to the pressures of globalization and competition.

The Department of Commerce has concluded, through its work with manufacturing leaders and associations across the state, that future expansion of our manufacturing sector will come not from substantial labor growth, but rather from innovation and productivity gains, as well as a strong focus on developing foreign markets. State policy has been put into place to help stimulate and incentivize growth in this area.

PARTNERS

North Dakota Trade Office

The North Dakota Trade Office (NDTO) continues to increase its efforts to expand North Dakota's exports to high-demand foreign markets. In 2023, North Dakota led the nation in export growth, with a 45% increase over the previous year. Continued support and funding for the NDTO are essential to continued market growth for our state's manufacturers, producers, and exporters. Find more information at www.NDTO.com.

Impact Dakota

Impact Dakota is dedicated to providing world-class support and services to our friends and neighbors at North Dakota manufacturing and ag-processing companies. Our team of manufacturing industry experts conducts detailed needs assessments, outlines potential solutions, and provides technical assistance that delivers significant financial impacts. In 2024, our clients reported impressive results from the projects support provided by Impact Dakota, including \$126.1M in total sales retained/gained, 781 jobs retained/gained, \$2.2M in total cost savings, and \$6.3M in total new investments. As the official representative of the MEP National Network in North Dakota, we are a key part of the U.S. Department of Commerce's nationwide Manufacturing Extension Partnership (MEP) network, which is integral to the United States Manufacturing Sector Infrastructure.

TRADE AND TRANSPORT BY THE NUMBERS



Two foreign trade zones



Two Canada-Mexico trade corridors



Top five export markets Canada, Mexico, Australia, Czech Republic, Germany



Five international airports



Two major interstates I-94 East/West and I-29 North/South



Two Mainline Railroads Burlington Northern Santa Fe and Canadian Pacific



Manufacturers in North Dakota account for **7.6% of the total output** in the state, employing 6.8% of the workforce.

Areas of service include, but are not limited to:

- **Workforce Development** — Enhancing skills and capabilities to meet the demands of modern manufacturing.
- **Advanced Manufacturing** — Implementing cutting-edge technologies and processes to improve efficiency and innovation.
- **Supply Chain Optimization** — Streamlining purchasing, supplier quality, and logistics to reduce risks & ensure a robust supply chain.
- **Continuous Improvement** — Driving ongoing enhancements in processes, efficiency, and productivity.
- **Regulatory Compliance** — Ensuring adherence to standards such as ISO9001, AS9100, ISO13485 QMS; Global Food Safety (HACCP, PCQI, SQF); Cybersecurity (NIST SP 800-171/CMMC); and OSHA Safety.
- **Business Operations Optimization** — Focusing on strategy, structure, people, methods, communications, metrics, and rewards to optimize overall business performance.

Impact Dakota is committed to fostering growth and excellence in North Dakota's manufacturing sector through our comprehensive and specialized services.

STRATEGIC INCENTIVE ADVANTAGES

Workforce

- New Jobs Training Program — Grant program reimbursing employee withholding taxes.
- Operation Intern — Grant program designed to create new internships and apprenticeships in North Dakota's target industries.
- Career Builders Scholarship and Loan Repayment Program — Public/private matching fund program to promote skilled workforce jobs requiring a two year degree or less.

Financial Incentives

- Angel Match Program - Matches early-stage equity investments into primary sector businesses up to \$250,000.
- North Dakota Development Fund, Inc. — Gap financing loan and equity program.
- PACE Program — Interest buy-down program at Bank of North Dakota.
- MATCH Program — Loans at U.S. Treasury yield rate + 0.25%.
- Legacy Investment for Technology (LIFT) Loan Fund — Innovation loan fund to support technology. Low (0-2%) interest financing for research and development in target diversification sectors.

Income Tax Exemptions

- Five-year corporate income tax exemption for new or expanding primary sector business.

Sales Tax Exemptions

- Sales and use tax exemption on machinery and equipment.
- Utilities are not taxed in state.

Property Tax Exemptions

- Up to a five-year 100% property tax exemption.
- Additional five years are available for agricultural processors.
- Payment in lieu of a property tax exemption. A company may negotiate a fixed or graduated tax rate for a period not to exceed 20 years.
- Personal property is not taxed, including equipment, materials in process and accounts receivable.

Tax Credits

- Automation Tax Credit — Tax credit designed to promote factory automation in North Dakota.
- Investment tax credits for business investors.



INDUSTRY **FACTS**

TOTAL INVESTMENT
BY THE STATE OF
NORTH DAKOTA
\$118 MILLION

**NORTHERN
PLAINS UAS
TEST SITE**
A TOP PERFORMING
TEST SITE

GRAND SKY
THE NATION'S FIRST
UAS-FOCUSED
BUSINESS PARK

THE NATION'S FIRST
**BVLOS
SYSTEM**
VANTIS



NORTH DAKOTA UNCREWED AIRCRAFT SYSTEMS (UAS): THE NEXT GENERATION

North Dakota's uncrewed aircraft systems sector continues to lead the nation in supporting the agricultural and energy industries, commercializing intellectual property, and operationalizing federal requirements. To continue this growth and momentum, North Dakota must continue to invest in growing its Beyond Visual Line of Sight (BVLOS) network, support robust operations at the Northern Plains UAS Test Site (NPUASTS) and expand infrastructure at the Grand Sky UAS Park to support highly diverse and well-paying jobs as well as the national security mission.

GRAND SKY: THE NATION'S FIRST PRIVATE UAS PARK

Grand Sky, the nation's first UAS business and aviation park, is home for flight testing, UAS operations and research and development. Grand Sky offers build-to-suit locations and temporary facilities for commercial UAS development and testing, as well as defense related operations support and has attracted more than \$100 million in private investment. Grand Sky offers access to secure defense networks, dark fiber, a 12,351-foot runway, uncongested airspace with less than 10 operations daily and more than 330 days of flying weather annually. Testing operations are supported with electronics component distributors, metal fabrication, 3D printing, and equipment support for the most demanding test requirements. Grand Sky partners like the Northern Plains UAS Test Site (NPUASTS) can support airspace needs. Grand Sky is home to one of the nation's first commercial BVLOS system.

VANTIS

North Dakota is a thriving ecosystem of uncrewed aircraft systems (UAS) for public and private use. Through the development of Vantis, a statewide network enabling UAS flights Beyond Visual Line of Sight (BVLOS), North Dakota is poised to become the nation's epicenter of commercial UAS activity. Vantis is the first such program of its scale in the U.S. To date more than 200 UAS and 68 manned aircraft test flights have been completed on Vantis, as the Northern Plains UAS Test Site works towards expanding the network across all of North Dakota. Commerce is recruiting new industries to assist with energy production and supporting small communities across the state. Autonomous development and the attraction of private equity throughout the agricultural sector continues at a rapid clip as well, including new start-up activity from Plug and Play.

KEY NORTH DAKOTA GROWTH



\$400 million in private sector investment.



Over 1,000 people employed by industry.



Almost 50 UAS companies call North Dakota home.



Federal partners include DoD, CBP and FFA.

INDUSTRY CLUSTERS

North Dakota's UAS ecosystem offers a unique blend of expertise and opportunity that makes it a top destination for companies such as:

- Northrop Grumman
- General Atomics
- Thales USA
- ISight RPV Services
- Packet Digital
- Thread
- Frontier Precision
- The Hive

SUCCESSSES

- DoD selects Grand Sky to host "Sky Range" program under which 24 Global Hawks will be repurposed and modernized for a new national security mission.
- Packet Digital, a leading provider of batteries and charging systems for autonomous systems, opened a new manufacturing facility to increase its production capacity and meet growing demand for its innovative products.
- Growing presence of venture capital firms and accelerators supporting an already vibrant ecosystem.
- Pro-business environment that combines valuable UAS capabilities, amenities, and collaborations with state and local programs that help position UAS companies for success.

PREMIER TEST SITE ADVANTAGES

- Strong industry support
- Open terrain
- Robust energy and agriculture industry clusters
- Broad infrastructure, including Grand Sky Business Park and Northern Plains Test Site
- Research collaborations with UND and NDSU in areas such as autonomous systems and agriculture
- History and culture of aviation safety
- Uncongested airspace
- Climate diversity
- Unique testing locations and scenarios



For more information, contact Landon Johnson at ltjohnson@nd.gov



INDUSTRY **FACTS**

\$5.9 BILLION
AGRICULTURE EXPORTS
ABROAD

24,800
FARMS ACROSS 38.5
MILLION ACRES

OVER
\$11 BILLION
IMPACT

#1 IN **11 CROPS**

NORTH DAKOTA LEADS THE NATION

North Dakota leads the nation in the production of the following commodities:

Sunflowers

Honey

Pinto beans

Oats

Canola

Wheat, durum

Flaxseed

Wheat, spring

Pink beans

Rye

Value-added Agriculture



GROWING VALUE IN NORTH DAKOTA AGRICULTURE

Agriculture is a leading industry in North Dakota, consistently ranking high in crop and livestock production. North Dakota offers tremendous opportunity in value-added agriculture, such as food processing and manufacturing, as only a small percentage of production is processed in-state.

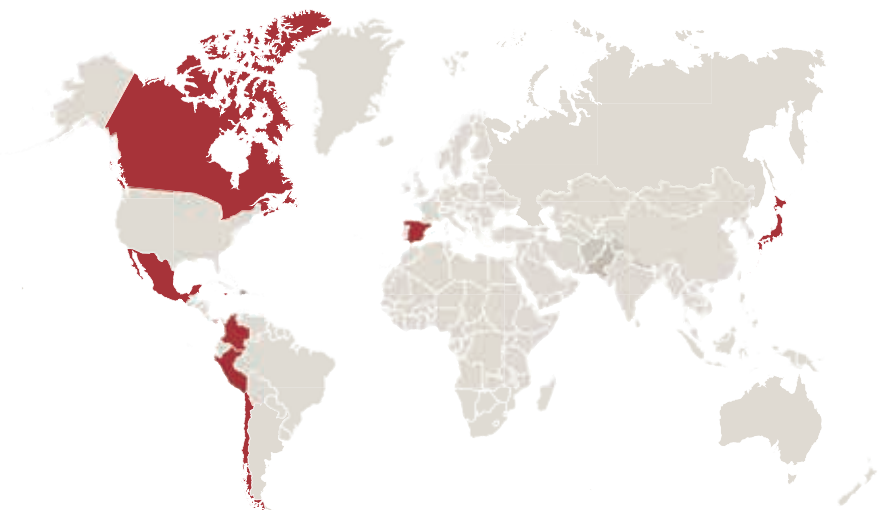
A STATE POISED FOR ECONOMIC GROWTH

North Dakota has all the key elements for successful food processors with the potential for future growth. North Dakota is focused on developing and expanding markets for crops, livestock and bio-fuels. The state offers an array of incentives to encourage continued growth in the industry. Enhanced with attractive business incentives, North Dakota is drawing some of the world's most successful companies to the state. Cavendish Farms, Roman Meal, JR Simplot, Pro Gold and Minot Milling are just a few of the businesses taking advantage of North Dakota's legendary business climate and workforce. North Dakota leads the nation in the production of 11 crops and, with the application of industry leading technology and cutting edge farming practices, our production increases year over year, creating ongoing value-added opportunities.

PROCESSING AND PRODUCTION INCENTIVES

- North Dakota offers a range of agricultural processing and production incentives along with ease of access to local financing institutions – including the only state-owned bank in the nation
- Sales tax exemptions on construction materials
- Property tax exemption of up to five years for new or expanding businesses and up to 10 years for ag processors
- In lieu of property tax exemption, in full or part, a company may negotiate a fixed or graduated property tax rate for up to 20 years
- Corporate income tax exemption of up to five years for new or expanding manufacturers
- Wage and salary corporate income tax credit for new businesses
- Income tax credit for research expenditures
- Sales and use tax exemption for manufacturing equipment
- No personal property tax, including equipment, inventory, materials in process and accounts receivable
- Numerous grants and low-interest loans
- Assistance for job training and workforce development
- Lowest workers compensation premium rates in the United States

TOP 10 EXPORT COUNTRIES FROM NORTH DAKOTA



- | | | | | |
|-----------|-----------------------|-------------|-----------|-------------|
| 1. Canada | 3. Dominican Republic | 5. Peru | 7. Panama | 9. Chile |
| 2. Mexico | 4. Japan | 6. Colombia | 8. Spain | 10. Jamaica |

Source: U.S. Department of Commerce, International Trade Administration

DID YOU KNOW?



Wheat is produced in all 53 counties in North Dakota. Around 19,200 farms grow wheat — 74% spring, 25% durum and 1% winter wheat.



Beef cattle are raised in every North Dakota county with about 1.7M beef cattle and calves across the state. That's more than **2.2 cattle for every person** in North Dakota.

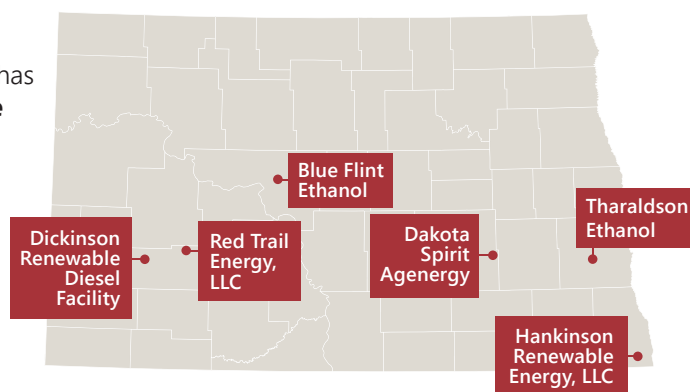


The state has 25 dairy farms that produce nearly **32 million gallons of milk** each year



There are approximately **12,487 head of bison** in North Dakota. They are raised for meat and hides.

North Dakota has **six renewable fuel facilities.**





INDUSTRY FACTS

9,350
JOBS CREATED

890
PROJECTS FUNDED
SINCE MAY 2024

**PRIMARY
SECTOR**
ECONOMIC
DEVELOPMENT TOOL

Updated 1.07.2025

NDDF PROGRAMS

- North Dakota Development Fund
- Regional Rural Development Revolving Loan Fund
- Child Care Loan Program
- Angel Match Program
- Automate ND
- Advance ND

Development Fund



ECONOMIC DEVELOPMENT TOOL

The North Dakota Development Fund, Inc. (NDDF) was created through legislation in 1991 as an economic development tool. It provides flexible gap financing through debt and equity investments for new or expanding North Dakota primary sector businesses. The Development Fund makes investments of up to \$3 million. The board of directors may adjust the limit when deemed appropriate.

The following criteria apply to Development Fund investments:

- The NDDF is governed by a board of directors.
- Financing is available to any North Dakota primary sector business project with the exception of production agriculture. Primary sector includes tourism and specific types of investor-owned agriculture.
- Primary sector includes individuals and businesses which, through the employment of knowledge or labor, add value to a product, process or service which results in the creation of new wealth.
- Funds may be used to provide working capital or to finance the purchase of fixed assets, but not to refinance existing debt.
- Applicants must have a financial commitment at stake. Usually, principals are required to have a minimum of 15% equity in the project.
- Principal shareholders with 20% or greater ownership are generally required to guarantee the debt. Other shareholders may also be required to guarantee.
- The NDDF administers the Angel Match Program which provides up to \$250,000 in matching funds to venture-backable businesses headquartered in North Dakota. Investments are made on the same terms as matched dollars.
- Financing is available to any North Dakota licensed child care operator up to \$1 million, based on availability of funds.

For more information,
contact Brian Opp @ brlopp@nd.gov



APPLICATION CHECKLIST

1. Completed and signed LIFT Application Form (SFN 61662)
2. Required supplemental documents:
 - a. A business plan
 - b. Historical financial documents
 - c. Three to five years of financial projections
 - d. A pitch deck
 - e. Organizational documents

The Legacy Investment for Technology Loan Fund (LIFT) supports technology advancement by providing financing for commercialization of intellectual property within the state of North Dakota.

The use of the loan funds are available to enhance capacity and to the extent possible, leverage state, federal and private sources of funding. Loan funds may be used to conduct applied research, experimentation or operational testing within the state. Loan funds may not be used for capital or building investments or for research, academic or instructive programming, workforce training, administrative costs, or to supplant funding for regular operations of institutions of higher education.

Approval for LIFT applications shall be made by the LIFT Committee with the following considerations:

1. Deliver applied research, experimentation or operational testing in one or more of the diversification sectors to create information or data to enhance North Dakota companies or industries/companies making investments in North Dakota.
2. Lead to the commercialization or patent of an innovative technology solution.
3. Result in the development of a new company or expansion of an existing company that will diversify the state's economy through new products, investment or skilled jobs.

LIFT LOAN TERMS INCLUDE:

- 0% interest for the first three years of the loan.
- 2% interest for the next two years of the loan.
- An interest rate equal to a standard Bank of North Dakota loan for all subsequent years.

Updated 12.05.2024

INDUSTRIES QUALIFIED



Advanced computing and data management



Agriculture Technology



Energy and value-added energy



Health care



Ag and value-added ag



UAS



A Bismarck/Fargo based construction technology company, specializing in real-time, on-site weather data solutions through its GroundTruth software and Hyperlocal Weather Stations. Originally focused on the asphalt paving industry, Pavewise has expanded its offerings to serve the broader construction market by streamlining operations and ensuring compliance with precise, up-to-the-minute weather insights. Currently Pavewise is advancing its weather station technology, helping construction teams automate processes and maintain regulatory compliance. Pavewise's commitment to innovation is transforming how the construction industry navigates unpredictable weather, reducing manual effort and optimizing project efficiency.



A West Fargo-based company that is producing an innovative small articulated loader, the SwingSteer, and mid-size ProSeries attachments. The design merges the benefits of traditional skid steers with those of articulated loaders. Currently MAC Company is launching these new products through direct sales, equipment dealers and rental companies. Support from LIFT was crucial in funding the commercialization and initial production of these products.



Checkable Health, a West Fargo based company, is developing the first at-home strep throat test kit and accompanying app, as well as developing other at-home diagnostic tests. LIFT support helped to move the founding team to the state and partner with a North Dakota clinical research partner to execute its trials. The company plans to create high-paying jobs in the bioscience industry.



A Williston-based chemical injection automation solutions manufacturer, specializing in multi-patented high precision fluid dosing for the oil and gas industry. Currently, FlowCore Systems is working towards bringing their industry leading technology to the broader market by optimizing hardware requirements to offer a low-cost solution. Bringing innovation to the oil and gas sector, FlowCore's ongoing IOT integration development (FlowSite) allows for remote visibility and control, reducing well failure and chemical injection over-treatment.



For more information, contact Carla Valentine at crvalentine@nd.gov

Economic Impacts from Legacy Investment for Technology Loan Fund (LIFT)



INDUSTRY FACTS

**\$514.9
 MILLION**
 ANNUAL
 ECONOMIC
 OUTPUT INCREASE

**\$305.2
 MILLION**
 ANNUAL
 GDP INCREASE

**\$156.2
 MILLION**
 INCREASE IN
 PERSONAL
 INCOME

2,320
 JOB CREATION
 ACROSS ALL
 INDUSTRIES

Updated 1.10.2025



The Legacy Investment for Technology Loan Fund (LIFT) approved \$43.7 million (109%) of the appropriated \$40 million for the first three biennia of the program. The program has provided funding to 56 North Dakota businesses in eight industry sectors. The North Dakota Department of Commerce utilized the Regional Economic Model Tax Policy Insight (REMI Tax PI) to estimate the economic impact the awarded LIFT funds will have on North Dakota's economy through 2026.

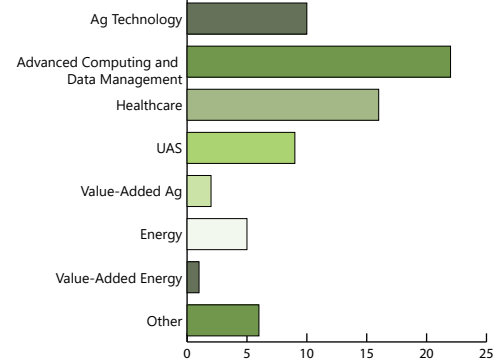
- **Increased Economic Output**--North Dakota's yearly economic output is forecasted to increase by \$514.9 million by 2026 because of economic activity supported by LIFT funds. This figure is a measure of the value of all goods and services, including business-to-business sales, above the baseline economic growth expected for North Dakota's economy without this investment.

- **Increased Gross Domestic Product (GDP)**. North Dakota's GDP will increase by \$305.2 million per year by 2026, according to this forecast. In contrast to economic input, GDP measures only value-added goods and services, or the value of the final product sold.

- **Increased Personal Income**--Collectively, yearly personal income across the state will increase by \$156.2 million in total by 2026, an increase of \$91 per capita. This results in an average yearly personal income of \$78,661, rather than the baseline forecast of \$78,570 in the absence of the economic activity spurred by the LIFT program.

- **Additional Jobs**. The LIFT funds are expected to impact the creation of 2,320 new jobs across several industries by 2026. 1,135 of these jobs are direct impacts, with numbers of employees forecasted by the loan recipients. The economic output and personal income generated by these jobs drives the creation of indirect and induced employment in other areas of North Dakota's economy. This may include suppliers, manufacturers, or jobs made possible by the increase in personal income to the area.

LIFT Recipients by Industry



METHODOLOGY

The REMI Tax-PI model is a structural economic forecasting and policy analysis model. The main idea behind economic impact analysis is that one more dollar spent in a local or regional economy results in a change greater than one dollar in the economic activity of the respective area. The REMI Tax-PI model is tailored to North Dakota's Economic Regions using historical data from reliable sources such as the Census Bureau, the Bureau of Economic Analysis, Bureau of Labor Statistics, Energy Information Administration, and other reliable data sources.



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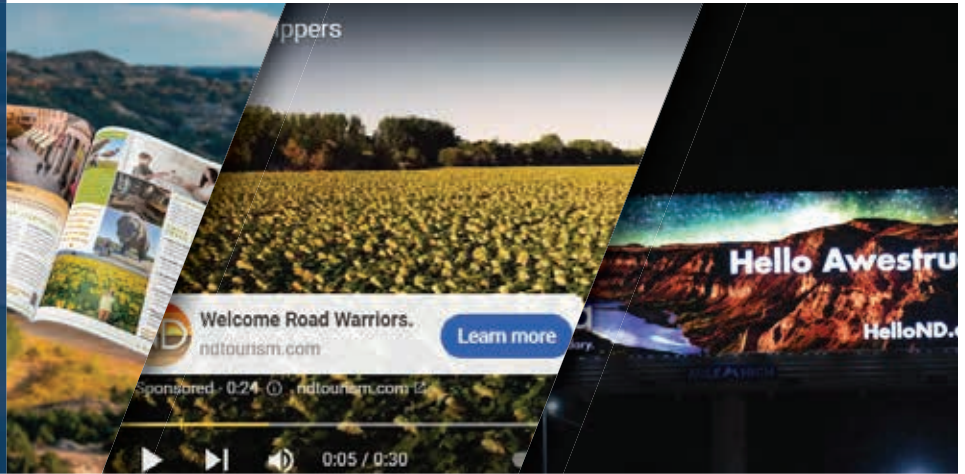


For more information, contact Carla Valentine at crvalentine@nd.gov

Elevating North Dakota's Image



AD EFFECTIVENESS



13%
AVERAGE IMAGE LIFT
FROM ADVERTISING
AWARENESS

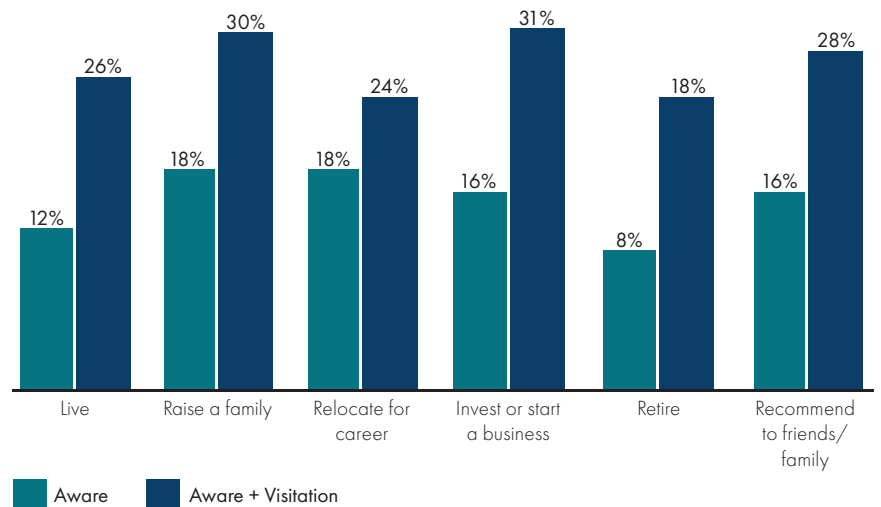
TOURISM ADVERTISING ELEVATES NORTH DAKOTA'S IMAGE

Advertising is a powerful tool with the ability to change perceptions, attitudes and behaviors. Research shows that North Dakota Tourism's promotional campaigns create a "halo effect" that lifts image and diversifies the economy through increased visitation and makes North Dakota a more favorable place to visit, live, raise a family, work or advance your career, or invest or grow a business.

MORE THAN
3.6 MILLION
VISITS TO
NDTOURISM.COM
IN 2024

HALO EFFECT OF NORTH DAKOTA TOURISM MARKETING

Image Lift from Advertising Awareness



DIGITAL CAMPAIGN
HAD MORE THAN
17 MILLION
VIDEO COMPLETIONS

A national perception study confirmed North Dakota lacks general awareness and there is potential to influence the state's public image. North Dakota's destination advertising has a positive impact on overall image lift and perception of economic development attributes. Tourism advertising is the most visible and cost-effective tool for reaching those who can be motivated, not only to visit our state, but to consider North Dakota for relocation or business building.

1.4 MILLION
ADDITIONAL
ADVERTISING
MOTIVATED TRIPS

SOLID ADVERTISING OUTREACH

Ongoing research monitors the performance of advertising and digital media's impact on visitation. In 2024, geolocation data showed a 23.5% lift in visitation from ad-exposed devices versus devices that did not receive ad impressions. With changing consumer behavior, a diverse media mix continues to be the most effective at reaching travelers.



TV / Radio

21 MILLION (2024)
76 MILLION (2023)



Print / Out-of-Home

234 MILLION (2024)
157 MILLION (2023)



Digital

132 MILLION (2024)
130 MILLION (2023)

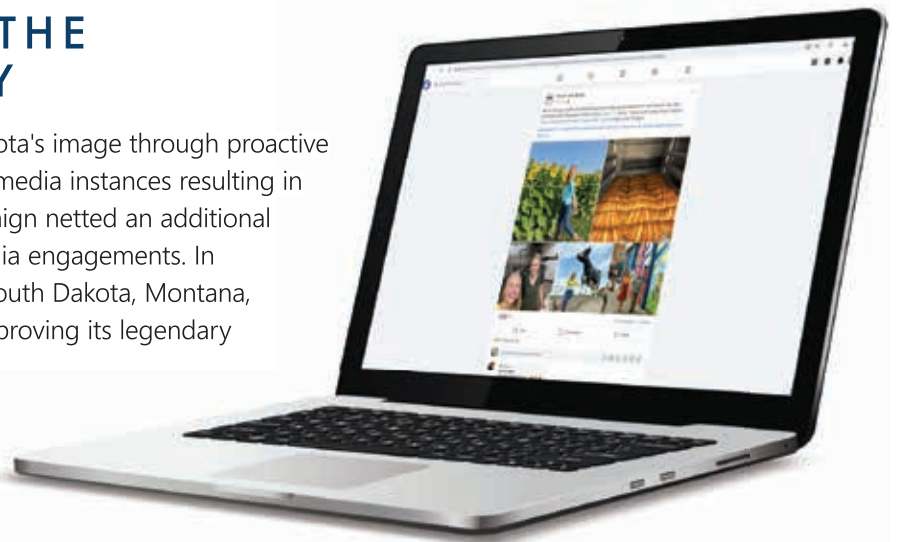


Social Media

50 MILLION (2024)
14 MILLION (2023)

EARNED MEDIA TELLS THE NORTH DAKOTA STORY

Public and media relations efforts elevate North Dakota's image through proactive outreach and storytelling. In 2024, there were 3,429 media instances resulting in 6.1 billion audience impressions. An influencer campaign netted an additional 2.1 million impressions and nearly 126,000 social media engagements. In total, that's like every single person in the states of South Dakota, Montana, and Wyoming seeing a North Dakota tourism story, proving its legendary experiences reached far beyond its borders.



WHY INVEST IN MARKETING?



Tourism marketing **supports** North Dakota entrepreneurs and businesses by **raising awareness** of North Dakota.



The **\$307 million** in tax revenues supported by visitor activity is a savings of **\$960 per household**.



Visitors spend on average **\$9 million per day** in North Dakota.



In 2023, there were more than **45k visitor-supported jobs** and **3,097 tourism-related businesses** in North Dakota.



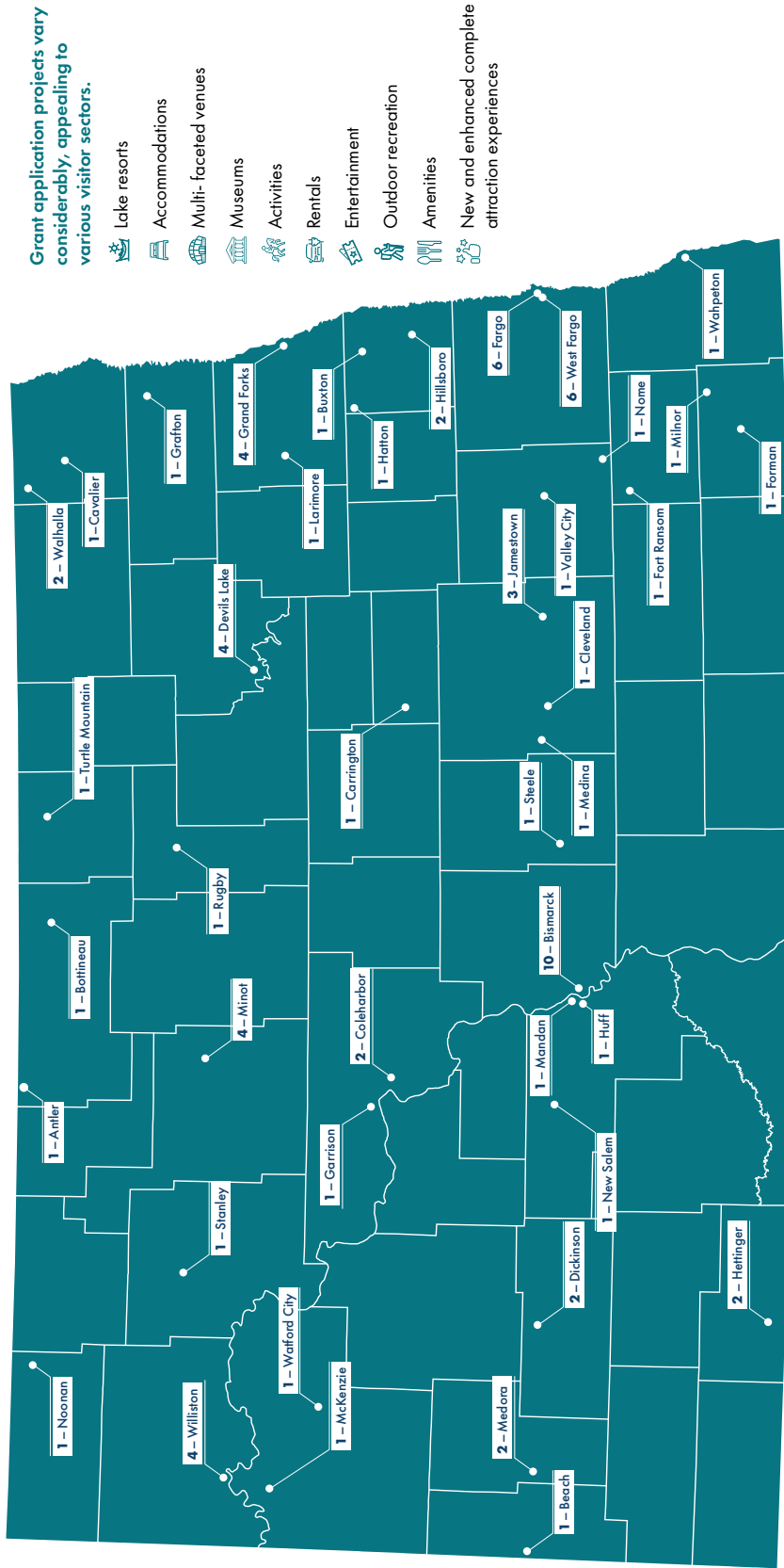
Tourism marketing supports North Dakota's vibrant communities with visitation and spending in all **53 counties**.

For more information, contact Sara Otte Coleman at socoleman@nd.gov

Tourism Destination Development

2023 Destination Development Grant Applications

The applications varied considerably in scope and appeal to unique visitor segments. New and expanded destination experiences will not only attract visitors but also improve our quality of life and workforce recruitment efforts.



\$151.5 million in requests 81 applications 42 cities

Tourism destination development has the potential for economic and sociocultural effects that will positively impact further growth in our state. As our state continues to lead innovation in several economic development sectors, it is important to create a better quality of life for our residents by connecting resources to drive economic growth. In addition, we recognize the importance of developing unique tourism experiences that share our story with non-residents to increase tourism revenue and to bring awareness of North Dakota, which supports workforce talent recruitment to the state.



Good Bear Bay Lodge at Indian Hills Resort - The lodge sits on the shores of Lake Sakakawea, and offers a 4-bedroom, 2.5-bath living area for families or larger groups. It also has a full kitchen, living area, and an extended covered outdoor patio.



The Shores Event Center at Woodland Resort, Devils Lake - The Shores will feature panoramic views of Devils Lake, state of the art sound and lighting, outdoor patio and bar/catering on-site. The space can hold 400 people.



For more information, visit
[NDgov.link/DestinationDevelopment](https://ndgov.link/DestinationDevelopment).

THE DESTINATION DEVELOPMENT GRANT

The Destination Development Grant Program was designed to support new and expanded destination attractions, resulting in new or improved experiences for visitors and residents across North Dakota.

List of Recipients:

- Good Bear Lodge at Indian Hills
- Expansion Project
- Frost Fire Park
- Bison World
- Huff Hills Ski Area
- Batineau Winter Park Snow Making
- Riverfront Festival Grounds
- Dakota Prairie Wings Lodge
- Brews, Chews, and Views in Minot
- The Theodore Roosevelt Presidential Library
- Dickinson Museum Center
- Thrill Hills
- Turtle Mountain Comprehensive Tourism Plan
- Western Heritage
- Woodland Resort Guest Center

\$25 million awarded to grow and expand tourism offerings in North Dakota.

Proposed Changes to the Destination Development Grant Program 2025-2027 Biennium

Application Criteria:

- **New Experiences:** Prioritize projects that introduce novel and unique experiences to North Dakota.
- **Defining North Dakota:** Projects should align with the state's identity and values, such as its natural beauty, cultural heritage, or historical significance.
- **Long-Term Impact:** Projects should have a lasting positive impact on the community and the state's tourism industry.
- **Timely Completion:** Projects should be realistic and achievable within the 2025-2027 biennium.
- **New Experiences:** Support the development of entirely new attractions or experiences.
- **Major Expansions:** Fund significant expansions of existing attractions or facilities.
- **Operational Enhancements:** Provide funding for projects that improve the visitor experience or operational efficiency of existing businesses.

Project Categories:

- **In-Kind Contributions:** Acceptable in-kind contributions include:
 - Donated land (valued at fair market price)
 - Donated equipment (valued at fair market price)
 - In-house labor (excluding administrative, personnel, and programmatic costs)
 - Sales taxes on eligible expenses

Grant Administration:

- **Intermediary Entities:** Intermediary entities may apply to coordinate multiple projects that align with the grant criteria. However, they are responsible for ensuring that grant funds are used appropriately and that all projects meet the program's requirements.

Grant Match and In-Kind Contributions:

- **Matching Funds:** Matching funds can be raised within 12 months prior to the grant award date.

By refining these criteria and guidelines, we can ensure that the Destination Development Grant Program continues to support innovative and impactful projects that enhance North Dakota's tourism industry.



INDUSTRY FACTS

25.6 MILLION
ANNUAL VISITORS

\$3.3 BILLION
IN VISITOR SPENDING

MORE THAN
3,000
RELATED BUSINESSES
AND ORGANIZATIONS

MORE THAN
45K JOBS



TOURISM DIVERSIFIES NORTH DAKOTA'S ECONOMY

Tourism is a powerful statewide industry, an opportunity for workforce and business recruitment, and a tool for community vitality. Residents benefit from visitor spending and tourism activities. North Dakota's tourism sector comprises five industries: lodging, food/beverage, recreation/arts/entertainment, transportation and retail. From restaurants to museums, service stations to golf courses.

TOURISM IS AN EXPORT COMMODITY

North Dakota's visitor economy grows when more people travel to and within the state, and visitors spend more time within a destination. Shopping, dining, purchasing transportation and lodging, buying event tickets, attending galleries, performances and sporting events and other activities all contribute to a stronger visitor economy.

FAST FACTS ABOUT NORTH DAKOTA'S TOURISM INDUSTRY



Revenue Source

Travel and tourism generated \$3.3 billion in direct visitor spending and \$307 million in visitor-paid taxes, buoying the state's economy in 2023.



Support Local Business

Tourism is a significant revenue source for hotels, lodges, restaurants, museums, art galleries, parks, fishing and hunting outfitters, casinos, sporting events, retail outlets, coffee shops, festivals, craft shops, golf courses and many other businesses. In 2023, there were more than 25.6 million visitors to and through North Dakota.

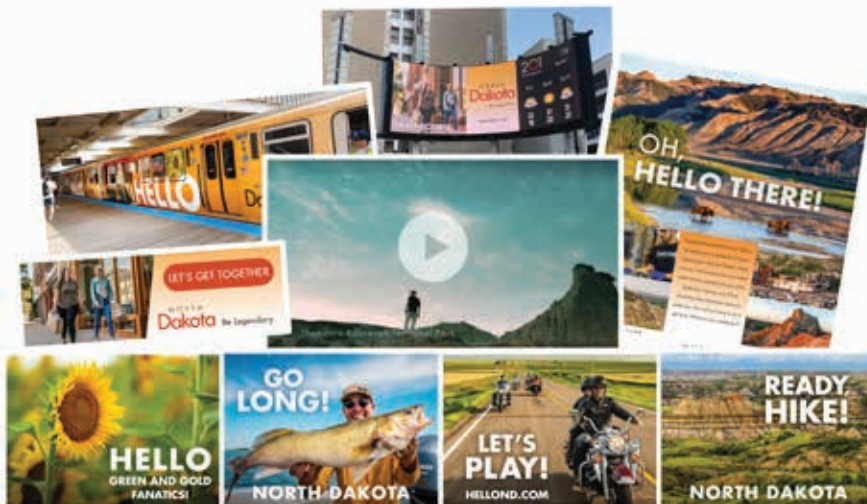


Economic Driver

There are more than 3,000 businesses and organizations offering countless attractions, events and tourism-related activities in the state.

TOURISM IS A GATEWAY TO ECONOMIC AND WORKFORCE DEVELOPMENT

Businesses don't build in a location they know nothing about. People don't move to a location they've never visited. Tourism marketing and visitation are a gateway to a number of key economic development measures.

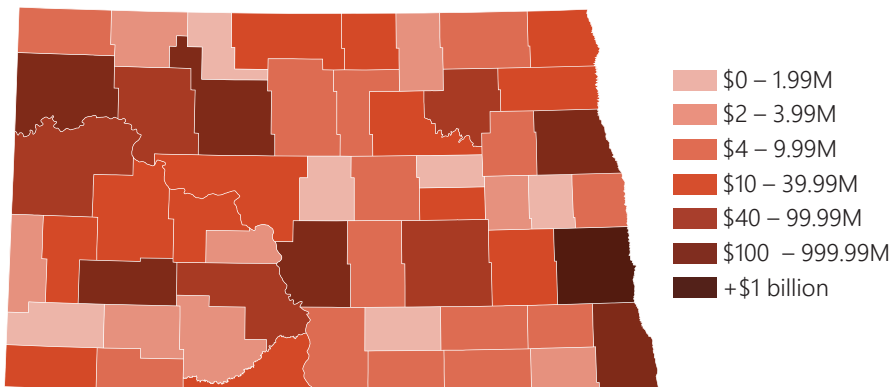


In 2024, \$4.2 million was invested in paid advertising for North Dakota netting more than 438 million impressions. Advertising significantly contributed to a new record high in website traffic at more than 3.6 million visits.



76% of new residents visited North Dakota before moving.

VISITOR SPENDING BY COUNTY



Travel and tourism benefits every county in North Dakota, creating jobs, generating sales across dozens of sectors and improving our quality of life.

VISITOR SPENDING BRINGS OUTSIDE DOLLARS INTO NORTH DAKOTA'S ECONOMY, GENERATING TAX REVENUE, ADDITIONAL BUSINESS INCOME, JOBS AND A MORE DIVERSE ECONOMY.



\$572 MILLION
IN LODGING



\$949 MILLION
IN FOOD AND
BEVERAGES



\$631 MILLION
IN
TRANSPORTATION



\$506 MILLION
IN RECREATION



\$675 MILLION
IN RETAIL



INDUSTRY **FACTS**

\$900K
ANNUAL FUNDING

2,500
AMERICORPS MEMBERS
IN ND

2.8 MILLION
HOURS OF SERVICE

\$6.5 MILLION
IN EDUCATION
AWARDS

FULLFILLING A NEED

ServeND conducts an annual competition for AmeriCorps funding. The following types of organizations and agencies are eligible to participate:

State and local nonprofit organizations

Community and faith-based organizations

State, local and higher education institutions

State and local governments

U.S. territories



MEETING NEEDS IN NORTH DAKOTA

Last year more than 200 Americans of all ages and backgrounds met local needs, strengthened communities, and expanded economic opportunity through national service in North Dakota. The AmeriCorps Agency invested more than \$4.3 million in federal and local funding to support cost-effective community solutions, working hand in hand with local partners to empower citizens to solve problems.

AMERICORPS: HELPING COMMUNITIES

AmeriCorps state programs address critical needs specific to communities located in North Dakota. Programs are open to U.S. citizens, nationals, or lawful permanent resident aliens age 17 and older. Members may serve full or part-time over a period not to exceed 12 months. Individuals can serve as AmeriCorps members in North Dakota depending on the location of currently funded AmeriCorps projects. AmeriCorps grants provide assistance to eligible organizations and agencies to recruit, train and supervise AmeriCorps members in meeting critical community needs in the areas of:

- Education
- Disaster services
- Health
- Environmental stewardship
- Economic opportunity
- Service to veterans and military families

MEMBERSHIP BENEFITS

- Living allowances (established by project)
- Education awards for members (not to exceed the maximum federal college Pell Grant)
- Career development for members
- Community volunteer activity required by many colleges and universities



DID YOU KNOW?



218,019 volunteers contribute **15.6 million hours of service** statewide



Ranked 11th in the nation, **37.4% of North Dakota residents volunteer**



Volunteer service is worth an estimated **\$377.8 million**



65.2% of state residents **do favors** for neighbors



25.5% of state residents **do something positive** for the neighborhood



39.7% of state residents **participate** in local groups or organizations



62.6% of state residents **donate** \$25 or more to charity

PARTICIPATE AS AN ORGANIZATION

Serve ND is leading the challenge in our state to serve communities in need. The goal is to provide resources such as AmeriCorps funding to eligible North Dakota organizations and agencies committed to providing service. AmeriCorps funding helps organizations and agencies recruit, train and supervise AmeriCorps members to meet critical community needs.

AMERICORPS MEMBERS

AmeriCorps members meet pressing local needs across North Dakota, making a lasting impact in communities while gaining valuable skills and experience to advance their careers.

AmeriCorps members serve in one of three programs: AmeriCorps National Civilian Community Corps (NCCC), AmeriCorps state and national and AmeriCorps Volunteers In Service To America (VISTA). All programs engage volunteers at locations across the country through nonprofits, schools, public agencies, tribes, and community and faith-based groups.

- AmeriCorps State and National members engage in a diverse range of service projects at local and national organizations to address critical community needs of disaster services, economic opportunity, education, healthy futures, environmental stewardship and veterans and military families. Most AmeriCorps grant funding goes to the North Dakota State Commission on National and Community Service, the Governor-appointed State Service Commission, which in turn awards grants to organizations to respond to local needs.
- AmeriCorps VISTA taps the skills, talents, and passion of Americans of all ages to support community efforts to overcome poverty.
- AmeriCorps NCCC strengthens communities and develops leadership skills by contributing to public safety, environment, and disaster projects through direct, team-based service. Federal Emergency Management Agency (FEMA) Corps, a unit of NCCC, focuses solely on disaster preparedness, response, and recovery.

In exchange for their service, AmeriCorps members earn a Segal AmeriCorps Education Award that can be used to pay for trade school, college, graduate school, or to pay back qualified student loans. Since 1994, approximately 2,500 North Dakota residents have served approximately 2.8 million hours and earned education awards totaling more than \$6.5 million.



For more information, contact Ryan Volk at rdvolk@nd.gov



FACTS

OVER
100

APPROVED PROGRAMS
WITH OVER 1,757
APPRENTICES, AND
STILL GROWING

90%

EMPLOYMENT
RETENTION AFTER
APPRENTICESHIP
COMPLETION

29

EMPLOYERS WORKING
UNDER THE COLLEGE
PROGRAMS IN NORTH
DAKOTA



Nearly 65% of current jobs do not require a college degree, but they do require some sort of post-secondary education. Apprenticeship fills this void.



WHAT IS AN APPRENTICESHIP?

An apprenticeship is a formal, on-the-job training program that typically has five components:

1. Employer involvement.
2. On-the-job training.
3. Related instruction.
4. Work experience and skills development.
5. Award of a college credit or nationally recognized industry credential. Apprenticeship programs can be sponsored by individual employers, joint employer and labor groups, and/or employers associations.

BENEFITS OF APPRENTICESHIP FOR THE WORKER

Earn while they learn, receiving a paycheck from day one.

Hands-on career training.

Career advancement.

Potential to earn college credit while working.

Industry recognized credential.

For the Business

- An ongoing supply of skilled workforce, trained to fit your needs and work environment.
- Incentive to attract quality workers.
- Reduced turnover rates.
- Higher productivity.
- More diverse workforce.
- Federal and state programs for financial assistance may be available.

For North Dakota's Workforce System

- Job seekers can enter workforce quicker.
- Apprenticeship connects industry with education.

EMPLOYER RESOURCES

Outside of the apprentice's wages and benefits, other costs may include staff time to set up and manage the apprenticeship program and its curriculum, recruitment, mentorship time, equipment, and possibly tuition and classroom materials. However, financial resources may be available to employers:

Credential Funding

Funding to pay for industry recognized credentials.

Operation Intern

Matching funds for new apprenticeship wages.

Boot Camps

Accelerated, intense training to skill up individuals to prepare them for apprenticeships.

HOW TO GET STARTED

Conduct a brief company assessment.

- Jobs for which it is difficult to find workers with the right skills?
- Positions with high turnover? Occupations where a highly skilled workforce is retiring soon?
- Challenges helping workers keep pace with continuing industry advances?
- Positions requiring skills that can be learned on the job?
- Difficulty in attracting new and more diverse talent pools?

Conduct assessment on the specific occupation.

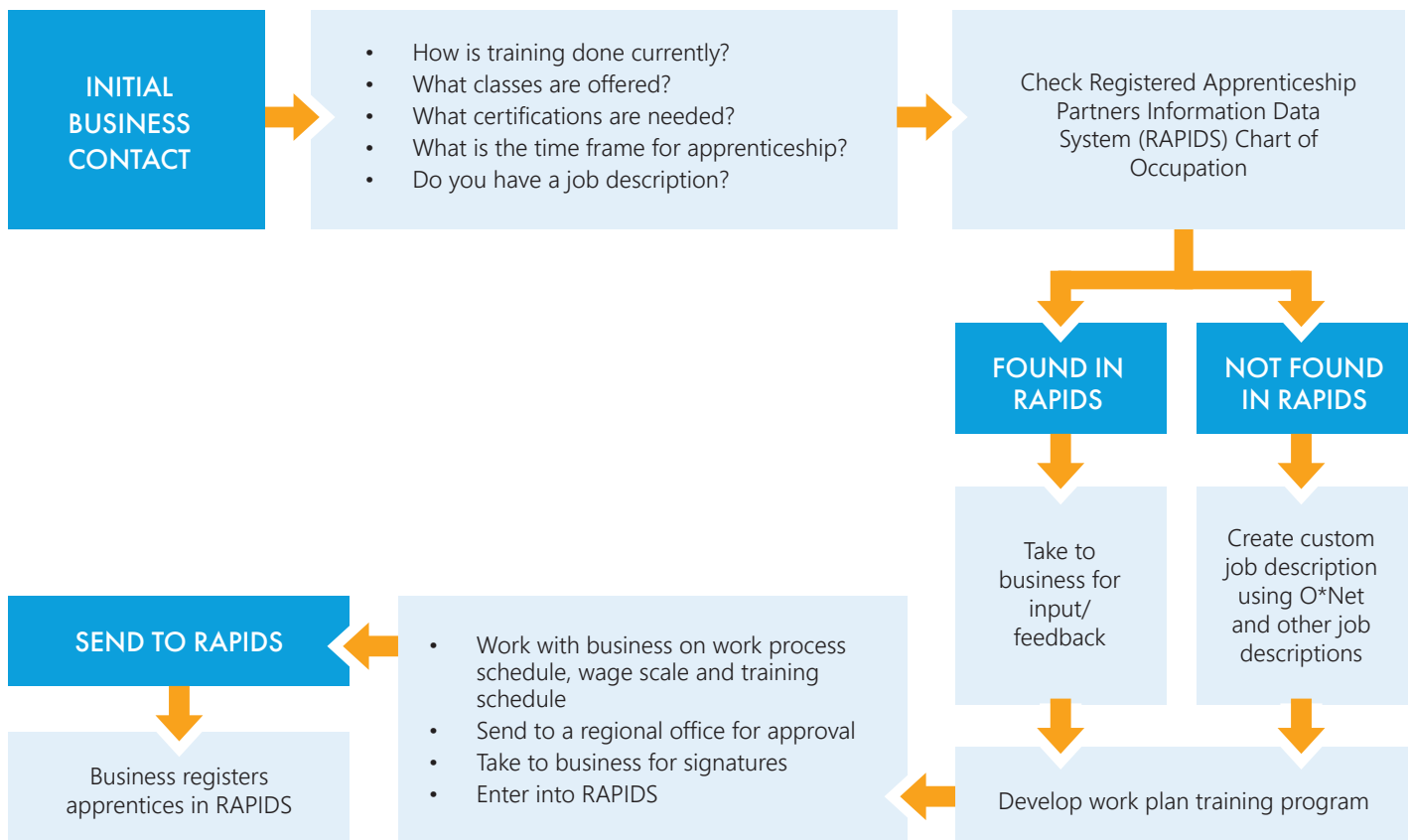
- How is the training done currently?
- What classes are offered?
- What certifications are needed or desired?
- What is the time frame for the apprenticeship?
- Is there a job description?
- What is the wage schedule of the occupation?

Contact the North Dakota apprenticeship program coordinator.

The apprenticeship program coordinator will assist the employer to explore financial resources that may be available for apprenticeship program development and help navigate through the program development process.

If you answered yes to a majority of these questions you may be an excellent fit for an apprenticeship program.

HOW AN APPRENTICESHIP PROGRAM IS ESTABLISHED





TALENT ATTRACTION

15K
POSTED JOBS IN
NORTH DAKOTA

ONLY **16%**
OF U.S. RESIDENTS
SURVEYED ARE
FAMILIAR WITH ND

68%
OF U.S. RESIDENTS
SURVEYED WOULD
CONSIDER ND

76%
OF NEW RESIDENTS
REPORT VISITING
NORTH DAKOTA PRIOR
TO RELOCATING



FIND THE GOOD LIFE

The North Dakota Department of Commerce implemented a national talent attraction program, Find the Good Life, in June 2022. Since its launch, over 4,500 individuals interested in relocating to North Dakota have entered the pipeline designed to connect leads with local community champions. The community champions provide these individuals with additional materials to improve awareness and showcase the best of life in North Dakota, with the goal of motivating jobseekers to relocate to the state.

Research identified four primary personas likely to relocate to North Dakota. National media was placed to attract those personas: boomerangs (previous North Dakotans), young families, recent college graduates, and veterans, and to drive traffic to [findthegoodlife.com](https://www.findthegoodlife.com). The website includes a relocation help desk that connects prospective residents with locals eager to share resources and real-life experiences about life in North Dakota. The relocation help desk utilizes three forms to collect information on career aspirations and lifestyle to help community champions personalize the conversation regarding the individual's relocation journey. Additionally, prospective residents who provide career information now enter the Candidate Marketplace, a tool for employers to directly access individuals with skills that could fill their open positions.

Find the Good Life is continuing to innovate and provide new ways to connect prospective residents with opportunities across North Dakota and to collaborate with communities and employers to leverage the state and its local talent attraction initiatives.

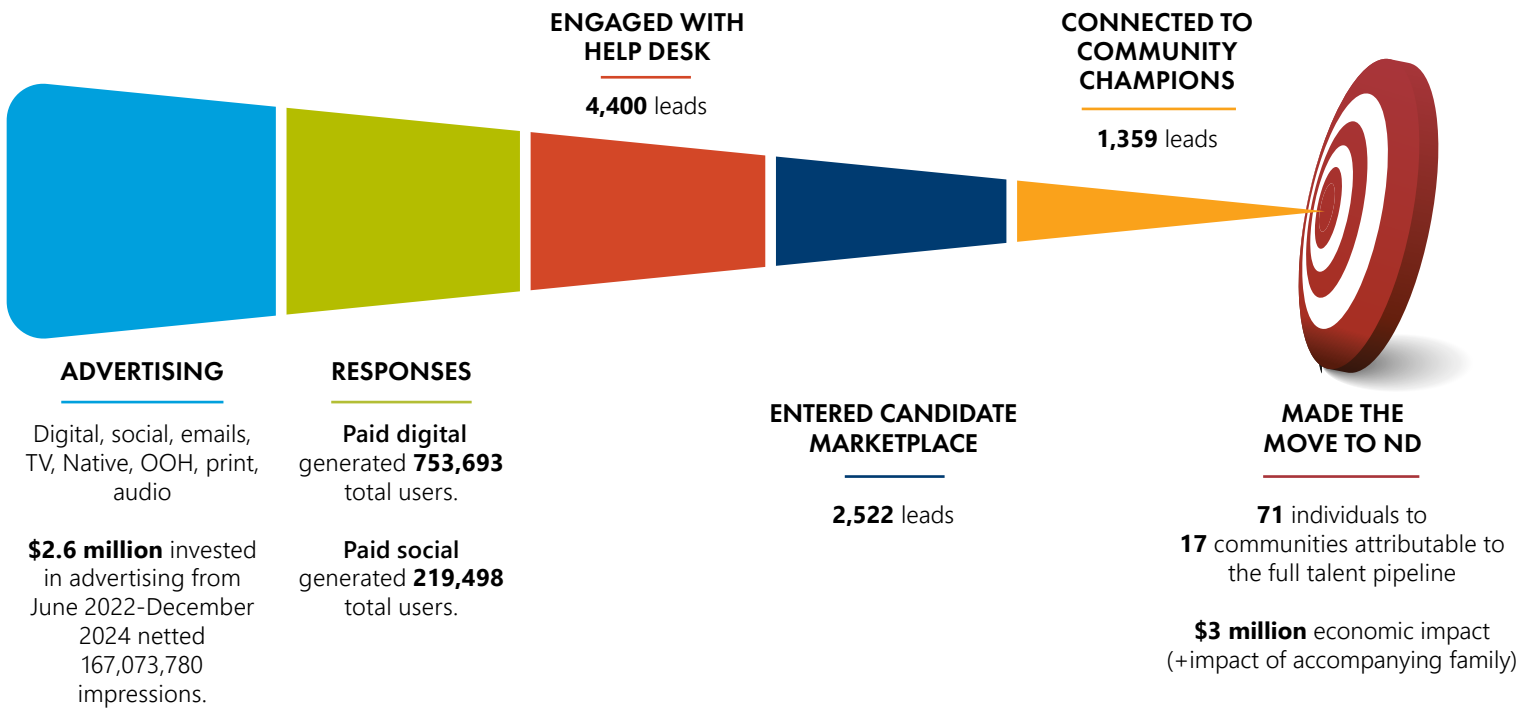


"I believe North Dakota is a gold mine of opportunity for people to find their fit and connect with their community."

—Charles, Mover from NC to Valley City

MARKETING CAMPAIGN EFFECTIVENESS

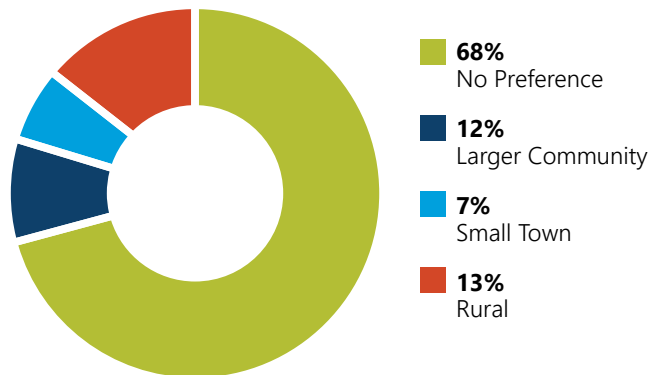
Marketing improves awareness and positions North Dakota as a potential new state for workers to consider. Advertising has been shown to increase the national perception of North Dakota and influence relocation even when the audience does not utilize the Help Desk and relocater tools.



TOP INTERESTS OF RELOCATORS

- 1 Things to do, Festivals & Events
- 2 Outdoor Recreation
- 3 Remote Work & Entrepreneurial Opportunities
- 4 Food Scene
- 5 Arts & Entertainment

TOP RELOCATION INTEREST



TOP STATES FOR RELOCATOR INTEREST

- | | |
|------------|-----------|
| California | Minnesota |
| Florida | New York |
| Texas | |

TOP INDUSTRIES RELOCATORS WORK IN

- | | |
|----------------------|------------------------|
| Business Mgt & Admin | Skilled Trades |
| Healthcare | Retail & Food Services |
| Manufacturing | |

Updated 01.10.2025

For more information, contact Sara Sperling at ssperling@nd.gov



The Office of Legal Immigration (OLI) leads a statewide strategy to attract, retain, and integrate talent from around the world, fostering a robust and diverse workforce for North Dakota.

KEY OBJECTIVES



Attract and Retain Global Talent: Develop and implement a statewide strategy for recruiting and retaining highly skilled immigrants, both those already in the U.S. and those seeking new opportunities.



Empower Businesses and Communities: Advise and support businesses in navigating the legal immigration process, connecting them to resources and talent pipelines, and providing guidance on best practices. Collaborate with communities to develop welcoming environments for newcomers.



Foster Integration: Design pilot programs that assist businesses in integrating work-authorized immigrants into their workforce and equip communities with resources to support newcomers. Partner with other state agencies to ensure seamless integration services.



Statewide Coordination: Serve as a central hub for immigration-related activities, connecting stakeholders across state agencies, the governor's office, and the legislative body.

BUILDING A STRONG FOUNDATION

- A comprehensive study has been completed and serves as a road map to guide our work in a thoughtful, strategic, and effective way.
- OLI provides a robust education continuum for employers, communities, and interstate agencies through initiatives such as the Annual Global Talent Summit, webinars, presentations, and one-on-one meetings.
- As a trusted resource and collaborative thought partner, OLI works closely with these groups to drive meaningful outcomes.
- OLI bridges the gap between North Dakota and pools of qualified candidates, fostering connections that align workforce needs with global talent opportunities.
- To ensure success, OLI continually tracks these connections, assessing their viability, effectiveness, and overall impact on the workforce.

CONTACT US

Paige Kuntz, Global Talent Administrator
pemkuntz@nd.gov 701-328-7292

Janna Pastir, Deputy Director
jalpastir@nd.gov 701-328-5393



LEARN MORE
ndgov.link/OLI



FACTS

3,780

INTERNSHIP
POSITIONS ASSISTED

515

BUSINESSES
PARTICIPATING
SINCE 2007

\$5,000

MATCHING FUNDS
AVAILABLE



Attracting workers to North Dakota is essential in helping to meet the state's current and future workforce needs. Internships provide a valuable way for students to make connections with businesses and identify career options in North Dakota. Operation Intern is designed to expand the number of internships, work experience and apprenticeship positions with North Dakota employers.

The program's primary focus is employers in the state's targeted industries: energy, advanced manufacturing, value-added agriculture, tourism and technology-based businesses, and autonomous systems. Funding may also be granted for other in-demand occupations on the Workforce Development Council's In-Demand Occupations Annual List. Government entities and non-profit organizations do not qualify for the program. Non-profit organizations in tourism and healthcare may be considered on a case-by-case basis, pending eligibility on the in-demand occupations list.

North Dakota businesses receive up to \$5,000 in matching funds for the internships. Funding can be used for items needed for the intern to perform their internships, like wages, tools and equipment, essential training or tuition reimbursement. The funding is a one-to-one match.

The Workforce Development Division of the North Dakota Department of Commerce manages Operation Intern.

Updated 01.10.2025

“Interns are an important part of OmniByte history and future. I have been utilizing the Operation Intern program nearly since its inception. I have been a big supporter of having a solid internship program where we provide real-world work for students while realizing value-added output from them.

President and CEO Ray Berry of OmniByte Technology

This apprenticeship program is important as this is a growing and important field with a limited number of graduates. It allows us to select solid employees and offer them the opportunity to develop new skills and earn higher wages.”

Human Resources Manager Vicki Ham with Marvin Windows

ELIGIBLE PROJECTS

Track A

New and expanding accelerated, non-degree training programs that prepare trainees for new jobs.

Funding available: Up to \$200,000 with a dollar-for-dollar match throughout the lifetime of the grant program (not for incumbent workers).

Track B

Internal upskilling opportunities for incumbent workers to promote movement and advancement throughout the organization, create more comprehensive onboarding and new worker training programs, and/or provide safety training for employees.

Funding available: Up to \$100,000 with a dollar-for-dollar match throughout the lifetime of the grant program.

Track C

Support workforce automation enhancement including but not limited to training and/or upskilling existing employees related to automation that has been implemented prior to the funding period; or to new or enhanced strategies, not to include the actual purchase of automation equipment.

Funding available: Up to \$200,000 for training and/or upskilling existing workforce related to automation.; or up to \$100,000 for a feasibility study, related to automation.



BACKGROUND

The Technical Skills Training Grant was first developed in 2020 in response to the economic impacts of the COVID-19 pandemic. The program supported new and expanding accelerated skilled workforce training programs for displaced workers. The Technical Skills Training Grant program aims to offset the cost for program providers and employers in their effort to support the development of highly trained skilled workers to meet the demands of our labor market. Since the initial launch of this program, the following legislative assemblies provided additional funding to keep the program operational. Please visit ndgov.link/TSTG for more information.

PROGRAM OBJECTIVE

The Technical Skills Training Grant is designed to support eligible training providers and employers in their efforts to design and launch rapid, non-degree re-skilling and upskilling programs (with occupations listed on the In-Demand Occupations List), or expand capacity in existing programs. All tracks require a 1:1 match.

ELIGIBLE APPLICANTS

North Dakota colleges and universities, businesses, non-profit organizations, city/county municipals, and/or trades organizations/associations in North Dakota. Note: *Degree programs are not eligible for funding under this grant.*

Additional Eligibility

- Applicants must be registered and in good standing with the North Dakota Secretary of State's office.
- Training must take place in North Dakota.
- Majority of program participants must reside and intend to work in North Dakota.
- If tuition or training costs are part of the proposed application, the applicant may not pay those funds directly to the individuals receiving the education or training; the funds must be paid to the organization providing the education or training.
- Jobs for which workers are being trained must be on the In-Demand Occupations List.

Updated 11.22.2024



FACTS

81

SCHOOL DISTRICTS
SUPPORTED BY AREA CAREER
& TECHNOLOGY CENTERS

4,000+

JOBSEEKERS IN FIND THE
GOOD LIFE PIPELINE

3,247

WIOA PARTICIPANTS IN
PROGRAM YEAR 2023

110

LOCALLY-LED
WORKFORCE
INITIATIVES SUPPORTED
SINCE 2022

For more information,
contact Katie Ralston Howe
at keralston@nd.gov



ROLE OF WORKFORCE DEVELOPMENT COUNCIL

The role of the North Dakota Workforce Development Council is to advise the governor and the public concerning the nature and extent of workforce development in the context of North Dakota's economic development needs and how to meet these needs effectively while maximizing the efficient use of available resources and avoiding unnecessary duplication of effort.

The Workforce Development Council consists of more than 30 members, with representation from industry; K-12, post-secondary and career and technical education; organized labor; Workforce Innovation and Opportunity Act (WIOA) state workforce partners and local and state elected officials.

LETTER FROM THE CHAIR

Each biennium, the North Dakota Workforce Development Council produces a report of recommendations that are designed to help address the greatest workforce challenges faced by the state of North Dakota today and in the coming years.

These recommendations fall under five themes: earlier and more diverse career exploration, addressing the technical skills gap; removing barriers to employment; occupational licensing reform; and recruitment and retention of North Dakota workers.

Cindy Griffin

WDC MEMBER LOCATIONS



Council members represent large and small communities across the state