

2017 HOUSE INDUSTRY, BUSINESS AND LABOR

HCR 3032

2017 HOUSE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Peace Garden Room, State Capitol

HCR 3032

3/1/2017

28565

☐ Subcommittee

☐ Conference Committee

Minutes

Explanation or reason for introduction of bill/resolution:

A concurrent resolution requesting the Legislative Management to consider studying methods of workforce expansion, through educational programs and supports.

Minutes:

Attachment 1, 2, 3

Chairman Keiser: Opens the hearing of HCR 3032.

Rep. Mary Schneider:-District 21: (Attachment 1) I am here today to present the study of workforce shortages. This gives us a chance to prepare for the next economic boom. This study would address some of the short and long term needs of the state and skilled and educated workforce individuals. 4:00

Rep Bosch: How does this differ from the data that was collected from the study?

Rep Schneider: I think that this is a part in advancing the goals in Interest of that study.

Rep Bosch: I was involved with the study and it was at the request of the legislature that study place. It dealt with many of the topics that are addressed and the findings of the study didn't include any of the things proposed in this resolution.

Rep Schneider: I think the study would give us the opportunity to advance some of the work that is going on, that does not include that legislative piece. We have a responsibility for making policy and for the funding and we are getting requests for different grants and scholarships separately from all of this. A study would pull all of this together. This could get our workforce moving our workforce of the future toward the shortage area. This is not intended to be a duplicate.

Rep Schneider: (Attachment 2)

Chairman Keiser: It sound like you are engaged in this process, job service is collecting lots of data and making it available. Commerce has a lot of programs dedicated to this. This committee does get a report from the Commerce department.

Rep Schneider: In the handout just passed out the commerce is included. The intend of this study is not to redo any of this. What I didn't see in any of this was a focus on how we get our students moving into those areas. This study has an action feel to it. So at the end, we are actually having some outcomes that will motive people into the workforce areas that we need. It's different from the other efforts that are going on which are boarder analysis at the legislative level, and making them now. It gives us two years to study, and another year to implement.

Vickay Gross: Disabilities Advocate with the Protection & Advocacy Project:
(Attachment 3) 14:30

I am here today in support of this resolution. My role as a disability advocate is to help people with disabilities access services and overcome barriers to employment. The unemployment rate for people with disabilities is higher than people without disabilities.

Rep Lefor: The unemployment statistics that you listed were they federal or state?

Vickay Gross: They are federal and are listed as one of the number 1 states for employing people with disabilities.

Rep.Lefor: Do you know the figures for the state?

Vickay Gross: No I don't.

Waylon Hedegaard: President of the AFL-CIO: We are in support of this. We are having a perpetually hard time finding qualified people for heavy construction jobs. work. We are in support to incentivizes young students, displaced people, into new careers. Our trades pay anywhere from mid to high 30's per hour and we have a hard time finding people.

Alexis Boxley: North Dakota Petroleum Council: We are in support of this resolution 3032. We already have a number of members that are struggling to find employees. Anything that we can do to find an answer to grow a workforce for those trades here would be much appreciated and give great results.

Chairman Keiser: Is there anyone else in support, in opposition, in neutral testimony?

Anne Greene: I applaud Rep Schneider for bringing this up I think there is a lot of work to be done. The Workforce Council will be taking on a study and there is another initiative taking place. Job Service applied for a federal grant to look at apprenticeships and we received that and have 4 industries that we are looking at. IT, Health Care, Manufacturing and Energy. We need to look at each sector is see whether it is helping within each sector as well.

Rep Laning: How are the members selected on the committee?

Anne Greene: It is a governor appointed workforce board.

Rep Kasper: I agree with most of what you are saying. But on line 19, I counted at least 10 or 11 solutions which want the state to spend money. It always seems to be that we want

studies but we want to spend money. Aren't there other ways that we can do a study where we aren't focusing on looking for programs to find state studies to create?

Anne Greene: Absolutely we have to present data on what can be done.

Chairman Keiser: Closes the hearing.

Rep Boschee: Moves a Do Pass.

Rep Dobervich: Second.

Chairman Keiser: Further discussion?

Rep Becker: I'm going to oppose the motion. To have tax payer to keep chasing to look at different schemes. Where is the opportunity for the business to educate?

Rep Kasper: I too will oppose the motion. We have a lack of communication. I agree with Rep Becker, where is the responsibility, the programs, and where is the sweat of the private businesses to educate our young people about the opportunities in their profession? I think they have done a terrible job of going into the class rooms and working with the high schools and about the opportunities in the trades.

Rep Bosch: The WEACTION, I would have supported a resolution that said "let's look at the recommendations that are suggested and try some of those" none of them involved the state of North Dakota funding any of the recommendations. They were educating the students on what opportunities are out there. If we are going to do studies & not support, I don't know why we are doing studies. I'm not in support of this bill.

Rep Beadle: Over a time period, we looked at different solutions in terms of different loan programs, state paid tuitions, reimbursements, ect., From that we have done some things like the student loan consolidation program through the Bank of North Dakota. Through the youth initiative we started talking about how we could work on finding a tool for students so they get into a career area. Schools need a career path solution. Let's take inventory of what we have already and use that data and look at what else might be as an option on the table. I do support the do pass.

Rep Boschee: This is an opportunity to take a look at what is happening, on the books and what needs to be done as we move forward. We have different incentive programs for different careers or for people with needs. I see this study as an opportunity to do that by looking at the studies that haven't been done and I agree there is a complete lack of communication amongst state agencies.

Rep. Keiser: We will take a roll call on a do pass on Resolution 3032.

Yes 4 No 10 Absent 0 The motion for a do pass failed.

Rep. Kasper: I make a motion for a do not pass.

Rep. Becker: Second.

Rep. Keiser: Is there further discussion?

Rep Beadle: If there is language that this committee would like to see in this, let's talk about that so that we can get it amended into one of those budgets.

Rep Kasper: I would recommend to continue on the committee to take action instead of study.

Rep C Johnson: We can do all the studies, one thing we haven't taken into account is the individual has to have the hunger the drive and the ambition to go out and look for the jobs and determine where their interests are and pursue that career. We have to put responsibility on the individual.

Rep Kasper: I put a lot of responsibility of what is not happening to our workforce and our students on the education system and our state. Our education system does little to educate what is really important in the area of job development and keeping the people in the state.

Rep. Keiser: We will take the roll on a do not pass on Resolution 3032
YES 10 No 4 Absent 0 Floor Assignment Rep. Bosch

Date: March 6, 2017Roll Call Vote #: 1

2017 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
 BILL/RESOLUTION NO. HCR 3032

House _____ Industry, Business and Labor _____ Committee

☐ SubcommitteeAmendment LC# or
Description: _____

Recommendation

- ☐ Adopt Amendment
☒ Do Pass ☐ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar

Other Actions

- ☐ Reconsider ☐ _____

 Motion Made By Rep. Boschee Seconded By Rep. Dobervich

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser		X	Rep Laning		X
Vice Chairman Sukut		X	Rep Lefor		X
Rep Beadle	X		Rep Louser		X
Rep R Becker		X	Rep O'Brien	X	
Rep Bosch		X	Rep Ruby		X
Rep C Johnson		X	Rep Boschee	X	
Rep Kasper		X	Rep Dobervich	X	

Total (Yes) 4 No 10Absent 0Floor
Assignment _____

If the vote is on an amendment, briefly indicate intent:

Date: March 1st 2017Roll Call Vote #: 2

2017 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
 BILL/RESOLUTION NO. HCR 303.2

House _____ Industry, Business and Labor _____ Committee

☐ SubcommitteeAmendment LC# or
Description: _____**Recommendation**

- ☐ Adopt Amendment
☐ Do Pass ☒ Do Not Pass ☐ Without Committee Recommendation
☐ As Amended ☐ Rerefer to Appropriations
☐ Place on Consent Calendar

Other Actions☐ Reconsider ☐ _____Motion Made By Rep. Kasper Seconded By Rep. Becker

Representatives	Yes	No	Representatives	Yes	No
Chairman Keiser	X		Rep Laning	X	
Vice Chairman Sukut	X		Rep Lefor	X	
Rep Beadle		X	Rep Louser	X	X
Rep R Becker	X		Rep O'Brien		X
Rep Bosch	X		Rep Ruby	X	
Rep C Johnson	X		Rep Boschee		X
Rep Kasper	X		Rep Dobervich		X

Total (Yes) 10 No 4Absent 0Floor Assignment Rep. Bosch

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HCR 3032: Industry, Business and Labor Committee (Rep. Keiser, Chairman)
recommends **DO NOT PASS** (10 YEAS, 4 NAYS, 0 ABSENT AND NOT VOTING).
HCR 3032 was placed on the Eleventh order on the calendar.

2017 TESTIMONY

HCR 3032

Presentation of HCR 3032 to the Industry, Business and Labor Committee

March 1, 2017

Rep. Mary Schneider, District 21

Good morning, Chairman Kaiser and Members of the Industry, Business and Labor Committee. I am Representative Mary Schneider from District 21. I am here today to present House Concurrent Resolution 3032, a proposed study to potentially address workforce shortages.

If there is anything good about this economic lull, it's that it gives us a chance to prepare for our next economic boom. This study would, hopefully, address some of the short and long-term needs of the state for a skilled and educated workforce. It's meant to encourage students, trainees, apprentices and interns to pursue career goals that will benefit North Dakota, the state's critical employers and professions, and, of course, workers also. We can plan ahead and be proactive in encouraging workers of the future to pursue and complete education and training that we project will be in high demand and short supply.

Specifically, the study would consider the positive impact on needed job categories of a variety of educational programs and incentives, such as:

- scholarships and grants;
- no interest, low interest, and deferred payment loan programs;
- academic and nonacademic financial awards;
- a range of innovative private partnership programs;
- paid or supported internships;
- pre-employment educational supports;
- state-paid tuition programs;
- retraining or advanced-training subsidies in needed workforce areas;
- encore programs to entice retired workers;
- barrier elimination efforts for those with disabilities or special needs; or
- public and private programs to address or eliminate barriers to education or employment-
-such as child care, language skills, or the purchase of required tools and equipment.

The study would be broad enough to foster innovation and creativity at all levels of job preparation and education: high school, community and technical college, colleges and universities, advanced skills training. It would be narrow enough to focus on only the educational incentive aspects in workforce shortage areas.

There are some good active planning entities on workforce issues already, some good projects are already completed or in the works, and good data is available for a head start on an efficient and effective study. This bill, however, would allow important legislative involvement that isn't currently ongoing--that could vault planning efforts to the top of the food chain for policy and funding development.

I hope you will consider taking advantage of the opportunity we have in the next two to four years to work together with private employers, education and training entities, state agencies and inter-agency planning groups and their community partners, and with our future workers to advance efforts to meet the predicted workforce needs in our state (for the time when happy days are here again).

att #2
3-1-17
HCR 3032

State of North Dakota



Workforce Innovation and Opportunity Act Unified State Plan

for the period of
July 1, 2016 through June 30, 2020
Effective: July 1 2016

Jack Dalrymple
Governor

Disclaimer: This draft version of North Dakota's Unified State Plan is not to be considered final. All content herein is subject to change.

Please direct all questions regarding this document to:

Job Service North Dakota

Attn: Susan Gunsch

1000 East Divide Avenue, Bismarck, ND 58506-5507

Phone: (701) 328-3105

E-mail: sgunsch@nd.gov

For deaf and hard of hearing, use TTY-Relay ND: 800-366-6888

Deadline to submit comments is February 8, 2016.

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Workforce Development Council

North Dakota Workforce Development Council was authorized March 31, 2016 under Executive Order 2016-01. The Governor designated the Council as the state's workforce innovation and opportunity board in accordance with Section 101(e) of the Workforce Innovation and Opportunity Act of 2014 (WIOA).

The purpose of the Workforce Innovation and Opportunity Act is to provide workforce innovation and opportunity activities, through statewide and local workforce innovation and opportunity systems, that increase the employment retention, and earnings of participants, and increase the occupational skills attainment by participants, and, as a result, improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation.

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 Council's responsibilities to the Governor include:

- Develop a comprehensive workforce development and workforce training strategic plan for the State;
- Recommend the vision, goals and objectives of the state's workforce development system;
- Recommend tactics to address current and future economic development and workforce innovation and opportunity needs of the state;
- Develop a uniform set of objectives and establish benchmarks for quality improvement measures to track the effectiveness of the state's workforce development system;
- Identify and develop opportunities for collaboration and partnerships between education, employment, and training program deliverers and supporting workforce development activities in the state;
- Recommend priorities for use of federal and state Workforce Innovation and Opportunity Act and funds;
- Develop policy guidance and exercise oversight of the state's job training plan and associated activities.
- Develop strategies for technological improvements to facility access to, and improve the quality of, services and activities through the one-stop delivery system.
- Develop strategies to align technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures.

Membership Roster

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Board Details

Workforce Development Council, North Dakota

Type of Board:	Advisory	Pay/Benefits:	State Rate
Voting Members:	34	Other Members:	1
Non-Voting Members:	1	Created by:	Executive Order 2016-01
Length of Terms:	3 years		
Frequency of Meetings:	Quarterly		
Address:	1000 East Divide Avenue Bismarck, ND 58506		
Phone:	(701) 328-3105		
Fax:			
Website:	www.jobsnd.com		
Email:	sgunsch@nd.gov		
Contact:			

This Council advises the governor and the public concerning the nature and extent of workforce development and economic development needs in North Dakota, and how to meet these needs effectively while maximizing the efficient use of available resources and avoiding unnecessary duplication of effort. The mission is to establish an effective and responsive workforce development system and support policies that will provide every North Dakotan the opportunity for self sufficiency and a superior workforce that can compete in the global marketplace.



Member Name	Position	Work	County	Appt. Date	Term Ends
Ackerman, Ryan	Business - Region 2	(701) 837-8737	Ward	2/23/2016	6/30/2019
Barnes, Superintendent Kirsten	Supt. of Public Instruction	(701) 328-4572	Burleigh		Open
Bennett, Patrick	Business - Region I	(701) 774-0293	Williams	2/1/2014	6/30/2017
Blanchfield, Karin	Business - Region IV	(701) 662-5996	Ramsey	12/1/2015	6/30/2018
Blowers, Christine "Chris"	Business - Region II	(701) 355-5504	Burleigh	8/6/2015	6/30/2018
Bommersbach, Sonja	Business - Region VI	(701) 344-6001	Dickey	3/20/2014	6/30/2019
Davis, Scott	State Agency - Ex-officio, American Indians	(701) 328-2428	Burleigh		Open
Dosch, Vernon	Business Representative	(701) 667-6500	Burleigh	7/11/2016	6/30/2019
Farnsworth, David	Business - At Large - Chairperson	(701) 442-7002	McLean	5/6/2008	6/30/2017
Fischer, Valerie	State Agency - DPI designee, Adult Education	(701) 328-4138	Burleigh		Open
Giesen, Cheri	State Agency	(701) 328-2836	Burleigh		Open
Grant, Rosella	Organized Labor and Professional Groups	(701) 426-2284	Burleigh	7/1/2008	6/30/2017
Gunsch, Susan	Board Administrator - Ex-Officio	(701) 328-3105	Burleigh		Open
Hagerott, Dr. Mark	State Agency - University Systems	(701) 328-2974	Burleigh		Open
Hedegaard, Waylon	Organized Labor and Professional Groups	(701) 595-3334	Burleigh	11/20/2015	6/30/2017
Hoffmann, Uma	Business - Region VIII	(701) 483-5400	Stark	7/1/2013	6/30/2019
Johnston, Lee Ann	Business - Region IV	(701) 662-5018	Ramsey	10/6/2014	6/30/2017
Jones, Christopher	State Agency - Department of Human Services		Burleigh	2/27/2017	Open
Kamphuis, Jan	Business - Region VII	(701) 323-6000	Burleigh	1/1/2012	6/30/2017
Kemnitz, David	Organized Labor and Professional Groups	(701) 663-6793	Morton	7/1/2006	6/30/2018
Klinke, Janelle	Business - Region III	(218) 291-2224	Cass	8/17/2015	6/30/2018
Kutzer, Wayne	State Agency - CTE, P-20	(701) 328-2259	Burleigh		Open
Leingang, Dan	Education - Vocational Technology & Post Secondary	(701) 224-5525	Morton	7/1/2016	6/30/2019
Lubbers, Perry	Business Rep.	(701) 492-2132	Cass	12/7/2015	6/30/2018
Lzicar, Leslie	Business - Region IV	(701) 780-7836	Grand Forks	7/1/2015	6/30/2018
Magnus, Julie	Business - Region II	(701) 530-9174	Burleigh	8/6/2015	6/30/2018
Meyer, Leander "Russ"	Education - Post Secondary	(701) 255-3285	Burleigh	7/1/2015	6/30/2019
Petersen, Misty	Business - Region IV	(701) 627-4714	Mountrail	7/1/2016	6/30/2018
Priebe, Jane	Community Group - Economic Development	(701) 642-8559	Richland	7/1/2007	6/30/2019
Rood, Dan	Education - Secondary Education	(701) 642-8701	Richland	10/1/2011	6/30/2017
Schuler, Jay	State Agency - Commerce Commissioner	(701) 328-7284	Burleigh	2/27/2017	Open
Walker, Bruce	Business - Region II	(701) 852-0136	Ward	7/1/2008	6/30/2017
Walker, Jim	Organized Labor and Professional Groups	(701) 223-9594	Burleigh	7/1/2008	6/30/2017
Wangen, Lonnie	State Agency - Ex-officio, Veterans	(701) 239-7165	Cass		Open
Wegley, Ofelia	Business - Region V	(701) 671-1313	Richland	9/4/2015	6/30/2018
Ziegler, Kasper	Organized Labor & Professional Groups	(701) 857-9665	Ward	7/1/2016	6/30/2019

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Member

Susan Gunsch	sgunsch@nd.gov
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Wayne Kutzer	wkutzer@nd.gov
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David Farnsworth	dfarnsworth@GREnergy.com

Ex-Officio Member

Cheri Giesen	cgiesen@nd.gov
Jim Walker	jaswalkjr@gmail.com

Category

Council Director
Labor Representative
State Agency Director
Private Sector
Council Vice Chair
Council Chair
Executive Director Job Service North Dakota
Chair of Planning Committee

Planning Committee

Member

Leander McDonald	president@uttc.edu
Jim Walker (Chair)	jaswalkjr@gmail.com
Uma Hoffman	uhoffmann@steffes.com
Pat Bertagnolli	pat.bertagnolli@bgoilfieldservices.com
Jane Priebe	janep@wahpeton.com

Category

Education
Labor Representative
Private Sector
Private Sector
Community Based Organization

North Dakota Workforce Development Council

2017 Legislative Policy Recommendations

The North Dakota Workforce Development Council was authorized in 1999 under Executive Order 95-01. The Governor designates the Council as the state's workforce investment board in accordance with Section 101(d) of the Workforce Innovation and Opportunity Act of 2014 (WIOA). The role of the Council is to advise the Governor and 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 Council's responsibilities to the Governor include:

- Identifying, developing and recommending workforce policy changes to federal and state programs that will improve the effectiveness and efficiency of the State's workforce development system.
- Reviewing and identifying the current and future economic development and workforce development needs of the state and recommending steps for meeting those needs.
- Providing direction for a comprehensive workforce development strategic plan.
- Identifying and developing recommended actions that will enhance and increase the capacity of the state's workforce development system.
- Identifying and developing opportunities for collaboration and partnership between education, employment and supporting workforce development activities in the State.
- Performing the duties and functions of State Board as prescribed under WIOA.

The following recommendations, presented by the Workforce Development Council, comprise a combination of strategies to support the North Dakota economy. The Council recognizes the alignment of the activities listed below, the North Dakota's Strategic Plan for Workforce Development and the Find the Good Life in North Dakota campaign. Qualified workers will need to be attracted to the State. The quality of life, present in North Dakota, is critical in workforce attraction, and a skilled and knowledgeable North Dakota workforce will grow our economy. Capitalizing on emerging and diverse industries will help the North Dakota economy, create wealth and jobs and encourage the development of new knowledge and technology. Subsequently, the Council supports the following recommendations which complement existing initiatives or programs and supports expansion of successful employment based strategies:

Increase diversification of the North Dakota economy

The Workforce Development Council strongly supports an emphasis on STEM initiatives that support targeted and emerging industries that diversify the North Dakota economy. Increasing economic diversity would allow the State's economy to continue to grow during all economic conditions.

Efforts to diversify North Dakota's economy may include strengthening the following industries:

- Supporting the Grand Sky UAS Park and unmanned aerial systems and technology to support the Governor's Cybersecurity Task Force
- Increasing North Dakota computational, data analytic resources
- Transforming natural gas into plastics or fertilizer

North Dakota Workforce Development Council 2017 Legislative Policy Recommendations

- Utilizing waste heat from power plants for producing specialized crops and agricultural products, such as ethanol

STEM education for all students is a link to our State's future prosperity. STEM education prepares students with the basic building blocks for successful postsecondary and workforce pathways which support targeted industries and potential expansion through diversification. Students develop problem solving skills with creative solution theories that encourage higher level cognitive development required for future workforce needs.

Quality of Life and Affordable Living

Promoting quality of life factors, affordable housing, community aesthetics, child care, the arts, combined with in-demand employment opportunities in North Dakota, impact the attraction of workforce. Support for education and healthcare occupations is important to continue to attract families to relocate to North Dakota and to meet the overall workforce needs.

North Dakota has seen an unprecedented in-migration of workers to the state. Employers report that applicants who relocate to work in North Dakota inquire about available healthcare services and educational opportunities when considering employment in the State.

Recommendations to support workforce and training in occupations for high quality of life include:

- Improving higher education capacity for health care training
- Supporting flexibility and streamlining clinical rotation capabilities
- Aligning and networking K-12 and postsecondary STEM educational initiatives Ex. ND EPSCoR
- Supporting the Department of Public Instruction's efforts to address teacher shortages across North Dakota Ex. Masters in Teaching program
- Marketing of the State of North Dakota through Tourism and the Find the Good Life campaign's emphasis on attracting individuals and families

Expand the North Dakota Workforce

Developing the North Dakota workforce is essential to building a foundation for maintaining and growing the economy. Strategies include increasing and improving skills and the promotion of in-demand occupations to meet the needs of employers.

Expanding the workforce begins with developing the existing workforce potential. Diverse populations within North Dakota require skill development and resources required to meet higher level training needs to fill the existing and future workforce needs.

North Dakota's low unemployment rate indicates a continuing need to attract out-of-state workers to fulfill the workforce requirements dictated by the state's energy, agricultural and emerging industries. Reduced energy prices have caused a temporary slow-down of energy resource needs. However, as a turn-around develops, an increase in skilled workers will again become apparent and continue to grow.

The WDC supports the following strategies to expand the North Dakota workforce and support the diversification of the ND economy.

North Dakota Workforce Development Council 2017 Legislative Policy Recommendations

- Internship and apprenticeship promotion and expansion into non-traditional areas such as healthcare and information technology.
- Retain and Expand Youth potential through –
 - Career awareness of employment opportunities in North Dakota
 - Support and expand Career and Technical Education
- Develop existing potential labor pools to fill the workforce needs in the State
 - English Language Learners,
 - Native Americans,
 - Individuals with Disabilities,
 - Youth and
 - older workers
- Develop Increase the number of out-of-state existing students enrolled in the North Dakota University System. Retention of out-of- state students increases the candidate pool necessary to meet the workforce needs in the state.
- Engage individuals who partially completed college to return and finalize their education
- Support STEM initiatives
- Support of targeted scholarships for targeted industries
- Support/Create initiatives that expand nontraditional gender roles in the workforce
- Invest in grant writing resources for a centralized coordinated effort to create proposals for the significant resources available through federal workforce-related competitive funding opportunities.



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The North Dakota Department of Commerce Workforce Development Division partners with other state agencies and public sector industry to deliver specialized programs and services to assist in enhancing the workforce of North Dakota.

It monitors and delivers workforce strategies for North Dakota such as:

- Ensuring employers have access to a skilled talent pool.
- Growing opportunities for youth in careers and civic engagement.
- Expanding volunteerism.

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Post Date: 2/28/2017

Job Description: Fargo, ND

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Post Date: 2/28/2017

Job Description: Fargo, ND

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Back to Rockin' the Bakken: Jobs Returning to America's Oil Patch
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Smart Move: Economic Development Group Encourages Young Professionals to Move to F-M Area
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att #3
3-1-17
HCR 3032

House Industry, Business & Labor Committee

March 1, 2017

HCR 3032

Good Afternoon Chairman Keiser and members of the House Industry, Business and Labor Committee.

My name is Vickay Gross, Disabilities Advocate with the Protection & Advocacy Project. I am here today to express my support for this resolution. My role as a Disabilities Advocate for the Protection & Advocacy Project is to help individuals with disabilities access services and overcome barriers to employment. This includes assisting students with disabilities as they transition out of high school into the adult world.

This resolution is very exciting to me because not only does it look at ways to support workforce expansion in general but it also specifically talks about enticing people with disabilities to return to educational programs or employment. Employment needs to be the first and preferred outcome for working age youth and adults who have disabilities to increase their opportunity for self-sufficiency. Many people with disabilities are asking for help to become employed but due to a variety of reasons they remain unemployed. It is no secret that the unemployment rate for people with disabilities is much higher than people without disabilities. We, as a state, need to change this trend.

People with significant disabilities have been successful in the work place through the use of assistive technology and other accommodations such as job sharing, customized employment/job carving and mentoring. For example, our agency has proposed that North Dakota state government look at a worker pool that state agencies could access to purchase man power for special projects and/or to help catch up on clerical duties. This worker pool could prioritize hiring individuals with disabilities as state employees and look to their strengths when assigning work orders from state agencies.

We have an untapped workforce that is waiting for an opportunity to become employed in integrated community based employment. This resolution includes people with

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disabilities which is an amazing step in the right direction. If people want to work we need to make it happen. Employment is a win-win proposition. Individuals with disabilities will have a better life and the state will have additional taxpayers with more money to spend in their community.

Thank you for allowing me the opportunity to comment on HCR 3032. I would be happy to try to answer any questions you may have regarding my testimony.

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