

2021 SENATE EDUCATION

SB 2272

2021 SENATE STANDING COMMITTEE MINUTES

Education Committee Room JW216, State Capitol

SB 2272
1/27/2021

A BILL relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

9:38 AM

Discussion Topics:

- Career Builders Program

Senator	Attendance
Chairman Schaible	P
Senator Elkin	P
Senator Conley	P
Senator Lemm	P
Senator Oban	P
Senator Wobbema	P

Sen Schaible introduced the bill

Brenda Zastoupil testified in favor #3542, #3543

Tom Ternes - Bank of North Dakota - neutral testimony

Matt Gardner - Great North Dakota Chamber - testified in support. #3715

Jennifer Greuel - Ex. Dir. ND Economic Development Assoc.- testified in support. #3472

Brad Barth - Ex. Dir. Forward Devils Lake Corp - Economic Development Assoc. of ND board member - testified via Zoom in support. #3389

Kyle Martin - Ex. Dir. ND Technology Council - testified in support. #3594

Taya Spelhaug - West Fargo - TechSpark Manager of ND Microsoft - testified via Zoom in support. #3599

Dr. Patricia Moulton Burwell - Ex. Dir. ND Center for Nursing - testified via Zoom in support. #3605

Don Shilling - Chair of General Equipment & Supplies - testified via Zoom in support. #3446

John Richman - Pres. ND State College of Science - testified via Zoom in support. #3578

Wayde Sick - State Director - Dept of Career & Technical Education - testified in support. #3577

Katie Mastel - West Fargo Chamber of Commerce - testified in support. #3717

Additional written testimony:

Randi Bakalar in favor #3734

Katie Ralston ND Dept of Commerce neutral #3723, #3724

Katherine L. Terras Certification Central in favor #3718, #3719

Brian Ritter Bismarck Mandan Chamber EDC in favor #3517

Trystin Horning in favor #3515

Todd Steinwand neutral #2409

10:37 AM

Lynn Wolf, Committee Clerk

**SB2272**

Senate Education Committee

January 27, 2021

Brenda Zastoupil, Director of Financial Aid, NDUS

701.328.2906 | brenda.zastoupil@ndus.edu

Chair Schaible and members of the Senate Education Committee, my name is Brenda Zastoupil, and I serve as the Financial Aid Director of the North Dakota University System (NDUS). I am here to provide testimony in support of SB2272.

The skilled workforce scholarship and loan repayment programs, known as “ND Career Builders” (NDCB) were established by the 2019 Legislative Assembly as a workforce development tool to attract and retain talent into high-need occupations in the state. It has been a collaborative effort among partners across the state, including the NDUS, the Bank of ND, Greater North Dakota Chamber (GNDC), Economic Development Association of ND (EDND), and many businesses. Administratively, the program sits in the NDUS System Office.

The NDCB structure was developed immediately following legislative approval in April 2019. The Workforce Development Council and Job Service ND developed the first high need and emerging occupations list in July 2019. Educational programs were mapped to the occupations, procedures implemented, and applications developed by August 2019. A grass-roots awareness campaign from NDUS and partners then began in fall 2019 to inform all public, private and tribal colleges of the program, as well as high school counselors, businesses and ND Job Service. Businesses and students began to commit to the state program and initial awards were issued in October 2019. The program has continued to grow since then. COVID-19 did have an impact wherein we saw a drop in inquiries from March to May 2020.

Program Statistics (as of 1/24/2021)	SCHOLARSHIP	LOAN REPAYMENT
# of Approved Applicants	80	11
# of Unique Donors	48	8
Private Sector \$ Committed (not matched to students)	\$120,025	\$0
Private Sector \$ Committed & Matched to Students	\$205,495	\$69,640
State \$ Committed & Matched to Students	\$205,490	\$69,640
# of Unique Programs Enrolled (scholarship) Or # of Unique High-Need Occupations Filled (Loan Repayment)	31	8
# of NDCB-funded Students Graduated from Eligible Programs	14	n/a
# of NDCB-funded Students in Repayment	6	n/a

The 2019 Legislative Assembly appropriated \$6 million from the Bank of North Dakota for the NDCB, which included \$3 million for the scholarship and \$3 million for loan repayment. As shown on page 1, in addition to the private-sector commitments of \$205,495 (scholarship) and \$69,640 (loan repayment) that have already been matched to recipients and state dollars, the NDUS is aware of additional commitments of \$120,025 for scholarships. Students are continuing to apply for these funds. We anticipate additional commitments from the private sector prior to the end of the current biennium as businesses continue to inquire about both the scholarship and loan repayment, and institutions continue to seek additional donors to support the sponsorship of students under the NDCB scholarship.

Statutory changes proposed in SB2272 address many of the participant concerns and help to refine the program to improve access, eligibility and streamlining of processes. Some of the key amendments include:

- **Section 1 (4):** Removes the requirement the State Board of Higher Education (SBHE) match academic programs to workforce needs for the loan repayment section. Current law requires that a qualifying loan repayment recipient must have earned a degree, hold qualifying loans and be employed and live within the state. Therefore, the employer has already identified that the employee fills a high-need position, regardless of which academic program the employee's degree is in.
- **Section 1 (8) & Section 2 (5):** The average scholarship award is around \$5,100 per recipient, while the average loan repayment is about \$12,600. The proposed change would allow a student to receive a scholarship while in school and then loan repayment after completion, up to the combined amount of \$17,000. This will further incentivize individuals to seek careers in high-need occupations within the state.
- **Section 2 (1):** The ND Dept. of Career and Technical Education (ND CTE) approves (but does not license) certain programs in the state. Some of these programs, such as the Emerging Digital Academy in Fargo. These programs also offer a path to filling high-need occupations. Changing "licensed" to "approved" on page 4, line 6 would correctly reflect the ND CTE's role.
- **Section 2 (4):** The focus of the scholarship as developed in 2019 was and is to direct students to skilled programs of study at the associate's level and below, or other programs of 4 semesters or 6 quarters in length. However, at times associates programs may extend beyond "4 semesters or 6 quarters", especially with clinicals and internships. This technical change more appropriately reflects the intent of the legislation.
- **Section 2 (6) & (8):** Students must maintain a 2.50 GPA to continue receiving NDCB payments; this is unchanged by SB2272. However, current law also requires students to begin repaying funds if they fall below a 2.50 cumulative GPA, even if they are still making academic progress in their program of study and are on track to completion. As a result, students could still be attending college, have a 2.49 GPA, and be required to

make payments on their NDCB award. The proposed edits require student to begin repayment if they withdraw from the program voluntarily or involuntarily. However, repayment would not be required if the GPA falls below 2.50, if the student continues to make academic progress towards their specific program requirements.

- **Section 2 (9):** Provides forbearance and/or cancellation of repayment terms in certain situations.
- **Sections 3 - 6:** The 2019 Legislative Assembly did not appropriate funds for NDCB administration or promotion. South Dakota's Build Dakota Scholarship advertises in ND, looking to draw out ND students out of state to earn their degree. ND should also be as aggressive in our efforts to attract people to our state. The grass-roots advertising efforts were helpful, but this program is still new and needs to be marketed to all corners of the state and beyond.

Additionally, administration is a sizable & labor intensive effort to ensure compliance with all components of the law, manage student-employer contracts, track & report activity, etc. The workload is nearing that of a full-time position but with no additional resources.

Sections 3 – 6 allow the SBHE to retain 1.5% of any appropriation to promote & administer the program during the 2021-23 biennium. Beginning August 1, 2023, the percentage drops to 0.5%. With the originally \$6 million appropriation, this would have generated \$90,000 and \$30,000, respectively. If the appropriation is \$1 million the amounts drop to \$15,000 and \$5,000. While helpful, the dollars will not cover the costs of administration or marketing.

The NDUS has two additional requests for the committee's consideration

- ND businesses have requested that the loan repayment program be made available to regardless of where an employee's degree is earned. Businesses could then use this tool to recruit their workforce from outside the state. All other requirements would still apply.
- The NDCB appropriation from BND funds expires on June 30, 2021. We respectfully request that an appropriation be added, from either unspent BND funds or another source, to allow this helpful program to continue into the 2021-23 biennium.

This concludes my testimony in support of SB2272, and I will stand for questions from the committee.

Program Statistics 1/24/2021	SCHOLARSHIP	LOAN REPAYMENT
# of Approved Applicants	80	11
# of Unique Donors	48	8
*Private Sector \$ Committed (not matched to students)	\$120,025	\$0
*Private Sector \$ Committed & Matched to Students	\$205,495	\$69,640
*State \$ Committed & Matched to Students	\$205,490	\$69,640
Programs Enrolled (Scholarship) OR High-Need Emerging Occupations (Loan Repayment)	Agriculture (5) Agriculture Industry & Technology (Agronomy) (2) Architectural Drafting & Estimating Technology Auto Body Repair & Refinishing Technology Automotive Technology (3) Building Construction Technology Construction Management Technology Cyber Security & Computer Networks (4) Diesel Technology (4) Electrical Technology (6) EMS-Paramedic EMT Technology Energy Services and Renewable Technician (2) Farm & Ranch Mgmt (Agribusiness Mgmt) (5) Geographic Info System Tech Health Information Technician Heating, Ventilation & Air Conditioning (2) or HVAC/R Technology (4) Human Resource & Organizational Leadership Instrumentation and Control Technology (3) John Deere Ag Tech Land Surveying & Civil Engineering Technology (3) Lineworker (Electrical) (7) Mechanical Maintenance Technology (3) Medical Assistant Medical Laboratory Technician Pharmacy Technician (3) Plumbing Power Plant Technology (3) Practical Nurse/Nursing (2) Precision Machining Technology Process Plant Technology (2) Welding / Welding Technology (4)	Bus & Truck Mechanic Carpenter Construction Manager Farm Equipment Mechanic & Service Technician (4) Mechanical Engineer Mobile Heavy Equipment Mechanic Registered Nurse Transportation Engineer
Distribution of Applicants	Bismarck State College (40); Dakota College- Bottineau (1); Lake Region State College (3); Lynnes Welding Training (1); North Dakota State College of Science (33); Rasmussen College – Fargo (2)	Bismarck (2); Fargo (5); Minot (1); Northwood (1); Rugby (1); West Fargo (1)

*Private-sector committed dollars are matched with state funds at the point in time an application is approved by the NDUS.

ND Career Builders Private-Sector Donor	Scholarship or Loan Repayment
American Bank Center	Scholarship
Arthur and Edith Pearson Foundation	Scholarship
Brosz Engineering, Inc.	Scholarship
Cavalier Do It Best Lumber	Scholarship
CHS Foundation	Scholarship
Clark Equipment Company (Doosan Bobcat North America)	Scholarship
Comstock Construction, Inc.	Scholarship
Cottingham Insurance	Scholarship
Crossroads Repair LLC	Scholarship
Dakota Pharmacy	Scholarship
Dakota Refrigeration	Scholarship
Fisher Industries	Scholarship
General Equipment & Supplies, Inc.	Loan Repayment
General Equipment & Supplies, Inc.	Scholarship
Great River Energy	Scholarship
H.A. Thompson & Sons	Scholarship
Karen Oster-Lloyd Ritchie Memorial	Scholarship
Keller Paving & Landscaping, Inc.	Scholarship
Korber Medipak Systems NA	Scholarship
Kountry Kids 4H	Scholarship
Lake Chevrolet Buick GMC	Scholarship
LG Homes	Scholarship
Marketplace Motors	Scholarship
Microsoft	Scholarship
Modern Auto Body	Scholarship
Mowbray & Son Plumbing and Heating, Inc.	Loan Repayment
ND Association of County Engineers	Scholarship
ND State Electrical Board	Scholarship
Nelson International dba Nelson Leasing, Inc.	Loan Repayment
NODAK Electric	Scholarship
Otter Tail Power Company Foundation	Scholarship
Pro-Mark Services, Inc.	Loan Repayment
Rugby Job Development Authority	Loan Repayment
Sanford Health-Fargo	Loan Repayment
Schmitt's Plumbing, Heating & Sheetmetal, Inc.	Scholarship
Scott's Electric	Scholarship
Service Tire, Inc.	Scholarship
Sheyenne Mechanical	Scholarship
Stantec Consulting Services, Inc.	Loan Repayment
True North Equipment	Loan Repayment
True North Equipment	Scholarship
Underwood School	Scholarship
West Edge Farms	Scholarship
13 Private-Sector Donors - No Release Provided	Scholarship

Greater North Dakota Chamber
SB 2272
Senate Education Committee
Senator Schaible - Chair
January 27, 2021

Mr. Chairman and members of the Senate Education Committee, my name is Matt Gardner and I am here today representing the Greater North Dakota Chamber. The Greater North Dakota Chamber is the largest statewide business advocacy organization in the state and we are the state affiliate for NAM (National Association of Manufacturers). We stand in support of SB 2272 and ask for a do pass.

The workforce challenges in the state are of great concern to our members and through our policy development process, workforce rose as likely our number one issue facing business. Although there is not a silver bullet to fix the workforce challenges in North Dakota, the bill before you, is a significant step in the right direction. Our employers are not only competing among each other for a qualified workforce but other states. The three states that border North Dakota (Montana, South Dakota and Minnesota) have similar programs that compete for North Dakota students and are essentially attracting our workforce to live and work in their states. North Dakota needs to continue this program so businesses can continue to attract and retain workforce to fill North Dakota jobs but more importantly invest in our own youth and retain them here to live and work in our great state.

This bill will:

- Help fill the skills gap by driving students to in demand, high paying career fields.
- Attract and retain or existing and future workforce
- Improve access and affordability to education

It is GNDC's opinion that this bill is a workforce bill. We are investing in our future as a state through building up our youth and those who would like to live and work in North Dakota. On behalf of GNDC I urge a do pass on SB 2272.



Testimony of Jennifer Greuel
Economic Development Association of North Dakota
In Support of 2272
January 27, 2021

Chair Schaible and members of the Senate Education Committee:

I am Jennifer Greuel, executive director of the Economic Development Association of North Dakota (EDND). On behalf of EDND, I ask for your support of SB 2272.

EDND represents more than 80 large and small and rural and urban economic development organizations on the front line of growing businesses and communities in North Dakota. The primary purpose of the organization is to promote the creation of new wealth throughout North Dakota to develop more vibrant communities and improve quality of life.

Although North Dakota's unemployment rate has gone up slightly due to the pandemic (4.5 percent in Nov. 2020), the state's unemployment rate is still lower than 38 other states and workforce availability remains a significant challenge facing North Dakota businesses, limiting the growth potential of the economy. North Dakota especially needs job seekers to be connected with resources and education in order to be placed in a high demand career path. EDND supports the development of workforce attraction, development and retention strategies that address the needs of the state's businesses and industries.

During the last legislative session, the ND Career Builders Scholarship and Loan Repayment Program was established to aid in the attraction and retention of individuals who attended a two- or four-year program and planned to stay and fill a high-demand job opening in our state. The scholarship program also serves the purpose of


encouraging high school students to consider these career paths more carefully with the knowledge that there will be a job waiting for them in North Dakota after graduation.

After the program was put into place last legislative session, it took a few months for the program to get up and running and a few months later COVID-19 hit. We do not believe the program has had enough time to work and we are asking the committee to consider extending the program so that it has more time to reach students. We agree with the university's request to provide funding for staffing, we believe a person needs to be dedicated to the administration and marketing of the program. We still hear from many communities and businesses that aren't yet aware of the opportunity. With time and proper marketing we are confident that this program will be of great value both to younger generations and the state.

An appropriation for the program itself is not included in this bill or in the university system budget. We would ask this committee consider amending the bill to include carryover funding from the \$6 million appropriated in 2019. This investment from the state must be matched by private dollars, ensuring local businesses participate, and stretching the reach of public funds.

Please consider a due pass for SB 2272. Thank you.

#3389

 work: 701 662 4933 cell: 701 230 3078 brad@devilslakend.com devilslakend.com PO Box 1048 • Devils Lake, ND

Testimony in support of SB 2272 and the Career Builders Scholarship & Student Loan Repayment program

Given by
Brad Barth

Executive Director Forward Devils Lake Corporation
Board Member of Economic Development Association of ND

Chairman Schaible members of the Education Committee I am pleased to be able to offer my testimony today in support of SB 2272. For the last 12 years I have been personally involved with ND Career and Technical Education – first at the 2 yr. college level at NDSCS as Business Development and Alumni/Foundation Director and most recently at the local community level in my role as Economic Development Director in Devils Lake.

As an Economic Development Director in the Devils Lake region – I can attest to Workforce Recruitment and Retention as being the single biggest issue with attracting and retaining businesses to the Devils Lake area. The state of ND just does not have enough of the critical skilled workers needed to help our companies and communities grow. I spend 40-50% of my time on workforce issues and possible solutions and I know many of my fellow Economic Development peers do the same.

As part of this work, I have developed relationships with High Schools across the state of ND to help them to understand the importance of “aligning their outgoing/graduating students with the businesses of their region and the state of ND” I have learned that by achieving this alignment that the state and community are more likely to retain these aligned students in ND and hopefully in the local community/region they grew up in. Consequently, local & regional businesses get the critical skilled workers they need, and they are more likely to grow and prosper.

During this time, I have found that the Career Builders Scholarship and Student Loan repayment program has been the single best tool / financial incentive to help make these student/business connections possible. For that reason, I ask that you make the changes to this program as requested in SB2272 and continue the program for years to come. By matching business donated dollars, the incentive is created for the businesses to start their recruiting process much earlier than normal business hiring and we can keep our local graduating youth local versus losing them to competing

companies from out of state. When this happens local communities like Devils Lake win and the state of ND wins as well.

One example of a successful “Alignment” of a regional youth with a local company is Alex Lowery of Langdon, ND. Alex was a successful student in Langdon, Captain of a State Champion Football team and he wanted to get started in a career by attending a local affordable college. With the help of the Career Builders Scholarship, we were able to match up Alex with Marketplace Ford of Devils Lake they agreed to sponsor Alex with a Careers Builders Scholarship and Alex was accepted into Lake Region State College 2 years ago.

Alex will be graduating in May of this year. His part time after school job at Marketplace Ford will turn into a career as an Automotive Technician. The result is a regional HS student stayed in our region, his college tuition bill was reduced significantly, and he and his family are not deep in student/parent loan debt. The Devils Lake region keeps one of their own youth working and thriving and hopefully beginning a new family in the next few years.



Alex Lowery with Chris Devier
former Service Mgr. of
Marketplace Ford, Devils Lake

In conclusion, Economic Development in rural areas like Devils Lake is difficult - but programs like the Career Builder Scholarship and Student Loan Repayment program give rural cities and towns the capability to put scholarship and student loan packages together that entice and encourage our local graduating youth to go to a ND school for two years and come back to Devils Lake in a highly successful role for the community. Please renew the Career Builder Scholarship and Student Loan Repayment program and support SB 2272.

Thank you for your support.

Brad Barth



PO Box 2599
Bismarck, ND 58502
701.355.4458
office@technd.org
www.technd.org

Testimony of Kyle Martin
Executive Director
Technology Council of North Dakota

In Support of SB 2272
January 27, 2021

Mr. Chairman and members of the Senate Education Committee:

My name is Kyle Martin, executive director of the Technology Council of North Dakota (TechND). I am here today to voice support of SB 2272.

TechND, formerly known as the Information Technology Council of North Dakota (ITCND), was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. The organization has since expanded its focus to include members from the technology industry as a whole. TechND has over 60 member organizations, with representatives from both the public and private sector.

North Dakota's technology industry is strong and growing. North Dakota's technology subsector has increased by more than 17 percent over the last decade and projects more than 7,500 new

and replacement technology positions will be needed in North Dakota over the next decade. As of December 2020, Job Service indicated a total of 479 job openings in North Dakota's technology sector.

The Career Builders program has the potential to serve as a valuable part of North Dakota's workforce recruitment toolkit and can help fill the technology sector's employment demand. By offering scholarship and loan repayment incentives, we can encourage students to pursue degrees and certificates in computer sciences. However, the Career Builders Program needs additional funding to market and promote the program. Historically, the program has relied on grassroots efforts and word of mouth advertising to promote the program and its benefits.

It is also no secret the COVID-19 pandemic has impacted our workforce. While North Dakota's unemployment rate remains relatively low, both Williams and McKenzie County are experiencing some of their highest unemployment rates in recent memory at 10.7 and 8.4 percent respectively. Displaced workers are seeking new forms of employment and many entry level technology positions require only a certificate. TechND supports the changes in this bill that would allow graduates from certificate programs licensed by the Department of Career and Technical Education to be eligible for Career Builders scholarships or loan repayment.

TechND recognizes the value of the Career Builders Program, its potential and asks you to support SB 2272.

From: Taya Spelhaug

Date: 1/27/2021

Subject: Support for SB 2272; Career Builders Program

Mr. Chairman and members of the committee, my name is Taya Spelhaug. I'm a resident of West Fargo, a member of TechND and the TechSpark Manager of North Dakota at Microsoft. Thank you for the opportunity to share my support of Senate Bill 2272.

It is well known that ND has one of the lowest unemployment rates in the US. However, ND still has over 30,000 jobs waiting to be filled. Many of these jobs are in the skilled worker and technology industries. Jobs that are critical to the growth of our state, especially in the small towns that North Dakota is mostly made up of. But, again, this is well known.

What might not be as widely known, is the how critical the Career Builders Program is to filling those 30,000 jobs, the growth of our small towns and ultimately the success of North Dakota as a whole. This program not only helps people stay and work in the state after their education, but it entices individuals to come to ND for their education from the start. I see Higher Education as one of the best recruitment tools we have in our state and when I worked for North Dakota State College of Science as the Director of Career Services, I received an up-close seat to this. So how does Career Builders come into play here? Each institution has a strategy to recruit students. Often, they use staff and faculty to go out and talk to high schools and career groups about how wonderful their program is, in hopes they can entice that student to come to their institution. The Career Builders Program is an added carrot that these faculty and staff can use. College dept insecurities are real and if a student hears they are likely to get some of that dept paid, they are more likely to come to that ND institution vs another out of state intuition.

It also has the opportunity to increase enrollment at ND intuitions. If Ivan Mass, Chair of NDSCS's Electrical Department, can recruit more students because of the Career Builders program he will be able to hire more faculty to increase the capacity of their program thus graduating more electricians to go live and work in our rural ND towns who are in desperate need of this talent. Same with Bonnie Schillinger in the Computer Science Department. More recruits equal more students equaling more capacity and ultimately more Computer Science Grads. Which will help fill our TechND member's open position and, as COVID has shown, they can work remotely from any town in ND and support that community. This is not just a Career Builder program, but it is a State Builder program that we need to invest in.

Working within Microsoft Philanthropies one of the main objectives of TechSpark is to make investments into rural America to create jobs and grow economic development. We have seen how successful programs like Career Builders can be to other states like WA and SD. That is why we invested \$25,000 to the Career Builders program. As I've stated, this investment will get more students to come to ND and stay to work. However, we need additional businesses in North Dakota to see the value of this program and what an investment into it would mean for the future of their business and North Dakota. I'm happy that a percentage of the appropriations have been set aside to help with the promotion of the Career Builders Program. This will help those businesses in North Dakota understand the implications and allow for more true investment. However, a half percent is not near enough, and I support an increase to a full one percent or more.

80 students in the last 2 years staying, working, and thriving in ND is great, but can you imagine the impact that over 2,000 workers in 2 years would have on our State. 2,000 people living in communities you sever to help fill the critically needed jobs and grow their economies. I am all in favor of seeing that dream come true. I'm here today to ask that you support and pass Senate Bill 2272 and become a major contributor to the success your communities and ultimately, North Dakota. Thank you for your time and consideration.

ND CENTER FOR NURSING BOARD OF DIRECTORS

North Dakota Nurses
Association

College and University Nurse
Education Administrators

North Dakota Area Health
Education Center

North Dakota Emergency
Nurses Association

North Dakota Organization
for Nursing Leadership

North Dakota Board of
Nursing

North Dakota Nurse
Practitioners Association

North Dakota Public Health
Association, Nursing Section

Nursing Student Association
of North Dakota

North Dakota Directors of
Nursing Administration-
Long Term Care

Sigma Xi Kappa at Large
Chapter

North Dakota Association of
Nurse Anesthetists

Public/Consumer Member at
Large

40+ Nursing organizations,
state agencies, nursing
program and other
stakeholders

Legislative Support for the Career Builders Program and the ND Health Care Professional Student Loan Repayment Program

The North Dakota Center for Nursing, a non-profit 501c3 organization, was developed in 2011 to represent over 20,000 nurses and over 40 nursing organizations across North Dakota. The mission of the North Dakota Center for Nursing is through collaboration guide ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy. This policy agenda has been approved by our Board of Directors and is an official policy of the North Dakota Center for Nursing.

The North Dakota Center for Nursing supports the continuation of the Career Builders Program (SB X). We request the inclusion of a waiver for the required match or allow use of state dollars for Public and Government employees. We also request the addition of bachelor's degrees to the Scholarship program eligibility to support bachelor's degree in nursing (BSRN) students. We also request the addition of graduate degrees to the Loan Repayment program eligibility and to support the addition of Nursing Faculty to the High Needs list.

The North Dakota Center for Nursing also support continued funding (\$2,288,000 including general and community health trust funding) for the ND Health Care Professional Student Loan Repayment Program (43-12.3) included in the North Dakota Department of Health bill (SB 2004).

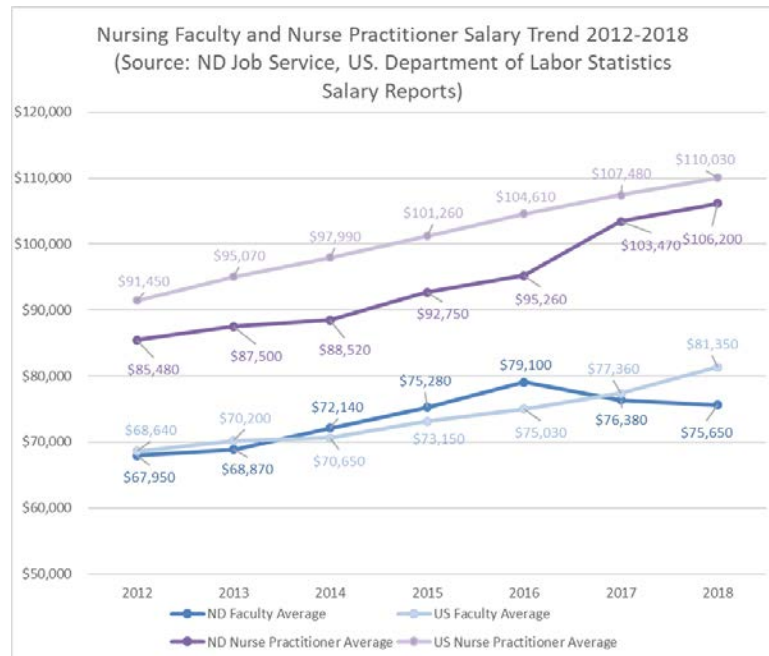
The skilled workforce scholarship and student loan repayment program (North Dakota University System) known as Career Builders was created during the 2019 Legislative Session to attract people into high need and emerging occupations in North Dakota. This unique program which is a partnership between the state and private-sector business provides scholarship and loan repayment to students within in High Need Occupations. During the current biennium, three nurses (two scholarships and one loan repayment) have participated in this program.

Both programs require a 1 to 1 match with private industry dollars matching state funding. This is a barrier to Public and Government nurse employees. For example, K-12, higher education, and state agencies would have a difficult time finding matching funds and would not be allowed to match within their budgets. **We propose waiving the required match for these employees or allowing agencies to provide the match with state funding. We also propose the addition of bachelor's degrees to the scholarship program to assist in increasing the availability of BSRN level nurses.**

The Higher Learning Commission establishes the requirements for higher education to receive accreditation on a regional and national level. Nursing faculty positions require a master's or doctorate-level degree and ND is experiencing a chronic shortage of faculty. The first factor is low faculty salaries as compared to practice settings. Faculty salaries are substantially lower than advanced practice nursing roles such as Nurse Practitioners and lower than national averages.

The second factor is student loan debt. Faculty that attend advanced degree programs end up with student loan debt that exacerbates low faculty salaries. In 2020 the average faculty student loan debt was \$34,103 (ND Center for Nursing Faculty Survey, 2020).

The third factor is recruitment. ND Nursing faculty are heavily recruited by nursing programs outside of the state. In 2020, 50% of faculty indicated that they had been contacted in the past year by a recruiter. Thirty-six percent of faculty also have considered during the last three months to changing their employment to a role outside of nursing education due to better salaries, decreased workloads and frustration with the academic work environment (ND Center for Nursing Faculty Survey, 2020).



In response to the shortage of advanced degree prepared nursing faculty, the North Dakota Board of Nursing created the Faculty Development Program in 2011. This program facilitates the growth of faculty to meet the national and state requirements for teaching in nursing education by allowing faculty that are in the process of obtaining their master's or Doctorate degree to hold a faculty position while completing the degree. Faculty in the program are paired by their employer with a mentor and their progress is tracked on a semester-by-semester basis. In 2018-2019 there was an average of 51 faculty enrolled in the program during the academic year (NDBON Education Annual Report 2018-2019). **We propose expanding eligibility for the loan repayment program to include graduate degrees in nursing. We also propose to expand the high needs occupation list to include nursing faculty to train future LPNs and RNs.**

The Health Care Professional Student Loan Repayment program (ND Department of Health) was established to provide loan repayment for health care professionals willing to provide services in areas of ND that have a defined need for services. Advanced Practice Registered Nurses (Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists and Certified Nurse Midwives) and Behavioral Health Registered Nurses are eligible for loan repayment which is matched with community dollars. During the 2019-2021 biennium, 4 APRNs and 4 behavioral health RNs have received support from this program. **We support continued funding of this program.**

For more information about ND Center for Nursing requests regarding loan repayment programs contact: Dr. Patricia Moulton Burwell, Executive Director, North Dakota Center for Nursing at patricia.moulton@ndcenterfornursing.org For more information about the ND Career Builders program, contact NDUS at ndfinaid@ndus.edu For more information about the Health Care Professional Student Loan Repayment Program contact Bobbie Will, Director, ND Primary Care Office at blwill@nd.gov

Testimony of Donald Shilling

Senate Education Committee – January 27, 2021

Re: SB2272 – Support

Chairman Schaible and Committee Members

Good Morning

My name is Donald Shilling. I am here to testify as Chairman of General Equipment & Supplies, Inc and as a member of the ND Workforce Development Council in support of SB2272.

First, I would like to say THANK YOU for the original HB 1171 from last session that became ND Career Builder! Matching the needs and the dollars of the private sector with a responsible State Government Program.

General Equipment & Supplies, Inc is a ND Corporation with locations in Fargo, Bismarck, Minot and Williston, ND. We have probably used ND Career Builder in the past year more than any other single company. We have three graduates of NDSCS using the Tuition Reimbursement Program and one student who is using the Scholarship Program. We also have four students scheduled to use the Tuition Reimbursement Program when they graduate this coming May.

As a member of the ND Workforce Development Council our sub-committee was responsible for reviewing this program. We recommended to the full Workforce Development Council that it be endorsed by the Council and recommend it be continued.

As a member of the Workforce Development Council we would love for this this program to be better utilized where more Citizens of ND and Businesses in ND were made aware of ND Career Builders existence and would thus find a way to participate in ND Career Builder.

ND Career Builder can be a game changer to retain our youth in ND by providing a pathway to develop a skilled technical “high demand” career and receive support from the private sector to help pay for that education. ND Business would also hire and retain these skilled graduates and fill their now vacant positions with qualified workforce candidates.

Of course, after careful review and discussion we can also say our impact with this program could be greatly enhanced by devoting additional appropriation of resources to the promotion of this program. Right now, it is North Dakota’s best kept secret!

How do we better engage both the business sector and potential students? Simply put, presently there is not an easy way for the private sector and the student to “connect”. How can an 18-year-old high school student find a business willing to sponsor them? As a small business in ND how do you find a student that is willing and wants to learn the skills your business needs?

These are tough questions, but we must try and provide the resources that can bring the two together. Perhaps a joint effort of the ND University System (who is administering the program now) and the Commerce Department who connects with ND business, can find solutions.

Our company did it because we have a full-time recruiter to help us fill the skilled positions in our business. But many small ND businesses do not have the size or resources to have a recruitment strategy, thus an easier pathway must be found to engage ND small business. Students could be and should be hearing about this program during Technical School visits or from a Career or Guidance Counselors.

To sum up, by increasing the set aside for administration and promotion ND Career Builder could be more effective and better utilized, which bottom line provides ND with more filled skilled careers positions and retention of our youth in high paying jobs in ND.

Again, Thank You for ND Career Builder!

I would be more than happy to offer our help in any way we can to find this solution. I would also be more than happy to answer any questions you have at the present time.

**SB2272 | Senate Education Committee Hearing**

January 27, 2021

John Richman, Ph.D. - President

Chair Schaible and Committee Members: my name is John Richman, and I serve as the President at the North Dakota State College of Science.

I'm here today in support of SB2272. [This bill creates the appropriation for Career Builders scholarship and loan repayment program.]

This program has enabled NDSCS to enhance our ability to address the critical workforce shortage we are experiencing through attracting and retaining more students to North Dakota, while further increasing the affordability of higher education through partnering with private business and industry. One of 36 NDSCS students that has benefitted from this program has submitted testimony in support – Trystin says is the best when he closes his testimony by saying: "...this is the BEST program!" which has been affirmed (or will be affirmed) by our partners, such as General Equipment.

One of the premier benefits of the Career Builders program is that is not structured like typical 'scholarship' programs – students are not chosen primarily on merit or income status – but rather are selected based on:

- chosen career path,
- willingness to stay in-state, and,
- in most cases, the connection they have established with a North Dakota employer.

Since 2019, the ND Career Builder program has helped fund **36 NDSCS students for a total of \$257,278**. This program has enhanced our Student Sponsorship matching program which matches students with employers. To date, that program has matched 87 students – however, with enhanced marketing and promotion we could grow this number. As of yesterday, we have 488 students willing to be matched – but only 55 employers in the database.

As I am sure you are aware, we have stiff workforce competition; more than 25 states and municipalities have adopted similar last-dollar/promise programs – including Minnesota, South Dakota and Montana. Historically, 70% of students that enroll at NDSCS graduate from a North Dakota high school; the majority of the other 30% comes from neighboring states (Minnesota, South Dakota, Montana).

The continued investment in the Career Builders program would be a true investment in our students and the future workforce of North Dakota.

We respectfully request a do pass on SB 2272 and I am available to answer your questions.

Thank you for your time.

John Richman, Ph.D.*NDSCS President*John.Richman@ndscs.edu

701.671.2221

**Senate Education
SB2272**

January 27, 2021

Chairman Schaible and members of the committee, my name is Wayde Sick, State Director of the Department of Career and Technical Education. I am submitting testimony in support of SB2272.

SB2272 or the Career Builders bill, will continue and improve upon a program that was created during the 2019 Legislative Session. This program provided funding for scholarships and student loan repayment for students and graduates that pursued high wage, high skill, in-demand occupations and remain employed in the state. This program, as you know, also required a one-to-one private sector match, ensuring that business and industry was partnering with the State to meet our workforce challenges. SB2272 broadens the eligibility of the Career Builders program to students that attend the State's various Postsecondary Career Schools. Examples of Postsecondary Career Schools in the state include Lynnes Welding and Emerging Digital Academy. North Dakota Century Code Chapter 15-20.4 gives the State Board for Career and Technical Education the authority to approve the operation of private Postsecondary Career Schools. Allowing the Career Builders scholarship and student loan repayment program to be available to training programs such as these would provide financial support for students who choose to take a different training path, enter the workforce, stay in the state and possibly debt free.

I do have a recommendation for a minor change to SB2272, which wouldn't change the intent of the bill, but instead uses language that may better reflect NDCC

Chapter 15-20.4. On page 4, line 6, the bill contains the language that allows the funding to be used for North Dakota institutions licensed by the North Dakota Department of Career and Technical Education. My recommendation is we change that language to "North Dakota institutions approved to operate by the State Board for Career and Technical Education." As previously stated, the State Board has the authority to approve the operation of the private postsecondary career schools, not the Department, although the Department completes the application review and recommends approval or denial to the State Board. In reviewing applications, the Department reviews quality of education, ethical and business practices and health, safety and fiscal responsibility. Also, the State Board does not issue a license, it is an approval to operate.

This concludes my testimony and I am happy to answer any questions.

Thank you.



January 27, 2021

FMWF Chamber Support for SB 2272

Chair Schaible, Members of the Senate Education Committee,

For the record my name is Katie Mastel, and I serve as the Government Affairs & Advocacy Manager at the Fargo Moorhead West Fargo Chamber of Commerce (The Chamber). On behalf of our over 2,000 Chamber member businesses, we urge **support for the skilled workforce scholarship and loan repayment programs as outlined in Senate Bill 2272.**

Overwhelmingly, the most prevalent issues we hear from our businesses regarding relate to workforce. Many of our businesses are struggling to recruit and retain talent. With a plethora of higher education institutions across our state, there is great potential to capture the interest of homegrown talent in our local business opportunities. In addition, there is great room for improvement in the recruitment of a skilled workforce to our great state. Senate Bill 2272 serves as just one tool in our toolbox to accomplish both recruiting and retaining talent in skilled workforce jobs.

We are supportive of the addition of funds dedicated to the marketing of these programs as awareness rose as a continual barrier to the program's utilization. Our Chamber made an effort to disseminate information regarding these opportunities to our regional businesses through educational roundtables with ND Commerce employees and HR professionals as well as through printed information for our broader membership. Once made aware of these opportunities, they were very well received. With the assistance of a strategic and consistent statewide message related to these opportunities, we can expect the demand to expand to new levels.



Our state needs as many tools in the toolbox as possible as it relates to the workforce issues of our state, specifically surrounding recruitment and retainment. **As such, we support the continuation of the skilled workforce and loan repayment program as reflected in Senate Bill 2272.** Thank you for your consideration.

Sincerely,
Katie Mastel



250 East Beaton Drive
West Fargo, ND 58078
T: 701-241-8700

January 26, 2021

RE: SB 2272

Dear Chairman Schaible:

We are proud to be North Dakota's largest manufacturer with three manufacturing facilities, several innovative office spaces, and our North American headquarters located within the state. Due to continued growth in our industry, it is vital we continue to pursue opportunities to attract and retain skilled talent in North Dakota.

The North Dakota Career Builders program is beneficial to both us and the employee due to the increase in aid we may offer an eligible employee. As additional educational institutions would become eligible, it widens the scope of employees that may be eligible to obtain funds and allows us to offer another recruiting and retention incentive. The proposed changes would allow us to consider making a loan repayment benefit available to our employees.

Please consider voting in support of SB 2272 as incentives to attract and retain employees in high-need occupations will benefit from additional resources to maintain our skilled workforce.

Sincerely,
Randi Bakalar
Corporate Communication Manager
Doosan Bobcat
West Fargo, ND 58078





January 27, 2021
Senate Education Committee
SB 2272

Katie Ralston, Director of Workforce Division, ND Department of Commerce

Good morning, Chairman Schaible and members of the Senate Education Committee. My name is Katie Ralston, and I have served as the director of the workforce division at the North Dakota Department of Commerce since January 2020. In my role, I also have the great pleasure of serving as the director of the industry-led Workforce Development Council. One of the Council's responsibilities is to review and update the state's in-demand jobs list on an annual basis in collaboration with Job Service ND. This list is referenced in SB 2272 as criteria by which academic programs and jobs qualify for the North Dakota Career Builders scholarship and loan repayment programs, so I'm here to provide some information on how this list is created.

Our goal is to create a list that is broad enough to capture diverse industries that appeal to North Dakota workers and students, but narrow enough to make a measurable impact on our workforce. Using the state's Labor Market Information to gather data, we aim to use a consistent and objective ranking approach in creating the list, in order to maintain transparency and to more accurately depict North Dakota's greatest workforce opportunities.

Some of the criteria we use are the number of annual job openings, in addition to job growth projections and how quickly the job is growing. We also look at annual wage and how competitive it is with surrounding states. Additionally, we work with industry and labor representatives, chamber of commerce and economic development professionals from across the state to help us understand emerging occupations in their regions and those that provide essential services, especially in rural areas.

The students and graduates who have been served by the North Dakota Career Builders program have reinforced that there is interest by young North Dakotans to pursue opportunities that help address our state's greatest workforce needs.

Career Builders is a tremendous investment in North Dakota's talent and an incredible resource for students, graduates, and employers who are utilizing it as a valuable recruitment tool for their companies. Thank you for your time and for the opportunity to speak today. I'm happy to answer any questions you may have.



EDUCATION

Elementary & Middle School Teacher
Preschool Teachers, Except Special Education
Secondary School Teacher
Special Education Teacher (K-12)

ENGINEERING AND
ARCHITECTURE

Electrical Engineer
Electrical & Electronic Engineering Technician
Engineers
Mechanical Engineer
Mining & Geological Engineer
Petroleum Engineer
Transportation Engineers

INFORMATION
TECHNOLOGY

Actuaries
Clinical Data Manager
Computer Network Support Specialist
Computer Programmers
Computer System Analyst
Computer User Support Specialist
Database Administrators
Information Security Analyst
Intelligence Analysts
Operations Research Analyst
Software Developer (Applications)
Software Developer (Systems)
Software Quality Assurance Engineer & Tester



FINANCIAL

Accountant & Auditor
Compensation & Benefits Manager
Financial Analyst
Management Analyst
Market Research Analyst &
Marketing Specialist
Personal Financial Advisors
Sales Agent, Securities, Commodities
& Financial



HEALTHCARE

Dental Hygienist
Diagnostic Medical Sonographer
Licensed Practical Nurse
Medical & Clinical Lab
Technologist/Technician
MRI Technologist
Nurse Assistant
Physical Therapist Assistant
Radiologic Technologist
Registered Nurse
Substance Abuse & Behavioral Disorder
Counselor



PROFESSIONAL/OTHER

Human Resources Specialist
 Training & Development Specialist
 Soil & Plant Scientist



TRANSPORTATION

Bus & Truck Mechanic
 Commercial Pilots
 Heavy & Tractor Trailer Truck Driver



MANAGEMENT

Computer & Information Systems Manager
 Construction Manager
 Financial Manager
 General & Operations Manager
 Marketing Manager
 Medical & Health Services Manager
 Social & Community Services Manager



SALES

Sales Engineer
 Sales Representative, Technical & Scientific



SOCIAL SERVICES

Child, Family, & School Social Worker
 Childcare Workers
 Police Patrol Officers



SKILLED TRADE

Aircraft Mechanics and Service Technicians
 Carpenter
 Construction Building Inspectors
 Electrical Powerline Installer & Repairer
 Electrician
 Environmental Scientist & Specialist
 Farm Equipment Mechanic & Service Technician
 Firefighter
 Gas Plant Operator
 Heating, Ventilation, Air Conditioning Technician
 Industrial Machinery Mechanic
 Maintenance & Repair Worker
 Mobile Heavy Equipment Mechanic
 Petroleum Pump System Operator, Refinery Operator & Gauger
 Plumber, Pipefitter, & Steamfitter
 Welder
 Wind Turbine Technician

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a Bachelor's degree. The factors used in creating the list are below:

- Total Employment (2019)
- Ten-year Numeric Job Growth (2016-2026)
- Annualized Job Growth Rate (2016-2026)
- Annual Job Openings (2016-2026)
- Average Annual Wages (2019)
- Essential and Emerging Occupations

A proud partner of the

 network

Job Service North Dakota is an equal opportunity employer/program provider.
 Auxiliary aids and services are available upon request to individuals with disabilities.
 JSND-6185 (R. 7.2020)

Sixty-seventh
Legislative Assembly
of North Dakota

SENATE BILL NO. 2272

Introduced by

Senators Schaible, Wanzek

Representatives Dockter, Headland, Nathe

1 A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code,
2 relating to administrative fees retained by the state board of higher education; to amend and
3 reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the
4 skilled workforce student loan repayment program and skilled workforce scholarship program;
5 to provide a continuing appropriation; to provide an effective date; and to provide an expiration
6 date.

7 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

8 **SECTION 1. AMENDMENT.** Section 15-10-38.1 of the North Dakota Century Code is
9 amended and reenacted as follows:

10 **15-10-38.1. Skilled workforce student loan repayment program - Skilled workforce**
11 **student loan repayment program fund - Continuing appropriation - Report.**

- 12 1. There is created in the state treasury the skilled workforce student loan repayment
13 program fund. The fund consists of moneys transferred into the fund by the legislative
14 assembly, matching funds received, and loan repayments. Moneys in the fund are
15 appropriated to the state board of higher education on a continuing basis for the
16 purpose of distributing student loan repayment grants directly to the Bank of North
17 Dakota or other participating lender to repay outstanding student loan principal
18 balances for eligible applicants.
- 19 2. The state board of higher education shall adopt policies and procedures to develop,
20 implement, promote, and administer a skilled workforce student loan repayment
21 program in cooperation with the Bank of North Dakota and the North Dakota workforce
22 development council with the intent of attracting and retaining individuals for
23 professional or technical skills in high demand in this state.

- 1 3. The North Dakota workforce development council in cooperation with job service North
2 Dakota shall use available labor market information to determine annually the eligible
3 high-demand professional and technical skills and emerging occupations in this state.
- 4 4. ~~The state board of higher education and the North Dakota workforce development~~
5 ~~council shall compile a list of qualifying educational programs annually. Qualifying~~
6 ~~educational programs must pertain to the professional and technical skills and~~
7 ~~emerging occupations in high demand in this state, as determined under subsection 3.~~
8 ~~Qualifying educational programs may include degree or certificate programs.~~
- 9 5. Graduates of qualifying educational degree or certificate programs from institutions or
10 entities in this state may apply for the skilled workforce student loan repayment
11 program. To be eligible to receive student loan repayment grants under the program,
12 the applicant:
- 13 a. Must have successfully completed ~~a qualifying an~~ an educational program from an
14 eligible institution of higher education;
- 15 b. Must have a student loan with the Bank of North Dakota or other participating
16 lender;
- 17 c. Following completion of ~~a qualifying an~~ an educational program, must reside and
18 work in this state in an eligible high-demand or emerging occupation; and
- 19 d. Must have met and shall continue to meet any requirements established ~~by rule in~~
20 applicable state board of higher education procedures.
- 21 6.5. The state board of higher education shall adopt ~~rules procedures~~ rules procedures to ensure compliance
22 with residency and occupation requirements after completion of the ~~qualifying~~
23 educational program.
- 24 7.6. The state board of higher education shall distribute student loan repayment grants
25 from the skilled workforce student loan repayment program fund directly to the Bank of
26 North Dakota or other participating lender to repay outstanding student loan principal
27 balances for eligible applicants. The maximum annual student loan repayment grant
28 amount for which an applicant may qualify is five thousand six hundred sixty-seven
29 dollars, or one-third of the applicant's outstanding student loan principal balance upon
30 initial application for the program, whichever is less. The maximum total student loan

1 repayment grant amount for which any applicant may qualify is seventeen thousand
2 dollars.

3 ~~8-7.~~ If an individual is receiving loan forgiveness under any other ~~provision~~ state program,
4 the individual may not receive a student loan repayment grant under this section
5 during the same application year. An individual who received a skilled workforce
6 scholarship under section 15-10-38.2 is not eligible for loan forgiveness under this
7 section.

8 8. An individual may receive a combined total of no more than seventeen thousand
9 dollars under this section and the skilled workforce scholarship program under section
10 15-10-38.2.

11 9. The skilled workforce student loan repayment program must be a joint public and
12 private effort. The state board of higher education shall provide one dollar of funding
13 for each one dollar of funding raised from the private sector. Any matching funds
14 received must be deposited in the skilled workforce student loan repayment program
15 fund.

16 10. The state board of higher education shall provide a biennial program report to the
17 legislative management by September first of each even-numbered year. The report
18 must include information regarding:

- 19 a. The eligible high-demand professional and technical skills and emerging
20 occupations;
21 b. ~~The qualifying educational programs;~~
22 c. The number of applicants, eligible applicants, and applicants receiving awards;
23 ~~d.c.~~ The amount of private funding raised; and
24 ~~e.d.~~ The average and total amounts awarded under the program.

25 **SECTION 2. AMENDMENT.** Section 15-10-38.2 of the North Dakota Century Code is
26 amended and reenacted as follows:

27 **15-10-38.2. Skilled workforce scholarship program - Skilled workforce scholarship**
28 **fund - Continuing appropriation - Report.**

29 1. There is created in the state treasury the skilled workforce scholarship fund. The fund
30 consists of moneys transferred into the fund by the legislative assembly, matching
31 funds received, and scholarship repayments. Moneys in the fund are appropriated to

the state board of higher education on a continuing basis for the purpose of providing grants to institutions of higher education related to skilled workforce scholarships. Institutions of higher education include institutions under the control of the state board of higher education, North Dakota nonpublic accredited institutions of higher education, ~~and tribally controlled community colleges, and~~ North Dakota institutions licensed by the North Dakota department of career and technical education, and North Dakota approved postsecondary educator training programs.

2. The state board of higher education shall adopt policies and procedures to develop, implement, promote, and administer a skilled workforce scholarship program in cooperation with the Bank of North Dakota and the North Dakota workforce development council with the intent of attracting and retaining individuals for professional or technical skills in high demand in this state.
3. The North Dakota workforce development council in cooperation with job service North Dakota shall use available labor market information to determine annually the eligible high-demand professional and technical skills and emerging occupations in this state.
4. The state board of higher education and the workforce development council shall compile a list of qualifying educational programs annually. ~~Qualifying~~ A qualifying educational program must be able to program is a program resulting in attainment of an associate's degree or lower credential upon successful completion or a program that may be completed within four semesters or six quarters and must. A qualifying educational program also must pertain to the professional and technical skills and emerging occupations in high demand in this state, as determined under subsection 3. Qualifying educational programs may include degree or certificate programs.
5. Individuals enrolled in a qualifying educational program in this state may apply for a scholarship under this section. Scholarships are limited to the amount charged each quarter, semester, or term by the educational institution for the tuition, fees, books, and supplies required for the qualifying educational program. The scholarships are intended to supplement any other scholarship or financial aid grant received by a student to assist the student with the costs of the qualifying educational program. An individual may not receive ~~more than~~ a combined total exceeding seventeen thousand dollars ~~in total~~ under this section and the skilled workforce loan repayment program under section 15-10-38.1.

- 1 6. To be eligible for a scholarship and payment under this section, a student must be
2 enrolled full time in an eligible program and ~~maintain~~ have at least a 2.5 cumulative
3 grade point average, based on a 4.0 grading system, or maintain academic progress
4 in the program according to program requirements. A student may not receive
5 scholarships under this section for more than the equivalent of four semesters of
6 full-time enrollment or six quarters of full-time enrollment.
- 7 7. Upon completion of a qualifying educational program, a student who received a
8 scholarship under this section must reside and work in this state in an eligible
9 high-demand or emerging occupation for a minimum of three years.
- 10 8. An individual shall repay the scholarship pursuant to the terms in the individual's
11 scholarship award agreement if the individual fails to maintain either a 2.5 cumulative
12 grade point average or academic progress according to program requirements while
13 enrolled, ~~discontinues attendance~~ withdraws voluntarily or involuntarily before the
14 completion of ~~any semester or quarter~~ the program for which a scholarship has been
15 received, or fails to reside and work in this state in an eligible high-demand or
16 emerging occupation for at least three years following degree or certificate completion.
- 17 9. The state board of higher education may allow an individual who received payment
18 under this section to delay or cancel repayment under this section due to financial
19 difficulty, military service, death, or total disability.
- 20 10. Each quarter, semester, or term, the state board of higher education shall distribute
21 grants to institutions of higher education to provide the amounts necessary for the
22 scholarships awarded to the students enrolled in each institution.
- 23 ~~40.11.~~ The skilled workforce scholarship program must be a joint public and private effort.
24 The state board of higher education may distribute grants only to the extent that the
25 private sector has provided one dollar of matching funds for each dollar of funding
26 provided by the state. Any matching funds received must be deposited in the skilled
27 workforce scholarship fund.
- 28 ~~44.12.~~ The state board of higher education shall provide a biennial program report to the
29 legislative management by September first of each even-numbered year. The report
30 must include information regarding:

- 1 a. The eligible high-demand professional and technical skills and emerging
- 2 occupations;
- 3 b. The qualifying educational programs;
- 4 c. The number of applicants, eligible applicants, and applicants receiving awards;
- 5 d. The amount of private funding raised; and
- 6 e. The average and total amounts awarded under the program.

7 **SECTION 3.** Section 15-10-38.3 of the North Dakota Century Code is created and enacted
8 as follows:

9 **15-10-38.3. Scholarship and loan forgiveness administrative costs - Continuing**
10 **appropriation.**

11 The state board of higher education shall retain up to one and one-half percent of any funds
12 appropriated to the board under subsection 1 of section 15-10-38.1 and subsection 1 of section
13 15-10-38.2. The retained funds must be used for promotion and administration of the programs
14 under those sections.

15 **SECTION 4.** Section 15-10-38.3 of the North Dakota Century Code is created and enacted
16 as follows:

17 **15-10-38.3. Scholarship and loan forgiveness administrative costs - Continuing**
18 **appropriation.**

19 The state board of higher education shall retain up to one-half of one percent of any funds
20 appropriated to the board under subsection 1 of section 15-10-38.1 and subsection 1 of section
21 15-10-38.2. The retained funds must be used for administration of the programs under those
22 sections.

23 **SECTION 5. EXPIRATION DATE.** Section 3 of this Act is effective through July 31, 2023,
24 and after that date is ineffective.

25 **SECTION 6. EFFECTIVE DATE.** Section 4 of this Act becomes effective on August 1, 2023.

Certification Central

ND's 1st Alternative Educator Preparation Program

Box 322, McVile, ND 58254

701.322.4429

www.certificationcentral.education



Written Testimony in Support of SB 2272

Chairman Schaible and Senate Education Committee,

For the record, my name is Dr. Katherine Terras and I represent Certification Central, which is ND's 1st Alternative Educator Preparation Program approved by the North Dakota Education Standards and Practices Board. We are in support of SB 2272 with one minor amendment:

- In Section 2 (#1, page 4, lines 5-6) include the following: [and North Dakota approved postsecondary educator training programs.](#)

This would allow both alternative and traditional educator preparation programs, who are approved/accredited by the ND Education Standards and Practices Board, to participate in the skilled workforce scholarship/student loan repayment program, as *education* is currently listed as an eligible high-demand professional occupation in our state.



Senate Education Committee - SB 2272

Senator Donald Schaible, Chair

January 27, 2021

Chairman Schaible, Members of the Committee:

My name is Brian Ritter and I am President of the Bismarck Mandan Chamber EDC. I am here today on behalf of our organization's approximately 1,200 members in support of SB 2272.

Whether it's during the time of the COVID-19 pandemic or not, the single greatest issue facing Bismarck-Mandan's economy is workforce. To illustrate that point, please consider the fact that in December 2020, there were 2,397 open jobs in Burleigh and Morton Counties combined according to Job Service North Dakota. For reference, in December 2019, there 2,536 and December 2018 there were 2,193.

To address that issue locally, in the short-term, we are actively engaged in talent attraction efforts targeting Bismarck-Mandan expatriates and others in selected geographies across the United States. In the long-term, we have implemented workforce development programming such as Job Shadow Week and E2: Educators Experience targeting different parts of our community.

The continuation of the State's skilled workforce student loan repayment program and skilled workforce scholarship program, the Career Builders Program, is just one more tool we will have to address the issue. The Program has already been utilized successfully by Bismarck State

College (BSC) and its continuation will continue to have positive impacts on both our community and our students.

And we're more than happy to do our part to ensure the Program's continued success. During the last biennium, the Chamber EDC included articles and information regarding the Program in both our print and electronic publications and even hosted an informational session with our membership in hopes of promoting their participation. Again, we'll continue to do so going forward assuming the Program continues.

Thank you for the opportunity to testify today. If there are any questions from the Committee, I would be happy to attempt to address them.

SB 2272 | Senate Education Committee Hearing

January 27, 2021

Senate Education Committee Members:

I am submitting this to **support** SB2272; I am a student in the Construction Management Technology Program at NDSCS and I have directly benefitted from the ND Career Builders Scholarship program.

This program assists students like myself who don't have the financial means to go to college. Without the stress of having to worry about student loan repayment, I can focus on my studies. I really struggled with taking out thousands of dollars in student loans and getting my tuition, fees, book and supplies covered by this program allowed me to use my other Financial Aid for living expenses.

I really like the unique factor of how companies sponsor students and then have jobs when graduating. The work experience was like a trial run for both myself and Keller Paving & Landscaping, Inc.. This past summer I worked for Keller Paving & Landscaping, Inc. and now following graduation I will start my full-time career with them.

For any student that wants to remain or move to ND for 3 years following graduation, this is the BEST program.

Trystin Horning

NDSCS Construction Management Technology Student (2nd year)
North Dakota Career Builders Scholarship Recipient

January 27, 2021

Representing Bank of North Dakota
Todd Steinwand, Chief Business Development Officer

SB2272—Skilled Workforce Program

Position: Neutral

Bank of North Dakota will not provide written testimony on SB2272. Todd Steinwand, Chief Business Development Officer will be available to answer questions related to the proposed continuing appropriation.

2021 SENATE STANDING COMMITTEE MINUTES

Education Committee
Room JW216, State Capitol

SB 2272
2/3/2021

A BILL relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

Chair Schaible called to order at 2:50 p.m.

Discussion Topics:

- 21.0888.01001 #11697
- 21.0888.01002 11696

Chair Schaible introduced two amendments

Adjourned at 2:53 p.m.

Lynn Wolf, Committee Clerk

Senator	Attendance
Chairman Schaible	P
Senator Elkin	P
Senator Conley	P
Senator Lemm	P
Senator Oban	P
Senator Wobbema	P

21.0888.01001
Title.

Prepared by the Legislative Council staff for
Senator Schaible

February 4, 2021

PROPOSED AMENDMENTS TO SENATE BILL NO. 2272

Page 1, line 3, after "Code" insert "and sections 3 and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the first semicolon, insert "to provide for a transfer;"

Page 6, after line 22, insert:

"SECTION 5. Section 3 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 3. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment program fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021.

SECTION 6. Section 4 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 4. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021."

Renumber accordingly

21.0888.01002
Title.

Prepared by the Legislative Council staff for
Senator Schaible

February 3, 2021

PROPOSED AMENDMENTS TO SENATE BILL NO. 2272

Page 2, line 10, overstrike "this" and insert immediately thereafter "any"

Page 2, line 14, overstrike "eligible"

Renumber accordingly

2021 SENATE STANDING COMMITTEE MINUTES

Education Committee Room JW216, State Capitol

SB 2272
2/8/2021

A BILL relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

Chair Schaible called to order at 3:17 p.m.

Discussion Topics:

- Committee Work
- 21.0888.01001
- 21.0888.01002

Sen Oban: I move 21.0888.01001

Sen Elkin: I second

Roll Call Vote: 6-0-0 Motion Passed

Sen Oban: I move 21.0888.01002

Sen Elkin: I second

Roll Call Vote: 6-0-0 Motion Passed

Sen Oban: I move a **Do Pass** as further amended

Sen Elkin: I second

Roll Call Vote: 6-0-0 Motion Passed

Sen Schaible will carry the bill

Adjourned at 3:35 p.m.

Lynn Wolf, Committee Clerk

Senator	Attendance
Chairman Schaible	P
Senator Elkin	P
Senator Conley	P
Senator Lemm	P
Senator Oban	P
Senator Wobbema	p

Amendment .01001	Vote
Chairman Schaible	Y
Senator Elkin	Y
Senator Conley	Y
Senator Lemm	Y
Senator Oban	Y
Senator Wobbema	Y

Amend .01002	Vote
Chairman Schaible	Y
Senator Elkin	Y
Senator Conley	Y
Senator Lemm	Y
Senator Oban	Y
Senator Wobbema	Y

SB 2272	Vote
Chairman Schaible	Y
Senator Elkin	Y
Senator Conley	Y
Senator Lemm	Y
Senator Oban	Y
Senator Wobbema	Y

PROPOSED AMENDMENTS TO SENATE BILL NO. 2272

Page 1, line 3, after "Code" insert "and sections 3 and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the first semicolon, insert "to provide for a transfer;"

Page 6, after line 22, insert:

"SECTION 5. Section 3 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 3. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment program fund during the period beginning with the effective date of this Act, and ending ~~June 30~~ July 31, 2021.

SECTION 6. Section 4 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 4. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the period beginning with the effective date of this Act, and ending ~~June 30~~ July 31, 2021."

Renumber accordingly

21.0888.01002
Title.

Prepared by the Legislative Council staff for
Senator Schaible
February 3, 2021

PROPOSED AMENDMENTS TO SENATE BILL NO. 2272

Page 2, line 10, overstrike "this" and insert immediately thereafter "any"

Page 2, line 14, overstrike "eligible"

Renumber accordingly

February 8, 2021

CJ
216
1021

PROPOSED AMENDMENTS TO SENATE BILL NO. 2272

Page 1, line 3, after "Code" insert "and sections 3 and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the first semicolon insert "to provide for a transfer;"

Page 2, line 10, overstrike "this" and insert immediately thereafter "any"

Page 2, line 14, overstrike "eligible"

Page 4, line 6, replace "licensed" with "approved to operate"

Page 4, line 6, replace "department" with "board"

Page 6, after line 22, insert:

"SECTION 5. Section 3 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 3. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment program fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021.

SECTION 6. Section 4 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 4. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021."

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2272: Education Committee (Sen. Schaible, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2272 was placed on the Sixth order on the calendar.

Page 1, line 3, after "Code" insert "and sections 3 and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the first semicolon insert "to provide for a transfer;"

Page 2, line 10, overstrike "this" and insert immediately thereafter "any"

Page 2, line 14, overstrike "eligible"

Page 4, line 6, replace "licensed" with "approved to operate"

Page 4, line 6, replace "department" with "board"

Page 6, after line 22, insert:

"SECTION 5. Section 3 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 3. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment program fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021.

SECTION 6. Section 4 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 4. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021."

Renumber accordingly

2021 SENATE APPROPRIATIONS

SB 2272

2021 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2272
2/15/2021
Senate Appropriations Committee

Relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program.

Senator **Holmberg** opened the hearing at 9:00 a.m.

Senators present: **Holmberg, Krebsbach, Wanzek, Bekkedahl, Poolman, Erbele, Dever, Oehlke, Rust, Davison, Hogue, Sorvaag, Mathern, and Heckaman.**

Discussion Topics:

- Recruitment of local kids
- Skilled workforce scholarship fund
- Using BND funds

Brenda Zastoupil, Financial Aid Director, ND University System – testified in favor - #6558, #6557, #6613.

Jennifer Greuel, Economic Development Assoc. of North Dakota – testified in favor #6549.

Brad Barth, Director, Forward Devils Lake Corp. – testified in favor - #6543

Brian Ritter, Bismarck Mandan Chamber EDC, testified in favor - #6554.

Todd Steinwand, Chief Business Development Officer, Bank of ND – testified in favor.

Additional written testimony: #6542, #6571, #6597.

Senator Holmberg closed the hearing at 9:42 a.m.

Rose Laning, Clerk

**SB2272**

Senate Education Committee

February 15, 2021

Brenda Zastoupil, Director of Financial Aid, NDUS

701.328.2906 | brenda.zastoupil@ndus.edu

Chair Holmberg and members of the Senate Appropriations Committee, my name is Brenda Zastoupil, and I serve as the Financial Aid Director of the North Dakota University System (NDUS). I am here to provide testimony in support of SB2272. The skilled workforce scholarship and loan repayment programs, known as “ND Career Builders” was established by the 2019 Legislative Assembly as a workforce development tool to attract and retain talent into high need occupations in the state. It has been a collaborative effort among partners across the state, including higher education, the Bank of ND, business, economic development and the Greater ND Chamber.

The program structure was developed following approval in April 2019. The Workforce Development Council and Job Service ND developed the high need and emerging occupations list in July 2019, educational programs were mapped to the occupations, procedures implemented, and applications developed by August 2019. A grass-roots awareness campaign from NDUS and partners then began in fall 2019 to inform all public, private and tribal colleges of the program, as well as high school counselors, businesses and ND Job Service. Business and students began to commit to the state program and initial awards was issued in October 2019. The program has continued to grow since then. COVID-19 did have an impact wherein we saw a drop-off of inquiries from March to May 2020.

The engrossed bill contains key amendments that improve access, eligibility and streamline processes, and secures the funding in Section 5. The NDUS is supportive of the amendments. Current statistics for the program are attached.

This concludes my testimony in support of SB2272, and I will stand for questions from the committee.

Attachment-ND Career Builder Statistic

Program Statistics 2/12/2021	SCHOLARSHIP	LOAN REPAYMENT
# of Approved Applicants	84	12
# of Unique Donors	49	9
*Private Sector \$ Committed (not matched to students)	\$119,525	\$0
*Private Sector \$ Committed (matched to students)	\$214,745	\$78,140
*State \$ Committed (matched to students)	\$214,740	\$78,140
# Graduated & Working in ND	14	12
# on GPA Probation	6	n/a
# in Repayment	7	n/a
Programs Enrolled (Scholarship) OR High-Need and Emerging Occupations (Loan Repayment)	Agriculture (5) Agriculture Industry & Technology (Agronomy) (2) Architectural Drafting & Estimating Technology Auto Body Repair & Refinishing Technology Automotive Technology (3) Building Construction Technology Carpentry (Residential) Construction Management Technology Cyber Security & Computer Networks (4) Diesel Technology (6) Electrical Technology (6) EMS-Paramedic EMT Technology Energy Services and Renewable Technician (2) Farm & Ranch Mgmt (Agribusiness Mgmt) (5) Geographic Info System Tech Health Information Technician Heating, Ventilation & AC/HVAC/R Tech (6) Human Resource & Organizational Leadership Instrumentation and Control Technology (4) John Deere Ag Tech Land Surveying & Civil Engineering Technology (3) Lineworker (Electrical) (7) Mechanical Maintenance Technology (3) Medical Assistant Medical Laboratory Technician Pharmacy Technician (3) Plumbing Power Plant Technology (3) Practical Nurse/Nursing (2) Precision Machining Technology Process Plant Technology (2) Welding / Welding Technology (4)	Bus & Truck Mechanic Carpenter Construction Manager Farm Equipment Mechanic & Service Technician (4) Mechanical Engineer Mobile Heavy Equipment Mechanic Registered Nurse (2) Transportation Engineer
Distribution of Applicants	Bismarck State College (42); Dakota College- Bottineau (1); Lake Region State College (3); Lynnes Welding Training (1); North Dakota State College of Science (35); Rasmussen College – Fargo (2)	Bismarck (2); Fargo (5); McVille (1); Minot (1); Northwood (1); Rugby (1); West Fargo (1);

*Private-sector committed dollars are matched with state funds at the point in time an application is approved by the NDUS.

ND Career Builders Private-Sector Donor	Scholarship or Loan Repayment
American Bank Center	Scholarship
Arthur and Edith Pearson Foundation	Scholarship
Brosz Engineering, Inc.	Scholarship
Cavalier Do It Best Lumber	Scholarship
CHS Foundation	Scholarship
Clark Equipment Company (Doosan Bobcat North America)	Scholarship
Comstock Construction, Inc.	Scholarship
Cottingham Insurance	Scholarship
Crossroads Repair LLC	Scholarship
Dakota Pharmacy	Scholarship
Dakota Refrigeration	Scholarship
Fisher Industries	Scholarship
General Equipment & Supplies, Inc.	Loan Repayment
General Equipment & Supplies, Inc.	Scholarship
Great River Energy	Scholarship
H.A. Thompson & Sons	Scholarship
Karen Oster-Lloyd Ritchie Memorial	Scholarship
Keller Paving & Landscaping, Inc.	Scholarship
Korber Medipak Systems NA	Scholarship
Kountry Kids 4H	Scholarship
Lake Chevrolet Buick GMC	Scholarship
LG Homes	Scholarship
Marketplace Motors	Scholarship
Microsoft	Scholarship
Modern Auto Body	Scholarship
Mowbray & Son Plumbing and Heating, Inc.	Loan Repayment
ND Association of County Engineers	Scholarship
ND State Electrical Board	Scholarship
Nelson International dba Nelson Leasing, Inc.	Loan Repayment
NODAK Electric	Scholarship
Otter Tail Power Company Foundation	Scholarship
Pro-Mark Services, Inc.	Loan Repayment
Rugby Job Development Authority	Loan Repayment
Sanford Health-Fargo	Loan Repayment
Schmitt's Plumbing, Heating & Sheetmetal, Inc.	Scholarship
Scott's Electric	Scholarship
Service Tire, Inc.	Scholarship
Sheyenne Mechanical	Scholarship
Stantec Consulting Services, Inc.	Loan Repayment
True North Equipment	Loan Repayment
True North Equipment	Scholarship
Underwood School	Scholarship
West Edge Farms	Scholarship
15 Private-Sector Donors - No Release Provided	Scholarship & Loan Repayment

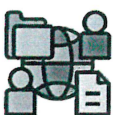


EDUCATION

Elementary & Middle School Teacher
 Preschool Teachers, Except Special Education
 Secondary School Teacher
 Special Education Teacher (K-12)

ENGINEERING AND
ARCHITECTURE

Electrical Engineer
 Electrical & Electronic Engineering Technician
 Engineers
 Mechanical Engineer
 Mining & Geological Engineer
 Petroleum Engineer
 Transportation Engineers

INFORMATION
TECHNOLOGY

Actuaries
 Clinical Data Manager
 Computer Network Support Specialist
 Computer Programmers
 Computer System Analyst
 Computer User Support Specialist
 Database Administrators
 Information Security Analyst
 Intelligence Analysts
 Operations Research Analyst
 Software Developer (Applications)
 Software Developer (Systems)
 Software Quality Assurance Engineer & Tester



FINANCIAL

Accountant & Auditor
 Compensation & Benefits Manager
 Financial Analyst
 Management Analyst
 Market Research Analyst &
 Marketing Specialist
 Personal Financial Advisors
 Sales Agent, Securities, Commodities
 & Financial



HEALTHCARE

Dental Hygienist
 Diagnostic Medical Sonographer
 Licensed Practical Nurse
 Medical & Clinical Lab
 Technologist/Technician
 MRI Technologist
 Nurse Assistant
 Physical Therapist Assistant
 Radiologic Technologist
 Registered Nurse
 Substance Abuse & Behavioral Disorder
 Counselor



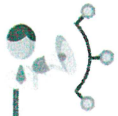
PROFESSIONAL/OTHER

Human Resources Specialist
Training & Development Specialist
Soil & Plant Scientist



TRANSPORTATION

Bus & Truck Mechanic
Commercial Pilots
Heavy & Tractor Trailer Truck Driver



MANAGEMENT

Computer & Information Systems Manager
Construction Manager
Financial Manager
General & Operations Manager
Marketing Manager
Medical & Health Services Manager
Social & Community Services Manager



SKILLED TRADE

Aircraft Mechanics and Service Technicians
Carpenter
Construction Building Inspectors
Electrical Powerline Installer & Repairer
Electrician
Environmental Scientist & Specialist
Farm Equipment Mechanic & Service Technician
Firefighter
Gas Plant Operator
Heating, Ventilation, Air Conditioning Technician
Industrial Machinery Mechanic
Maintenance & Repair Worker
Mobile Heavy Equipment Mechanic
Petroleum Pump System Operator, Refinery Operator & Gauger
Plumber, Pipefitter, & Steamfitter
Welder
Wind Turbine Technician



SALES

Sales Engineer
Sales Representative, Technical & Scientific



SOCIAL SERVICES

Child, Family, & School Social Worker
Childcare Workers
Police Patrol Officers

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a Bachelor's degree. The factors used in creating the list are below:

- Total Employment (2019)
- Ten-year Numeric Job Growth (2016-2026)
- Annualized Job Growth Rate (2016-2026)
- Annual Job Openings (2016-2026)
- Average Annual Wages (2019)
- Essential and Emerging Occupations

A proud partner of the
americanjobcenter
network

Job Service North Dakota is an equal opportunity employer/program provider.
Auxiliary aids and services are available upon request to individuals with disabilities.
JSND-6185 (R. 7.2020)



Testimony of Jennifer Greuel
Economic Development Association of North Dakota
In Support of 2272
Feb. 15, 2021

Chair Holmberg and members of the Senate Appropriations Committee:

I am Jennifer Greuel, executive director of the Economic Development Association of North Dakota (EDND). On behalf of EDND, I ask for your support of SB 2272.

EDND represents more than 80 large and small and rural and urban economic development organizations on the front line of growing businesses and communities in North Dakota. The primary purpose of the organization is to promote the creation of new wealth throughout North Dakota to develop more vibrant communities and improve quality of life.

Although North Dakota's unemployment rate has gone up slightly due to the pandemic (4.5 percent in Nov. 2020), the state's unemployment rate is still lower than 38 other states and workforce availability remains a significant challenge facing North Dakota businesses, limiting the growth potential of the economy. North Dakota especially needs job seekers to be connected with resources and education in order to be placed in a high demand career path. EDND supports the development of workforce attraction, development and retention strategies that address the needs of the state's businesses and industries.

During the last legislative session, the ND Career Builders Scholarship and Loan Repayment Program was established to aid in the attraction and retention of individuals who attended a two- or four-year program and planned to stay and fill a high-demand job opening in our state. The scholarship program also serves the purpose of

encouraging high school students to consider these career paths more carefully with the knowledge that there will be a job waiting for them in North Dakota after graduation.

After the program was put into place last legislative session, it took a few months for the program to get up and running and a few months later COVID-19 hit. We do not believe the program has had enough time to work and we are asking the committee to consider extending the program so that it has more time to reach students. We agree with the university's request to provide funding for staffing, we believe a person needs to be dedicated to the administration and marketing of the program. We still hear from many communities and businesses that aren't yet aware of the opportunity. With time and proper marketing we are confident that this program will be of great value both to younger generations and the state.

This \$6 million investment from the state must be matched by private dollars, ensuring local businesses participate, and stretching the reach of public funds.

Please consider a due pass for SB 2272. Thank you.



Testimony in support of SB 2272 and the Career Builders Scholarship & Student Loan Repayment program

Given by
Brad Barth

Executive Director Forward Devils Lake Corporation
Board Member of Economic Development Association of ND

Chairman Holmberg members of the Appropriations Committee I am pleased to be able to offer my testimony today in support of SB 2272. For the last 12 years I have been personally involved with ND Career and Technical Education – first at the 2 yr. college level at NDSCS as Business Development and Alumni/Foundation Director and most recently at the local community level in my role as Economic Development Director in Devils Lake.

As an Economic Development Director in the Devils Lake region – I can attest to Workforce Recruitment and Retention as being the single biggest issue with attracting and retaining businesses to the Devils Lake area. The state of ND just does not have enough of the critical skilled workers needed to help our companies and communities grow. I spend 40-50% of my time on workforce issues and possible solutions and I know many of my fellow Economic Development peers do the same.

As part of this work, I have developed relationships with High Schools across the state of ND to help them to understand the importance of “aligning their outgoing/graduating students with the businesses of their region and the state of ND” I have learned that when we achieve this alignment that the state and community are more likely to retain these aligned students in ND and hopefully in the local community/region they grew up in. Consequently, local & regional businesses get the critical skilled workers they need, and they are more likely to grow and prosper.

During this time, I have found that the Career Builders Scholarship and Student Loan repayment program has been the single best tool / financial incentive to help make these student/business connections possible. For that reason, I ask that you provide the funding requested for this program as requested in SB2272. By matching business donated dollars, the incentive is created for the businesses to start their recruiting process much earlier than normal business hiring and we can keep our local graduating youth local, versus losing them to competing companies from out of state.

When this happens local communities like Devils Lake win and the state of ND wins as well.

One example of a successful “Alignment” of a regional youth with a local company is Alex Lowery of Langdon, ND. Alex was a successful student in Langdon, Captain of a State Champion Football team and he wanted to get started in a career by attending a local affordable college. With the help of the Career Builders Scholarship, we were able to match up Alex with Marketplace Ford of Devils Lake they agreed to sponsor Alex with a Careers Builders Scholarship and Alex was accepted into Lake Region State College 2 years ago.

Alex will be graduating in May of this year. His part time after school job at Marketplace Ford will turn into a career as an Automotive Technician. The result is a regional HS student stayed in our region, his college tuition bill was reduced significantly, and he and his family are not deep in student/parent loan debt. The Devils Lake region keeps one of their own youth working and thriving and hopefully beginning a new family in the next few years.



Alex Lowery with Chris Devier
former Service Mgr. of
Marketplace Ford, Devils Lake

In conclusion, Economic Development in rural areas like Devils Lake is difficult - but programs like the Career Builder Scholarship and Student Loan Repayment program give rural cities and towns the capability to put scholarship and student loan packages together that entice and encourage our local graduating youth to go to a ND school for two years and come back to Devils Lake in a highly successful role for the community. Please fully fund and renew the Career Builder Scholarship and Student Loan Repayment program and support SB 2272.

Thank you for your support.

Brad Barth



Senate Appropriations Committee - SB 2272

Senator Ray Holmberg, Chair

February 15, 2021

Chairman Holmberg, Members of the Committee:

My name is Brian Ritter and I am President of the Bismarck Mandan Chamber EDC. Please accept the following testimony in support of SB 2272 on behalf of our organization's approximately 1,200 members.

Whether it's during the time of the COVID-19 pandemic or not, the single greatest issue facing Bismarck-Mandan's economy is workforce. To illustrate that point, please consider the fact that in January 2021, there were 2,417 open jobs in Burleigh and Morton Counties combined according to Job Service North Dakota. For reference, in January 2020 there were 2,604 and in January 2019 there were 1,936.

To address that issue locally, in the short-term, we are actively engaged in talent attraction efforts targeting Bismarck-Mandan expatriates and others in selected geographies across the United States. In the long-term, we have implemented workforce development programming such as Job Shadow Week and E2: Educators Experience targeting different parts of our community.

The continuation of the State's skilled workforce student loan repayment program and skilled workforce scholarship program, the Career Builders Program, is just one more tool we will have to address the issue. The Program has already been utilized successfully by Bismarck State

College (BSC) and its continuation will continue to have positive impacts on both our community and our students.

And we're more than happy to do our part to ensure the Program's continued success. During the last biennium, the Chamber EDC included articles and information regarding the Program in both our print and electronic publications and even hosted an informational session with our membership in hopes of promoting their participation. Again, we'll continue to do so going forward assuming the Program continues.

Thank you for the opportunity to submit this testimony in support of SB 2272 and would respectfully ask for a 'Do Pass' recommendation.



PO Box 2599
Bismarck, ND 58502
701.355.4458
office@technd.org
www.technd.org

Testimony of Kyle Martin
Executive Director
Technology Council of North Dakota

In Support of SB 2272
February 15, 2021

Mr. Chairman and members of the Senate Education Committee:

My name is Kyle Martin, executive director of the Technology Council of North Dakota (TechND). TechND wishes to voice support for SB 2272.

TechND, formerly known as the Information Technology Council of North Dakota (ITCND), was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. The organization has since expanded its focus to include members from the technology industry as a whole. TechND has over 60 member organizations, with representatives from both the public and private sector.

North Dakota's technology industry is strong and growing. North Dakota's technology subsector has increased by more than 17 percent over the last decade and projects more than 7,500 new and replacement technology positions will be needed in North Dakota over the next decade. As of December 2020, Job Service indicated a total of 479 job openings in North Dakota's technology sector.



SB2272 | Senate Appropriations Committee Hearing

February 15, 2021

John Richman, Ph.D. - President

Respectfully, I submit this testimony in **support of SB2272**. This bill would help us continue to **establish meaningful partnerships between North Dakota businesses and industries and our students**. These partnerships are enhanced by providing a financial incentive through the Career Builders scholarship and loan repayment program.

This program has enabled NDSCS to enhance our ability to address the critical workforce shortage we are experiencing through attracting and retaining more students to North Dakota, while further increasing the affordability of higher education through partnering with private business and industry.

Since 2019, the ND Career Builder program has helped fund **36 NDSCS students for a total of \$257,278**. This program has enhanced our Student Sponsorship matching program that matches students with employers. To date, that program has **matched 87 students** – however, with enhanced marketing and promotion we could grow this number. As of last month, we have **488 students willing to be matched – but only 55 employers in the database**.

One of the premier benefits of the Career Builders program is that is not structured like typical ‘scholarship’ programs – students are not chosen primarily on merit or income status – but rather are selected based on:

- chosen career path,
- willingness to stay in-state, and,
- in most cases, the connection they have established with a North Dakota employer.

One of the **36 NDSCS students that has benefitted** from this program submitted testimony in support – Trystin says is the best when he closes his testimony by saying: “...this is the BEST program!” which has been affirmed by many of the business partners.

As I am sure you are aware, we have stiff workforce competition; more than 25 states and municipalities have adopted similar last-dollar/promise programs – including Minnesota, South Dakota and Montana. Historically, around 70% of students that enroll at NDSCS graduate from a North Dakota high school; the majority of the other 30% comes from neighboring states (Minnesota, South Dakota, Montana).

The continued investment in the Career Builders program would be a true investment in our students and the future workforce of North Dakota. We respectfully request a **do pass and an appropriation for SB2272**. Please contact me with any further questions/concerns you might have about this great program. Thank you for your consideration.

John Richman, Ph.D.

President – North Dakota State College of Science

John.Richman@ndscs.edu

701.671.2221

**Senate Appropriations
SB2272**

February 15, 2021

Chairman Holmberg and members of the committee, my name is Wayde Sick, State Director of the Department of Career and Technical Education. I am submitting testimony in support of SB2272.

SB2272 or the Career Builders bill, will continue and improve upon a program that was created during the 2019 Legislative Session. This program provided funding for scholarships and student loan repayment for students and graduates that pursued high wage, high skill, in-demand occupations and remain employed in the state. This program, as you know, also required a one-to-one private sector match, ensuring that business and industry was partnering with the State to meet our workforce challenges. SB2272 broadens the eligibility of the Career Builders program to students that attend the State's various Postsecondary Career Schools. Examples of Postsecondary Career Schools in the state include Lynnes Welding and Emerging Digital Academy. North Dakota Century Code Chapter 15-20.4 gives the State Board for Career and Technical Education the authority to approve the operation of private Postsecondary Career Schools. Allowing the Career Builders scholarship and student loan repayment program to be available to training programs such as these would provide financial support for students who choose to take a different training path, enter the workforce, stay in the state and possibly debt free.

This concludes my testimony and I am happy to answer any questions.

Thank you.

The Career Builders program has the potential to serve as a valuable part of North Dakota's workforce recruitment toolkit and can help fill the technology sector's employment demand. By offering scholarship and loan repayment incentives, we can encourage students to pursue degrees and certificates in computer sciences. However, the Career Builders Program needs additional funding to market and promote the program. Changes in this bill would provide the North Dakota University System with funding for marketing efforts. Historically, the program has relied on grassroots efforts and word of mouth advertising to promote the program and its benefits.

It is also no secret the COVID-19 pandemic has impacted our workforce. Displaced workers are seeking new forms of employment and many entry level technology positions require only a certificate. TechND supports the changes in this bill that would allow graduates from certificate programs approved by the Department of Career and Technical Education's board to be eligible for Career Builders scholarships or loan repayment. TechND also welcomes recent changes to this bill that would allow out of state graduates to be eligible for the Career Builders loan repayment program. This change would provide an incentive for tech workers to relocate to North Dakota to pursue technology careers and serve as a recruitment tool for technology firms.

TechND recognizes the value of the Career Builders Program, its potential and asks you to support SB 2272.

2021 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2272
2/18/2021
Senate Appropriations Committee

A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code, relating to administrative fees retained by the state board of higher education; to amend and reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code and sections 3 and 4 of chapter 136 of the 2019 Session Laws, relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide for a transfer; to provide an effective date; and to provide an expiration date.

Chairman Holmberg opened the hearing at 8:56 a.m.

Senators present: Holmberg, Krebsbach, Wanzek, Bekkedahl, Poolman, Erbele, Dever, Oehlke, Rust, Davison, Hogue, Sorvaag, Mathern, and Heckaman.

Vice-Chair Wanzek moved DO PASS
Senator Oehlke seconded the motion.

Senators			Senators		
<i>Senator Holmberg</i>	Y		<i>Senator Hogue</i>		Y
<i>Senator Krebsbach</i>	Y		<i>Senator Oehlke</i>		Y
<i>Senator Wanzek</i>	Y		<i>Senator Poolman</i>		Y
<i>Senator Bekkedahl</i>	Y		<i>Senator Rust</i>		Y
<i>Senator Davison</i>	Y		<i>Senator Sorvaag</i>		Y
<i>Senator Dever</i>	Y		<i>Senator Heckaman</i>		Y
<i>Senator Erbele</i>	Y		<i>Senator Mathern</i>		Y

Motion Passes 14-0-0.

Senator Schaible will carry this bill.

Chairman Holmberg closed the hearing at 8:59 a.m.

Rose Laning, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2272, as engrossed: Appropriations Committee (Sen. Holmberg, Chairman)
recommends **DO PASS** (14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING).
Engrossed SB 2272 was placed on the Eleventh order on the calendar.

2021 HOUSE EDUCATION

SB 2272

2021 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

SB 2272
3/17/2021

Relating to administrative fees retained by state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide for a continuing appropriation; to provide for a transfer; to provide an effective date; and to provide an expiration date

Chairman Owens opened the hearing at 9:35 AM. Roll call: Reps. Owens, Schreiber-Beck, Hauck, Heinert, Hoverson, D. Johnson, M. Johnson, Longmuir, Marschall, Pyle, Richter, Zubke, Guggisberg and Hager present.

Discussion Topics:

- NDUS program administrator
- Clarification of amendments
- Career Builders program

Sen. Schaible introduced the bill, #9731

Brenda Zastoupil, Financial Aid Director, NDUS, #9189

Matt Gardner, Dir., Government Affairs, Greater North Dakota Chamber, #9779

Jennifer Greuel, Ex. Dir., Economic Development Association of ND, #9668

Brad Barth, Economic Development Director, Devils Lake & Ramsey County, #8932

DJ Campbell, Executive Director, Human Resources, Sanford Health, #9714

Katherine Terras Certification Central, #9818

Brian Ritter, President, Bismarck-Mandan EDC #9345

Tom Ternes, Education Market Mgr, Bank of North Dakota, oral neutral testimony.

Karri Kraft presented for Katie Ralston of Workforce Dev., Dept of Commerce, #9671, #9672

Additional written testimony:

#9365, #9460, #9752, #9762

Chairman Owens closed the hearing at 10:03 AM

Bev Monroe, Committee Clerk



NORTH DAKOTA SENATE

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Senator Donald Schaible

District 31
9115 Highway 21
Mott, ND 58646-9200
R: 701-824-3168
dgschaible@nd.gov

COMMITTEES:

Education, Chairman
Energy and Natural Resources

Good morning Chairman Owens and House Education committee, for the Record my name is Senator Don Schaible, representing District 31. I am here to introduce SB 2272 which is dubbed the Career Builder program last session. This bill was introduced last session to incentivize workers in the North Dakota work force in high need occupations. The conversation on whether a scholarship or a student loan forgiveness program was the best way to attract works to this state, so the idea to try both was suggested. Money was appropriated and the program was implemented. The problem was that no money was allocated for promotion and COVID made a real test of this Career Builders Program impossible. Six million dollars was appropriated from the unreserved profits from the Bank of North Dakota. Very little money of that amount was used so the intent of this bill is to use the remaining amount of that six million dollars to continue the original intent of the Career Builders Program.

Representation from ND University System are here to provide the details and to explain other improvements in this bill.

Mr. Chairmen and committee, I would try to answer your questions.



Engrossed SB2272

House Education Committee

March 17, 2021

Brenda Zastoupil, Director of Financial Aid, NDUS

701.328.2906 | brenda.zastoupil@ndus.edu

Chair Owens and members of the House Education Committee, my name is Brenda Zastoupil, and I serve as the Financial Aid Director of the North Dakota University System (NDUS). I am here to provide testimony in support of Engrossed SB2272.

The skilled workforce scholarship and loan repayment programs, known as “ND Career Builders,” was established by the 2019 Legislative Assembly as a workforce development tool to attract and retain talent into high need occupations in the state. It has been a collaborative effort among partners across the state, including higher education, the Bank of ND, business, economic development and the Greater ND Chamber.

The program structure was developed following approval in April 2019. The Workforce Development Council and Job Service ND developed the high need and emerging occupations list in July 2019. Educational programs were mapped to the occupations, procedures implemented, and applications developed by August 2019. A grass-roots awareness campaign from NDUS and partners then began in fall 2019 to inform all public, private and tribal colleges of the program, as well as high school counselors, businesses and ND Job Service. Business and students began to commit to the state program and initial awards were issued in October 2019. The program has continued to grow since then. COVID-19 did have an impact wherein we saw a drop-off of inquiries from March to May 2020.

The engrossed bill contains changes that improve access, eligibility, streamline processes and secures funding for the program. The NDUS is supportive of the amendments.

- **Section 1, Subsections 4-5 and 10(b)**: Specific to loan repayment, the requirement to map qualifying programs to the in-demand occupations is struck. Current law requires that a qualifying loan repayment recipient must have earned a degree, hold qualifying student loans, and be employed and live within the state. Employers already identify hiring criteria, such as qualifying degrees, needed to fill positions.
- **Section 1, Subsection 5(d)**: NDUS operates under “procedures”. This is clean-up language.
- **Section 1, Subsection 7**: Clarifying language added referencing “state” loan forgiveness programs.
- **Section 1, Subsection 8 and Section 2, Subsection 5**: The average scholarship award is around \$5,100 per recipient, while the average loan repayment is \$12,600. The amended language would allow a student to receive a scholarship while in school and then loan repayment after completion, up to the combined maximum of \$17,000. This will further incentivize individuals to seek degrees in in-demand occupations and provides flexibility for donors who may choose to use both programs to recruit an individual.

- **Section 2, Subsection 1:** The ND Dept. of Career and Technical Education Board approves certain programs in the state that lead to certificates that help to fill in-demand occupations; however, current law does not include these among those eligible for ND Career Builders. An example is the Emerging Digital Academy in Fargo.
- **Section 2, Subsection 4:** The focus of the scholarship as developed in 2019, was to direct students to skilled programs of study at the associate's level and below, or other programs of 4 semesters or 6 quarters in length. Associates programs may extend beyond "4 semesters or 6 quarters" at times, especially with clinicals and internships. Therefore, this change is clean-up language.
- **Section 2, Subsections 6 and 8:** Students must maintain a 2.50 GPA to continue receiving payments under the program, which is unchanged in Engrossed SB2272. However, current law also requires students to begin repaying funds if they fall below a 2.50 cumulative GPA, even if they are still making academic progress in their program and are on track to completion. As a result, students could still be attending college, have a 2.49 GPA, and be required to repay their award. The amendment allows these students to continue to completion without the added burden of repaying scholarship dollars received. Students below a 2.50 GPA would not be able to receive additional scholarship funding, however. Further, the change preserves the collaboration with the private sector donors (potential employers) that have funded 50% of the scholarship for these students, as both state dollars and private sector dollars must be repaid.
- **Section 2, Subsection 9:** Adds language to provide forbearance and/or cancellation under certain conditions.
- **Sections 3 and 4:** Provides some funding to the NDUS to promote and administer the programs. This legislation is about relationship-building, which requires continual and focused outreach to employers, institutions and students. This funding will help in this aspect as the partners continue to collaborate.
- **Section 5:** Provides for a transfer of the remaining balance of the funds to the NDUS to perpetuate the program into the future.

Current statistics for the program, as well as the in-demand list, are attached for your reference. This concludes my testimony in support of Engrossed SB2272, and I will stand for questions from the committee.

Attachment-ND Career Builder Statistics; In-Demand Occupations List

Program Statistics 3/12/2021	SCHOLARSHIP	LOAN REPAYMENT
# of Approved Applicants	85	12
# of Unique Donors	48	9
*Private Sector \$ Received by NDUS (not matched to students)	\$25,000	\$0
*Private Sector \$ Committed (matched to students)	\$216,345	\$78,140
*State \$ Committed (matched to students)	\$216,340	\$78,140
# Graduated & Working in ND	14	12
# on GPA Probation (GPA 2.13 - 2.42)	6	n/a
# in Repayment/ Amt\$ / Total Recovered	7 / \$31,636 / \$8,150	n/a
Programs Enrolled (Scholarship) -OR- High-Need and Emerging Occupation Filled (Loan Repayment)	Agriculture (5) Agriculture Industry & Technology (Agronomy) (2) Architectural Drafting & Estimating Technology Auto Body Repair & Refinishing Technology Automotive Technology (3) Building Construction Technology Carpentry (Residential) Construction Management Technology Cyber Security & Computer Networks (4) Diesel Technology (6) Electrical Technology (6) EMS-Paramedic EMT Technology Energy Services and Renewable Technician (2) Farm & Ranch Mgmt / Agribusiness Mgmt (5) Geographic Info System Tech Health Information Technician Heating, Ventilation & AC/HVAC/R Tech (6) Human Resource & Organizational Leadership Instrumentation and Control Technology (4) John Deere Ag Tech Land Surveying & Civil Engineering Technology (3) Lineworker (Electrical) (7) Mechanical Maintenance Technology (3) Medical Assistant Medical Laboratory Technician Pharmacy Technician (3) Plumbing Power Plant Technology (3) Practical Nurse/Nursing (2) Precision Machining Technology Process Plant Technology (2) Surgical Technology Welding / Welding Technology (4)	Bus & Truck Mechanic Carpenter Construction Manager Farm Equipment Mechanic & Service Technician (4) Mechanical Engineer Mobile Heavy Equipment Mechanic Registered Nurse (2) Transportation Engineer
Distribution of Applicants	Bismarck State College (43) Dakota College at Bottineau (1) Lake Region State College (3) Lynnes Welding Training (1) North Dakota State College of Science (35) Rasmussen College Fargo (2)	Bismarck (2) Fargo (5) McVie (1) Minot (1) Northwood (1) Rugby (1) West Fargo (1)

*Private-sector committed dollars are matched with state funds at the point in time an application is approved by the NDUS.

ND Career Builders Private-Sector Donor (private sector \$ received)	Scholarship or Loan Repayment
American Bank Center	Scholarship
Arthur and Edith Pearson Foundation	Scholarship
Brosz Engineering, Inc.	Scholarship
Cavalier Do It Best Lumber	Scholarship
CHS Foundation	Scholarship
Comstock Construction, Inc.	Scholarship
Cottingham Insurance	Scholarship
Crossroads Repair LLC	Scholarship
Dakota Pharmacy	Scholarship
Dakota Refrigeration	Scholarship
Doosan Bobcat North America	Scholarship
Fisher Industries	Scholarship
General Equipment & Supplies, Inc.	Loan Repayment
General Equipment & Supplies, Inc.	Scholarship
Great River Energy	Scholarship
H.A. Thompson & Sons	Scholarship
Karen Oster-Lloyd Ritchie Memorial	Scholarship
Keller Paving & Landscaping, Inc.	Scholarship
Korber Medipak Systems NA	Scholarship
Kountry Kids 4H	Scholarship
Lake Chevrolet Buick GMC	Scholarship
LG Homes	Scholarship
Marketplace Motors	Scholarship
Microsoft	Scholarship
Modern Auto Body	Scholarship
Mowbray & Son Plumbing and Heating, Inc.	Loan Repayment
ND Association of County Engineers	Scholarship
ND State Electrical Board	Scholarship
Nelson International dba Nelson Leasing, Inc.	Loan Repayment
NODAK Electric	Scholarship
Otter Tail Power Company Foundation	Scholarship
Pro-Mark Services, Inc.	Loan Repayment
Rugby Job Development Authority	Loan Repayment
Sanford Health-Fargo	Loan Repayment
Schmitt's Plumbing, Heating & Sheetmetal, Inc.	Scholarship
Scott's Electric	Scholarship
Service Tire, Inc.	Scholarship
Sheyenne Mechanical	Scholarship
Stantec Consulting Services, Inc.	Loan Repayment
True North Equipment	Loan Repayment
True North Equipment	Scholarship
Underwood School	Scholarship
West Edge Farms	Scholarship
14 Private-Sector Donors - No Release Provided	Scholarship & Loan Repayment



EDUCATION

Elementary & Middle School Teacher
Preschool Teachers, Except Special Education
Secondary School Teacher
Special Education Teacher (K-12)

ENGINEERING AND
ARCHITECTURE

Electrical Engineer
Electrical & Electronic Engineering Technician
Engineers
Mechanical Engineer
Mining & Geological Engineer
Petroleum Engineer
Transportation Engineers

INFORMATION
TECHNOLOGY

Actuaries
Clinical Data Manager
Computer Network Support Specialist
Computer Programmers
Computer System Analyst
Computer User Support Specialist
Database Administrators
Information Security Analyst
Intelligence Analysts
Operations Research Analyst
Software Developer (Applications)
Software Developer (Systems)
Software Quality Assurance Engineer & Tester



FINANCIAL

Accountant & Auditor
Compensation & Benefits Manager
Financial Analyst
Management Analyst
Market Research Analyst &
Marketing Specialist
Personal Financial Advisors
Sales Agent, Securities, Commodities
& Financial



HEALTHCARE

Dental Hygienist
Diagnostic Medical Sonographer
Licensed Practical Nurse
Medical & Clinical Lab
Technologist/Technician
MRI Technologist
Nurse Assistant
Physical Therapist Assistant
Radiologic Technologist
Registered Nurse
Substance Abuse & Behavioral Disorder
Counselor



PROFESSIONAL/OTHER

Human Resources Specialist
 Training & Development Specialist
 Soil & Plant Scientist



TRANSPORTATION

Bus & Truck Mechanic
 Commercial Pilots
 Heavy & Tractor Trailer Truck Driver



MANAGEMENT

Computer & Information Systems Manager
 Construction Manager
 Financial Manager
 General & Operations Manager
 Marketing Manager
 Medical & Health Services Manager
 Social & Community Services Manager



SKILLED TRADE

Aircraft Mechanics and Service Technicians
 Carpenter
 Construction Building Inspectors
 Electrical Powerline Installer & Repairer
 Electrician
 Environmental Scientist & Specialist
 Farm Equipment Mechanic &
 Service Technician
 Firefighter
 Gas Plant Operator
 Heating, Ventilation, Air Conditioning
 Technician
 Industrial Machinery Mechanic
 Maintenance & Repair Worker
 Mobile Heavy Equipment Mechanic
 Petroleum Pump System Operator,
 Refinery Operator & ~~Gauger~~
 Plumber, Pipefitter, & Steamfitter
 Welder
 Wind Turbine Technician



SALES

Sales Engineer
 Sales Representative, Technical & Scientific



SOCIAL SERVICES

Child, Family, & School Social Worker
 Childcare Workers
 Police Patrol Officers

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a [Bachelor's degree](#). The factors used in creating the list are below:

- Total Employment (2019)
- Ten-year Numeric Job Growth (2016-2026)
- Annualized Job Growth Rate (2016-2026)
- Annual Job Openings (2016-2026)
- Average Annual Wages (2019)
- Essential and Emerging Occupations

A proud partner of the
americanjobcenter
 network

Job Service North Dakota is an equal opportunity employer/program provider.
 Auxiliary aids and services are available upon request to individuals with disabilities.
 JSND-8185 (R. 7.2020)



**Greater North Dakota Chamber
SB 2272
House Education Committee
Representative Owens - Chair
March 17, 2021**

Mr. Chairman and members of the House Education Committee, my name is Matt Gardner and I am here today representing the Greater North Dakota Chamber. The Greater North Dakota Chamber is the largest statewide business advocacy organization in the state and we are the state affiliate for NAM (National Association of Manufacturers). We stand in support of SB 2272 and ask for a do pass.

The workforce challenges in the state are of great concern to our members and through our policy development process, workforce rose as likely our number one issue facing business. Although there is not a silver bullet to fix the workforce challenges in North Dakota, the bill before you, is a significant step in the right direction. Our employers are not only competing among each other for a qualified workforce but other states. The three states that border North Dakota (Montana, South Dakota and Minnesota) have similar programs that compete for North Dakota students and are essentially attracting our workforce to live and work in their states. North Dakota needs to continue this program so businesses can continue to attract and retain workforce to fill North Dakota jobs but more importantly invest in our own youth and retain them here to live and work in our great state.

This bill will:

- Help fill the skills gap by driving students to in demand, high paying career fields.
- Attract and retain or existing and future workforce.
- Improve access and affordability to education.

It is GNDC's opinion that this bill is a workforce bill. We are investing in our future as a state through building up our youth and those who would like to live and work in North Dakota. On behalf of GNDC I urge a do pass on SB 2272.



PO Box 1091 • Bismarck, ND 58502
701-355-4458 • www.ednd.org

Testimony of Jennifer Greuel
Economic Development Association of North Dakota
In Support of SB 2272
March 16, 2021

Chair Owens and members of the House Education Committee:

I am Jennifer Greuel, executive director of the Economic Development Association of North Dakota (EDND). On behalf of EDND, I ask for your support of SB 2272.

EDND represents more than 80 large and small and rural and urban economic development organizations on the front line of growing businesses and communities in North Dakota. The primary purpose of the organization is to promote the creation of new wealth throughout North Dakota to develop more vibrant communities and improve quality of life.

Although North Dakota's unemployment rate has gone up slightly due to the pandemic (4.1 percent in Dec. 2020), the state's unemployment rate is still lower than 41 other states and workforce availability remains a significant challenge facing North Dakota businesses, limiting the growth potential of the economy. North Dakota especially needs job seekers to be connected with resources and education in order to be placed in a high demand career path. EDND supports the development of workforce attraction, development and retention strategies that address the needs of the state's businesses and industries.

During the last legislative session, the ND Career Builders Scholarship and Loan Repayment Program was established to aid in the attraction and retention of individuals who attended a two- or four-year program and planned to stay and fill a high-demand job opening in our state. The scholarship program also serves the purpose of

encouraging high school students to consider these career paths more carefully with the knowledge that there will be a job waiting for them in North Dakota after graduation.

After the program was put into place last legislative session, it took a few months for the program to get up and running and a few months later COVID-19 hit. We do not believe the program has had enough time to work and we are asking the committee to consider extending the program so that it has more time to reach students. We agree with the university's request to provide funding for staffing, we believe a person needs to be dedicated to the administration and marketing of the program. We still hear from many communities and businesses that aren't yet aware of the opportunity. With time and proper marketing we are confident that this program will be of great value both to younger generations and the state.

This \$6 million investment from the state must be matched by private dollars, ensuring local businesses participate, and stretching the reach of public funds.

Please consider a do pass for SB 2272. Thank you.



work: 701 662 4933 cell: 701 230 3078



brad@devilslakend.com



devilslakend.com



PO Box 1048 • Devils Lake, ND

Testimony in support of SB 2272 and the Career Builders Scholarship & Student Loan Repayment program

Given by
Brad Barth

Executive Director Forward Devils Lake Corporation
Board Member of Economic Development Association of ND

Chairman Owens & members of the Education Committee I am pleased to be able to offer my testimony today in support of the requested changes in SB 2272. For the last 12 years I have been personally involved with ND Career and Technical Education – first at the 2 yr. college level at NDSCS as Business Development and Alumni/Foundation Director and most recently at the local community level in my role as Economic Development Director in Devils Lake.

As an Economic Development Director in the Devils Lake region – I can attest to Workforce Recruitment and Retention as being the single biggest issue with attracting and retaining businesses to the Devils Lake area. The state of ND just does not have enough of the critical skilled workers needed to help our companies and communities grow. I spend 40-50% of my time on workforce issues and possible solutions and I know many of my fellow Economic Development peers do the same.

As part of this work, I have developed relationships with High Schools across the state of ND to help them to understand the importance of “aligning their outgoing/graduating students with the businesses of their region and the state of ND” I have learned that when we achieve this alignment that the state and community are more likely to retain these aligned students in ND and hopefully in the local community/region they grew up in. Consequently, local & regional businesses get the critical skilled workers they need, and they are more likely to grow and prosper.

During this time, I have found that the Career Builders Scholarship and Student Loan repayment program has been the single best tool / financial incentive to help make these student/business connections possible. For that reason, I ask that you provide the funding and changes requested for this program as requested in SB2272. By matching business donated dollars, the incentive is created for the businesses to start their recruiting process much earlier than normal business hiring and we can keep our local graduating youth local, versus losing them to competing companies from out of state.

When this happens local communities like Devils Lake win and the state of ND wins as well.

One example of a successful “Alignment” of a regional youth with a local company is Alex Lowery of Langdon, ND. Alex was a successful student in Langdon, Captain of a State Champion Football team and he wanted to get started in a career by attending a local affordable college. With the help of the Career Builders Scholarship, we were able to match up Alex with Marketplace Ford of Devils Lake they agreed to sponsor Alex with a Careers Builders Scholarship and Alex was accepted into Lake Region State College 2 years ago.

Alex will be graduating in May of this year. His part time after school job at Marketplace Ford will turn into a career as an Automotive Technician. The result is a regional HS student stayed in our region, his college tuition bill was reduced significantly, and he and his family are not deep in student/parent loan debt. The Devils Lake region keeps one of their own youth working and thriving and hopefully beginning a new family in the next few years.



Alex Lowery with Chris Devier
former Service Mgr. of
Marketplace Ford, Devils Lake

In conclusion, Economic Development in rural areas like Devils Lake is difficult - but programs like the Career Builder Scholarship and Student Loan Repayment program give rural cities and towns the capability to put scholarship and student loan packages together that entice and encourage our local graduating youth to go to a ND school for two years and come back to Devils Lake in a highly successful role for the community. Please fully fund and renew the Career Builder Scholarship and Student Loan Repayment program and support SB 2272.

Thank you for your support.

Brad Barth

#9714

**House Education Committee
Chairman Mark Owens
March 17, 2021
SB 2272**

Chairman Owens and members of the House Education Committee:

My name is DJ Campbell and I am the Human Resources Executive Director at Sanford Health in Bismarck. Thank you for this opportunity to testify in support of SB 2272.

As you know, the biggest challenge North Dakota businesses and organizations face is workforce. Healthcare is no exception. Sanford Health in North Dakota currently has 770 unfilled job positions, including openings for nurses, respiratory therapists, lab technicians and patient care technicians.

In 2020, Sanford Bismarck spent more than \$25 million to hire 464 independent contract labor staff on varying assignments to offset staffing gaps in our clinics and hospitals. We are not alone—all North Dakota healthcare organizations face the same challenge. Growing demand in the region is raising wages and attracting students to more populated areas such as Minneapolis. Compounded with the growing demand for contract healthcare labor—which often offers higher wages than permanent hospital positions—we are facing an uphill battle to keep up with staffing demands.

In our endeavors to fill these positions, we have worked diligently to create and maintain workforce development, recruitment and retention programs including:

- Partnerships with area colleges and universities to operate healthcare workforce training programs
- Implementation of a K-12 career development program (including a full-time K-12 coordinator) designed to inspire youth to pursue healthcare career paths
- Aspire by Sanford, a career coaching service to help staff members who wish to pursue new careers in healthcare

The opportunity to add the State's Career Builders program to the tools we have to recruit and retain workforce is both appreciated and proving to be highly effective. By providing an incentive for recent graduates to stay and work in North Dakota, the State has created a successful approach to attracting new graduates, many of whom have taken on debt to finish their certificate or degree programs.

Though we have only just begun to implement the Career Builders workforce development program at Sanford, we are excited about the opportunity and strongly encourage you to continue this strategic initiative. We have partnered with the N.D. University System Career Builders team for a number of students already and are aiming to increase our engagement this year by working closely with North Dakota universities and colleges including North Dakota State University, Bismarck State College and the University of Mary.

Thank you for your consideration of SB 2272. I would stand for any questions you may have.

DJ Campbell, Executive Director
Sanford Health Human Resources
DJ.Campbell@SanfordHealth.org
701-323-8984 (office)
701-390-7405 (mobile)

Certification Central

ND's 1st Alternative Educator Preparation Program
Box 322, McVille, ND 58254
701.322.4429
www.certificationcentral.education



Written Testimony in Support of SB 2272

Chairman Owens and House Education Committee,

For the record, my name is Katherine Terras and I represent Certification Central, which is ND's 1st Alternative Educator Preparation Program approved by the North Dakota Education Standards and Practices Board. We are in support of SB 2272 with one minor amendment:

- In Section 2 (#1, page 4, lines 5-6) include the following: state-approved educator training programs.

This would allow both alternative and traditional educator preparation programs, who are approved/accredited by the ND Education Standards and Practices Board, to participate in the skilled workforce scholarship/student loan repayment program, as *education* is currently listed as an eligible high-demand professional occupation in our state. This concludes my testimony, and I will now stand for questions.

Sixty-seventh
Legislative Assembly
of North Dakota

SENATE BILL NO. 2272

Introduced by

Senators Schaible, Wanzek

Representatives Dockter, Headland, Nathe

1 A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code,
2 relating to administrative fees retained by the state board of higher education; to amend and
3 reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code and sections 3
4 and 4 of chapter 136 of the 2019 Session Laws, relating to the skilled workforce student loan
5 repayment program and skilled workforce scholarship program; to provide a continuing
6 appropriation; to provide for a transfer; to provide an effective date; and to provide an expiration
7 date.

8 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

9 **SECTION 1. AMENDMENT.** Section 15-10-38.1 of the North Dakota Century Code is
10 amended and reenacted as follows:

11 **15-10-38.1. Skilled workforce student loan repayment program - Skilled workforce**
12 **student loan repayment program fund - Continuing appropriation - Report.**

- 13 1. There is created in the state treasury the skilled workforce student loan repayment
14 program fund. The fund consists of moneys transferred into the fund by the legislative
15 assembly, matching funds received, and loan repayments. Moneys in the fund are
16 appropriated to the state board of higher education on a continuing basis for the
17 purpose of distributing student loan repayment grants directly to the Bank of North
18 Dakota or other participating lender to repay outstanding student loan principal
19 balances for eligible applicants.
- 20 2. The state board of higher education shall adopt policies and procedures to develop,
21 implement, promote, and administer a skilled workforce student loan repayment
22 program in cooperation with the Bank of North Dakota and the North Dakota workforce
23 development council with the intent of attracting and retaining individuals for
24 professional or technical skills in high demand in this state.

- 1 3. The North Dakota workforce development council in cooperation with job service North
2 Dakota shall use available labor market information to determine annually the eligible
3 high-demand professional and technical skills and emerging occupations in this state.
- 4 4. ~~The state board of higher education and the North Dakota workforce development~~
5 ~~council shall compile a list of qualifying educational programs annually. Qualifying~~
6 ~~educational programs must pertain to the professional and technical skills and~~
7 ~~emerging occupations in high demand in this state, as determined under subsection 3.~~
8 ~~Qualifying educational programs may include degree or certificate programs.~~
- 9 5. Graduates of ~~qualifying educational~~ degree or certificate programs from institutions or
10 entities in ~~this~~ any state may apply for the skilled workforce student loan repayment
11 program. To be eligible to receive student loan repayment grants under the program,
12 the applicant:
- 13 a. Must have successfully completed ~~a qualifying an~~ educational program from an
14 ~~eligible~~ institution of higher education;
- 15 b. Must have a student loan with the Bank of North Dakota or other participating
16 lender;
- 17 c. Following completion of ~~a qualifying an~~ educational program, must reside and
18 work in this state in an eligible high- demand or emerging occupation; and
- 19 d. Must have met and shall continue to meet any requirements established ~~by rule in~~
20 applicable state board of higher education procedures.
- 21 6.5. The state board of higher education shall adopt ~~rules~~ procedures to ensure compliance
22 with residency and occupation requirements after completion of the ~~qualifying~~
23 educational program.
- 24 7.6. The state board of higher education shall distribute student loan repayment grants
25 from the skilled workforce student loan repayment program fund directly to the Bank of
26 North Dakota or other participating lender to repay outstanding student loan principal
27 balances for eligible applicants. The maximum annual student loan repayment grant
28 amount for which an applicant may qualify is five thousand six hundred sixty-seven
29 dollars, or one-third of the applicant's outstanding student loan principal balance upon
30 initial application for the program, whichever is less. The maximum total student loan

1 repayment grant amount for which any applicant may qualify is seventeen thousand
2 dollars.

3 ~~8-7.~~ If an individual is receiving loan forgiveness under any other ~~provision-state program~~,
4 the individual may not receive a student loan repayment grant under this section
5 during the same application year. An individual who received a skilled workforce
6 scholarship under section 15-10-38.2 is not eligible for loan forgiveness under this
7 section.

8 8. An individual may receive a combined total of no more than seventeen thousand
9 dollars under this section and the skilled workforce scholarship program under section
10 15-10-38.2.

11 9. The skilled workforce student loan repayment program must be a joint public and
12 private effort. The state board of higher education shall provide one dollar of funding
13 for each one dollar of funding raised from the private sector. Any matching funds
14 received must be deposited in the skilled workforce student loan repayment program
15 fund.

16 10. The state board of higher education shall provide a biennial program report to the
17 legislative management by September first of each even-numbered year. The report
18 must include information regarding:

- 19 a. The eligible high-demand professional and technical skills and emerging
20 occupations;
21 b. ~~The qualifying educational programs;~~
22 ~~c.~~ The number of applicants, eligible applicants, and applicants receiving awards;
23 ~~d-c.~~ The amount of private funding raised; and
24 ~~e-d.~~ The average and total amounts awarded under the program.

25 **SECTION 2. AMENDMENT.** Section 15-10-38.2 of the North Dakota Century Code is
26 amended and reenacted as follows:

27 **15-10-38.2. Skilled workforce scholarship program - Skilled workforce scholarship**
28 **fund - Continuing appropriation - Report.**

29 1. There is created in the state treasury the skilled workforce scholarship fund. The fund
30 consists of moneys transferred into the fund by the legislative assembly, matching
31 funds received, and scholarship repayments. Moneys in the fund are appropriated to

1 the state board of higher education on a continuing basis for the purpose of providing
2 grants to institutions of higher education related to skilled workforce scholarships.
3 Institutions of higher education include institutions under the control of the state board
4 of higher education, North Dakota nonpublic accredited institutions of higher
5 education, ~~and tribally controlled community colleges, state approved educator training~~
~~programs, and North Dakota institutions licensed approved to operate by the North~~
~~Dakota department board of career and~~

6 technical education.

7 2. The state board of higher education shall adopt policies and procedures to develop,
8 implement, promote, and administer a skilled workforce scholarship program in
9 cooperation with the Bank of North Dakota and the North Dakota workforce
10 development council with the intent of attracting and retaining individuals for
11 professional or technical skills in high demand in this state.

12 3. The North Dakota workforce development council in cooperation with job service North
13 Dakota shall use available labor market information to determine annually the eligible
14 high-demand professional and technical skills and emerging occupations in this state.

15 4. The state board of higher education and the workforce development council shall
16 compile a list of qualifying educational programs annually. ~~Qualifying~~ A qualifying
17 ~~educational programs must be able to~~ program is a program resulting in attainment of
18 an associate's degree or lower credential upon successful completion or a program
19 that may be completed within four semesters or six quarters and must A qualifying
20 educational program also must pertain to the professional and technical skills and
21 emerging occupations in high demand in this state, as determined under subsection 3.
22 Qualifying educational programs may include degree or certificate programs.

23 5. Individuals enrolled in a qualifying educational program in this state may apply for a
24 scholarship under this section. Scholarships are limited to the amount charged each
25 quarter, semester, or term by the educational institution for the tuition, fees, books, and
26 supplies required for the qualifying educational program. The scholarships are
27 intended to supplement any other scholarship or financial aid grant received by a
28 student to assist the student with the costs of the qualifying educational program. An
29 individual may not receive ~~more than a~~ combined total exceeding seventeen thousand

1 dollars ~~in total~~ under this section and the skilled workforce loan repayment program
2 under section 15-10-38.1.

3 6. To be eligible for a scholarship and payment under this section, a student must be
4 enrolled full time in an eligible program and ~~maintain~~ have at least a 2.5 cumulative
5 grade point average, based on a 4.0 grading system, or maintain academic progress
6 in the program according to program requirements. A student may not receive
7 scholarships under this section for more than the equivalent of four semesters of
8 full-time enrollment or six quarters of full-time enrollment.

9 7. Upon completion of a qualifying educational program, a student who received a
10 scholarship under this section must reside and work in this state in an eligible
11 high-demand or emerging occupation for a minimum of three years.

12 8. An individual shall repay the scholarship pursuant to the terms in the individual's
13 scholarship award agreement if the individual fails to maintain either a 2.5 cumulative
14 grade point average or academic progress according to program requirements while
15 enrolled, ~~discontinues attendance~~ withdraws voluntarily or involuntarily before the
16 completion of ~~any semester or quarter~~ the program for which a scholarship has been
17 received, or fails to reside and work in this state in an eligible high-demand or
18 emerging occupation for at least three years following degree or certificate completion.

19 9. The state board of higher education may allow an individual who received payment
20 under this section to delay or cancel repayment under this section due to financial
21 difficulty, military service, death, or total disability.

22 10. Each quarter, semester, or term, the state board of higher education shall distribute
23 grants to institutions of higher education to provide the amounts necessary for the
24 scholarships awarded to the students enrolled in each institution.

25 ~~40.11.~~ The skilled workforce scholarship program must be a joint public and private effort.
26 The state board of higher education may distribute grants only to the extent that the
27 private sector has provided one dollar of matching funds for each dollar of funding
28 provided by the state. Any matching funds received must be deposited in the skilled
29 workforce scholarship fund.

1 ~~44.12.~~ The state board of higher education shall provide a biennial program report to the
2 legislative management by September first of each even-numbered year. The report
3 must include information regarding:

- 4 a. The eligible high-demand professional and technical skills and emerging
5 occupations;
6 b. The qualifying educational programs;
7 c. The number of applicants, eligible applicants, and applicants receiving awards;
8 d. The amount of private funding raised; and
9 e. The average and total amounts awarded under the program.

10 **SECTION 3.** Section 15-10-38.3 of the North Dakota Century Code is created and enacted
11 as follows:

12 **15-10-38.3. Scholarship and loan forgiveness administrative costs - Continuing**
13 **appropriation.**

14 The state board of higher education shall retain up to one and one-half percent of any funds
15 appropriated to the board under subsection 1 of section 15-10-38.1 and subsection 1 of section
16 15-10-38.2. The retained funds must be used for promotion and administration of the programs
17 under those sections.

18 **SECTION 4.** Section 15-10-38.3 of the North Dakota Century Code is created and enacted
19 as follows:

20 **15-10-38.3. Scholarship and loan forgiveness administrative costs - Continuing**
21 **appropriation.**

22 The state board of higher education shall retain up to one-half of one percent of any funds
23 appropriated to the board under subsection 1 of section 15-10-38.1 and subsection 1 of section
24 15-10-38.2. The retained funds must be used for administration of the programs under those
25 sections.

26 **SECTION 5.** Section 3 of chapter 136 of the 2019 Session Laws is amended and reenacted
27 as follows:

28 **SECTION 3. TRANSFER - BANK OF NORTH DAKOTA - SKILLED**
29 **WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND.** The Bank of
30 North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be~~
31 ~~necessary,~~ from the Bank's current earnings and undivided profits to the skilled

workforce student loan repayment program fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021.

SECTION 6. Section 4 of chapter 136 of the 2019 Session Laws is amended and reenacted as follows:

SECTION 4. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, ~~or so much of the sum as may be necessary,~~ from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the period beginning with the effective date of this Act, and ending ~~June 30~~July 31, 2021.

SECTION 7. EXPIRATION DATE. Section 3 of this Act is effective through July 31, 2023, and after that date is ineffective.

SECTION 8. EFFECTIVE DATE. Section 4 of this Act becomes effective on August 1, 2023.



House Education Committee - SB 2272

Representative Mark Owens, Chair

March 17, 2021

Chairman Owens, Members of the Committee:

My name is Brian Ritter and I am President of the Bismarck Mandan Chamber EDC. Please accept the following testimony in support of SB 2272 on behalf of our organization's approximately 1,200 members.

Whether it's during the time of the COVID-19 pandemic or not, the single greatest issue facing Bismarck-Mandan's economy is workforce. To illustrate that point, please consider the fact that in February 2021, there were 2,736 open jobs in Burleigh and Morton Counties combined according to Job Service North Dakota. For reference, in February 2020 there were 3,044 and in February 2019 there were 2,261.

To address that issue locally, in the short-term, we are actively engaged in talent attraction efforts targeting Bismarck-Mandan expatriates and others in selected geographies across the United States. In the long-term, we have implemented workforce development programming such as Job Shadow Week and E2: Educators Experience targeting different parts of our community.

The continuation of the State's skilled workforce student loan repayment program and skilled workforce scholarship program, the Career Builders Program, is just one more tool we will have to address the issue. The Program has already been utilized successfully by Bismarck State

College (BSC) and its continuation will continue to have positive impacts on both our community and our students.

And we're more than happy to do our part to ensure the Program's continued success. During the last biennium, the Chamber EDC included articles and information regarding the Program in both our print and electronic publications and even hosted an informational session with our membership in hopes of promoting their participation. Again, we'll continue to do so going forward assuming the Program continues.

Thank you for the opportunity to submit this testimony in support of SB 2272 and would respectfully ask for a 'Do Pass' recommendation.



March 17, 2021

House Education Committee

SB 2272

Katie Ralston, Director of Workforce Division, ND Department of Commerce

Good morning, Chair Owens and members of the House Education Committee. My name is Katie Ralston, and I have served as the director of the workforce division at the North Dakota Department of Commerce since January 2020. In my role, I also have the great pleasure of serving as the director of the industry-led Workforce Development Council. One of the Council's responsibilities is to review and update the state's in-demand jobs list on an annual basis in collaboration with Job Service ND. This list is referenced in SB 2272 as criteria by which academic programs and jobs qualify for the North Dakota Career Builders scholarship and loan repayment programs, so I'm here to provide some information on how this list is created.

Our goal is to create a list that is broad enough to capture diverse industries that appeal to North Dakota workers and students, but narrow enough to make a measurable impact on our workforce. Using the state's Labor Market Information to gather data, we aim to use a consistent and objective ranking approach in creating the list, in order to maintain transparency and to more accurately depict North Dakota's greatest workforce opportunities.

Some of the criteria we use are the number of annual job openings, in addition to job growth projections and how quickly the job is growing. We also look at annual wage and how competitive it is with surrounding states. Additionally, we work with industry and labor representatives, chamber of commerce and economic development professionals from across the state to help us understand emerging occupations in their regions and those that provide essential services, especially in rural areas.

The students and graduates who have been served by the North Dakota Career Builders program have reinforced that there is interest by young North Dakotans to pursue opportunities that help address our state's greatest workforce needs.

Career Builders is a tremendous investment in North Dakota's talent and an incredible resource for students, graduates, and employers who are utilizing it as a valuable recruitment tool for their companies. Thank you for your time and for the opportunity to speak today. I'm happy to answer any questions you may have.

NORTH DAKOTA IN-DEMAND OCCUPATIONS

NORTH
Dakota | Job Service
Be Legendary.™



EDUCATION

- Elementary & Middle School Teacher
- Preschool Teachers, Except Special Education
- Secondary School Teacher
- Special Education Teacher (K-12)



ENGINEERING AND ARCHITECTURE

- Electrical Engineer
- Electrical & Electronic Engineering Technician
- Engineers
- Mechanical Engineer
- Mining & Geological Engineer
- Petroleum Engineer
- Transportation Engineers



INFORMATION TECHNOLOGY

- Actuaries
- Clinical Data Manager
- Computer Network Support Specialist
- Computer Programmers
- Computer System Analyst
- Computer User Support Specialist
- Database Administrators
- Information Security Analyst
- Intelligence Analysts
- Operations Research Analyst
- Software Developer (Applications)
- Software Developer (Systems)
- Software Quality Assurance Engineer & Tester



FINANCIAL

- Accountant & Auditor
- Compensation & Benefits Manager
- Financial Analyst
- Management Analyst
- Market Research Analyst & Marketing Specialist
- Personal Financial Advisors
- Sales Agent, Securities, Commodities & Financial



HEALTHCARE

- Dental Hygienist
- Diagnostic Medical Sonographer
- Licensed Practical Nurse
- Medical & Clinical Lab Technologist/Technician
- MRI Technologist
- Nurse Assistant
- Physical Therapist Assistant
- Radiologic Technologist
- Registered Nurse
- Substance Abuse & Behavioral Disorder Counselor



PROFESSIONAL/OTHER

Human Resources Specialist
 Training & Development Specialist
 Soil & Plant Scientist



TRANSPORTATION

Bus & Truck Mechanic
 Commercial Pilots
 Heavy & Tractor Trailer Truck Driver



MANAGEMENT

Computer & Information Systems Manager
 Construction Manager
 Financial Manager
 General & Operations Manager
 Marketing Manager
 Medical & Health Services Manager
 Social & Community Services Manager



SALES

Sales Engineer
 Sales Representative, Technical & Scientific



SOCIAL SERVICES

Child, Family, & School Social Worker
 Childcare Workers
 Police Patrol Officers



SKILLED TRADE

Aircraft Mechanics and Service Technicians
 Carpenter
 Construction Building Inspectors
 Electrical Powerline Installer & Repairer
 Electrician
 Environmental Scientist & Specialist
 Farm Equipment Mechanic & Service Technician
 Firefighter
 Gas Plant Operator
 Heating, Ventilation, Air Conditioning Technician
 Industrial Machinery Mechanic
 Maintenance & Repair Worker
 Mobile Heavy Equipment Mechanic
 Petroleum Pump System Operator, Refinery Operator & Gauger
 Plumber, Pipefitter, & Steamfitter
 Welder
 Wind Turbine Technician

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a Bachelor's degree. The factors used in creating the list are below:

- Total Employment (2019)
- Ten-year Numeric Job Growth (2016-2026)
- Annualized Job Growth Rate (2016-2026)
- Annual Job Openings (2016-2026)
- Average Annual Wages (2019)
- Essential and Emerging Occupations

A proud partner of the

 network

Job Service North Dakota is an equal opportunity employer/program provider.
 Auxiliary aids and services are available upon request to individuals with disabilities.
 JSND-6185 (R. 7.2020)



SB2272 | House Education Committee Hearing

March 17, 2021

John Richman, Ph.D. - President

Respectfully, I submit this testimony in **support of SB2272**. This bill would help us continue to **establish meaningful partnerships between North Dakota businesses and industries and our students**. These partnerships are enhanced by providing a financial incentive through the Career Builders scholarship and loan repayment program.

This program has **enabled NDSCS to enhance our ability to address the critical workforce shortage we are experiencing through attracting and retaining more students to North Dakota**, while further increasing the affordability of higher education through partnering with private business and industry.

Since 2019, the ND Career Builder program has helped fund **36 NDSCS students for a total of \$260,278**. This program has enhanced our Student Sponsorship matching program that matches students with employers. To date, that program has **matched 87 students** – however, with enhanced marketing and promotion we could grow this number. As of January, we have **322 students willing to be matched – but only 57 employers in the database**.

One of the premier benefits of the Career Builders program is that is not structured like typical 'scholarship' programs – students are not chosen primarily on merit or income status – but rather are selected based on:

- chosen career path,
- willingness to stay in-state, and,
- in most cases, the connection they have established with a North Dakota employer.

One of the **36 NDSCS students that has benefitted** from this program submitted testimony in support – Trystin says is the best when he closes his testimony by saying: *"...this is the BEST program!"* which has been affirmed by many of the business partners.

As I am sure you are aware, we have stiff workforce competition; more than 25 states and municipalities have adopted similar last-dollar/promise programs – including Minnesota, South Dakota and Montana. Historically, around 70% of students that enroll at NDSCS graduate from a North Dakota high school; the majority of the other 30% comes from neighboring states (Minnesota, South Dakota, Montana).

The continued investment in the Career Builders program would be a true investment in our students and the future workforce of North Dakota. **We respectfully request a do pass for SB2272**. Please contact me with any further questions/concerns you might have about this great program. Thank you for your consideration.

John Richman, Ph.D.

President – North Dakota State College of Science

John.Richman@ndscs.edu

701.671.2221

**House Education
SB2272**

March 17, 2021

Chairman Owens and members of the committee, my name is Wayde Sick, State Director of the Department of Career and Technical Education. I am submitting testimony in support of SB2272.

SB2272 or the Career Builders bill, will continue and improve upon a program that was created during the 2019 Legislative Session. This program provided funding for scholarships and student loan repayment for students and graduates that pursued high wage, high skill, in-demand occupations and remain employed in the state. This program, as you know, also required a one-to-one private sector match, ensuring that business and industry was partnering with the State to meet our workforce challenges. SB2272 broadens the eligibility of the Career Builders program to students that attend the State's various Postsecondary Career Schools. Examples of Postsecondary Career Schools in the state include Lynnes Welding and Emerging Digital Academy. North Dakota Century Code Chapter 15-20.4 gives the State Board for Career and Technical Education the authority to approve the operation of private Postsecondary Career Schools. Allowing the Career Builders scholarship and student loan repayment program to be available to training programs such as these would provide financial support for students who choose to take a different training path, enter the workforce, stay in the state and possibly be student loan debt free.

This concludes my testimony and I am happy to answer any questions.

Thank you.

ND CENTER FOR NURSING BOARD OF DIRECTORS

North Dakota Nurses
Association

College and University Nurse
Education Administrators

North Dakota Area Health
Education Center

North Dakota Emergency
Nurses Association

North Dakota Organization
for Nursing Leadership

North Dakota Board of
Nursing

North Dakota Nurse
Practitioners Association

North Dakota Public Health
Association, Nursing Section

Nursing Student Association
of North Dakota

North Dakota Directors of
Nursing Administration-
Long Term Care

Sigma Xi Kappa at Large
Chapter

North Dakota Association of
Nurse Anesthetists

Public/Consumer Member at
Large

40+ Nursing organizations,
state agencies, nursing
program and other
stakeholders

Legislative Support for the Career Builders Program and the ND Health Care Professional Student Loan Repayment Program

The North Dakota Center for Nursing, a non-profit 501c3 organization, was developed in 2011 to represent over 20,000 nurses and over 40 nursing organizations across North Dakota. The mission of the North Dakota Center for Nursing is through collaboration guide ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy. This policy agenda has been approved by our Board of Directors and is an official policy of the North Dakota Center for Nursing.

The North Dakota Center for Nursing supports the continuation of the Career Builders Program (SB 2272). We request the inclusion of a waiver for the required match or allow use of state dollars for Public and Government employees. We also request the addition of bachelor's degrees to the Scholarship program eligibility to support bachelor's degree in nursing (BSRN) students. We also request the addition of graduate degrees to the Loan Repayment program eligibility and to support the addition of Nursing Faculty to the High Needs list.

The North Dakota Center for Nursing also support continued funding (\$2,288,000 including general and community health trust funding) for the ND Health Care Professional Student Loan Repayment Program (43-12.3) included

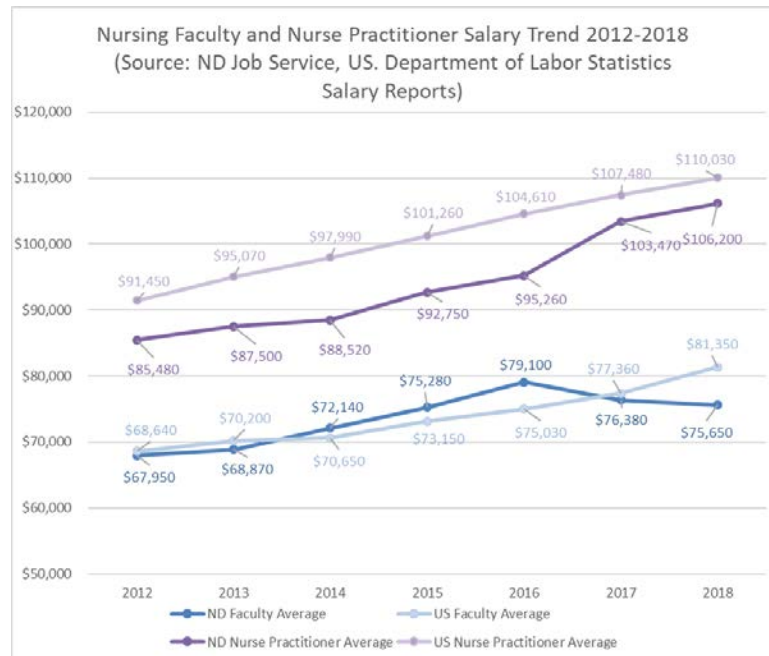
The skilled workforce scholarship and student loan repayment program (North Dakota University System) known as Career Builders was created during the 2019 Legislative Session to attract people into high need and emerging occupations in North Dakota. This unique program which is a partnership between the state and private-sector business provides scholarship and loan repayment to students within in High Need Occupations. During the current biennium, three nurses (two scholarships and one loan repayment) have participated in this program.

Both programs require a 1 to 1 match with private industry dollars matching state funding. This is a barrier to Public and Government nurse employees. For example, K-12, higher education, and state agencies would have a difficult time finding matching funds and would not be allowed to match within their budgets. **We propose waiving the required match for these employees or allowing agencies to provide the match with state funding. We also propose the addition of bachelor's degrees to the scholarship program to assist in increasing the availability of BSRN level nurses.**

The Higher Learning Commission establishes the requirements for higher education to receive accreditation on a regional and national level. Nursing faculty positions require a master's or doctorate-level degree and ND is experiencing a chronic shortage of faculty. The first factor is low faculty salaries as compared to practice settings. Faculty salaries are substantially lower than advanced practice nursing roles such as Nurse Practitioners and lower than national averages.

The second factor is student loan debt. Faculty that attend advanced degree programs end up with student loan debt that exacerbates low faculty salaries. In 2020 the average faculty student loan debt was \$34,103 (ND Center for Nursing Faculty Survey, 2020).

The third factor is recruitment. ND Nursing faculty are heavily recruited by nursing programs outside of the state. In 2020, 50% of faculty indicated that they had been contacted in the past year by a recruiter. Thirty-six percent of faculty also have considered during the last three months to changing their employment to a role outside of nursing education due to better salaries, decreased workloads and frustration with the academic work environment (ND Center for Nursing Faculty Survey, 2020).



In response to the shortage of advanced degree prepared nursing faculty, the North Dakota Board of Nursing created the Faculty Development Program in 2011. This program facilitates the growth of faculty to meet the national and state requirements for teaching in nursing education by allowing faculty that are in the process of obtaining their master's or Doctorate degree to hold a faculty position while completing the degree. Faculty in the program are paired by their employer with a mentor and their progress is tracked on a semester-by-semester basis. In 2018-2019 there was an average of 51 faculty enrolled in the program during the academic year (NDBON Education Annual Report 2018-2019). **We propose expanding eligibility for the loan repayment program to include graduate degrees in nursing. We also propose to expand the high needs occupation list to include nursing faculty to train future LPNs and RNs.**

The Health Care Professional Student Loan Repayment program (ND Department of Health) was established to provide loan repayment for health care professionals willing to provide services in areas of ND that have a defined need for services. Advanced Practice Registered Nurses (Nurse Practitioners, Clinical Nurse Specialists, Nurse Anesthetists and Certified Nurse Midwives) and Behavioral Health Registered Nurses are eligible for loan repayment which is matched with community dollars. During the 2019-2021 biennium, 4 APRNs and 4 behavioral health RNs have received support from this program. **We support continued funding of this program.**

For more information about ND Center for Nursing requests regarding loan repayment programs contact: Dr. Patricia Moulton Burwell, Executive Director, North Dakota Center for Nursing at patricia.moulton@ndcenterfornursing.org For more information about the ND Career Builders program, contact NDUS at ndfinaid@ndus.edu For more information about the Health Care Professional Student Loan Repayment Program contact Bobbie Will, Director, ND Primary Care Office at blwill@nd.gov



PO Box 2599
Bismarck, ND 58502
701.355.4458
office@technd.org
www.technd.org

Testimony of Kyle Martin
Executive Director
Technology Council of North Dakota

In Support of SB 2272
March 17, 2021

Chairman Owens and members of the House Education Committee:

My name is Kyle Martin, executive director of the Technology Council of North Dakota (TechND). TechND wishes to voice support for SB 2272.

TechND, formerly known as the Information Technology Council of North Dakota (ITCND), was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. The organization has since expanded its focus to include members from the technology industry as a whole. TechND has over 60 member organizations, with representatives from both the public and private sector.

North Dakota's technology industry is strong and growing. It is projected more than 7,500 new and replacement technology positions will be needed in North Dakota over the next decade. The Career Builders program has the potential to serve as a valuable part of North Dakota's workforce recruitment toolkit and can help fill the technology sector's employment demand. By offering scholarship and loan repayment incentives, we can encourage students to pursue degrees and certificates in computer sciences.

It is also no secret the COVID-19 pandemic has impacted the state's workforce. Displaced workers are seeking new forms of employment and many entry-level technology positions require only a certificate. TechND supports the changes in this bill that would allow graduates from certificate programs approved by the Department of Career and Technical Education's board to be eligible for Career Builders scholarships or loan repayment. TechND also welcomes recent changes to this bill that would allow out of state graduates to be eligible for the Career Builders loan repayment program. This change would provide an incentive for tech workers to relocate to North Dakota to pursue technology careers and serve as a recruitment tool for technology firms.

TechND recognizes the value of the Career Builders Program, and its potential and asks you to support SB 2272.

2021 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

SB 2272
3/22/2021

Relating to administrative fees retained by state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide for a continuing appropriation; to provide for a transfer; to provide an effective date; and to provide an expiration date

Chairman Owens opened the meeting for committee work at 3:20 PM. Roll call: Reps. Owens, Schreiber-Beck, Hauck, Heinert, Hoverson, D. Johnson, M. Johnson, Longmuir, Marschall, Pyle, Richter, Zubke, Guggisberg and Hager present.

Rep. Mary Johnson moved a proposed amendment .02001, seconded by **Rep. Pyle**
Voice Vote Motion carried

Rep. Mary Johnson moved a **Do Pass as Amended and Rereferred to Appropriations**, seconded by **Rep. Heinert**.

Roll Call Vote:

Representatives	Vote
Representative Mark S. Owens	Y
Representative Cynthia Schreiber-Beck	Y
Representative Ron Guggisberg	Y
Representative LaurieBeth Hager	Y
Representative Dori Hauck	Y
Representative Pat D. Heinert	Y
Representative Jeff A. Hoverson	Y
Representative Dennis Johnson	Y
Representative Mary Johnson	Y
Representative Donald Longmuir	Y
Representative Andrew Marschall	Y
Representative Brandy Pyle	Y
Representative David Richter	Y
Representative Denton Zubke	Y

Motion carried 14-0-0 Rep. Mary Johnson is the carrier

Chairman Owens closed the hearing at 3:22 PM.

Bev Monroe, Committee Clerk

March 22, 2021

JS
3/22/21

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2272

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2272, as engrossed: Education Committee (Rep. Owens, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** and **BE REREFERRED** to the **Appropriations Committee** (14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed SB 2272 was placed on the Sixth order on the calendar.

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Renumber accordingly

2021 HOUSE APPROPRIATIONS

SB 2272

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations - Education and Environment Division Prairie Room, State Capitol

SB 2272
3/29/2021

House Appropriations Committee - Education and Environment

A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code, relating to administrative fees retained by the state board of higher education; to amend and reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

Chairman David Monson called the meeting to order at 9:36 a.m.

Representative	Present	Absent
Chairman Monson	P	
Vice Chairman Schmidt	P	
Representative Martinson	P	
Representative Nathe	P	
Representative Sanford	P	
Representative Schatz	P	
Representative Boe	P	

Discussion Topics:

- Scholarship matching program
- Bank of ND

Representative Owens (9:36 a.m.) explained the bill.

Brenda Zastoupil (9:41 a.m.) testified in favor. Testimony #10949

Additional written testimony: #10852, #10862, #10950

Chairman David Monson adjourned the meeting at 10:01 a.m.

Klarissa Pudwill, Committee Clerk



Program Statistics 3/12/2021	SCHOLARSHIP	LOAN REPAYMENT
# of Approved Applicants	85	12
# of Unique Donors	48	9
*Private Sector \$ Received by NDUS (not matched to students)	\$25,000	\$0
*Private Sector \$ Committed (matched to students)	\$216,345	\$78,140
*State \$ Committed (matched to students)	\$216,340	\$78,140
# Graduated & Working in ND	14	12
# on GPA Probation (GPA 2.13 - 2.42)	6	n/a
# in Repayment/ Amt\$ / Total Recovered	7 / \$31,636 / \$8,150	n/a
Programs Enrolled (Scholarship)	Agriculture (5)	Bus & Truck Mechanic
	Agriculture Industry & Technology (Agronomy) (2)	
-OR-	Architectural Drafting & Estimating Technology	Carpenter
	Auto Body Repair & Refinishing Technology	
High-Need and Emerging Occupation Filled (Loan Repayment)	Automotive Technology (3)	Construction Manager
	Building Construction Technology	
	Carpentry (Residential)	Farm Equipment Mechanic & Service Technician (4)
	Construction Management Technology	
	Cyber Security & Computer Networks (4)	Mechanical Engineer
	Diesel Technology (6)	
	Electrical Technology (6)	Mobile Heavy Equipment Mechanic
	EMS-Paramedic EMT Technology	
	Energy Services and Renewable Technician (2)	Registered Nurse (2)
	Farm & Ranch Mgmt / Agribusiness Mgmt (5)	
	Geographic Info System Tech	Transportation Engineer
	Health Information Technician	
	Heating, Ventilation & AC/HVAC/R Tech (6)	
	Human Resource & Organizational Leadership	
	Instrumentation and Control Technology (4)	
	John Deere Ag Tech	
	Land Surveying & Civil Engineering Technology (3)	
	Lineworker (Electrical) (7)	
	Mechanical Maintenance Technology (3)	
	Medical Assistant	
	Medical Laboratory Technician	
	Pharmacy Technician (3)	
	Plumbing	
	Power Plant Technology (3)	
	Practical Nurse/Nursing (2)	
	Precision Machining Technology	
	Process Plant Technology (2)	
	Surgical Technology	
	Welding / Welding Technology (4)	
	Bismarck State College (43)	Bismarck (2)
Distribution of Applicants	Dakota College at Bottineau (1)	Fargo (5)
	Lake Region State College (3)	McVille (1)
	Lynnes Welding Training (1)	Minot (1)
	North Dakota State College of Science (35)	Northwood (1)
	Rasmussen College Fargo (2)	Rugby (1)
		West Fargo (1)

*Private-sector committed dollars are matched with state funds at the point in time an application is approved by the NDUS.

ND Career Builders Private-Sector Donor (private sector \$ received)	Scholarship or Loan Repayment
American Bank Center	Scholarship
Arthur and Edith Pearson Foundation	Scholarship
Brosz Engineering, Inc.	Scholarship
Cavalier Do It Best Lumber	Scholarship
CHS Foundation	Scholarship
Comstock Construction, Inc.	Scholarship
Cottingham Insurance	Scholarship
Crossroads Repair LLC	Scholarship
Dakota Pharmacy	Scholarship
Dakota Refrigeration	Scholarship
Doosan Bobcat North America	Scholarship
Fisher Industries	Scholarship
General Equipment & Supplies, Inc.	Loan Repayment
General Equipment & Supplies, Inc.	Scholarship
Great River Energy	Scholarship
H.A. Thompson & Sons	Scholarship
Karen Oster-Lloyd Ritchie Memorial	Scholarship
Keller Paving & Landscaping, Inc.	Scholarship
Korber Medipak Systems NA	Scholarship
Kountry Kids 4H	Scholarship
Lake Chevrolet Buick GMC	Scholarship
LG Homes	Scholarship
Marketplace Motors	Scholarship
Microsoft	Scholarship
Modern Auto Body	Scholarship
Mowbray & Son Plumbing and Heating, Inc.	Loan Repayment
ND Association of County Engineers	Scholarship
ND State Electrical Board	Scholarship
Nelson International dba Nelson Leasing, Inc.	Loan Repayment
NODAK Electric	Scholarship
Otter Tail Power Company Foundation	Scholarship
Pro-Mark Services, Inc.	Loan Repayment
Rugby Job Development Authority	Loan Repayment
Sanford Health-Fargo	Loan Repayment
Schmitt's Plumbing, Heating & Sheetmetal, Inc.	Scholarship
Scott's Electric	Scholarship
Service Tire, Inc.	Scholarship
Sheyenne Mechanical	Scholarship
Stantec Consulting Services, Inc.	Loan Repayment
True North Equipment	Loan Repayment
True North Equipment	Scholarship
Underwood School	Scholarship
West Edge Farms	Scholarship
14 Private-Sector Donors - No Release Provided	Scholarship & Loan Repayment



EDUCATION

Elementary & Middle School Teacher
Preschool Teachers, Except Special Education
Secondary School Teacher
Special Education Teacher (K-12)

ENGINEERING AND
ARCHITECTURE

Electrical Engineer
Electrical & Electronic Engineering Technician
Engineers
Mechanical Engineer
Mining & Geological Engineer
Petroleum Engineer
Transportation Engineers

INFORMATION
TECHNOLOGY

Actuaries
Clinical Data Manager
Computer Network Support Specialist
Computer Programmers
Computer System Analyst
Computer User Support Specialist
Database Administrators
Information Security Analyst
Intelligence Analysts
Operations Research Analyst
Software Developer (Applications)
Software Developer (Systems)
Software Quality Assurance Engineer & Tester



FINANCIAL

Accountant & Auditor
Compensation & Benefits Manager
Financial Analyst
Management Analyst
Market Research Analyst &
Marketing Specialist
Personal Financial Advisors
Sales Agent, Securities, Commodities
& Financial



HEALTHCARE

Dental Hygienist
Diagnostic Medical Sonographer
Licensed Practical Nurse
Medical & Clinical Lab
Technologist/Technician
MRI Technologist
Nurse Assistant
Physical Therapist Assistant
Radiologic Technologist
Registered Nurse
Substance Abuse & Behavioral Disorder
Counselor



PROFESSIONAL/OTHER

Human Resources Specialist
Training & Development Specialist
Soil & Plant Scientist



TRANSPORTATION

Bus & Truck Mechanic
Commercial Pilots
Heavy & Tractor Trailer Truck Driver



MANAGEMENT

Computer & Information Systems Manager
Construction Manager
Financial Manager
General & Operations Manager
Marketing Manager
Medical & Health Services Manager
Social & Community Services Manager



SALES

Sales Engineer
Sales Representative, Technical & Scientific



SOCIAL SERVICES

Child, Family, & School Social Worker
Childcare Workers
Police Patrol Officers



SKILLED TRADE

Aircraft Mechanics and Service Technicians
Carpenter
Construction Building Inspectors
Electrical Powerline Installer & Repairer
Electrician
Environmental Scientist & Specialist
Farm Equipment Mechanic & Service Technician
Firefighter
Gas Plant Operator
Heating, Ventilation, Air Conditioning Technician
Industrial Machinery Mechanic
Maintenance & Repair Worker
Mobile Heavy Equipment Mechanic
Petroleum Pump System Operator, Refinery Operator & Gauger
Plumber, Pipefitter, & Steamfitter
Welder
Wind Turbine Technician

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a Bachelor's degree. The factors used in creating the list are below:

- Total Employment (2019)
- Ten-year Numeric Job Growth (2016-2026)
- Annualized Job Growth Rate (2016-2026)
- Annual Job Openings (2016-2026)
- Average Annual Wages (2019)
- Essential and Emerging Occupations

A proud partner of the
americanjobcenter
network

Job Service North Dakota is an equal opportunity employer/program provider.
Auxiliary aids and services are available upon request to individuals with disabilities.
JSND-6185 (R. 7.2020)



Testimony of Jennifer Greuel
Economic Development Association of North Dakota
In Support of SB 2272
March 29, 2021

Chair Monson and members of the House Appropriations Committee- Education and Environment Division:

I am Jennifer Greuel, executive director of the Economic Development Association of North Dakota (EDND). On behalf of EDND, I ask for your support of SB 2272.

EDND represents more than 80 large and small and rural and urban economic development organizations on the front line of growing businesses and communities in North Dakota. The primary purpose of the organization is to promote the creation of new wealth throughout North Dakota to develop more vibrant communities and improve quality of life.

Although North Dakota's unemployment rate has gone up slightly due to the pandemic (4.1 percent in Dec. 2020), the state's unemployment rate is still lower than 41 other states and workforce availability remains a significant challenge facing North Dakota businesses, limiting the growth potential of the economy. North Dakota especially needs job seekers to be connected with resources and education in order to be placed in a high demand career path. EDND supports the development of workforce attraction, development and retention strategies that address the needs of the state's businesses and industries.

During the last legislative session, the ND Career Builders Scholarship and Loan Repayment Program was established to aid in the attraction and retention of individuals who attended a two- or four-year program and planned to stay and fill a high-demand job opening in our state. The scholarship program also serves the purpose of

encouraging high school students to consider these career paths more carefully with the knowledge that there will be a job waiting for them in North Dakota after graduation.

After the program was put into place last legislative session, it took a few months for the program to get up and running and a few months later COVID-19 hit. We do not believe the program has had enough time to work and we are asking the committee to consider extending the program so that it has more time to reach students. We agree with the university's request to provide funding for staffing, we believe a person needs to be dedicated to the administration and marketing of the program. We still hear from many communities and businesses that aren't yet aware of the opportunity. With time and proper marketing we are confident that this program will be of great value both to younger generations and the state.

This \$6 million investment from the state must be matched by private dollars, ensuring local businesses participate, and stretching the reach of public funds.

Please consider a do pass for SB 2272. Thank you.

Testimony in support of SB 2272 and the Career Builders Scholarship & Student Loan Repayment program

Given by
Brad Barth

Executive Director Forward Devils Lake Corporation
Board Member of Economic Development Association of ND

Chairman Delzer & members of the House Appropriations Committee I am pleased to be able to offer my testimony today in support of the requested changes in SB 2272. For the last 12 years I have been personally involved with ND Career and Technical Education – first at the 2 yr. college level at NDSCS as Business Development and Alumni/Foundation Director and most recently at the local community level in my role as Economic Development Director in Devils Lake.

As an Economic Development Director in the Devils Lake region – I can attest to Workforce Recruitment and Retention as being the single biggest issue with attracting and retaining businesses to the Devils Lake area. The state of ND just does not have enough of the critical skilled workers needed to help our companies and communities grow. I spend 40-50% of my time on workforce issues and possible solutions and I know many of my fellow Economic Development peers do the same.

As part of this work, I have developed relationships with High Schools across the state of ND to help them to understand the importance of “aligning their outgoing/graduating students with the businesses of their region and the state of ND” I have learned that when we achieve this alignment that the state and community are more likely to retain these aligned students in ND and hopefully in the local community/region they grew up in. Consequently, local & regional businesses get the critical skilled workers they need, and they are more likely to grow and prosper.

During this time, I have found that the Career Builders Scholarship and Student Loan repayment program has been the single best tool / financial incentive to help make these student/business connections possible. For that reason, I ask that you provide the funding and changes requested for this program as requested in SB2272. By matching business donated dollars, the incentive is created for the businesses to start their recruiting process much earlier than normal business hiring and we can keep our local graduating youth local, versus losing them to competing companies from out of state.

When this happens local communities like Devils Lake win and the state of ND wins as well.

One example of a successful “Alignment” of a regional youth with a local company is Alex Lowery of Langdon, ND. Alex was a successful student in Langdon, Captain of a State Champion Football team and he wanted to get started in a career by attending a local affordable college. With the help of the Career Builders Scholarship, we were able to match up Alex with Marketplace Ford of Devils Lake they agreed to sponsor Alex with a Careers Builders Scholarship and Alex was accepted into Lake Region State College 2 years ago.

Alex will be graduating in May of this year. His part time after school job at Marketplace Ford will turn into a career as an Automotive Technician. The result is a regional HS student stayed in our region, his college tuition bill was reduced significantly, and he and his family are not deep in student/parent loan debt. The Devils Lake region keeps one of their own youth working and thriving and hopefully beginning a new family in the next few years.



Alex Lowery with Chris Devier
former Service Mgr. of
Marketplace Ford, Devils Lake

In conclusion, Economic Development in rural areas like Devils Lake is difficult - but programs like the Career Builder Scholarship and Student Loan Repayment program give rural cities and towns the capability to put scholarship and student loan packages together that entice and encourage our local graduating youth to go to a ND school for two years and come back to Devils Lake in a highly successful role for the community. Please fully fund and renew the Career Builder Scholarship and Student Loan Repayment program and support SB 2272.

Thank you for your support.

Brad Barth



PO Box 2599
Bismarck, ND 58502
701.355.4458
office@technd.org
www.technd.org

Testimony of Kyle Martin
Executive Director
Technology Council of North Dakota

In Support of SB 2272
March 29, 2021

Chairman Monson and members of the House Appropriations Education and Environment Committee:

My name is Kyle Martin, executive director of the Technology Council of North Dakota (TechND). TechND wishes to voice support for SB 2272.

TechND, formerly known as the Information Technology Council of North Dakota (ITCND), was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. The organization has since expanded its focus to include members from the technology industry as a whole. TechND has over 60 member organizations, with representatives from both the public and private sector.

North Dakota's technology industry is strong and growing. North Dakota's technology workforce subsector has increased by more than 17 percent over the last decade and it is projected more than 7,500 new and replacement technology positions will be needed in North Dakota over the next decade.

The Career Builders program has the potential to serve as a valuable part of North Dakota's workforce recruitment toolkit and can help fill the technology sector's employment demand. By offering scholarship and loan repayment incentives, we can encourage students to pursue degrees and certificates in computer sciences.

It is also no secret the COVID-19 pandemic has impacted the state's workforce. Displaced workers are seeking new forms of employment and many entry-level technology positions require only a certificate. TechND supports the changes in this bill that would allow graduates from certificate programs approved by the Department of Career and Technical Education's board to be eligible for Career Builders scholarships or loan repayment. TechND also welcomes recent changes to this bill that would allow out of state graduates to be eligible for the Career Builders loan repayment program. This change would provide an incentive for tech workers to relocate to North Dakota to pursue technology careers and serve as a recruitment tool for technology firms.

TechND recognizes the value of the Career Builders Program, and its potential and asks you to support SB 2272.

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations - Education and Environment Division Prairie Room, State Capitol

SB 2272
3/30/2021

House Appropriations Committee - Education and Environment

A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code, relating to administrative fees retained by the state board of higher education; to amend and reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

Chairman David Monson called the meeting to order at 8:53 a.m.

Representative	Present	Absent
Chairman Monson	P	
Vice Chairman Schmidt	P	
Representative Martinson	P	
Representative Nathe	P	
Representative Sanford	P	
Representative Schatz	P	
Representative Boe	P	

Discussion Topics:

- Bank of North Dakota

Tammy Dolan (8:55 a.m.) testified neutrally.

Representative Mark Sanford made a motion to verbally amend to change sections 5 and 6 so the money stays at the Bank of North Dakota. Amendment 21.0888.02002.

Representative Bob Martinson seconded

Voice Vote taken: Motion Carried

Representative Mark Sanford moved Do Pass as amended

Representative Mike Nathe seconded

Roll Call Vote taken:

Representative	Yea	Nay	Absent
Chairman Monson	X		
Vice Chairman Schmidt	X		
Representative Martinson	X		
Representative Nathe	X		
Representative Sanford	X		
Representative Schatz	X		
Representative Boe	X		

Motion Carried: 7-0-0

Chairman David Monson adjourned the meeting at 9:21 a.m.

Klarissa Pudwill, Committee Clerk

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2272

In lieu of the amendments adopted by the House as printed on page 1253 of the House Journal, Engrossed Senate Bill No. 2272 is amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 6, remove "and"

Page 1, line 7, after "date" insert "; and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 8 with:

"SECTION 5. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 6. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 7. EFFECTIVE DATE. Sections 1, 2, 3, 5, and 6 of this Act become effective on July 1, 2021."

Page 7, after line 11, insert:

"SECTION 10. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee Brynhild Haugland Room, State Capitol

SB 2272
4/1/2021

Relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program

9:19 Chairman Delzer- Opened the meeting for SB 2272

Attendance	P/A
Representative Jeff Delzer	P
Representative Keith Kempenich	P
Representative Bert Anderson	P
Representative Larry Bellew	P
Representative Tracy Boe	P
Representative Mike Brandenburg	P
Representative Michael Howe	P
Representative Gary Kreidt	P
Representative Bob Martinson	P
Representative Lisa Meier	P
Representative Alisa Mitskog	P
Representative Corey Mock	P
Representative David Monson	P
Representative Mike Nathe	P
Representative Jon O. Nelson	P
Representative Mark Sanford	P
Representative Mike Schatz	P
Representative Jim Schmidt	P
Representative Randy A. Schobinger	P
Representative Michelle Strinden	P
Representative Don Vigesaa	P

Discussion Topics:

- Career Building Program
- 3 Million for Loans
- 3 Million for Scholarships
- 100 Thousand Dollars at a time
- 1-1 Match
- Expanding to out of state students

House Appropriations Committee

SB 2272

April 1st 2021

Page 2

9:19 Representative Monson –Introduces the bill, its purpose and proposes some amendments

9:23 Committee discussion

9:47 Chairman Delzer- Closes the meeting for 2272

Risa Berube,

House Appropriations Committee Clerk

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations - Education and Environment Division Prairie Room, State Capitol

SB 2272

4/1/2021

House Appropriations Committee - Education and Environment

A BILL for an Act to create and enact section 15-10-38.3 of the North Dakota Century Code, relating to administrative fees retained by the state board of higher education; to amend and reenact sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; to provide a continuing appropriation; to provide an effective date; and to provide an expiration date.

Chairman David Monson called the meeting to order at 10:21 a.m.

Representative	Present	Absent
Chairman Monson	P	
Vice Chairman Schmidt	P	
Representative Martinson	P	
Representative Nathe	P	
Representative Sanford	P	
Representative Schatz	P	
Representative Boe	P	

Discussion Topics:

- Loan Repayment Program
- Possibility of adding a sunset to the law
- Giving preference to ND students

Alex Cronquist (10:23 a.m.) explained the bill.

Tammy Dolan (10:29 a.m.) testified neutrally.

Vice Chairman Jim Schmidt made a motion to verbally further amend to add a sunset and insert language about Bank of ND. Amendment 21.0888.02003.

Representative Bob Martinson seconded

Voice Vote taken: Motion Carried

Vice Chairman Jim Schmidt moved Do Pass as amended

Representative Bob Martinson seconded

Roll Call Vote taken:

Representative	Yea	Nay	Absent
Chairman Monson	X		
Vice Chairman Schmidt	X		
Representative Martinson	X		
Representative Nathe	X		
Representative Sanford	X		
Representative Schatz	X		
Representative Boe	X		

Motion Carried: 7-0-0

Chairman David Monson will carry the bill.

Chairman David Monson adjourned the meeting at 10:52 a.m.

Klarissa Pudwill, Committee Clerk

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2272

In lieu of the amendments adopted by the House as printed on page 1253 of the House Journal, Engrossed Senate Bill No. 2272 is amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the semicolon insert "to repeal sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program;"

Page 1, line 6, remove "and"

Page 1, line 7, after "date" insert "; and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 5, line 17, after "education" insert ", in conjunction with the Bank of North Dakota."

Page 6, after line 22, insert:

"SECTION 5. REPEAL. Section 15-10-38.1 of the North Dakota Century Code is repealed.

SECTION 6. REPEAL. Section 15-10-38.2 of the North Dakota Century Code is repealed."

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 8 with:

"SECTION 7. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 8. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 9. EFFECTIVE DATE. Sections 1, 2, 3, 7, and 8 of this Act become effective on July 1, 2021.

SECTION 10. EFFECTIVE DATE. Sections 5 and 6 of this Act become effective on July 1, 2023."

Page 7, after line 11, insert:

"SECTION 13. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

2021 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee Brynhild Haugland Room, State Capitol

SB 2272
4/2/2021

Relating to the skilled workforce student loan repayment program and skilled workforce scholarship program;

8:34 Chairman Delzer- Opened the meeting for SB 2272

Attendance	P/A
Representative Jeff Delzer	P
Representative Keith Kempenich	A
Representative Bert Anderson	P
Representative Larry Bellew	P
Representative Tracy Boe	P
Representative Mike Brandenburg	P
Representative Michael Howe	P
Representative Gary Kreidt	P
Representative Bob Martinson	P
Representative Lisa Meier	P
Representative Alisa Mitskog	P
Representative Corey Mock	P
Representative David Monson	P
Representative Mike Nathe	P
Representative Jon O. Nelson	P
Representative Mark Sanford	P
Representative Mike Schatz	P
Representative Jim Schmidt	P
Representative Randy A. Schobinger	P
Representative Michelle Strinden	P
Representative Don Vigesaa	P

Discussion Topics:

- **Amendment**

Chairman Delzer – Introduces the amendment 21.0888.02003.

8:39 Representative Monson Makes a motion to adopt amendment 21.0888.02003 in lieu of Senate bill

Representative Schmidt Second

Further discussion

8:40 Voice Vote- Motion Carries

Representative Monson Makes a motion for a Do Pass as Amended

Representative Schmidt Second

Further discussion

8:40 Roll Call Vote was Taken;

Representatives	Vote
Representative Jeff Delzer	N
Representative Keith Kempenich	A
Representative Bert Anderson	Y
Representative Larry Bellew	Y
Representative Tracy Boe	Y
Representative Mike Brandenburg	Y
Representative Michael Howe	Y
Representative Gary Kreidt	Y
Representative Bob Martinson	Y
Representative Lisa Meier	Y
Representative Alisa Mitskog	Y
Representative Corey Mock	Y
Representative David Monson	Y
Representative Mike Nathe	Y
Representative Jon O. Nelson	Y
Representative Mark Sanford	Y
Representative Mike Schatz	Y
Representative Jim Schmidt	Y
Representative Randy A. Schobinger	Y
Representative Michelle Strinden	Y
Representative Don Vigasaa	Y

Motion Carries 19-1-1 Representative Monson will carry the bill

Additional written testimony: No Additional Testimony

8:42 Chairman Delzer- Closes the meeting for SB 2272

Risa Berube,

House Appropriations Committee Clerk

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2272

In lieu of the amendments adopted by the House as printed on page 1253 of the House Journal, Engrossed Senate Bill No. 2272 is amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the semicolon insert "to repeal sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program;"

Page 1, line 6, remove "and"

Page 1, line 7, after "date" insert "; and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 5, line 17, after "education" insert ", in conjunction with the Bank of North Dakota,"

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 8 with:

"SECTION 5. REPEAL. Sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code are repealed.

SECTION 6. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 7. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 8. EFFECTIVE DATE. Sections 1, 2, 3, 6, and 7 of this Act become effective on July 1, 2021.

SECTION 9. EFFECTIVE DATE. Sections 5 of this Act becomes effective on July 1, 2023."

Page 7, after line 11, insert:

"SECTION 12. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2272, as engrossed and amended: Appropriations Committee (Rep. Delzer, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends **DO PASS** (19 YEAS, 1 NAY, 1 ABSENT AND NOT VOTING). Engrossed SB 2272, as amended, was placed on the Sixth order on the calendar.

In lieu of the amendments adopted by the House as printed on page 1253 of the House Journal, Engrossed Senate Bill No. 2272 is amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the semicolon insert "to repeal sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program;"

Page 1, line 6, remove "and"

Page 1, line 7, after "date" insert "; and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 5, line 17, after "education" insert ", in conjunction with the Bank of North Dakota."

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 8 with:

"SECTION 5. REPEAL. Sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code are repealed.

SECTION 6. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 7. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$3,000,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 8. EFFECTIVE DATE. Sections 1, 2, 3, 6, and 7 of this Act become effective on July 1, 2021.

SECTION 9. EFFECTIVE DATE. Sections 5 of this Act becomes effective on July 1, 2023."

Page 7, after line 11, insert:

"SECTION 12. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

2021 CONFERENCE COMMITTEE

SB 2272

2021 SENATE STANDING COMMITTEE MINUTES

Education Committee
Room JW216, State Capitol

SB 2272
4/15/2021
Conference Committee

A BILL relating to administrative fees retained by the state board of higher education; relating to the skilled workforce student loan repayment program and skilled workforce scholarship program; relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program.

Chairman Schaible called the meeting to order 3:33 PM with Sen Schaible, Sen Conley, Sen Lemm, Rep Owens, Rep Monson and Rep Zubke present.

Discussion Topics:

- HB 1375
- Career builders
- Dual Credit courses
- Amendment 21.0888.02004

Sen Schaible distributed HB 1375 for discussion #11548

- **Motion by Rep Zubke for House to recede from House amendments and amend 21.0888.02004**

Rep Monson seconded

Roll Call vote: 6-0-0 Motion carries

Sen Schaible will carry in the Senate

Rep Monson will carry in the House

Additional written testimony: None

3:55 PM

Lynn Wolf, Committee Clerk

April 15, 2021

CS
3/11/21
1022

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2272

That the House recede from its amendments as printed on pages 1318 and 1319 of the Senate Journal and pages 1473 and 1474 of the House Journal and that Engrossed Senate Bill No. 2272 be amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the semicolon insert "to amend and reenact section 15-10-38.3 of the North Dakota Century Code, relating to scholarship and loan forgiveness administrative costs; to repeal sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program;"

Page 1, line 6, remove "and to provide an expiration"

Page 1, line 7 replace "date" with "and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 5, line 17, after "education" insert ", in conjunction with the Bank of North Dakota."

Page 6, replace lines 15 and 16 with:

"SECTION 4. AMENDMENT. Section 15-10-38.3 of the North Dakota Century Code is amended and reenacted as follows:"

Page 6, remove the underscore from lines 17 through 20

Page 6, line 21, remove the underscore from "15-10-38.2. The retained funds must be used for" and immediately thereafter insert "~~promotion and~~"

Page 6, line 21, remove the underscore from "administration of the programs under those"

Page 6, remove the underscore from line 22

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 10 with:

"SECTION 5. REPEAL. Sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code are repealed.

SECTION 6. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$2,250,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 7. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the sum of \$2,250,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 8. EFFECTIVE DATE. Sections 1, 2, 3, 6, and 7 of this Act become effective on July 1, 2021.

SECTION 9. EFFECTIVE DATE. Section 5 of this Act becomes effective on July 1, 2023."

Page 7, after line 11, insert:

"SECTION 11. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

Date: 4/15/2021

Roll Call Vote #: 1

**2021 SENATE CONFERENCE COMMITTEE
ROLL CALL VOTES**

BILL/RESOLUTION NO. SB 2272 as (re) engrossed

Senate Education Committee

Action Taken ☐ **SENATE accede to House Amendments**
☐ **SENATE accede to House Amendments and further amend**
☐ **HOUSE recede from House amendments**
☒ **HOUSE recede from House amendments and amend as follows**

☐ **Unable to agree**, recommends that the committee be discharged and a new committee be appointed

Motion Made by: Rep Zubke Seconded by: Rep Monson

Senators				Yes	No		Representatives				Yes	No
Sen Schailbe	P			Y			Rep Owens	P			Y	
Sen Lemm	P			Y			Rep Monson	P			Y	
Sen Conley	P			Y			Rep Zubke	P			Y	
	P											
Total Senate Vote				3			Total Rep. Vote				3	

Vote Count Yes: 6 No: 0 Absent: 0

Senate Carrier Sen Schaible House Carrier Rep Monson

LC Number 21.0888 . 02004 of amendment

LC Number 21.0888 . 05000 of engrossment

Emergency clause added or deleted

Statement of purpose of amendment

Insert LC: 21.0888.02004
Senate Carrier: Schaible
House Carrier: Monson

REPORT OF CONFERENCE COMMITTEE

SB 2272, as engrossed: Your conference committee (Sens. Schaible, Lemm, Conley and Reps. Owens, Monson, Zubke) recommends that the **HOUSE RECEDE** from the House amendments as printed on SJ pages 1318-1319, adopt amendments as follows, and place SB 2272 on the Seventh order:

That the House recede from its amendments as printed on pages 1318 and 1319 of the Senate Journal and pages 1473 and 1474 of the House Journal and that Engrossed Senate Bill No. 2272 be amended as follows:

Page 1, line 3, remove "and sections 3"

Page 1, line 4, remove "and 4 of chapter 136 of the 2019 Session Laws"

Page 1, line 5, after the semicolon insert "to amend and reenact section 15-10-38.3 of the North Dakota Century Code, relating to scholarship and loan forgiveness administrative costs; to repeal sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code, relating to the skilled workforce student loan repayment program and the skilled workforce scholarship program;"

Page 1, line 6, remove "and to provide an expiration"

Page 1, line 7 replace "date" with "and to declare an emergency"

Page 4, line 5, after the underscored comma insert "state-approved educator training programs."

Page 5, line 17, after "education" insert ", in conjunction with the Bank of North Dakota."

Page 6, replace lines 15 and 16 with:

"SECTION 4. AMENDMENT. Section 15-10-38.3 of the North Dakota Century Code is amended and reenacted as follows:"

Page 6, remove the underscore from lines 17 through 20

Page 6, line 21, remove the underscore from "15-10-38.2. The retained funds must be used for" and immediately thereafter insert "~~promotion and~~"

Page 6, line 21, remove the underscore from "administration of the programs under those"

Page 6, remove the underscore from line 22

Page 6, remove lines 23 through 30

Page 7, replace lines 1 through 10 with:

"SECTION 5. REPEAL. Sections 15-10-38.1 and 15-10-38.2 of the North Dakota Century Code are repealed.

SECTION 6. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE STUDENT LOAN REPAYMENT PROGRAM FUND. The Bank of North Dakota shall transfer the sum of \$2,250,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce student loan repayment fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 7. TRANSFER - BANK OF NORTH DAKOTA - SKILLED WORKFORCE SCHOLARSHIP FUND. The Bank of North Dakota shall transfer the

Insert LC: 21.0888.02004
Senate Carrier: Schaible
House Carrier: Monson

sum of \$2,250,000, or so much of the sum as may be necessary, from the Bank's current earnings and undivided profits to the skilled workforce scholarship fund during the biennium beginning July 1, 2021, and ending June 30, 2023.

SECTION 8. EFFECTIVE DATE. Sections 1, 2, 3, 6, and 7 of this Act become effective on July 1, 2021.

SECTION 9. EFFECTIVE DATE. Section 5 of this Act becomes effective on July 1, 2023."

Page 7, after line 11, insert:

"SECTION 11. EMERGENCY. This Act is declared to be an emergency measure."

Renumber accordingly

Engrossed SB 2272 was placed on the Seventh order of business on the calendar.

21.0842.02004

FIRST ENGROSSMENT

Sixty-seventh
Legislative Assembly
of North Dakota

ENGROSSED HOUSE BILL NO. 1375

Introduced by

Representatives Pyle, Howe, Mitskog, O'Brien, Roers Jones, Schreiber-Beck, Stemen

Senators Bekkedahl, Davison, Luick, Weber

1 A BILL for an Act to create and enact a new section to chapter 15-10 of the North Dakota
2 Century Code, relating to a tuition scholarship program for students taking dual-credit courses
3 while in high school; to provide a statement of legislative intent; to provide for a legislative
4 management study; and to provide an appropriation.

5 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

6 **SECTION 1.** A new section to chapter 15-10 of the North Dakota Century Code is created
7 and enacted as follows:

8 **Dual-credit courses - Tuition scholarship program - Administered by the board.**

- 9 1. The state board of higher education shall administer a dual-credit tuition scholarship
10 program to offer a tuition scholarship to students. The board shall adopt procedures to
11 administer the program.
- 12 2. An eligible student may apply to the board to receive a scholarship toward the cost of
13 tuition and fees at the ~~state-approved postsecondary training program, in-state public,~~
14 ~~private, or tribal college, or private~~ institution of higher education at which the student
15 is enrolled. To be eligible to receive a scholarship, an individual must:
- 16 a. Be enrolled and have completed at least one semester, quarter, or term at a
17 ~~state-approved postsecondary training program~~ public, private, or tribal institution
18 of higher education in the state, ~~tribal college in the state, or private institution of~~
19 ~~higher education in the state;~~
- 20 b. ~~Have completed at least one semester, quarter, or term at the state-approved~~
21 ~~postsecondary training program, tribal college, or private institution at which the~~
22 ~~student is enrolled;~~
- 23 ~~c. Have graduated:~~
- 24 (1) Graduated from a high school in the state ~~or from;~~

- 1 (2) Graduated from a high school in a ~~school district that borders the~~bordering
2 state, ~~or have completed~~ under chapter 15.1-29;
- 3 (3) Graduated from a nonpublic high school in a bordering state while residing
4 with a custodial parent in this state; or
- 5 (4) Completed a program of home education under chapter 15.1-23; and
6 d.c. Have completed at least one dual-credit course provided by an institution under
7 the control of the state board of higher education while enrolled in high school or
8 a program of home education in the state, ~~or a high school in a school district that~~
9 ~~borders the state.~~
- 10 3. The state board of higher education shall provide an eligible student with a tuition
11 scholarship equal to fifty percent of the cost of the dual-credit courses provided by an
12 institution under the control of the state board of higher education, and completed by
13 the student while in high school or a program of home education, in an amount up to
14 ~~one thousand five~~seven hundred fifty dollars. A scholarship received by a student
15 during any semester, quarter, or term of enrollment under this section may not exceed
16 the cost of tuition and fees for the semester, quarter, or term. A student is not eligible
17 to receive more than seven hundred fifty dollars under this section.

18 **SECTION 2. APPROPRIATION - BANK OF NORTH DAKOTA PROFITS.** There is
19 appropriated out of any moneys from the Bank of North Dakota's current earnings and
20 undivided profits, not otherwise appropriated, the sum of ~~\$5,000,000~~\$1,500,000, or so much of
21 the sum as may be necessary, to the state board of higher education for the purpose of
22 providing tuition scholarships to eligible students participating in the program under this Act, for
23 the biennium beginning July 1, 2021, and ending June 30, 2023.

24 **SECTION 3. LEGISLATIVE INTENT - DUAL-CREDIT TUITION SCHOLARSHIP**
25 **PROGRAM.** It is the intent of the sixty-seventh legislative assembly that if there are any dollars
26 in the skilled workforce scholarship fund and the skilled workforce student loan repayment fund
27 which have not been committed as of December 31, 2022, the state board of higher education
28 may award up to fifty percent of the uncommitted balance for dual-credit tuition scholarships
29 under section 1 of this Act.

30 **SECTION 4. SCHOLARSHIP PROGRAMS - LEGISLATIVE MANAGEMENT STUDY.**
31 During the 2021-22 interim, the legislative management shall consider studying all scholarship

Sixty-seventh
Legislative Assembly

- 1 programs in the state. The legislative management shall report its findings and
- 2 recommendations, together with any legislation required to implement the recommendations, to
- 3 the sixty-eighth legislative assembly.