

2023 HOUSE EDUCATION

HB 1382

2023 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

HB 1382
1/31/2023

Relating to scholarships for registered apprenticeship program participants

2:46 PM

Chairman Heinert opened the hearing. Members present: Chairman Heinert, Vice Chairman Schreiber-Beck, Representatives Conmy, Dyk, Hager, Hauck, Heilman, Hoverson, Jonas, Longmuir, Marschall, Murphy, Novak, and Timmons.

Discussion Topics:

- Apprenticeship opportunities
- Timespan
- Paid positions
- Cyber security
- Graduated timeline
- Labor union and nonlabor union
- Fiscal note
- Equipment, tools and protective equipment
- Reimbursement of tuition
- Nontraditional occupational apprenticeships

Josh Bochee, District 44, House Minority Leader, Testimony 18031

Wayde Sick, State Director, CTE, Testimony 17568

Brenda Zastoupil, Financial Aid Director, ND University System, oral testimony

James Schmidt, Executive Director, ND State Electrical Board, Testimony 17989

Doug Darling, President of Lake Region Junior College, oral testimony

Jason Ehlert, ND State Building and Construction Trades Council, Testimony 18028

Jim Upgren, Assistant Director, Office of School Approval and Opportunity, DPI, Testimony 18176

Andrea Pfennig, Greater ND Chamber, Testimony 18188

Additional written testimony:

Adam Kidwell, Testimony 17972

Katherine Grindberg, Testimony 18067

3:17 PM Chairman Heinert closed the hearing.

Kathleen Davis, Committee Clerk

2023 HOUSE STANDING COMMITTEE MINUTES

Education Committee Coteau AB Room, State Capitol

HB 1382
1/31/2023

Relating to scholarships for registered apprenticeship program participants

4:14 PM Chairman Heinert calls meeting to order

Members present: Chairman Heinert, Vice Chairman Schreiber-Beck, Representatives Conmy, Dyk, Hager, Hauck, Heilman, Hoverson, Jonas, Longmuir, Marschall, Murphy, Novak, and Timmons.

Discussion Topics:

- Committee action

Rep Murphy moved a Do Pass, seconded by Rep Hoverson.

Roll call vote:

Representatives	Vote
Representative Pat D. Heinert	Y
Representative Cynthia Schreiber-Beck	Y
Representative Liz Conmy	Y
Representative Scott Dyk	N
Representative LaurieBeth Hager	Y
Representative Dori Hauck	Y
Representative Matt Heilman	Y
Representative Jeff A. Hoverson	Y
Representative Jim Jonas	Y
Representative Donald W. Longmuir	Y
Representative Andrew Marschall	Y
Representative Eric James Murphy	Y
Representative Anna S. Novak	Y
Representative Kelby Timmons	N

Motion Carries 12-2-0

Bill Carried Representative Hoverson

4:24 PM Chairman Heinert closed the hearing.

Kathleen Davis, Committee Clerk By: Leah Kuball

REPORT OF STANDING COMMITTEE

HB 1382: Education Committee (Rep. Heinert, Chairman) recommends **DO PASS** (12 YEAS, 2 NAYS, 0 ABSENT AND NOT VOTING). HB 1382 was placed on the Eleventh order on the calendar.

2023 HOUSE APPROPRIATIONS

HB 1382

2023 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee
Brynhild Haugland Room, State Capitol

HB 1382
2/15/2023

Relating to scholarships for registered apprenticeship program participants.

10:02 AM Chairman Vigesaa- meeting was called to order and roll call was taken-

Members present; Chairman Vigesaa, Representative Kempenich, Representative B. Anderson, Representative Brandenburg, Representative Hanson, Representative Kreidt, Representative Martinson, Representative Mitskog, Representative Meier, Representative Mock, Representative Monson, Representative Nathe, Representative J. Nelson, Representative O'Brien, Representative Pyle, Representative Richter, Representative Sanford, Representative Schatz, Representative Schobinger, Representative Strinden, Representative G. Stemen and Representative Swiontek.

Members not Present Representative Bellew

Discussion Topics:

- To Include Apprenticeship
- Expansion of Current Program

Representative Heinert, District 35- Introduces the bill.

Chairman Vigesaa- Closes the meeting for HB 1382 @ 10:07 AM

Risa Berube, Committee Clerk

2023 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee Brynhild Haugland Room, State Capitol

HB 1382
2/16/2023

Relating to scholarships for registered apprenticeship program participants.

11:43 AM Chairman Vigesaa – Meeting was called to order and roll was taken:

All Members Present; Chairman Vigesaa, Representative Kempenich, Representative B. Anderson, Representative Bellew, Representative Brandenburg, Representative Hanson, Representative Kreidt, Representative Martinson, Representative Mitskog, Representative Meier, Representative Mock, Representative Monson, Representative Nathe, Representative J. Nelson, Representative O'Brien, Representative Pyle, Representative Richter, Representative Sanford, Representative Schatz, Representative Schobinger, Representative Strinden, Representative G. Stemen and Representative Swiontek.

Discussion Topics:

- Current Program
- Apprenticeship Programs

Representative Hanson- Move for a Do Pass

Representative Mock- Seconds the motion.

Committee discussion- Roll call vote

Representatives	Vote
Representative Don Vigesaa	Y
Representative Keith Kempenich	Y
Representative Bert Anderson	Y
Representative Larry Bellew	Y
Representative Mike Brandenburg	Y
Representative Karla Rose Hanson	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 Emily O'Brien	Y
Representative Brandy Pyle	Y
Representative David Richter	Y
Representative Mark Sanford	Y

House Appropriations Committee

HB 1382

Feb. 16th 2023

Page 2

Representative Mike Schatz	Y
Representative Randy A. Schobinger	Y
Representative Greg Stemen	Y
Representative Michelle Strinden	Y
Representative Steve Swiontek	Y

Motion carries 23-0-0 Representative Hoverson will carry the bill.

11:57 AM Chairman Vigesaa- Closes the meeting for HB 1382

Risa Berube, Committee Clerk

REPORT OF STANDING COMMITTEE

HB 1382: Appropriations Committee (Rep. Vigesaa, Chairman) recommends **DO PASS** (23 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1382 was placed on the Eleventh order on the calendar.

2023 SENATE WORKFORCE DEVELOPMENT

HB 1382

2023 SENATE STANDING COMMITTEE MINUTES

Workforce Development Committee Fort Lincoln Room, State Capitol

HB 1382
3/17/2023

Relating to scholarships for registered apprenticeship program participants.
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9:31 AM **Chairman Wobbema** called the hearing to order. **Senators Wobbema, Axtman, Elkin, Larson, Sickler, Piepkorn** were present.

Discussion Topics:

- Scholarship funds
- Academic programs
- Technical programs
- Apprenticeship programs

9:32 AM **Representative Boschee** introduced HB 1382 in favor. #25520.

9:39 AM **Wayde Sick, State Director, North Dakota Department of Career and Technical Education**, testified in favor. #24194.

9:50 AM **Brenda Zastoupil, Director of Financial Aid, North Dakota University System testimony**, in favor verbally.

9:56 AM **Jim Upgren, Assistant Director, Office of School Approval and Opportunity, North Dakota Department of Public Instruction**, testified in favor. #25430.

10:05 AM **Andrea Pfennig, Director of Government Affairs, Greater North Dakota Chamber**, testified in favor. #25050

10:06 AM **Doug Darling, Lake Region State College**, testified online in favor. # 25629.

Additional written testimony:

Jason Ehlert, President, North Dakota State Building and Construction Trades Council, in favor #24451

Danielle Korsmo, Vice President, Chief of Staff, UND Student Government, in favor #25077

Katherine Grindberg, Executive Vice President, Fargo, Morehead, West Fargo Chamber of Commerce, in favor #25521

10:17 AM **Chairman Wobbema** closed the hearing.

Chairman Wobbema calls for discussion.

Senator Axtman moved **DO PASS**.

Senator Sickler seconded the motion.

Roll call vote.

Senators	Vote
Senator Michael A. Wobbema	Y
Senator Michelle Axtman	Y
Senator Jay Elkin	Y
Senator Diane Larson	Y
Senator Merrill Piepkorn	Y
Senator Jonathan Sickler	Y

Motion passed 6-0-0.

Senator Axtman will carry HB 1382

10:10 AM **Chairman Wobbema** adjourned the hearing.

Patricia Lahr, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Workforce Development Committee Fort Lincoln Room, State Capitol

HB 1382
3/17/2023

Relating to scholarships for registered apprenticeship program participants.
--

10:37 AM **Chairman Wobbema** called the meeting to order. **Senators Wobbema, Axtman, Elkin, Larson, Sickler, Piepkorn** are present.

Discussion Topics:

- Scholarship funds

Chairman Wobbema calls for discussion.

Senator Axtman moved to RECONSIDER previous action.

Senator Sickler seconded the motion.

Roll call vote

Senators	Vote
Senator Michael A. Wobbema	Y
Senator Michelle Axtman	Y
Senator Jay Elkin	Y
Senator Diane Larson	Y
Senator Merrill Piepkorn	Y
Senator Jonathan Sickler	Y

The motion passed 6-0-0.

Senator Axtman moved **DO PASS** and **RERFERE** to **APPROPRIATIONS**.

Senator Elkin seconded the motion.

Roll call vote.

Senators	Vote
Senator Michael A. Wobbema	Y
Senator Michelle Axtman	Y
Senator Jay Elkin	Y
Senator Diane Larson	Y
Senator Merrill Piepkorn	Y
Senator Jonathan Sickler	Y

The motion carried 6-0-0.

Senator Axtman will carry HB 1382.

10:41 AM **Senator Wobbema** closed the meeting.
Patricia Lahr, Committee Clerk

REPORT OF STANDING COMMITTEE

HB 1382: Workforce Development Committee (Sen. Wobbema, Chairman) recommends **DO PASS** and **BE REREFERRED** to the **Appropriations Committee** (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1382 was rereferred to the **Appropriations Committee**. This bill affects workforce development.

2023 SENATE APPROPRIATIONS

HB 1382

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations - Education and Environment Division Sakakawea Room, State Capitol

HB 1382
3/27/2023

A BILL for an Act relating to scholarships for registered apprenticeship program participants.
--

8:32 AM Chairman Sorvaag opened the hearing on HB 1382.

Members present: Senators Sorvaag, Krebsbach, Rust, Schaible, and Meyer

Discussion Topics:

- North Dakota university system
- Apprentice scholarships
- Eligibility

8:33 AM Brenda Zastoupal, North Dakota University System Director Financial Aid, introduced the bill, testified in favor, no written testimony

8:42 AM Senator Schaible moved DO PASS.
Senator Rust seconded the motion.

Senators	Vote
Senator Ronald Sorvaag	Y
Senator Karen K. Krebsbach	Y
Senator Scott Meyer	Y
Senator David S. Rust	Y
Senator Donald Schaible	Y

Motion passed 5-0-0.

Senator Schaible will carry the bill to the full committee.

Additional written testimony:

- **Christopher Scott, testimony # 26640**
- **Katherine Grindberg, testimony # 26645**

8:43 AM Chairman Sorvaag closed the hearing.

Kathleen Hall, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

HB 1382
3/30/2023

A BILL for an Act relating to scholarships for registered apprenticeship program participants.
--

3:50 PM Vice Chairman Krebsbach opened the hearing on HB 1382.

Members present: Senators Bekkedahl, Krebsbach, Burckhard, Davison, Dever, Dwyer, Erbele, Kreun, Meyer, Roers, Schaible, Sorvaag, Vedaa, Wanzek, Rust, and Mathern.

Discussion Topics:

- Apprentice scholarships
- Committee work

3:50 PM Senator Schaible introduced the bill, no written testimony

3:53 PM Senator Schaible moved DO PASS.
Senator Burckhard seconded the motion.

Senators	Vote
Senator Brad Bekkedahl	Y
Senator Karen K. Krebsbach	Y
Senator Randy A. Burckhard	Y
Senator Kyle Davison	Y
Senator Dick Dever	Y
Senator Michael Dwyer	Y
Senator Robert Erbele	Y
Senator Curt Kreun	Y
Senator Tim Mathern	Y
Senator Scott Meyer	Y
Senator Jim P. Roers	Y
Senator David S. Rust	Y
Senator Donald Schaible	Y
Senator Ronald Sorvaag	Y
Senator Shawn Vedaa	Y
Senator Terry M. Wanzek	Y

Motion passed 16-0-0.

Senator Axtman will carry the bill.

3:55 PM Vice Chairman Krebsbach closed the hearing.
Kathleen Hall, Committee Clerk

REPORT OF STANDING COMMITTEE

HB 1382: Appropriations Committee (Sen. Bekkedahl, Chairman) recommends DO PASS (16 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1382 was placed on the Fourteenth order on the calendar. This bill affects workforce development.

TESTIMONY

HB 1382



**House Education
HB1382**

January 31, 2023

Chairman Heinert and members of the House Education Committee, for the record my name is Wayde Sick, State Director for the Department of Career and Technical Education. I am submitting testimony in support for HB1382.

HB1382 is a bill that would allow a North Dakota High School Graduate, who earned the North Dakota State Scholarship, to use it for expenses accumulated while participating in a registered apprenticeship program. Examples of these expenses may include tuition, curriculum, equipment, tools, and personal protective equipment.

As we are all aware, workforce is the main issue that is currently holding back our state's economy. All industries and all regions of the state are currently short of a trained workforce. This scholarship would provide support to a student that has decided to pursue an effective, but under-utilized workforce solution, registered apprenticeship.

Apprenticeship is an effective solution, as it allows an employer to partner with a training provider and customize their training programming, to meet their specific needs. An employer is able to hire apprentices, place them under the supervision of a mentor for on the job training, while requiring coursework, known as Related Technical

Instruction in an apprenticeship program. Related Technical Instruction can be completed in the evenings, weekends, online, etc. Many times, the training provider is a community college, allowing an apprentice to complete an apprenticeship and a certificate or degree simultaneously. The earn while you learn model of an apprenticeship can be attractive as individuals are employed while they are gaining skills and attractive for employers as it can be an immediate workforce solution.

Apprenticeship can be a workforce solution for almost any profession. When we think of apprenticeship, we typically think of plumbers, electricians, and other skilled occupations. But recently apprenticeship has begun to expand into other occupations. In the state of North Dakota and across the country, apprenticeships in manufacturing, information technology, healthcare and very recently education, have been developed.

Again, North Dakota Career and Technical is supportive of HB1382. HB1382 will provide the flexibility to utilize an earned merit scholarship for individuals looking for a different path to post-secondary education and employment.

This concludes my testimony; I will stand for any questions you may have.

1/31/2023

House Education, 2023 HB1382

Chairman Heinert and Members of the House Education Committee,

I would like to take a moment to express my support for HB1382.

I am sure that you are all aware that tools, PPE, workwear, equipment, books and curriculum have all suffered the impact of inflation like any other commodity. Although the common opinion may exist that there are no costs to students in registered apprenticeships, this is not the case. Most such programs are employer-funded and economically organized, and are therefore not able to pay for many or the items that are necessary for a student to work in industry. This sometimes causes young men and women to decline an offer of apprenticeship, or to leave a program once started, because they simply cannot afford it.

However, if HB1382 were successful, plainly stated, it would make registered apprenticeship available to more high school graduates. This is very important in a time of unprecedented growth for our state when apprentice able occupations are in great need of workers. Apprentices in North Dakota live and work here, and therefore directly contribute to the continued economic growth of our state. What a great investment in our future, by investing in the skills of our people.

Please continue to pursue HB1382 for the future of our high school graduates, our eligible employers, and our state in general.

Thank you,



Adam Kidwell

Director of Education

Dakotas Area Electrical Apprenticeship and Training Fund

TESTIMONY in SUPPORT of HB 1382

PRESENTED BY JAMES SCHMIDT

EXECUTIVE DIRECTOR, NORTH DAKOTA STATE ELECTRICAL BOARD

Chairman Heinert and Members of the Education Committee:

I am James Schmidt, executive director for the North Dakota State Electrical Board testifying in support of House Bill 1382.

HB 1382 offering a scholarship will help address the shortage of tradespeople by encouraging individuals to go to college and hopefully the electrical trade.

I thank the bill sponsors and this committee for hearing my comments and I would be happy to answer any questions you may have.



NORTH DAKOTA STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

2901 Twin City Dr. Suite 201
Mandan, North Dakota 58554
(701) 663-8821

© SCRU 280-C

January 31, 2023

To the Honorable Pat Heinert and Member Representatives of the Education Committee

RE: House Bill 1382; Scholarships for registered apprenticeship program participants.

Representing workers in the commercial, industrial, and residential construction industries from foundation to finish, we are committed to promoting, recruiting, and developing careers for all workers in the skilled trades in North Dakota. Construction is a rewarding career, and we are fully committed to passing this industry along to younger generations. Utilizing an apprenticeship program is the primary means to achieve this goal, and as such, we are in support of HB 1382.

A Registered Apprenticeship Program is a post-secondary educational model that combines hands-on training with classroom instruction. All registered programs in North Dakota are the through the U.S. Department of Labor, Bureau of Apprenticeship and Training. This entity ensures the content of any registered program in the state is equitable to any other program across the country for the apprentice.

Registered Apprenticeship Programs provide apprentices with a low-cost education while also being employed in a tiered system of wages based off of percentages of the Journey Worker classification. However, since apprentices are just starting out, many times, they need items such as school supplies, tools of the trade, educational materials, among other items for their apprenticeship. Being able to utilize a scholarship to offset their educational investment will go a long way to recruiting and retaining apprentices in the construction industry.

It is; therefore, the North Dakota State Building and Construction Trades Council is in support of HB 1382 and urges for a Do Pass recommendation.

Sincerely, I am

Jason Ehlert
President



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Josh Boschee

District 44
517 First Street North
Fargo, ND 58102-4540
jboschee@ndlegis.gov

Minority Leader

COMMITTEES:
Industry, Business and Labor

January 31, 2023

Good morning Chairman Heinert and members of the House Education Committee,

For the record, my name is Josh Boschee and I serve as a Representative from District 44, which comprises downtown and north Fargo.

House Bill 1382 was introduced to allow students who are eligible to receive the North Dakota scholarship, North Dakota academic scholarship or North Dakota career and technical education scholarship to use their scholarship funds if they are enrolled in a qualifying registered apprenticeship program within North Dakota. The draft in front of you was finalized with input from the ND Department of Career and Technical Education, ND University System and ND Department of Public Instruction.

Apprenticeships are one of the many entry points a North Dakotan can have into our workforce.

According to the [US Department of Labor](#), a "Registered Apprenticeship is an industry-driven, high quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency."

While many are familiar with apprenticeships in the trades, we are seeing a growing number of opportunities in our state around cyber security, information technology and nursing. Apprenticeships can be developed outside of an educational institution or in partnership with one. Both models are deployed here in North Dakota. Apprenticeships typically last longer than an internship with apprenticeships usually using a graduated timeline over multiple years and internships typically being focused on several months of time. This longer time spent learning the skills necessary for the job under the direct supervision of a mentor leads to more of what we call job stickiness in which the apprentice has developed a loyalty to the employer and usually stays longer with that specific employer. The USDOL's research shows that 93% of apprentices stay with their employer with an average salary of \$77,000 once completed.

In North Dakota, we have a myriad of organizations working in tandem to help workers get connected to apprenticeship opportunities and assist employers with developing registered apprenticeship programs. The [Department of Career and Technical Education](#), [Lake Region State College](#), [North Dakota State College of Science](#), [Job Service ND](#), [ND Building Trades Unions](#), [ND Workforce](#)

[Development Council](#), [ND Department of Commerce](#) and the ND office of the [US Department of Labor](#) all are playing an integral part in creating more good paying apprenticeship opportunities for North Dakotans as we work to address our current and future workforce needs.

Mr. Chairman, allowing North Dakota high school graduates to access their scholarship funds for apprenticeships align with the changes made in previous legislative session for students to be choice ready. I also believe it provides students greater flexibility as they navigate education and skills training whether they start in two- or four-year academic program and transition to an apprenticeship or start in an apprenticeship and transition to a two- or four-year academic program. With this flexibility comes the same \$6,000 cap students that enter two- or four-year programs have.

I hope that the committee agrees and support HB 1382. Thank you. I am happy to try and answer any questions.



FMWF Chamber Support for HB 1382

01/31/2023

Chair Heinert and members of the House Education Committee,

For the record, my name is Katherine Grindberg, and I have the pleasure of serving as the Executive Vice President of the Fargo Moorhead West Fargo (FMWF) Chamber of Commerce. The Chamber's mission is to be a catalyst for economic growth and prosperity for businesses, members, and the greater community. On behalf of our over 1,900 members, I respectfully offer testimony in support of House Bill 1382.

Every state across the United States is competing to attract, develop, and retain workforce, hoping to fill thousands of open jobs. In order for our state to effectively compete on a global scale for workforce, both the public and private sectors must identify innovative and multi-pronged solutions to address this crisis. Creative solutions, such as this program, establish a career pathway for our current and future workforce. Apprenticeships are incredible opportunities for individuals to receive invaluable hands-on learning experiences that fosters skill development. The Chamber fully supports the extension of the statewide apprenticeship program, furthering workforce development across our state.

On behalf of our members, I would like to thank the committee for their time and consideration.

Respectfully,

Katherine Grindberg

Executive Vice President
FMWF Chamber of Commerce
kgrindberg@fmwfcchamber.com

**TESTIMONY ON HB 1382
HOUSE EDUCATION COMMITTEE**

January 31, 2023

**By: Jim Upgren, Assistant Director of School Approval and Opportunity
701-328-2244
North Dakota Department of Public Instruction**

Chairman Heinert and Members of the Committee:

My name is Jim Upgren, Assistant Director in the Office of School Approval and Opportunity with the Department of Public Instruction. I am here on behalf of the department to speak in support of HB 1382.

HB 1382 does not change the requirements for earning the Academic, CTE, or North Dakota Scholarship. The bill simply provides an additional option that students can pursue to use the scholarship money that they have earned. When the Academic and CTE Scholarships were first created in 2009, it was limited to coursework at a college or university. However, many career pathways that students choose require training after high school outside of a 2-year or four-year college or university. SB 2136 of the 2021 legislative session acknowledged this by expanding scholarship usage to include accredited career schools, such as a hair design school or welding school. HB 1382 builds on the fact that not all career pathways involve a college degree, allowing students to use the scholarship that they earned for an apprenticeship program that is aligned with their chosen career pathway.

NDDPI fully supports HB 1382 to provide students that have earned the state scholarship with additional opportunities that are meaningful and aligned to their career interests.

Chairman Heinert and Members of the Committee that concludes my prepared testimony and I will stand for any questions that you may have.



GREATER NORTH DAKOTA CHAMBER
HB 1382
House Education Committee
Chairman Pat Heinert
January 31, 2023

Mr. Chairman and members of the Committee, my name is Andrea Pfennig with the Greater North Dakota Chamber. GNDC is North Dakota's largest statewide business advocacy organization, with membership represented by small and large businesses, local chambers, and trade and industry associations across the state. We stand in **support** of House Bill 1382.

Recently, GNDC partnered with the NDSU Challey Institute for Global Innovation and Growth to complete a survey about the business climate in North Dakota. The survey found that 62% of respondents felt the number one factor holding businesses back is difficulty attracting and retaining qualified workers. The results of the survey were reflected in the discussions held by our members in our policy position development process.

Our members feel it is important to maximize the flexibility and responsiveness of K-12, two and four-year educational institutions, and provide expanded educational opportunities to meet local training needs and demands. We also support partnerships and resources that implement work-based learning opportunities to cultivate workforce attraction and retention.

The ability to have access to a skilled workforce is a critical issue impacting the business community. We feel that expanding the ND Scholarship to be used for apprenticeship experiences would be a good piece of the solution to the workforce challenge, benefiting both students and North Dakota businesses.

We urge a Do Pass recommendation on HB 1382. Mr. Chairman and members of the Committee, this concludes my comments. Thank you and I'd be happy to answer any questions.



**Senate Workforce Development
HB1382**

March 16, 2023

Chairman Wobbema and members of the Senate Workforce Development Committee, for the record my name is Wayde Sick, State Director for the Department of Career and Technical Education. I am submitting testimony in support for HB1382.

HB1382 is a bill that would allow a North Dakota High School Graduate, who earned the North Dakota State Scholarship, to use it for expenses accumulated while participating in a registered apprenticeship program. Examples of these expenses may include tuition, curriculum, equipment, tools, and personal protective equipment.

As we are all aware, workforce is the main issue that is currently holding back our state's economy. All industries and all regions of the state are currently short of a trained workforce. This scholarship would provide support to a student that has decided to pursue an effective, but under-utilized workforce solution, registered apprenticeship.

Apprenticeship is an effective solution, as it allows an employer to partner with a training provider and customize their training programming, to meet their specific needs. An employer is able to hire apprentices, place them under the supervision of a mentor for on the job training, while requiring coursework, known as Related Technical

Instruction in an apprenticeship program. Related Technical Instruction can be completed in the evenings, weekends, online, etc. Many times, the training provider is a community college, allowing an apprentice to complete an apprenticeship and a certificate or degree simultaneously. The earn while you learn model of an apprenticeship can be attractive as individuals are employed while they are gaining skills and attractive for employers as it can be an immediate workforce solution.

Apprenticeship can be a workforce solution for almost any profession. When we think of apprenticeship, we typically think of plumbers, electricians, and other skilled occupations. But recently apprenticeship has begun to expand into other occupations. In the state of North Dakota and across the country, apprenticeships in manufacturing, information technology, healthcare and very recently education, have been developed.

Again, North Dakota Career and Technical is supportive of HB1382. HB1382 will provide the flexibility to utilize an earned merit scholarship for individuals looking for a different path to post-secondary education and employment.

This concludes my testimony; I will stand for any questions you may have.



NORTH DAKOTA STATE BUILDING AND CONSTRUCTION TRADES COUNCIL

2901 Twin City Dr. Suite 201
Mandan, North Dakota 58554
(701) 663-8821

® (SCRU) 280-C

March 16, 2023

To the Honorable Michael Wobbema and Member Senators of the Workforce Development Committee

RE: House Bill 1382; Scholarships for registered apprenticeship program participants.

Representing workers in the commercial, industrial, and residential construction industries from foundation to finish, we are committed to promoting, recruiting, and developing careers for all workers in the skilled trades in North Dakota. Construction is a rewarding career, and we are fully committed to passing this industry along to younger generations. Utilizing an apprenticeship program is the primary means to achieve this goal, and as such, we are in support of HB 1382.

A Registered Apprenticeship Program is a post-secondary educational model that combines hands-on training with classroom instruction. All registered programs in North Dakota are the through the U.S. Department of Labor, Bureau of Apprenticeship and Training. This entity ensures the content of any registered program in the state is equitable to any other program across the country for the apprentice.

Registered Apprenticeship Programs provide apprentices with a low-cost education while also being employed in a tiered system of wages based off of percentages of the Journey Worker classification. However, since apprentices are just starting out, many times, they need items such as school supplies, tools of the trade, educational materials, among other items for their apprenticeship. Being able to utilize a scholarship to offset their educational investment will go a long way to recruiting and retaining apprentices in the construction industry.

It is; therefore, the North Dakota State Building and Construction Trades Council is in support of HB 1382 and urges for a Do Pass recommendation.

Sincerely, I am

Jason Ehlert
President



GREATER NORTH DAKOTA CHAMBER
HB 1382
Senate Workforce Development Committee
Chairman Mike Wobbema
March 14, 2023

Mr. Chairman and members of the Committee, my name is Andrea Pfennig with the Greater North Dakota Chamber. GNDC is North Dakota's largest statewide business advocacy organization, with membership represented by small and large businesses, local chambers, and trade and industry associations across the state. We stand in **support** of House Bill 1382.

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Our members feel it is important to maximize the flexibility and responsiveness of K-12, two and four-year educational institutions, and provide expanded educational opportunities to meet local training needs and demands.

We also support partnerships and resources that implement work-based learning opportunities to cultivate workforce attraction and retention.

The ability to have access to a skilled workforce is a critical issue impacting the business community. We feel that expanding the ND Scholarship to be used for apprenticeship experiences would be a good piece of the solution to the workforce challenge, benefiting both students and North Dakota businesses.

We urge a Do Pass recommendation on HB 1382. Mr. Chairman and members of the Committee, this concludes my comments. Thank you and I'd be happy to answer any questions.

Danielle Korsmo | UND Student Government
Danielle.korsmo@und.edu

Chairman Wobbema and members of the Workforce Development Committee,

My name is Danielle Korsmo, and I serve as a member of the executive board for Student Government at the University of North Dakota (UND). I am providing testimony supporting HB 1382, relating to scholarships for registered apprenticeship program participants.

Apprenticeship programs are a viable post-secondary route for many students. This bill expands opportunities for recipients of the North Dakota Choice Ready scholarship to use towards these programs. Many of the workforce needs of this state are positions that can be filled through apprenticeships; students can efficiently build a skillset that prepares them for work in North Dakota. Moreover, career exploration is a large part of higher education for incoming students. Making apprenticeships more readily accessible gives students an opportunity to explore areas they might not have considered before, providing foundational skills that relate to other needed positions upon which to build in the industry.

The financial burdens of higher education can be a detrimental factor in completion for many students. However, academic success is also promoted through financial motivation. Increased incentive in the form of scholarships is not only encouraging for students, but also relieves some financial stress that may hinder educational performance. Students who have recently graduated from post-secondary school lack many resources to fund any sort of further education. In order to bring in leaders with the necessary skills to fulfill workforce needs in North Dakota, we must support and nurture our students.

I respectfully request a **DO PASS on HB 1382**. Thank you for your time and consideration.

Danielle Korsmo
VP Chief of Staff, UND Student Government

TESTIMONY ON HB 1382
SENATE WORKFORCE DEVELOPMENT COMMITTEE
March 16, 2023
By: Jim Upgren, Assistant Director of School Approval and Opportunity
701-328-2244
North Dakota Department of Public Instruction

Chairman Wobbema and Members of the Committee:

My name is Jim Upgren, Assistant Director in the Office of School Approval and Opportunity with the Department of Public Instruction. I am here on behalf of the department to speak in support of HB 1382.

HB 1382 does not change the requirements for earning the Academic, CTE, or North Dakota Scholarship. The bill simply provides an additional option that students can pursue to use the scholarship money that they have earned. When the Academic and CTE Scholarships were first created in 2009, it was limited to coursework at a college or university. However, many career pathways that students choose require training after high school outside of a 2-year or four-year college or university. SB 2136 of the 2021 legislative session acknowledged this by expanding scholarship usage to include accredited career schools, such as a hair design school or welding school. HB 1382 builds on the fact that not all career pathways involve a college degree, allowing students to use the scholarship that they earned for an apprenticeship program that is aligned with their chosen career pathway.

NDDPI fully supports HB 1382 to provide students that have earned the state scholarship with additional opportunities that are meaningful and aligned to their career interests.

Chairman Wobbema and Members of the Committee that concludes my prepared testimony and I will stand for any questions that you may have.



North Dakota House of Representatives

STATE CAPITOL
600 EAST BOULEVARD
BISMARCK, ND 58505-0360



Representative Josh Boschee

District 44
517 First Street North
Fargo, ND 58102-4540
jboschee@ndlegis.gov

Minority Leader

COMMITTEES:
Industry, Business and Labor

March 16, 2023

Good morning Chair Wobbema and members of the Senate Workforce Development Committee,

For the record, my name is Josh Boschee and I serve as a Representative from District 44, which comprises downtown and north Fargo.

House Bill 1382 was introduced to allow students who are eligible to receive the North Dakota scholarship, North Dakota academic scholarship or North Dakota career and technical education scholarship to use their scholarship funds if they are enrolled in a qualifying registered apprenticeship program within North Dakota. The draft in front of you was finalized with input from the ND Department of Career and Technical Education, ND University System and ND Department of Public Instruction.

Apprenticeships are one of the many entry points a North Dakotan can have into our workforce.

According to the [US Department of Labor](#), a “Registered Apprenticeship is an industry-driven, high quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.”

While many are familiar with apprenticeships in the trades, we are seeing a growing number of opportunities in our state around cyber security, information technology and nursing. Apprenticeships can be developed outside of an educational institution or in partnership with one. Both models are deployed here in North Dakota. Apprenticeships typically last longer than an internship with apprenticeships usually using a graduated timeline over multiple years and internships typically being focused on several months of time. This longer time spent learning the skills necessary for the job under the direct supervision of a mentor leads to more of what we call job stickiness in which the apprentice has developed a loyalty to the employer and usually stays longer with that specific employer. The USDOL’s research shows that 93% of apprentices stay with their employer with an average salary of \$77,000 once completed.

In North Dakota, we have a myriad of organizations working in tandem to help workers get connected to apprenticeship opportunities and assist employers with developing registered apprenticeship programs. The [Department of Career and Technical Education](#), [Lake Region State College](#), [North Dakota State College of Science](#), [Job Service ND](#), [ND Building Trades Unions](#), [ND Workforce](#)

[Development Council](#), [ND Department of Commerce](#) and the ND office of the [US Department of Labor](#) all are playing an integral part in creating more good paying apprenticeship opportunities for North Dakotans as we work to address our current and future workforce needs.

Mr. Chairman, allowing North Dakota high school graduates to access their scholarship funds for apprenticeships align with the changes made in previous legislative session for students to be choice ready. I also believe it provides students greater flexibility as they navigate education and skills training whether they start in a two- or four-year academic program and transition to an apprenticeship or start in an apprenticeship and transition to a two- or four-year academic program. With this flexibility comes the same \$6,000 cap students that enter two- or four-year programs have.

I hope that the committee agrees and supports HB 1382. Thank you. I am happy to try and answer any questions.



FMWF Chamber Support for HB 1382

March 16th, 2023

Chair Wobbema and members of the Senate Workforce Development Committee,

For the record, my name is Katherine Grindberg, and I have the pleasure of serving as the Executive Vice President of the Fargo Moorhead West Fargo (FMWF) Chamber of Commerce. The Chamber's mission is to be a catalyst for economic growth and prosperity for businesses, members, and the greater community. On behalf of our over 1,900 members, I respectfully offer testimony in support of House Bill 1382.

Every state across the United States is competing to attract, develop, and retain workforce, hoping to fill thousands of open jobs. In order for our state to effectively compete on a global scale for workforce, both the public and private sectors must identify innovative and multi-pronged solutions to address this crisis. Creative solutions, such as this program, establish a career pathway for our current and future workforce. Apprenticeships are incredible opportunities for individuals to receive invaluable hands-on learning experiences that fosters skill development. The Chamber fully supports the extension of the statewide apprenticeship program, furthering workforce development across our state.

On behalf of our members, I would like to thank the committee for their time and consideration.

Respectfully,

Katherine Grindberg

Executive Vice President
FMWF Chamber of Commerce
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Chair Wobbema and members of the Senate Workforce Development Committee.

For the record, my name is Doug Darling and I serve as President of Lake Region State College.

I am here to testify in support of HB 1382.

Something I know you've heard from me before is that North Dakota's number one challenge is workforce. HB 1382 would allow the North Dakota scholarship to be utilized to pay for training costs related to apprenticeships. Apprenticeships are another tool that can be used to get workers trained and into the workforce quicker than traditional methods. Apprenticeships are nothing new they have been used for literally thousands of years and in North Dakota are most commonly used in skilled trades like plumbing, electrical, and metalwork or other construction trades.

The Apprentice works under a skilled master Craftsman and takes classroom coursework related to the occupation. Apprenticeships are either time based or mastery based. When your apprentice has completed the required number of hours or demonstrated mastery of the skills they complete their apprenticeship and receive a certificate from the US Department of Labor.

Return on Investment (ROI)

Dollar for dollar, no workforce training method packs as much punch as apprenticeship. On average, employers realize an average return on investment of \$1.47 for every \$1 invested. Additionally, every \$1 invested in apprenticeships leads to a public return of approximately \$28 in benefits.

<https://nationalapprenticeship.org/roi>

Lake Region State College has been working on apprenticeships for the past five years the biggest challenge we've had is getting employers to understand that the benefits of apprenticeship far outweigh the costs. the opportunity to use this scholarship to defray some of the costs will provide the initial incentive needed for these new employers to try apprenticeships.

<https://nationalapprenticeship.org/defined>

A. Designing a Winning Initiative

Topics:

- 1. Apprenticeships for employers, students, and colleges**
- 2. The differences between internships and apprenticeships**
- 3. What is an apprenticeship program?**
- 4. College elements needed to offer apprenticeships**
- 5. Apprenticeship program selection**
- 6. Curriculum and students**
- 7. Regulations and standards**

The decision has been made by your college to become involved in apprenticeships. The contents of this book will assist you to design a community college based apprenticeship program. It will serve as an overview of those vital components which assist to make the apprenticeship programs offered by colleges successful. These basic components are logical and include planning, implementation, management, and continuous quality improvement (CQI). This book is designed to fill in some of the blanks you might have regarding apprenticeships or provide suggestions or options. Feel free to use any of the templates developed by LRSC.

While not every scenario is covered in detail, you will find a framework to work with as you begin the process of understanding apprenticeships and program building.

Think of the apprenticeship initiative as a business entity within your college. I need to be easy to use for employers, apprentice, and faculty while well-managed and positioned as a sustainable initiative. Therefore, to make sure it is successful, the college needs to understand how to plan for, develop, implement, and manage this initiative. Guiding the initiative are the U.S. Department of Labor's Code of Federal Regulations, Title 29-Part 29, and Title 29-Part 30. ([Appendix A](#)).

The table of contents is divided into components to better understand the steps of how colleges can incorporate an apprenticeship initiative. It is best to start with the beginning and add more information as we go.

Topic 1: Apprenticeships for Employers, Students and Colleges

Apprenticeships are a Win-Win-Win initiative: for employers, students, and colleges.

For the employer they will:

- Build a talent pipeline of higher-skilled employees.

- Lower their costs of advertising and recruiting.
- Reduce turn-over rates.
- Enhance employee loyalty and motivation.
- Can be used for recruiting or upskilling current employees.

For the student they will:

- Provide employment with an employer who invests in YOU.
- Provide hands-on experience under the guidance of an employer mentor.
- Eliminate school debt.
- Provide career advancement opportunities.

For the community college they will:

- Provide a stronger relationship with local employers.
- Assist to fill empty classroom seats.
- Keep academic programs updated through integrating current work practices.

Topic 2: There are differences between internships and apprenticeships. (Appendix B)

An internship and apprenticeships are both work-based learning programs, however there are distinct differences. A community college has potential to leverage internships into apprenticeships.

Topic 3: What is an Apprenticeship Program?

Registered Apprenticeships have been utilized to meet the needs of America's skilled workforce for over 80 years. Registered apprenticeships are jobs where you 'earn and learn.' While working on the job, you receive one-on-one, full-time training from a skilled staff member of the employer as well as related classroom instruction. These apprenticeship training programs are available in 1500 occupations across 170 industries found in businesses of all sizes and last from 1 – 5 years. Apprenticeship programs are for ambitious people of all ages who want to earn a salary while they learn, gaining real skills and knowledge. These programs offer employers the opportunity to strengthen and build their workforce providing a tailored high-quality talent pipeline. In this regard, Registered Apprenticeship programs effectively meet the needs of both employers and jobseekers.

Registered apprenticeship (RA) programs must have at least 144 hours of related technical instruction (RTI) and a minimum of 2000 hours of work-based-learning (WBL) or on the job training (OJT).

There are three types of apprenticeship program designs. The first is time based. The most common example is the plumbing or electrical apprenticeship where it requires four thousand or up to eight thousand hours of WBL. The second design is a competency based apprenticeship where the minimum

number of hours is two thousand. The third is the hybrid design, which is a combination of the first two designs. Most apprenticeships are moving toward the competency-based design. All require the 144 hours of RTI.

Other Requirements



Collaborating with High Schools

Students who have had some exposure to the industry in an internship are more likely to be successful in apprenticeship. Companies who have hired interns can then hire a student who fits best with their company as an apprentice. The program is open to anyone 18 years or older at the time classes begin. However, juniors and seniors in high school can obtain college credits with dual credit classes to begin their pre-apprenticeship program. Anyone over 16 years of age and not currently in high school can also become an apprentice if pre-requisites are met.

Lake Region State College encourages companies who are not ready to hire an apprentice to engage with their local high schools to start an internship program and works with ND High Schools with preparing students in pre-apprenticeship coursework, so the individual already has job expertise and is able to work immediately upon hire. Let's work together!

KEY: Apprenticeship programs are open for most everyone.

No, the apprenticeship programs are open to all ages and backgrounds. Students can be career changers, veterans, unemployed, under-employed, or recent high school or GED graduates. Companies are also welcomed to bring their own employees into the program to advance a valuable employee's career path. Students may be able to enroll in an apprenticeship program and complete the entire program in their current location. Some programs require the individual to be on campus for some components of their program in which case they are responsible for their own travel and accommodations while attending the program.

Pathways to Academic Degrees

Apprentices earn a wage, gain job experience, and have a foot in the door with an employer before graduating from the program. . Also, depending on the company, you may be eligible for company benefits such as health care and vacation. Finally, as part of an apprenticeship program, students earn a wage increase (at least annually) as their skills and knowledge develop. The cost to the student varies depending on the company or industry partner, however most employers will cover all or most of the costs.

The LRSC Earn and Learn program is unique because while completing the apprenticeship requirements, all the training and education you receive while in the program also qualifies you for an academic degree through LRSC and is transferable to other universities if you choose to continue your education. LRSC apprenticeship programs are AAS degrees with at least sixty-five credit hours meaning students can transfer in at junior status. The programs vary in length between 2 and 3 years with students attending college in the fall and spring semester.

KEY: Apprenticeship programs are designed to assist an employer recruit or upskill their current workforce. All apprenticeship programs start with the employer. You can develop an apprenticeship program, but it sits on the shelf until an employer sign the agreements and hires their apprentice.

Colleges can provide RTI a number of ways:

1. Employers can state they have an apprentice but not an RA program and can enroll a student in any college course.
2. Employers have their own RA program (company is a sponsor) where ta college provides the RTI which can be a single course, multiple courses, or join the college's RA program.
3. Employers can collaborate with an intermediary providing the RTI which can be a course, multiple courses, or join the college's RA program.
4. A college can be an RA program sponsor, where the college is an intermediary or connector, linking employers with potential apprentices, **PLUS** providing the RTI.

Topic 4: College Elements Needed to Offer Apprenticeships

Essential elements colleges must have for success:

1. Employers who want to participate in a specific RA Program (specific job).
2. Curriculum for specific program (AAS, academic certificate, non-academic certificate/noncredit).
3. Faculty willing to work on this initiative.
4. A college "champion " to take the program on, with great support from other campus staff.
5. Helps immensely if the presidents back this college initiative.

KEY: Where to locate the managing of the RA office is an important decision: placement into non-credit area, academic area, workforce development area, etc

**HB 1382**March 27th, 2023

Christopher Scott, North Dakota Student Association

701-340-3380 | Christopher.m.scott@ndus.edu

Chair Sorvaag and members of the committee: My name is Christopher Scott, I am current President of the North Dakota Student Association, and I am testifying in support of HB 1382. If passed this bill would extend the effectiveness of the ND Scholarship to 2030 and to expand its eligibility to apprenticeship programs.

The North Dakota Student Association was established in 1969 dedicated to ensuring that students have a voice at the table in policy that affects Higher Education. We consist of delegates from each of the 11 public institutions meeting monthly to engage students in ND Higher Education policy. Our mission is to empower students, create collaboration between the student bodies of the North Dakota public universities, and to give a student perspective on higher education policy.

The ND Scholarship Program currently provides 750 semester scholarships and 500 quarter-term scholarships to students currently attending an accredited institution of higher education with a physical presence in the state. The program, as is, has helped hundreds, if not thousands students, making college more affordable for them. The NDSA, every biennium passes its legislative priorities for that legislative session. This session, that resolution is [NDSA-09-2223](#). Some of the priorities enumerated in this resolution is increasing access to student financial aid for NDUS students, and ensuring NDUS students receive education preparing them to enter workforces in emerging technologies.

HB 1382 directly falls into both of these priorities, and furthermore the proposed expansion to provide scholarship to students enrolled in a registered apprenticeship program within the state

further ensures NDUS students receive education preparing them to enter workforces in emerging technologies. This program incentivizes high school students graduating from North Dakota to stay in North Dakota, and to go further in their educational career within the North Dakota, and so the NDSA supports HB 1382, and would ask for a DO PASS recommendation.



FMWF Chamber Support for HB 1382

March 27th, 2023

Chair Sorvaag and members of the Senate Appropriations Education and Environment Division,

For the record, my name is Katherine Grindberg, and I have the pleasure of serving as the Executive Vice President of the Fargo Moorhead West Fargo (FMWF) Chamber of Commerce. The Chamber's mission is to be a catalyst for economic growth and prosperity for businesses, members, and the greater community. On behalf of our over 1,900 members, I respectfully offer testimony in support of House Bill 1382.

Every state across the United States is competing to attract, develop, and retain workforce, hoping to fill thousands of open jobs. In order for our state to effectively compete on a global scale for workforce, both the public and private sectors must identify innovative and multi-pronged solutions to address this crisis. Creative solutions, such as this program, establish a career pathway for our current and future workforce. Apprenticeships are incredible opportunities for individuals to receive invaluable hands-on learning experiences that foster skill development. The Chamber fully supports the extension of the statewide apprenticeship program, furthering workforce development across our state.

On behalf of our members, I would like to thank the committee for their time and consideration.

Respectfully,

Katherine Grindberg

Executive Vice President
FMWF Chamber of Commerce
kgrindberg@fmwfchamber.com