



North Dakota House of Representatives

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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.