



ACCESS. INNOVATION. EXCELLENCE.

2024
Skilled Workforce Scholarship
Skilled Workforce Loan Repayment
Bi-Annual Report

July 2024

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Program Purpose

The Skilled Workforce Scholarship and Loan Repayment Programs were created for the purpose of attracting and retaining talent into high-need and emerging occupations in the state. This workforce development program is a partnership among the state, businesses, economic development, students, employees, and institutions. The program, referred to as North Dakota Career Builders, has two options, either as a scholarship on the front-end to enrolled students, or as loan repayment on the back end to employees hired into qualifying occupations. Recipients may receive a combination of both, up to a maximum of \$17,000. The overall goal is to recruit and retain employees in high-need occupations in the state.

High-Need and Emerging Occupations List

The high-need and emerging occupations list is developed by the ND Workforce Development Council (WDC) and Job Service North Dakota (JSND) annually. The occupations contained in the list are used to establish recipient eligibility for both the scholarship and loan repayment programs. To provide ample time for institutions and businesses to market the program to incoming students, potential employees, and donors, occupations are retained for ND Career Builders consideration for at least a 2-year period even if they are removed from the state's high-need occupations list. The 2024 high-need and emerging occupations list for the ND Career Builders program is shown in Appendix B. The NDUS is required to match educational programs of study in ND to the high-need occupations. The programs of study must relate to one of the high-need occupations to be considered. Currently there are over 500 various programs of study within ND that align to one or more of the high-need occupations. Students can use the search tool on the ND Career Builders website to explore high-need and emerging occupations and locate qualifying programs at one of the twenty-seven institutions that participate (<https://ndus.edu/2022-high-need-and-emerging-occupations-list/>).

The high-need and emerging occupations list is compiled using current Labor Market Information (LMI). Multiple factors, including the overall number of job openings and projected growth areas are determining criteria. A consistent and methodical process is used by WDC and JSND to generate an objective list that reflects current and forecasted openings. Scores are assigned to occupations and then ranked. JSND categorizes the high-need and emerging occupations into the areas of education, engineering and architecture, information technology, finance, healthcare, professional/other, management, sales, social services, transportation, and skilled trades. (Appendix A).

Qualifying Programs and Institutions

Following the generation of the high-need and emerging occupations list, the North Dakota University System (NDUS) maps qualifying programs to the occupations for the purpose of scholarship eligibility. Qualifying programs include those that relate to the high-need and emerging occupations and include certificates or degrees from North Dakota institutions. Qualifying North Dakota institutions include public, private, and tribal colleges, as well as state-approved educator training programs and institutions approved to operate by the ND Board of Career and Technical Education.

Qualifying programs of study for the scholarship are certificate programs, associate’s level, or bachelor’s level in the final 2 years of the student’s degree. The programs of study must relate to a high-need occupation. The following institutions have elected to participate in the ND Career Builders Scholarship program and have programs of study related to the high-need occupations.

Public	Private	Tribal	Accredited Career	CTE Board Approved
Bismarck State College Dakota College at Bottineau Lake Region State College ND State College of Science Williston State College Dickinson State University Mayville State University Minot State University Valley City State University ND State University University of ND TrainND Locations	Trinity Bible College University of Jamestown University of Mary	Cankdeska Cikana Community College Sitting Bull College Turtle Mountain Community College United Tribes Technical College	Fargo School of Massage Therapy Josef’s School of Hair, Skin and Body Lynnes Welding Training Spectrum School of Massage & Esthetics The Hair Academy The Salon Professional Academy	Elite Massage Academy Emerging Digital Academy

Statute does not require a mapping of programs for purposes of the loan repayment program; however, recipients must have earned a degree to be considered. As noted, ND Career Builders was developed to recruit talent into high-need occupations in the state and therefore, the degree/certificate may be earned from any institution for purposes of loan repayment eligibility only. This allows businesses to recruit employees from across the nation to live and work within North Dakota.

Program Criteria

The program criteria for the scholarship (N.D.C.C. 15-10-38.2) and loan repayment (N.D.C.C. 15-10-38.1) are detailed in state statute and in NDUS Procedure 508.3. The following outlines the general program criteria and administration guidelines.

ND CAREER BUILDER PROGRAM CRITERIA	
SCHOLARSHIP	LOAN REPAYMENT
<ul style="list-style-type: none"> • Businesses partner with a college/student, to fund specific programs &/or specific students. The college initiates the application process with the student and donor. • Students must be admitted into a qualifying program within ND. Qualifying programs must relate to the high-need and emerging occupations. Qualifying programs are certificate, associates, or bachelor’s if in the final 2 years of the program. • Private sector or other qualifying public matching dollars are required. • Payments may not exceed the cost of tuition, fees, books, and supplies; the scholarship may supplement other scholarships/grants up to total cost of attendance. • The award is disbursed while the student is enrolled in their program of study. • Total scholarship can be up to \$17,000, depending on the amount of the matching dollars received. Students may receive a combination of scholarship and loan repayment up to a combined total of \$17,000. • Payments to colleges are made on a semester, quarter or term basis once matching dollars are received by NDUS and enrollment criteria are verified. • Recipients have the obligation to reside and work (in a high need or emerging occupation) within ND for at least 3 years following program completion. • Students accepted into the program are required to sign a legally binding <i>Scholarship Award Agreement</i>. Failure to meet the terms of the Agreement result in the scholarship funds being repaid by the student. Repayment of the funds received could be triggered by: <ul style="list-style-type: none"> ✓ Withdrawal from the program prior to completion, either voluntarily or involuntarily. ✓ Failing to reside in ND and/or work in a high-need occupation for 3 years following program completion. 	<ul style="list-style-type: none"> • Applicants hired into their current position (within 24 months of application) can apply by completing the application with their employer. • Private sector or other qualifying public matching dollars are required. • Applicants are required to provide proof of living in ND, employment in a high-need or emerging occupation in ND, proof of degree completion, and a student loan billing statement. This is required at the time of application and prior to each student loan payment. • Payments may not exceed \$5,667 per year, or one-third of the applicant’s outstanding student loan principal balance, whichever is less. Total repayment over 3 years may not exceed \$17,000. • Applicants may receive a combination of scholarship and loan repayment but may not receive more than \$17,000 total. • Payments are made as often as quarterly, but at least annually, to the loan servicer. A payment schedule is set with the donor. Only qualifying federal and private student loans are eligible. • Recipients must reside in ND and work in a high need or emerging occupation within ND. All eligibility criteria are reviewed prior to each payment. • No repayment of funds is required under the loan repayment program as the employee earns loan repayment as they work/reside in the state. This is an earn-as-you-go program.

The unique nature of this workforce development program required the NDUS to establish a committee to review eligibility that isn't always clear. As an example, recipients might be hired into a position that doesn't have the exact title of the high-need occupation, but the duties match. A 7-person committee consisting of a legislator, representatives from the Bank of ND, ND Job Service, ND Workforce Development Council, and a North Dakota college, as well as the Vice Chancellor for Academic Affairs from the NDUS, and a business professional who sits on the ND Workforce Development Council. The committee considers appeals and helps to make determination of eligibility, including review of job duties as they relate to the ND high-need occupations. Tools such as O-Net, which is a database that details occupational requirements, help to align a recipient's occupation to one of the high-need occupations within ND. At times, a review of job duties is required to establish eligibility or to determine whether a recipient is meeting their obligations under the ND Career Builders program. This committee does not hear forbearance or cancellation of repayment appeals. The NDUS and the Bank of ND review forbearance and cancellation requests as needed. This review structure applies to both the scholarship and loan repayment programs.

ND Career Builder Scholarship Statistics

The following summarizes the cumulative scholarship application status and matching funds as of July 30, 2024. Scholarship payments are issued to students enrolled in a qualifying program of study within ND. Payments are issued directly to the institution for the benefit of the student on a semester, quarter, or term basis. The scholarship has an 89% retention rate of students either remaining in their program of study or living and working in ND following completion of their program.

ND Career Builders Scholarship	
# Applications Approved	374
# Applications Denied	198
Matching \$ Committed for Approved Applicants	\$1,704,324
State \$ Committed for Approved Applicants	\$1,704,317
Total \$ Disbursed To-Date (match + state)	\$2,759,189
Pending Obligations To-Be Disbursed	\$649,452
Average Scholarship Per Approved Applicant	\$9,114
# Unique Donors Committing Funds	133
Retention Rate	89%
Enrolling Institutions	
Bismarck State College Dakota College Bottineau Dickinson State University Lake Region State College Mayville State University Minot State University ND State College of Science ND State University University of North Dakota Valley City State University	Emerging Digital Academy – Fargo Elite Massage Academy – Fargo Josef’s School of Hair, Skin & Body Lynnes Welding Training Rasmussen College – Fargo Spectrum School of Massage & Esthetics TrainND NW – WSC TrainND SW – DSU TrainND SE - NDSCS
Programs Enrolled (# students)	
Agriculture or Ag & Technology (Agronomy) (13) Architectural Drafting & Estimating Technology (1) Auto Body Repair & Refinishing Technology (6) Automotive Technology (9) BSSW Social Work (2) Building Construction Technology (1) Carpentry Residential (4) Caterpillar Dealer Service (39) CDL Training (25) Computer Information System (1) Computer Science (1) Computer Technology Management (1) Construction Management Technology (3) Culinary Arts (1) Cyber Security & Computer Networks (5) Dental Assisting/Dental Hygiene (3) Diesel Technology (27) Early Childhood Education (2) Electrical Technology (28) Elementary Education (1) EMS-Paramedic EMT Technology (1) Energy Services and Renewable Technician (2) Farm & Ranch Mgmt. / Agribusiness Mgmt. (5) Full Stack Engineering (7) Geographic Info Systems Tech (1) Human Resources & Organizational Leadership (1)	HVAC/R Technology (18) Instrumentation & Control Technology (11) John Deere Ag Tech (11) Land Surveying & Civil Engineering Technology (4) Lineworker (Electrical) (19) Management Information Systems (2) Massage Therapy (27) Meat Processing (3) Mechanical Maintenance Technology (7) Medical Billing & Coding (1) Medical Assistant (1) Medical Laboratory Technician (2) Nursing – AS, Practical, RN, BSN (15) Peace Officer (1) Pharmacy Technician (4) Plumbing (3) Power Plant Technology (3) Power Sports Technology (3) Precision Agriculture (3) Precision Machining Technology (2) Process Technology (7) Small Business Management (2) Software Engineering (2) Surgical Technology (3) Web Page Development & Design (1) Welding (29)

Of the 374 approved scholarship applicants,

- 243 have graduated and are either employed in North Dakota in a high-need occupation or are seeking employment.
- 89 are still enrolled and active in their program of study.
- 42 have defaulted on their Scholarship Award Agreement and are in repayment.
 - Repayment total is \$188,299.63. \$89,683.20 has been collected to date.
 - 23 of the 42 have fully repaid their obligation.
 - The Bank of ND assists with the collection efforts.

ND Career Builder Loan Repayment Statistics

The following summarizes the cumulative loan repayment application status and matching funds as of July 30, 2024. While the applications for loan repayment are fewer in number than the scholarship, the overall average per recipient is higher at \$13,471. Loan repayment has an 85% retention rate of employees remaining with their original employer.

In looking at the amount disbursed, it is important to note that with loan repayment, the benefit to the applicant is lagging since applicants must first meet employment criteria prior to receiving a payment. Payments are issued to the loan servicer over a 3-year period with no more than \$5,667 issued per year. Payments are processed either quarterly, bi-annually, or annually, depending upon the donor's wishes. Quarterly or bi-annual payments provide the employee with more frequent engagement with the program; however, all eligible applicants are issued at least one annual payment. The Bank of North Dakota assists with issuing payments directly to the loan servicer.

ND Career Builders Loan Repayment	
# Applications Approved	183
# Applications Denied	14
Matching \$ Committed for Approved Applicants	\$1,232,560
State \$ Committed for Approved Applicants	\$1,232,560
Total \$ Disbursed To-Date (incl. match + state)	\$1,155,861
Pending Obligations To-Be Disbursed	\$1,309,259
Average Loan Repayment Per Approved Applicant	\$13,471
# Unique Donors Committing Funds	48
High-Need or Emerging Occupation Employed	
Accountant/Auditor (2) Aircraft Mechanic & Service Technician (2) Airplane Mechanic/Technician (1) Automotive Service Technician & Mechanic (1) Biological Technician (1) Bus & Truck Mechanic (1) Cardiovascular Technologist/Technician (2) Career/Tech Ed Teacher (3) Carpenter (1) Childcare Worker (2) Civil Engineer (3) Clinical Lab Technologist & Technician (1) Commercial Pilot (1) Construction Manager (1) Dental Assistant (2) Diagnostic Medical Sonographer (4) Diesel Technician (4) Educational, Guidance & Career Counselor/Advisor (2) Electrician (5) Elementary/Pre-School Teacher (13) Farm Equipment Mechanic & Service Tech (5) Financial Analyst & Risk (1) Hairdresser, Hairstylist & Cosmetologist (2) Healthcare Social Worker (2)	Industrial Machinery Mechanic (2) Maintenance & Repair Worker (1) Marketing Manager (3) Mechanical Engineer (2) Medical & Health Services Manager (2) Medical Lab Technologist/Technician (3) Middle School Teacher (3) Mobile Heavy Equipment Mechanic (10) MRI Technologist (1) Nurse – LPN / RN (55) Occupational Health & Safety Specialist (1) Pharmacy Technician (1) Police/Patrol Officer (2) Preschool Teacher (1) Project Management Specialist (1) Radiologic Technologist (21) Respiratory Therapist (3) Sales Engineer (1) Secondary School Teacher (3) Teaching Assistant (1) Transportation Engineer (1) Veterinary Technologist/Technician (3)

Of the 183 approved loan repayment applicants,

- 18 remained with their employer for 3 years and received the full 3-year loan repayment award.
- 27 received at least one loan repayment payment but did not persist in their employment with the same employer thereafter.
- 138 are still employed and anticipating future payments.

Budget

As of June 30, 2024, actual expenses under ND Career Builders were \$4.0 million since program inception, which includes \$92,093 spent on marketing as well as the required matching funds. The 2019 Legislative Assembly appropriated \$6 million to fund the program. The 2021 Assembly appropriated \$4.5 million. The 2023 Assembly appropriated \$6.8 million. The following provides a breakdown of the program expenses. While it is difficult to estimate growth, the program continues to garner significant interest among students and employers. NDUS has estimated scholarship growth at 16% per year, and loan repayment to decline to 12% per year by 2026-27.

ND Career Builders Projections Summary													
Academic Year	Loan Repay	Loan Repay	Loan Repay	%	Scholarship	Scholarship	Scholarship	%	Total	%	Loan Rep.	Scholarship	Total (P/S & State)
	Matching \$	State \$	Total	Change	Matching \$	State \$	Total	Change	W/O Marketing	Change	Marketing	Marketing	Expenses
2019/20 Actual Expenses	\$ 6,611	\$ 6,611	\$ 13,223	-	\$ 79,434	\$ 79,429	\$ 158,863	-	\$ 172,086	-	\$ -	\$ -	\$172,086
2020/21 Actual Expenses	\$ 20,913	\$ 20,913	\$ 41,826	216%	\$ 115,010	\$ 115,010	\$ 230,019	45%	\$ 271,845	58%	\$ -	\$ -	\$271,845
2021/22 Actual Expenses	\$ 61,618	\$ 61,618	\$ 123,237	195%	\$ 216,524	\$ 216,524	\$ 433,048	88%	\$ 556,285	105%	\$ 23,623	\$ 23,623	\$603,531
2022/23 Actual Expenses	\$ 160,323	\$ 160,323	\$ 320,645	160%	\$ 404,155	\$ 404,155	\$ 808,311	87%	\$ 1,128,956	103%	\$ 10,127	\$ 10,127	\$1,149,210
2023/24 Actual Expenses	\$ 320,198	\$ 320,198	\$ 640,396	100%	\$ 546,618	\$ 546,618	\$ 1,093,237	35%	\$ 1,733,633	54%	\$ 12,297	\$ 12,297	\$1,758,226
2024-25 Actual Expenses	\$ 9,331	\$ 9,331	\$ 18,662		\$ 9,076	\$ 9,076	\$ 18,151		\$ 36,813				\$36,813
2024-25 Existing Obligations	\$ 336,866	\$ 336,866	\$ 673,732		\$ 156,446	\$ 156,446	\$ 312,891		\$ 986,623		\$ 18,303	\$ 18,303	\$1,023,229
Est 24-25 Growth	\$ 480,297	\$ 480,297	\$ 960,594		\$ 634,077	\$ 634,077	\$ 1,268,155		\$ 2,228,748				\$2,228,748
2025-26 Existing Obligations	\$ 221,820	\$ 221,820	\$ 443,640				\$ -		\$ 443,640		\$ 20,400	\$ 20,400	\$484,440
Est 25-26 Growth	\$ 600,371	\$ 600,371	\$ 1,200,742		\$ 735,530	\$ 735,530	\$ 1,471,059		\$ 2,671,802				\$2,671,802
2026-27 Existing Obligations	\$ 77,880	\$ 77,880	\$ 155,760				\$ -		\$ 155,760		\$ -	\$ -	\$155,760
Est 26-27 Growth	\$ 672,416	\$ 672,416	\$ 1,344,831		\$ 853,214	\$ 853,214	\$ 1,706,429		\$ 3,051,260				\$3,051,260
TOTAL	\$ 2,968,644	\$ 2,968,644	\$ 5,937,288		\$ 3,750,084	\$ 3,750,079	\$ 7,500,163		\$ 13,437,451		\$ 84,750	\$ 84,750	\$ 13,606,950

The following details only the state-funded portion of the scholarship and loan repayment programs. The 2025-27 carry-over includes a request for \$3.6M in carry-over from the 21-23 biennium that was inadvertently not included as continuing appropriation in the 2023 session. The 21-23 and 23-25 carry-over is expected to carry the program for the next two biennia.

ND Career Builders Scholarship - STATE PORTION ONLY					
Biennium	General Fund (GF) Appropriation-BND Funds	Prior Biennium C/O	Total Available (state \$ only)	Expenses (actual, obligated, growth)	Balance
2019-21	\$3,000,000	\$-	\$3,000,000	\$194,439	\$-
2021-23	\$2,250,000	\$-	\$2,250,000	\$654,429	\$-
2023-25	\$3,400,000	\$-	\$3,400,000	\$1,376,817	\$2,023,183
^2025-27	\$-	\$3,839,433	\$3,839,433	\$1,609,144	\$2,230,289
ND Career Builders Loan Repayment - STATE PORTION ONLY					
Biennium	General Fund (GF) Appropriation-BND Funds	Prior Biennium C/O	Total Available (state \$ only)	Expenses (actual, obligated, growth)	Balance
2019-21	\$3,000,000	\$-	\$3,000,000	\$27,525	\$-
2021-23	\$2,250,000	\$-	\$2,250,000	\$255,691	\$-
2023-25	\$3,400,000	\$-	\$3,400,000	\$1,177,291	\$2,222,709
^2025-27	\$-	\$4,038,959	\$4,038,959	\$1,592,887	\$2,446,072

^2025-27 CO includes \$3.6M in CO from 21-23 that was not included in statute in 2023 session.

No continuing appropriation provided in 2019-21 or 2021-23. Continuing appropriation will be requested from the 2025 Legislative Assembly for remaining 21-23 and 23-25 funds.

Marketing

From the beginning of the ND Career Builders program, the NDUS, commerce, institutions and other partners took a grass-roots approach to marketing the ND Career Builders Program. Presentations and materials continue to be provided across the state to multiple stakeholders. Marketing and promotional dollars totaling \$67,500 were provided for use in the 2021-23 biennium to promote the program and build awareness. The 2023 Legislative Assembly provided another \$102,000 in marketing dollars to be used in the 2023-25 and 2025-27 biennia. The NDUS engaged Agency MABU in marketing campaigns, which began in February 2022 and continue today.

The overarching goal of the initial campaign was to build greater awareness of the Career Builders Scholarship & Loan Repayment Program and increase participation among businesses and students. The target audiences were businesses, institutions, K-12 counselors, and students. NDUS acquired testimonials from participating businesses, as well as from recipients to be used in the campaign materials. The campaign included a mix of mediums including Google search, social media channels (LinkedIn, Facebook & Instagram) and programmatic display (targeting relevant audiences and websites). The campaign was deployed on a planned and highly targeted basis. Whether digital or print, all ads and materials were designed to drive prospective traffic to the NDUS Career Builders landing page in a cost-effective and measurable manner.

The second campaign, which started in November of 2023 and will run through April 2027 has a goal of increasing participation among businesses. Agency MABU was once again contracted to develop assets and run advertisements, with a total budget of \$102,000. Ad placements include programmatic display (targeting relevant audiences and websites), LinkedIn, and Meta (Facebook & Instagram). The campaign is targeting business owners, managers, human resource professionals, and businesses employing the following high-need and emerging occupations state-wide: Education, Engineering & Architecture, Financial, Healthcare, Information Technology, Management, Professional/Other, Sales, Skilled Trade, Social Services, and Transportation.

From November 1, 2023-July 15, 2024, the campaign received a total of 13,152 clicks and served over 2.27 million impressions. The ads have achieved well-above average click-through rates across all platforms. Additionally, there was a noticeable lift in website traffic to the ND Career Builders landing page on November 1, 2023, when the campaign launched. From November 1, 2023-July 15, 2024, the landing page received nearly 12,000 page views from 9,600 unique visitors.

In addition to the digital ads, Agency MABU revised toolkit materials that schools, businesses and other partners can use to promote the ND Career Builders program. This includes mailers, flyers, posters, images for social media, and testimonials. These items can all be viewed on the NDUS website at <https://ndus.edu/career-builders/>.

Program Changes and On-Going Discussions

The ND University System has continued to engage with the Interim Higher Education Committee to evaluate and make recommendations for this workforce development program. The on-going discussions with state leaders have helped to build this unique workforce development program as a useful tool for businesses.

The primary administrative changes that were approved by the 2023 Legislative Assembly were to:

- Allow the scholarship to be issued to bachelor's level students in the final 2 years of their program of study. The final two years have been defined by NDUS Procedure as holding at least 60 credits and being deemed to be in the final 2 years of an eligible program by the institution.
- Allow the use of qualifying public funds to be used to meet the match. The program matches state funds dollar-for-dollar up to \$8,500. The inclusion of public funds allows for public entities, such as school districts, to utilize their public dollars for recruiting as the match.
- Allow a transfer of funds between the scholarship and loan repayment programs as needed to fund obligations.

These changes have proved to be successful in encouraging schools districts to utilize the program as well as to encourage bachelor's degree students to remain in ND following college graduation. The need to transfer funds has not arisen as adequate remaining appropriations exist.

In October 2023, the NDUS presented to the Interim Higher Education Committee several opportunities to grow ND Career Builders. Those discussions focused on strengths, such as the flexibility of the program, the broad nature of the high-need occupations, and the success of collaborating with other agencies. Opportunities discussed included flexibility on residency for individuals who reside on the boarder but work in ND, limiting repayment to the state-funded dollars only, and recommendations to ease administrative burden.

IN-DEMAND OCCUPATIONS

EDUCATION

- Educational, Guidance, & Career Counselors & Advisors
- Teachers
 - Career/Technical Education Teachers, Except Post Secondary School
 - Elementary School Teachers
 - Kindergarten Teachers
 - Preschool Teachers
 - Middle School Teachers
 - Secondary School Teachers
 - Special Education Teachers
 - Teaching Assistants, Except Postsecondary

HEALTHCARE

- Biological Technicians
- Dental Assistants
- Dental Hygienists
- Diagnostic Medical Sonographers
- Environmental Science & Protection Techs., Including Health
- Medical Assistants
- Nursing Assistants
- Nurse
 - Licensed Practical & Licensed Vocational Nurses
 - Registered Nurses
- Occupational Health and Safety Specialists
- Occupational Therapy Assistants
- Physical Therapist Assistants
- Respiratory Therapists
- Technologists & Technicians
 - Clinical Laboratory Technologists & Technicians
 - Emergency Medical Technicians & Paramedics
 - Pharmacy Technicians
 - Ophthalmic Medical Technicians
 - Radiologic Technologists and Technicians
 - Surgical Technologists
 - Veterinary Technologists and Technicians

FINANCIAL

- Accountants and Auditors
- Bookkeeping, Accounting, & Auditing Clerks
- Financial Analysts and Risk and Other Financial Specialists
- Financial Managers
- Management Analysts
- Operations Research Analysts
- Tax Preparers

INFORMATION TECHNOLOGY

- Computer and Information Systems Managers
- Computer Network Support Specialists
- Computer Programmers
- Computer Systems Analysts
- Computer User Support Specialists'
- Intelligence Analysts
- Information Security Analysts
- Software Developers & Software Quality Assurance Analysts and Testers
- Telecommunications Equipment Installers & Repairers, Except Line Installers
- Telecommunications Line Installers and Repairers
- Web Developers & Digital Interface Designers

ENGINEERING & ARCHITECTURE

- Architects, Except Landscape and Naval Architectural and Civil Drafters
- Architectural and Engineering Managers
- Civil Engineers
- Civil Engineering Technologists & Technicians
- Electrical Engineers
- Electrical and Electronic Engineering Technicians
- Industrial Engineers
- Industrial Engineering Technologists and Technicians
- Mechanical Engineers
- Petroleum Engineers

NORTH
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SKILLED TRADE

Airplane Mechanic/Technician
Automotive Service Technicians & Mechanics
Butchers & Meatcutters
Carpenters
Chefs & Head Cooks
Chemical Plant/System Operator
Crane and Tower Operators, Operating Engineers
and Other Construction Equipment Oper.
Diesel Technician
Industrial Machinery Mechanics
Bus & Truck Mechanics & Diesel Engine
Specialists
Farm Equipment Mechanics & Service
Technicians
Electricians
Electrical and Electronics Repairers, Commercial
Equipment
Electrical Power-Line Installers and Repairers
Firefighters
Hairdressers, Hairstylists, & Cosmetologists
Heating, Air Conditioning, and Refrigeration
Mechanics
Machinist
Mobile Heavy Equipment Mechanics, Except
Engines
Petroleum Pump System Operators and Refinery
Operators
Plant and System Operators, All Other
Plumbers, Pipefitters, & Steamfitters
Precision Agriculture Technicians
Production Workers, All Other
Pump Operators, Except Wellhead Pumpers
Rotary Drill Operators, Oil and Gas
Service Unit Operators, Oil and Gas
Surveying and Mapping Technicians
Surveyors
Welders, Cutters, Solderers, & Brazers
Wind Turbine Service Technicians

TRANSPORTATION

Commercial Pilots
Heavy and Tractor-Trailer Truck Drivers; Bus Drivers,
Transit and Intercity

Job Service North Dakota is an equal opportunity employer/
program provider. Auxiliary aids and services are available upon
request to individuals with disabilities.

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SOCIAL SERVICES

Child, Family, & School Social Workers
Childcare Workers
Community & Social Service Specialists, Social &
Human Service Assistants
Police & Sheriff's Patrol Officers
Substance Abuse, Behavioral Disorder, & Mental
Health Counselors

MANAGEMENT

Administrative Services and Facilities Managers
Construction Managers
General & Operations Managers
Industrial Production Managers
Medical & Health Services Managers
Project Management Specialists &
Other Business Operations
Sales Managers

PROFESSIONAL / OTHER

Compliance Officers
Human Resources Specialists
Paralegals and Legal Assistants
Market Research Analysts and Marketing
Specialists
Training and Development Specialists

SALES

Sales Representatives, Wholesale & Manufacturing,
Technical & Scientific Products

Registered Apprenticeship Programs (RAP) are considered in-de-
mand jobs per guidance under the United States
Department of Labor. For a complete listing of RAPs in North Dakota,
go to: jobsnd.com/job-seeker/apprenticeships

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 (2022)
- Ten-year Numeric Job Growth (2021-2031)
- Annualized Job Growth Rate (2021-2031)
- Annual Job Openings (2021-2031)
- Average Annual Wages (2022)
- Essential and Emerging Occupations



ND Career Builders - High-Need & Emerging Occupations

The High-Need and Emerging Occupations list is used to determine eligibility for the ND Career Builders Scholarship and Loan Repayment programs. The list is reviewed annually by the ND Workforce Development Council (NDWDC) and Job Service ND (JSND). The occupations listed below were approved by NDWDC and JSND between 2022 to 2024. The years listed in quotes indicate which year the occupation was identified as in-demand by NDWDC and JSND. Occupations designated with a red asterisk (*) will remain eligible for ND Career Builders consideration only through June 30, 2025.

<p>EDUCATION</p> <ul style="list-style-type: none"> Career/Tech Ed Teachers, Except Post-Secondary School (2024) Educational, Guidance & Career Counselors and Advisors (2024) Elementary School Teachers (2024) * Instructional Coordinators (2022) * Kindergarten Teachers (2024) * Librarians & Media Collections Specialists (2022) * Middle School Teachers (2024) * Preschool Teachers (2024) * Secondary School Teachers (2024) * Special Education Teachers (2024) Teaching Assistants, Except Postsecondary (2024) <p>ENGINEERING & ARCHITECTURE</p> <ul style="list-style-type: none"> Architects, Except Landscape & Naval (2024) Architectural & Civil Drafters (2024) Architectural & Engineering Manager (2024) Civil Engineer (2024) Civil Engineering Technologists & Technicians (2024) Electrical & Electronic Engineering Technician (2024) Electrical Engineers (2024) Industrial Engineering Technologists & Technicians (2024) Industrial Engineers (2024) Mechanical Engineers (2024) Petroleum Engineer (2024) <p>FINANCIAL</p> <ul style="list-style-type: none"> Accountants & Auditors (2024) Bookkeeping, Accounting & Auditing Clerks (2024) Financial Analyst and Risk & Other Financial Specialists (2024) Financial Manager (2024) Management Analysts (2024) Operations Research Analysts (2024) * Statisticians (2022) Tax Preparers (2024) <p>HEALTHCARE</p> <ul style="list-style-type: none"> * Athletic Trainers (2022) Biological Technician (2024) * Cardiovascular Technologist & Technician (2022) Clinical Laboratory Technologists & Technicians (2024) Dental Assistants (2024) Dental Hygienists (2024) Diagnostic Medical Sonographer (2024) * Dietitians and Nutritionists (2022) Emergency Medical Technicians & Paramedics (2024) Environmental Science & Protection Techs, Including Health (2024) * Massage Therapists (2022) Medical Assistants (2024) * Nuclear Medicine Technologists (2022) Nurse-Licensed Practical & Licensed Vocational Nurses (2024) Nurse-Registered Nurses (2024) Nursing Assistants (2024) Occupational Health & Safety Specialists (2024) Occupational Therapy Assistants (2024) Ophthalmic Medical Technicians (2024) 	<ul style="list-style-type: none"> Pharmacy Technicians (2024) * Phlebotomists (2022) Physical Therapy Assistants (2024) * Psychiatric Aides (2022) Radiologic Technologists & Technicians (2024) Respiratory Therapists (2024) * Skincare Specialists (2022) * Surgical Technologists (2024) Veterinary Technologists & Technicians (2024) <p>INFORMATION TECHNOLOGY</p> <ul style="list-style-type: none"> Computer & Information Systems Managers (2024) Computer Network Support Specialists (2024) Computer Programmers (2024) Computer Systems Analysts (2024) Computer User Support Specialists (2024) Information Security Analysts (2024) Intelligence Analysts (2024) Software Developers, Software Quality Assurance Analysts & Testers (2024) Telecommunications Equipment Installers & Repairers, Except Line Installers (2024) Telecommunications Line Installers & Repairers (2024) Web Developers & Digital Interface Designers (2024) <p>MANAGEMENT</p> <ul style="list-style-type: none"> Administrative Services & Facilities Managers (2024) Construction Manager (2024) General & Operations Manager (2024) Industrial Production Manager (2024) Medical & Health Services Manager (2024) Project Management Specialists & Other Business Operations (2024) Sales Manager (2024) <p>PROFESSIONAL / OTHER</p> <ul style="list-style-type: none"> Compliance Officer (2024) * Human Resources Manager (2022) Human Resources Specialist (2024) Market Research Analysts & Marketing Specialist (2024) Paralegals and Legal Assistants (2024) * Public Relations Specialist (2022) Training & Development Specialist (2024) <p>SALES</p> <ul style="list-style-type: none"> Sales Rep.-Wholesale & Manufacturing of Technical & Scientific Products (2024) * Securities, Commodities & Financial Services Sales Agents (2022) <p>TRANSPORTATION</p> <ul style="list-style-type: none"> Commercial Pilots (2024) Heavy & Tractor-Trailer Truck Drivers; Bus Drivers; Transit & Intercity (2024) 	<p>SKILLED TRADE</p> <ul style="list-style-type: none"> Airplane Mechanic/Technician (2024) Automotive Service Technicians & Mechanics (2024) Butchers & Meatcutters (2024) Carpenters (2024) Chefs & Head Cooks (2024) Chemical Plant/System Operator (2024) Crane/Tower Operators, Operating Engineer & Other Construction Equipment Operators (2024) Diesel Tech-Bus and Truck Mechanics & Diesel Engine Specialists (2024) Diesel Tech-Farm Equipment Mechanic & Service Technician (2024) Diesel Tech-Industrial Machinery Mechanic (2024) Electrical & Electronics Repairers, Commercial Equipment (2024) Electrical Powerline Installers & Repairers (2024) Electricians (2024) Firefighter (2024) Hairdresser, Hairstylist & Cosmetologist (2024) Heating, Air Conditioning & Refrigeration Mechanics (2024) Machinist (2024) Mobile Heavy Equipment Mechanic, Except Engines (2024) Petroleum Pump System Operators & Refinery Operators (2024) Plant & System Operators, All Others (2024) Plumber, Pipefitter and Steamfitter (2024) Precision Agriculture Technician (2024) Production Workers, All Others (2024) Pump Operators, Except Wellhead Pumps (2024) Rotary Drill Operators, Oil & Gas (2024) Service Unit Operators, Oil & Gas (2024) Surveying and Mapping Technicians (2024) Surveyors (2024) Welders, Cutters, Solderers & Brazers (2024) Wind Turbine Service Technician (2024) <p>SOCIAL SERVICES</p> <ul style="list-style-type: none"> Child, Family & School Social Workers (2024) Childcare Workers (2024) Community & Social Service Specialist, Social & Human Service Assistants (2024) * Healthcare Social Workers (2022) * Marriage & Family Therapists (2022) * Mental Health & Substance Abuse Social Worker (2022) * Police & Sheriff Patrol Officers (2024) * Social & Community Service Manager (2022) * Social Human Service Assistant (2022) * Substance Abuse, Behavioral Disorder & Mental Health Counselor (2024)
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