NORTH DAKOTA
UNIVERSITY SYSTEM

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2026
Skilled Workforce Scholarship
Skilled Workforce Loan Repayment
Bi-Annual Report

August 2026

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Program Purpose

The Skilled Workforce Scholarship and Loan Repayment Programs were established to attract, recruit, and retain talent in high-need and emerging occupations across North Dakota. This workforce development initiative, known as North Dakota Career Builders (NDCB), is a collaborative partnership among the state, businesses, economic development organizations, students, employees, and educational institutions. The program offers two pathways for support:

1. A scholarship option that assists students while they are enrolled in eligible programs of study, and
2. A loan repayment option that provides student loan repayment to employees working in qualifying occupations within North Dakota.

Eligible participants may receive a combination of scholarship and loan repayment benefits, up to a maximum of $17,000. The overarching goal of the program is to strengthen North Dakota's workforce by encouraging individuals to enter and remain in critical occupations that support the state's economic growth and workforce needs.

High-Need and Emerging Occupations List

The list of high-need and emerging occupations is developed annually by the North Dakota Workforce Development Council (WDC) in collaboration with Job Service North Dakota (JSND). This list serves as the basis for determining recipient eligibility for both the NDCB Scholarship and Loan Repayment programs. To provide adequate time for institutions, businesses, and community partners to promote the program to prospective students, employees, and donors, occupations remain eligible for NDCB funding consideration for a minimum of two years, even if they are subsequently removed from the state's high-need occupations list.

The 2026-27 high-need and emerging occupations list for the NDCB program is provided in Appendix B. The North Dakota University System (NDUS) and the WDC work collaboratively to align North Dakota educational programs with the identified high-need occupations. To qualify for funding, a program of study must be directly related to at least one occupation included on the approved list.

Currently, more than 500 academic and training programs across North Dakota align with one or more high-need occupations. Students can utilize the search tool available on the NDCB website to explore eligible occupations and identify qualifying programs offered through any of the state's 30 participating postsecondary institutions.

The high-need and emerging occupations list is compiled using current Labor Market Information (LMI). Multiple factors, including the overall number of job openings, projected growth, workforce shortages, and industry demand are determining criteria. A consistent and methodical process is used by WDC and JSND to generate an objective list that reflects current and anticipated needs in the State. Scores are assigned to occupations and then ranked. Once identified, JSND categorizes the high-need and emerging occupations into sectors, providing a structured framework for workforce planning. (Appendix A).

Qualifying Programs and Institutions

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. In addition, Master of Science in nursing degrees qualify under certain conditions. The following institutions are currently eligible to participate in the NDCB Scholarship program and have listed programs of study related to the high-need occupations with the program administrator.

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-NW-WSC TrainND-SW-BSC TrainND-SE-NDSCS	Trinity Bible College University of Jamestown University of Mary	Cankdeska Cikana Community College Nueta Hidatsa Sahnish College Sitting Bull College Turtle Mountain College United Tribes Technical College	Josef's School of Hair, Skin and Body Lynnes Welding Training Spectrum School of Massage The Hair Academy The Salon Professional Academy	Elite Massage Academy Emerging Digital Academy Fargo School of Massage Therapy

Statute does not require direct mapping of programs of study to occupations for purposes of the loan repayment program. However, recipients must have earned a degree to be considered. As previously noted, NDCB was developed to recruit talent into high-need occupations in the state and therefore, the degree may be earned from any institution, regardless of location, provided the recipient is employed in a qualifying high-need occupation in North Dakota. This flexibility allows businesses to recruit employees from across the nation and incentivize them to work within North Dakota.

Residency

In addition to being employed in a qualifying high-need or emerging occupation in North Dakota, recipients must also meet residency requirements established by the program. For applicants approved prior to August 1, 2025, scholarship recipients are required to reside in North Dakota for a minimum of three years following completion of their program of study, while loan repayment recipients must reside within the state during their participation in the program.

Effective August 1, 2025, legislative changes expanded the residency requirement, allowing recipients to reside either within North Dakota or within 50 miles of the state's border while remaining eligible. This legislative modification recognizes the regional nature of the workforce and provides greater flexibility for employers seeking to recruit and retain talent. By broadening the geographic area in which recipients may live, the change strengthens North Dakota businesses' ability to attract qualified workers from neighboring states while continuing to support employment in high-need occupations 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**
• Businesses partner with a college/student, to fund specific programs &/or specific students. The college generally 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 in the final 2 years of the program. MSN degrees, under certain conditions, may also qualify. • 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 is 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. New recipients after 8/1/25 may also reside within 50 miles of the ND border. • Students who are accepted into the program are required to sign a legally binding *Scholarship Award Agreement*. Failure to meet the terms of the Agreement result in all or a portion of the scholarship funds being repaid by the student. Repayment of the funds received could be triggered by: ✓ Withdrawal from the program prior to completion, either voluntarily or involuntarily. ✓ Failing to meet the work or residency requirements.	• 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 residency, 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 have the obligation to reside and work (in a high need or emerging occupation) within ND. New recipients after 8/1/25 may also reside within 50 miles of the ND border. • No repayment of funds is required under the loan repayment program as the employee earns loan repayment as they meet the work and residency requirements. This is an pay-for-service program.

The unique nature of the North Dakota Career Builders Program requires a review process for eligibility determinations that are not always straightforward. For example, an applicant may be employed in a position whose title does not exactly match a designated high-need occupation, even though the duties and responsibilities closely align with that occupation. To ensure consistent and equitable eligibility decisions, a seven-member review committee was established.

The committee includes a legislator; representatives from the Bank of North Dakota (BND), JSND, the WDC, and a ND postsecondary institution; the NDUS Deputy Commissioner for Academic Affairs; and a business representative who serves on the WDC. The committee reviews eligibility appeals and provides guidance on complex cases, including determining whether an applicant's employment aligns with a designated high-need or emerging occupation.

In making these determinations, the committee utilizes resources such as ONET, a nationally recognized occupational database that provides detailed information regarding job duties, knowledge, skills, and work activities associated with specific occupations. Comparisons between a recipient's job responsibilities and the occupational characteristics identified in ONET help establish alignment with North Dakota's high-need occupations list. In some cases, a detailed review of job descriptions and employment duties is necessary to determine initial eligibility or verify continued compliance with program requirements.

This committee's responsibilities are limited to eligibility and occupational alignment determinations for both the NDCB Scholarship and Loan Repayment programs. The committee does not review requests related to repayment cancellation or forbearance. Such requests are evaluated administratively by the NDUS and the BND in accordance with applicable program policies and guidelines.

This review structure helps ensure consistent program administration while maintaining the flexibility necessary to address unique employment situations and workforce needs across the state.

ND Career Builder Scholarship Statistics

The following summarizes the cumulative scholarship application status and matching funds as of August 17, 2026. Payments are issued directly to the institution for the benefit of the student on a semester, quarter, or term basis for students enrolled in a qualifying program of study within ND. The scholarship has an 87% retention rate of students either remaining in their program of study or meeting the residency and work requirements following completion of their program.

ND Career Builders Scholarship	
# Applications Approved	662
# Applications Denied	527
Private Matching $ Committed for Approved Applicants	$3.3 million
State $ Committed for Approved Applicants	$3.3 million
Total $ Disbursed To-Date (match + state)	$5.6 million
Pending Obligations To-Be Disbursed	$1.0 million
Average Scholarship Per Approved Applicant	$10,392
# Unique Donors Committing Funds	186
Retention Rate	87%

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 TrainND NW – WSC TrainND SW – BSC	Emerging Digital Academy – Fargo Elite Massage Academy – Fargo Fargo School of Massage Therapy Josef's School of Hair, Skin & Body Lynnes Welding Training Rasmussen College – Fargo Spectrum School of Massage & Esthetics Turtle Mountain College University of Mary

Sector	**# Enrolled in Qualifying Program (excludes those in repayment)**	**% of Total #**
Education	30	5.2%
Engineering & Architecture	22	3.8%
Financial	4	0.7%
Healthcare	141	24.4%
Information Technology	17	2.9%
Management	11	1.9%
Professional/Sales	1	0.2%
Skilled Trades	293	50.6%
Social Services	5	0.9%
Transportation	55	9.5%

Of the 662 approved scholarship applicants:

- 148 - still enrolled and active in their program of study.
- 311 - graduated and are either employed in North Dakota in a high-need occupation or are seeking employment.
- 120 - completed their 3-year post-graduation obligation
- 80 – in repayment due to default on Scholarship Award Agreement; BND assists with collection.
    - 12% of total approved applications; 7.5% of total committed dollars.
    - Repayment total =-$495,528
    - Total repaid to-date = $179,822
- 3 - obligation cancelled due to death, military service, medical/financial hardship. Cancellations are jointly determined between NDUS and BND.

The scholarship is repayable if the recipient does not fulfill the requirements outlined in the Scholarship Award Agreement. Recipients must:

- Complete the program of study for which scholarship funds were paid.
- Reside in North Dakota for 36 months following completion of the program. For scholarships awarded on or after 8/1/2025, recipients may satisfy this requirement by living within North Dakota or within 50 miles of its border.
- Work in an in-demand occupation within North Dakota for 36 months following program completion.
- Provide updates to the NDUS regarding residency and employment at least annually until the 36-month service obligation is fulfilled.
- Repay the scholarship if the above obligations are not met. After 8/1/2025, new applicants only repay the state portion of the scholarship.

ND Career Builder Loan Repayment Statistics

The following summarizes the cumulative loan repayment application status and matching funds as of August 17, 2026. While the applications for loan repayment are fewer in number than the scholarship, the overall average per recipient is higher at $13,151. Loan repayment has an 81% retention rate of employees remaining with their original employer.

In reviewing disbursement amounts, it is important to note that loan repayment benefits are paid over time rather than upfront. 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. BND assists by processing payments directly to the loan servicer.

ND Career Builders Loan Repayment	
# Applications Approved	306
# Applications Denied	77
Private Matching $ Committed for Approved Applicants	$2.0 million
State $ Committed for Approved Applicants	$2.0 million
Total $ Disbursed To-Date (incl. match + state)	$2.7 million
Pending Obligations To-Be Disbursed	$1.3 million
Average Loan Repayment Per Approved Applicant	$13,151
# Unique Donors Committing Funds	71

Sector	**# Employed In In-Demand Occupation (includes cancelled)**	**% of Total #**
Education	47	15.4%
Engineering & Architecture	11	3.6%
Financial	7	2.3%
Healthcare	162	52.9%
Management	8	2.6%
Professional/Sales	4	1.3%
Skilled Trades	53	17.3%
Social Services	13	4.2%
Transportation	1	0.3%

Of the 306 approved loan repayment applicants:

- 153 - still with current employer and active in the program.
- 59 - received at least one payment but did not persist in their employment – eligibility cancelled.
- 94 – completed 3 years under the program.

Budget

As of August 17, 2026, actual expenses under ND Career Builders were $8.5 million since program inception, which includes matching funds and $149,674 for marketing. The program continues to garner significant interest among students and employers with estimated growth of 7% for loan repayment and 3% for scholarship.

ND Career Builders Expenses - State & Matching Funds Cumulative Through 2027-29 Biennium				
	Disbursed	Existing Obligations	Estimated Growth	Estimated TOTAL
Loan Repayment	$ 2,714,536.00	$ 1,294,421.00	$ 775,123.00	$ 4,784,080.00
Scholarship	$ 5,598,638.00	$ 1,006,484.00	$ 4,063,613.00	$ 10,668,735.00
Marketing	$ 149,674.00	$ 19,826.00	$ -	$ 169,500.00
Est. TOTAL	**$ 8,462,848.00**	**$ 2,320,731.00**	**$ 4,838,736.00**	**$ 15,622,315.00**

ND Career Builders Expenses - State Portion Only Cumulative Through 2027-29 Biennium				
	Disbursed	Existing Obligations	Estimated Growth	Estimated TOTAL
Loan Repayment	$ 1,357,268.00	$ 647,210.00	$ 387,561.00	$ 2,392,039.00
Scholarship	$ 2,799,319.00	$ 503,242.00	$ 2,031,806.00	$ 5,334,367.00
Marketing	$ 149,674.00	$ 19,826.00	$ -	$ 169,500.00
Est. TOTAL	**$ 4,306,261.00**	**$ 1,170,278.00**	**$ 2,419,367.00**	**$ 7,895,906.00**

The 2019 Legislative Assembly appropriated $6 million for the scholarship and loan repayment programs. The 2021 Assembly appropriated $4.5 million, and the 2023 Assembly appropriated $6.8 million. The 2025-27 biennium includes $3.6M in carry-over funding (from the 2021-23 and 2023-25 biennia) that was inadvertently omitted from the continuing appropriation authority during the 2023 legislative session. During the 2025 legislative session, language was added to restore this authority and ensure the funds remain available to support the programs over multiple years. The following table reflects only the state-funded portion of the scholarship and loan repayment programs. Funding is projected to remain available into the 2029-31 biennium.

ND Career Builders Loan Repayment - State Portion Only					
Biennium	**General Fund Appropriation-BND Funds**	**Prior Biennium Carry-Over**	**Total Available (state $ only)**	**Expenses (actual, obligated, growth)**	**Est. 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	$ 711,292	$ 2,688,708
^2025-27	$ -	$ 4,688,708	$ 4,688,708	$ 792,434	$ 3,896,274
2027-29	$ -	$ 3,896,274	$ 3,896,274	$ 689,848	$ 3,206,426
ND Career Builders Scholarship - State Portion Only					
Biennium	**General Fund Appropriation-BND Funds**	**Prior Biennium Carry-Over**	**Total Available (state $ only)**	**Expenses (actual, obligated, growth)**	**Balance**
2019-21	$ 3,000,000	$ -	$ 3,000,000	$ 192,934	$ -
2021-23	$ 2,250,000	$ -	$ 2,250,000	$ 654,429	$ -
2023-25	$ 3,400,000	$ -	$ 3,400,000	$ 1,136,424	$ 2,263,576
^2025-27	$ -	$ 3,896,076	$ 3,896,076	$ 1,745,298	$ 2,150,778
2027-29	$ -	$ 2,150,778	$ 2,150,778	$ 1,690,032	$ 460,746

^Carry-over into the 2025-27 biennium includes remaining funds from 2021 and 2023 in the amount of $3.6M.

Marketing

From the beginning of the NDCB program, the NDUS, commerce, institutions and other partners took a grass-roots approach to marketing. 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 NDCB 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.

In addition to the digital ads, Agency MABU revised toolkit materials that schools, businesses and other partners can use to promote the NDCB 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 Legislative Considerations

The NDUS has continued to engage with the Legislative Assembly 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 North Dakota following college graduation.

Additional amendments were approved by the 2025 Legislative Assembly, including:

- Clarified the definition of an eligible donor.
- Expanded eligibility to allow businesses to recruit new individuals into high-need occupations in North Dakota, even if the individual resides within 50 miles of the North Dakota border.
- Limited repayment for scholarship recipients receiving awards after August 1, 2025, to the state-funded portion of the scholarship, allowing businesses to establish separate retention agreements with students.
- Permitted recipients to change programs of study, provided the new program can be completed within two years.
- Expanded eligibility to include MSN degree recipients who teach at least four clinical credits annually and meet all other program requirements.

The NDUS continues to work with the Higher Education Institutions Committee during the 2025-27 interim, making ongoing recommendations for program improvement.

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NORTH DAKOTA IN-DEMAND OCCUPATIONS

ARCHITECTURE AND ENGINEERING

- **Architects, Except Landscape and Naval**
- **Architectural and Civil Drafters ***
- **Civil Engineering Technologists and Technicians ***
- **Engineers**
  - Chemical Engineers
  - Civil Engineers
  - Engineers, All Other
  - Environmental Engineers
  - Electrical Engineers
  - Electronics Engineers, Except Computer
  - Industrial Engineers
  - Mechanical Engineers
  - Petroleum Engineers
- **Electrical and Electronic Engineering Technologists and Technicians ***
- **Electro-Mechanical and Mechatronics Technologists and Technicians ***
- **Mechanical Engineering Technologists and Technicians ***
- **Surveyors ***

ARTS, DESIGN, AND MEDIA

- **Commercial and Industrial Designers**
- **Public Relations Specialists**

BUSINESS AND FINANCE

- **Accountants and Auditors**
- **Budget Analysts**
- **Buyers and Purchasing Agents**
- **Business Operations Specialists, All Other**
- **Compensation, Benefits, and Job Analysis Specialists**
- **Compliance Officers**
- **Cost Estimators**
- **Credit Analysts**
- **Financial and Investment Analysts**
- **Financial Examiners**
- **Financial Risk Specialists**
- **Financial Specialists, All Other**
- **Human Resources Specialists**
- **Labor Relations Specialists**
- **Loan Officers**
- **Logisticians**
- **Management Analysts**
- **Market Research Analysts and Marketing Specialists**
- **Personal Financial Advisors**
- **Project Management Specialists**
- **Property Appraisers and Assessors**
- **Tax Preparers**
- **Training and Development Specialists**

COMMUNITY AND SOCIAL SERVICE

- **Child, Family, and School Social Workers**
- **Health Education Specialists**
- **Probation Officers and Correctional Treatment Specialists**
- **Social Workers, All Other**

COMPUTER AND MATHEMATICAL

- **Computer Network Architects ***
- **Computer Network Support Specialists ***
- **Computer Occupations, All Other ***
- **Computer Programmers**
- **Computer Systems Analysts**
- **Data Scientists**
- **Database Administrators**
- **Information Security Analysts**
- **Network and Computer Systems Administrators**
- **Operations Research Analysts**
- **Software Developers**
- **Software Quality Assurance Analysts and Testers**
- **Web Developers ***
- **Web and Digital Interface Designers ***

EDUCATION

- **Instructional Coordinators**
- **Teachers**
  - Adult Basic and Secondary Edu. and English as a Second Language Instructors
  - Career/Technical Education Teachers, Middle School
  - Career/Technical Education Teachers, Secondary School
  - Education and Childcare Administrators, Preschool and Daycare
  - Elementary School Teachers, Except Special Education
  - Kindergarten Teachers, Except Special Education
  - Middle School Teachers, Except Special and Career/Technical
  - Preschool Teachers, Except Special Education
  - Secondary School Teachers, Except Special and Career/Technical Education
  - Special Education Teachers, All Other
  - Special Education Teachers, Kindergarten and Elementary School
  - Special Education Teachers, Middle School
  - Special Education Teachers, Preschool
  - Special Education Teachers, Secondary School

HEALTHCARE

- **Athletic Trainers**
- **Dental Assistants ***
- **Dental Hygienists ***
- **Diagnostic Medical Sonographers ***
- **Dietitians and Nutritionists**
- **Healthcare Practitioners and Technical Workers, All Other**
- **Health Technologists and Technicians**
  - Clinical Laboratory Technologists and Technicians *
  - Emergency Medical Technicians *
  - Health Technologists and Technicians, All Other *
  - Magnetic Resonance Imaging Technologists *
  - Nuclear Medicine Technologists *
  - Ophthalmic Medical Technicians *
  - Radiologic Technologists and Technicians *
  - Surgical Technologists *
  - Veterinary Technologists and Technicians *
- **Medical Assistants ***
- **Nursing Assistants ***
- **Nurse**
  - Licensed Practical and Licensed Vocational Nurses *
  - Registered Nurses *
- **Occupational Therapy Assistants ***
- **Paramedics ***
- **Physical Therapist Assistants ***
- **Respiratory Therapists ***

INSTALLATION, MAINTENANCE AND REPAIR

- **Aircraft Mechanics and Service Technicians ***
- **Automotive Service Technicians and Mechanics ***
- **Diesel Technician**
  - Bus and Truck Mechanics and Diesel Engine Specialists *
  - Farm Equipment Mechanics and Service Technicians *
  - Industrial Machinery Mechanics *
- **Electrical and Electronics Repairers, Commercial and Industrial Equipment ***
- **Electrical and Electronics Repairers, Powerhouse, Substation, and Relay ***
- **Electrical Power-Line Installers and Repairers ***
- **Heating, Air Conditioning, and Refrigeration Mechanics and Installers ***
- **Medical Equipment Repairers ***
- **Millwrights ***
- **Mobile Heavy Equipment Mechanics, Except Engines ***
- **Recreational Vehicle Service Technicians ***
- **Telecommunications Equip. Installers and Repairers, Except Line Installers ***

LEGAL

- **Paralegals and Legal Assistants ***

LIFE, PHYSICAL, AND SOCIAL SCIENCE

- Agricultural Technicians *
- Chemists
- Environmental Scientists and Specialists, Including Health
- Occupational Health and Safety Specialists
- Social Scientists and Related Workers, All Other
- Soil and Plant Scientists
- Urban and Regional Planners

MANAGEMENT

- Administrative Services Managers
- Architectural and Engineering Managers
- Computer and Information Systems Managers
- Facilities Managers
- Financial Managers
- General and Operations Managers
- Human Resources Managers
- Industrial Production Managers
- Marketing Managers
- Medical and Health Services Managers
- Natural Sciences Managers
- Public Relations Managers
- Sales Managers
- Social and Community Service Managers
- Training and Development Managers

PERSONAL CARE AND SERVICE

- Childcare Workers *

PROTECTIVE SERVICE

- Firefighters *
- First-Line Supervisors of Firefighting and Prevention Workers *
- Police and Sheriff's Patrol Officers *

SALES

- Sales Rep., Wholesale and Mfg., Technical and Scientific Products

SKILLED TRADES

- Brick Masons and Block Masons *
- Carpenters *
- Construction Managers
- Electricians *
- Gas Plant Operators *
- Insulation Workers, Mechanical *
- Machinists *
- Plumbers, Pipefitters, and Steamfitters *
- Power Distributors and Dispatchers *
- Power Plant Operators *
- Stationary Engineers and Boiler Operators *
- Structural Iron and Steel Workers *
- Welders, Cutters, Solderers, and Brazers *
- Wind Turbine Service Technicians *

TRANSPORTATION

- Airfield Operations Specialists
- Air Traffic Controllers
- Commercial Pilots *
- Heavy and Tractor-Trailer Truck Drivers *

Emerging occupations may not have strong enough projections yet to make the list, but industry experts could attest to the demand. Registered Apprenticeship Programs are considered high demand. For a complete list of Registered Apprenticeships in North Dakota go to:

jobsnd.com/jobseeker/apprenticeships

** Represents WIOA Approved Program*

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

10-year % growth (CAGR) (2024–2034)
10-year numeric growth (2024–2034)
Annual openings (2024–2034)
Current employment (2024)
Median annual wage (2025)
25th-percentile annual wage (2025)
Wage competitiveness index (2025)

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

Revised 7/01/2026 | PY26

APPENDIX B– NDCB High-Need & Emerging Occupations

ND career builders
Scholarship & Loan Repayment

ND Career Builders – In-Demand & Emerging Occupations List As of 7/1/2026

This list is used to determine eligibility for the ND Career Builders Scholarship & Loan Repayment programs. The in-demand occupations are reviewed and approved annually by the ND Workforce Development Council (NDWDC) and Job Service ND (JSND). The years listed in quotes indicate which year the occupation was identified as in-demand by NDWDC and JSND. The (24) occupations will remain eligible for ND Career Builders consideration through 6/30/27, the (25) through 6/30/28, and the (26) through 6/30/29.

EDUCATION

- Adult Basic & Secondary Edu. And ESL Instructors (26)
- Career/Tech Ed Teachers, Middle School & Secondary School (26)
- Education & Childcare Administrators, Preschool & Daycare (26)
- Educational, Guidance & Career Counselors and Advisors (24)
- Elementary School Teachers (26)
- Instructional Coordinators (26)
- Kindergarten Teachers (26)
- Middle School Teachers (26)
- Preschool Teachers (26)
- Secondary School Teachers (26)
- Special Education Teachers-Preschool, KG, Elementary, Middle School, Secondary (26)
- Special Education Teachers, All Other (26)
- Teachers & Instructors, all others (25)
- Teaching Assistants, Except Postsecondary (24)

ARCHITECTURE & ENGINEERING

- Architects, Except Landscape & Naval (26)
- Architectural & Civil Drafters (26)
- Bioengineers & Biomedical Engineers (25)
- Chemical Engineer (26)
- Civil Engineer (26)
- Civil Engineering Technologist/Technician (26)
- Electrical & Electronic Engineering Technologist & Technician (26)
- Electrical Engineers (26)
- Electro-Mechanical & Mechatronics Techs (26)
- Electronics Engineers, Except Computer (26)
- Engineering Technologist & Technician, Except Drafters, All Other (25)
- Engineers, All Other (26)
- Environmental Engineers (26)
- Industrial Engineering Technologist & Technician (25)
- Industrial Engineers (26)
- Mechanical Engineering Technologists & Technicians (26)
- Mechanical Engineers (26)
- Petroleum Engineer (26)
- Surveyors (26)

BUSINESS & FINANCE

- Accountants & Auditors (26)
- Bookkeeping, Accounting & Auditing Clerks (24)
- Budget Analyst (26)
- Business Operations Specialist, All Other (26)
- Buyer & Purchasing Agent (26)
- Compensation, Benefits, and Job Analysis Specialists (26)
- Cost Estimator (26)
- Credit Analyst (26)
- Financial Risk Specialist (26)
- Financial & Investment Analyst (26)
- Financial Examiner (26)
- Financial Specialist, All Other (26)
- Labor Relations Specialist (26)
- Loan Officers (26)
- Logisticians (26)
- Management Analysts (26)
- Personal Financial Advisor (26)
- Project Management Specialist (26)
- Property Appraisers & Assessors (26)
- Tax Examiners & Collectors, and Revenue Agents (25)
- Tax Preparers (26)

SCIENCE

- Agricultural Inspector (25)
- Biological Scientists, All Others (25)
- Chemical Technicians (25)
- Chemists (26)
- Conservation Scientists (25)
- Environmental Scientists & Specialists, Including Health (26)
- Occupational Health & Safety Specialist (26)
- Social Scientists & Related Social Workers, All Other (26)
- Soil and Plant Scientists (26)
- Urban and Regional Planners (26)

HEALTHCARE

- Athletic Trainer (26)
- Biological Technician (24)
- Cardiovascular Technologists & Technicians (25)
- Clinical Laboratory Technologists & Technicians (26)
- Dental Assistants (26)
- Dental Hygienists (26)
- Diagnostic Medical Sonographer (26)
- Dieticians & Nutritionists (26)
- Emergency Medical Technicians (26)
- Health Information Technologists & Medical Registrars (25)
- Health Technologist & Technician, All Other (26)
- Healthcare Practitioners & Technical Workers, All Others (26)
- Massage Therapists (25)
- Medical Assistants (26)
- Medical Records Specialists (25)
- MRI Technologist (26)
- Nuclear Medicine Technologists (26)
- Nurse-Licensed Practical & Licensed Vocational Nurses (26)
- Nurse-Registered Nurses (26)
- Nursing Assistants (26)
- Occupational Therapy Assistants (26)
- Ophthalmic Medical Technicians (26)
- Paramedics (26)
- Pharmacy Technicians (24)
- Phlebotomists (25)
- Physical Therapist Assistants (26)
- Radiologic Technologists & Technicians (26)
- Respiratory Therapists (26)
- Surgical Assistants (2025)
- Surgical Technologists (26)
- Veterinary Technologists & Technicians (26)
- Other- MSN Nursing (no expiration)

COMPUTER & MATHEMATICAL

- Computer Network Architects (26)
- Computer Network Support Specialists (26)
- Computer Occupations, All Other (26)
- Computer Programmers (26)
- Computer Systems Analysts (26)
- Computer User Support Specialists (25)
- Data Scientists (26)
- Database Administrators (26)
- Database Architect (25)
- Information Security Analysts (26)
- Intelligence Analysts (24)
- Network & Computer Systems Administrators (26)
- Operations Research Analysts (26)
- Software Developers (26)
- Software Quality Assurance Analysts & Testers (26)
- Telecommunications Line Installers & Repairers (24)
- Web Developers (26)
- Web & Digital Interface Designers (26)

COMMUNITY & SOCIAL SERVICES / PERSONAL CARE & SERVICE / PROTECTIVE SERVICE

- Child, Family & School Social Workers (26)
- Childcare Workers (26)
- Community & Social Service Specialist, Social & Human Service Assistants (24)
- Firefighter (26)
- First-line Supervisors of Firefighting & Prevention Workers (26)
- Health Education Specialists (26)
- Police & Sheriff Patrol Officers (26)
- Probation Officers & Correctional Treatment Specialists (26)
- Social Workers, All Other (26)
- Substance Abuse, Behavioral Disorder & Mental Health Counselor (24)

TRANSPORTATION

- Air Traffic Controller (26)
- Airfield Operations Specialist (26)
- Bus Drivers, School (25)
- Commercial Pilots (26)
- Heavy & Tractor-Trailer Truck Drivers (26)

MANAGEMENT

- Administrative Services Manager (26)
- Architectural & Engineering Manager (26)
- Computer & Info System Manager (26)
- Construction Manager (26)
- Emergency Management Director (25)
- Facilities Manager (26)
- Financial Manager (26)
- Funeral Home Manager (25)
- General & Operations Manager (26)
- Human Resources Manager (26)
- Industrial Production Manager (26)
- Marketing Manager (26)
- Medical & Health Services Manager (26)
- Natural Sciences Manager (26)
- Public Relations Manager (26)
- Sales Manager (26)
- Social & Community Service Manager (26)
- Training & Development Manager (26)

PROFESSIONAL / SALES / LEGAL

- Commercial & Industrial Designers (26)
- Compliance Officer (26)
- Human Resources Specialist (26)
- Market Research Analyst/Marketing Specialist (26)
- Paralegals and Legal Assistants (26)
- Public Relations Specialist (26)
- Sales Rep.-Wholesale & Manufacturing of Technical & Scientific Products (26)
- Training & Development Specialist (26)

SKILLED TRADES / INSTALLATION, MAINTENANCE & REPAIR

- Agriculture Technician (26)
- Aircraft Mechanic/Technician (26)
- Auto Service Technician/Mechanic (26)
- Barbers (25)
- Brick & Block Masons (26)
- Bus/Truck Mechanics & Diesel Engine Specialists (26)
- Butchers & Meatcutters (24)
- Carpenters (26)
- Chefs & Head Cooks (24)
- Chemical Plant System Operator (24)
- Crane/Tower Operator, Operating Engineer, Other Construction Equipment Operator (24)
- Electrical & Electronics Repairers, Commercial/Industrial Equipment (26)
- Electrical & Electronics Repairers, Powerhouse, Substation, Relay (26)
- Electrical Powerline Installer/Repairer (26)
- Electricians (26)
- Farm Equipment Mechanic & Service Technician (26)
- Gas Plant Operator (26)
- Hairdresser, Hairstylist & Cosmetologist (25)
- Heating, Air Conditioning & Refrigeration Mechanics & Installers (26)
- Industrial Machinery Mechanic (26)
- Insulation Workers, Mechanical (26)
- Machinist (26)
- Medical Equipment Repairers (26)
- Millwright (26)
- Mobile Heavy Equipment Mechanic, Except Engines (26)
- Morticians, Undertakers, and Funeral Arrangers (25)
- Petroleum Pump System Operators & Refinery Operators (24)
- Plant & System Operators, All Others (24)
- Plumber, Pipefitter and Steamfitter (26)
- Power Distributor & Dispatcher (26)
- Power Plant Operators (26)
- Precision Agriculture Technician (24)
- Production Workers, All Others (24)
- Pump Operators, Except Wellhead Pumpers (24)
- Recreation Vehicle Service Tech (26)
- Rotary Drill Operators, Oil & Gas (24)
- Service Unit Operators (25)
- Stationary Engineer & Boiler Operator (26)
- Structural Iron & Steel Workers (26)
- Surveying and Mapping Technicians (24)
- Telecommunications Equipment Installers & Repairers, Except Line Installers (26)
- Welders, Cutters, Solderers, Brazers (26)
- Wind Turbine Service Technician (26)