

North Dakota University System

2020

Skilled Workforce Scholarship Skilled Workforce Loan Repayment Report



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Program Purpose

The Skilled Workforce Scholarship and Loan Repayment Programs were created by the 2019 Legislative Assembly for the purpose of assisting North Dakota businesses in attracting and retaining talent into high-demand 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 who have graduated from qualifying programs. The overall goal is to fill and keep qualified employees in occupations that have been shown to be in need in the state.

High-Need and Emerging Occupations List

The first high-need and emerging occupations list was established by the ND Workforce Development Council (WDC) and Job Service North Dakota (JSND) in July 2019. The list is what drives the program. The 2019 list contains 75 occupations that are deemed high-need or in-demand. The occupations contained in the list are used to establish recipient eligibility for both the scholarship and loan repayment programs. Annually, the WDC and JSND are charged with establishing a new list, each which is valid for a 2-year period. The 2019 list is used to establish eligibility for 2019-20 and 2020-21; the 2020 list will be used in 2020-21 and 2021-22, and so on. The procedure was established in this manner to provide ample time for institutions for market the in-demand occupations and programs to incoming students and to seek private-sector matching funds.

The list was compiled using current Labor Market Information (LMI). Multiple factors, including the overall number of job openings and projected growth areas were determining criteria. A consistent and methodical framework was developed to generate an objective list that reflects current and forecasted openings. Scores were assigned to occupations and then ranked. Job Service ND divided the high-need and emerging occupations into the categories of education, engineering and architecture, information technology, financial, healthcare, 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) mapped qualifying programs to the occupations. 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. One institution has requested to not participate.

Qualifying programs of study for the scholarship include those that are 2 years of less in length (4 semesters or 6 quarters or less.) Currently, fourteen North Dakota institutions, public, private and tribal, offer programs of study that qualify under the scholarship. Qualifying programs of study for the loan repayment may be of any length but must be attained from a North Dakota institution as indicated in statute. Programs of study must relate to a high-need or emerging occupation as denoted in the lists. (Appendix B and C).

Program Specifics

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/other private sector entity partners with a college/student, funding specific programs &/or specific students. The college initiates the application process with the student and private sector donor. • Students must be admitted into a qualifying program in the state. Qualifying programs must relate to the high-need and emerging occupations and may be degree or certificate. Qualifying programs are those of approximately 2 years or less in length (4 semesters or 6 quarters). • Private-sector 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. Award is disbursed on the front-end. • Total scholarship can be up to \$17,000, depending on the amount of the matching dollars received. Students may only receive funds from either the scholarship or loan repayment, not both. • Payments to colleges will be made on a semester, quarter or term basis once matching private 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) in ND for at least 3 years following program completion. • Students accepted into the program are required to sign a <i>Scholarship Award Agreement</i>, which will be legally binding. Failure to meet the terms of the Agreement will 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"> ✓ Failure to enroll full time according to student’s program completion requirements. ✓ Failure to maintain a 2.50 cumulative GPA, or other academic progress. ✓ Withdrawing from the program prior to completion, either voluntarily or involuntarily. ✓ Failing to meet the residency and occupation requirements for 3 years following program completion. 	<ul style="list-style-type: none"> • Applicants hired into their current position in 2019 or later apply by completing the application with their employer. • An applicant’s employer (or other private entity) must have committed matching dollars. • Applicants are required to provide proof of ND residence, employment in a high-demand or emerging occupation, proof of degree completion and a student loan billing statement at the time of application and prior to each student loan payment. • Applicants must have earned a qualifying degree (related to high-need or emerging occupation) from a ND institution. • 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 only receive funds from either the loan repayment or the scholarship, not both. • 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 will be considered. • Recipients must reside and work in a high need or emerging occupation in North Dakota. All eligibility criteria are reviewed prior to each payment. • Graduation date and the date the loan debt incurred are not factors in determination of eligibility, however; date of hire is. • No repayment of funds is required under the loan repayment program as the employee earns loan repayment as they work/reside in the state.

Applicant Status – ND Career Builder Scholarship

The following summarizes the scholarship application status and private-sector funding as of June 2020. Scholarship payments are issued on the front-end as students enter and complete their qualifying program of study. Payments are issued directly to the institution for the benefit of the student on a semester or quarter basis.

ND Career Builders Scholarship	
# of Applications Approved	35
# of Applications Denied	11
# of Approved Applications Funded	35
Private-Sector \$ Committed for Approved Applicants	\$100,473
State \$ Committed for Approved Applicants	\$100,468
Total \$ Disbursed To-Date (incl. private + state)	\$158,863
Average Scholarship Per Approved Applicant	\$5,741
Private-Sector Dollars Committed but no student applications received	\$108,650
Current Enrolling Institutions	Bismarck State College Dakota College Bottineau Lake Region State College Lynnes Welding Training ND State College of Science Rasmussen College – Fargo
Programs Enrolled	<ul style="list-style-type: none"> • Agriculture (3) • Auto Body Repair & Refinishing Technology • Automotive Technology (3) • Building Construction Technology • Construction Management Technology • Cyber Security & Computer Networks • Diesel Technology (3) • Electrical Technology (2) • Energy Services & Renewable Technician • Health Information Technician • Heating, Ventilation & Air Conditioning • Human Resources & Organizational Leadership • HVAC/R Technology (3) • Information & Communications Technology • Instrumentation & Control Technology • John Deere Ag Tech • Land Surveying & Civil Engineering Technology (3) • Lineworker (Electrical) • Medical Assistant • Pharmacy Technician • Power Plant Technology • Welding (3)
Graduated Recipients (May 2020)	11
# of Unique Donors Committing Dollars	32
Repayment: # and \$	#5 \$27,000
Repayment: Recovered \$	\$5,450

Applicant Status – ND Career Builder Loan Repayment

The following summarizes the loan repayment application status and private-sector funding as of June 2020. While the applications for loan repayment are fewer in number than the scholarship, the overall average per recipient is higher.

In looking at the current amount disbursed, it is important to note that with loan repayment, the benefit to the applicant is lagging since applicants must first meet residency and work criteria prior to receiving a payment. Additionally, statute limits the annual loan repayment to no more than \$5,667 per year. Several factors are considered when determining a payment schedule, including length of residency, date of hire and the donor’s ability to fund quarterly, semi-annually or annually. The NDUS works directly with the donor to establish a payment schedule that meets the needs of the employer &/or donor. While an individual may not receive more than \$5,667 per year, NDUS will consider dividing this amount quarterly if the donor is amicable to issuing funds more frequently. This provides the employee more frequent engagement with the program. All eligible applicants are issued at least an annual payment. Payment are made directly to the loan servicer.

ND Career Builders Loan Repayment	
# of Applications Approved	5
# of Applications Denied	2
# of Approved Applications Funded	5
Private-Sector \$ Committed for Approved Applicants	\$33,302.58
State \$ Committed for Approved Applicants	\$33,302.58
Total \$ Disbursed To-Date (incl. private + state)	\$13,222.68
Average Loan Repayment Per Approved Applicant	\$13,321
Private-Sector Dollars Committed but no student applications received	None
# of Unique Donors Committing Dollars	5
High-Need or Emerging Occupation	Bus and Truck Mechanic Carpenter Mechanical Engineer Mobile Heavy Equipment Mechanic Transportation Engineer

Marketing Efforts

The NDUS, commerce, institutions and other partners have taken a grass-roots approach to marketing the ND Career Builders Program. Marketing and promotional dollars were not provided as part of the legislation. The following is a list of work that has been done by NDUS and several agencies over the past 6 months to promote and encourage business to consider using the ND Career Builders program as part of their recruitment and retention efforts.

- ✓ ND Career Builders website developed by the NDUS as a one-stop location for anyone interested in learning more about the program. This site, ndus.edu/career-builders, provides a high level overview of the program as well as more specific requirements unique to the scholarship and to the loan repayment. Individuals and business can locate the high-need and emerging occupations list, as well as the applications to both programs here.
- ✓ Resources for institutions and businesses were developed by the NDUS to assist in relaying the message to others. These include quick facts, college contacts, step-by-step process for businesses, as well as handouts specific to loan repayment and a high school counselor brochure for visits with parents and seniors. The resources are located on the website to use as needed.
- ✓ The Bank of North Dakota created the logo for ND Career Builders and a banner ad that commerce has utilized in its's publications. Additionally, to assist presentations across the state, the bank created a large stand-up banner and several table-top banners that encourage individuals to stop and ask questions.
- ✓ Multiple presentations across the state, reaching thousands of individuals, have taken place since fall 2019 to individual businesses, trade organizations, associations and institutions. Greater ND Chamber (GNDC) and commerce have been supportive partners in promoting the ND Career Builders program across the state.
- ✓ After learning about the program, some regional/local economic development offices have taken the initiative to promote and seek funds for ND Career Builders on a local level. Rural communities have been encouraged to consider how to help small businesses use the program and meet the required match. Current participating offices include the Rugby Job Development Authority and Forward Devils Lake. In addition, NDUS has had communication with the City of Forman, ED-City of Forman, Jamestown/Stutsman Development Corp. as those offices look to support the program locally.

Opportunities for Strengthening Program Guidelines

As ND Career Builders has developed over the past year, several options for streamlining and program improvement have been discussed among key partners, with the intent of strengthening and improving access and use.

- Access
 - In order to provide access to the program to state employees, including public educators, provide clarity regarding what “private-sector” dollars mean.
 - Businesses have inquired as to why the degree for loan repayment must be from a North Dakota institution since the intent is to recruit individuals to live and work in ND in a high-need occupation. Provides businesses for a broader opportunity to recruit.

- Eligibility
 - Provide for up to \$17,000 between the scholarship and loan repayment. The average scholarship is only \$5,400 and many students still have the need to seek student loans to fund their education. Current statute only allows funding from one program or the other.
 - Modify or eliminate the scholarship payback language for less than 2.5 cumulative grade point average (GPA.) Students are required to pay back funds for GPAs below 2.5, however, they may still be enrolled and maintaining progress at the institution. These students are still on track to live/work in ND. The procedure already provides for payback if the student withdraws (voluntarily or involuntarily). Therefore, consider language that references “progress at the institution” as the marker.
 - Expand the scholarship to programs that are beyond 4 semesters or 6 quarters by adjusting the language to focus on the remaining semesters or quarters a student has to complete their program (i.e. *Student must be able to finish their program of study within 4 semesters or 6 quarters.*) An example of a student who could gain eligibility with this change is an elementary education graduate.
 - The “4-semester or 6-quarter” language does not reflect the timeframe of most associate’s level degrees. Consider modifying language as “certificate or degree programs at the associate’s level or below.”

- Donor Support
 - Continue to explore how 3rd party employer agreements can fit into the ND Career Builders program to provide greater level of security to donors in the event the student does not return to that business to work.

- Administrative Streamlining
 - For loan repayment, consider eliminating the need to map qualifying programs. If the individual is being hired into a high-need occupation, living in ND, and holds a balance on a qualifying student loan, the degree is less critical. Additionally, since a degree can lead into a multitude of occupations, the combination of possibilities is nearly endless to map.

- Marketing
 - Provide funding to develop and implement a marketing plan. Building awareness of the program has been challenging as there has not been funds available to formally market the scholarship and loan repayment to business.

<p>NORTH DAKOTA</p> <p>IN-DEMAND OCCUPATIONS</p> <p>NORTH Dakota Job Service the legendary™</p>	<p>EDUCATION</p> <ul style="list-style-type: none"> Elementary & Middle School Teacher Preschool Teachers, Except Special Education Secondary School Teacher <p>ENGINEERING AND ARCHITECTURE</p> <ul style="list-style-type: none"> Electrical Engineers Mechanical Engineer Mining & Geological Engineer Petroleum Engineer Transportation Engineers 	<p>FINANCIAL</p> <ul style="list-style-type: none"> Accountant & Auditor Financial Analyst Management Analyst Market Research Analyst & Marketing Specialist Personal Financial Advisors <p>HEALTHCARE</p> <ul style="list-style-type: none"> Cardiovascular Technologist & Technician Dental Hygienist Diagnostic Medical Sonographer Health Technologist & Technician Licensed Practical Nurse Medical & Clinical Lab Technologist/Technician MRI Technologist Nurse Assistant Occupational Therapy Assistant Physical Therapist Assistant Radiologic Technologist Registered Nurse Substance Abuse & Behavioral Disorder Counselor Surgical Technologist 	<p>INFORMATION TECHNOLOGY</p> <ul style="list-style-type: none"> Actuaries Clinical Data Manager Computer Network Support Specialist Computer Programmers Computer System Analyst Computer User Support Specialist Database Administrators Information Security Analyst Operations Research Analyst Software Developer (Applications) Software Developer (Systems) Software Quality Assurance Engineer & Tester Web Developer
<p>MANAGEMENT</p> <ul style="list-style-type: none"> Computer & Information Systems Manager Construction Manager Financial Manager General & Operations Manager Marketing Manager Medical & Health Services Manager Social & Community Services Manager <p>SALES</p> <ul style="list-style-type: none"> Sales Representative, Technical & Scientific <p>SOCIAL SERVICES</p> <ul style="list-style-type: none"> Child, Family, & School Social Worker Childcare Workers Police Patrol Officers <p>TRANSPORTATION</p> <ul style="list-style-type: none"> Bus & Truck Mechanic Commercial Pilots Heavy & Tractor Trailer Truck Driver 	<p>SKILLED TRADE</p> <ul style="list-style-type: none"> Air Traffic Controller Aircraft Mechanics and Service Technicians Carpenter Construction Building Inspectors Crane and Tower Operators Electrical Powerline Installer & Repairer Electrician Environmental Scientist & Specialist Farm Equipment Mechanic & Service Technician Firefighter Gas Plant Operator Heating, Ventilation, Air Conditioning Technician Industrial Machinery Mechanic Maintenance & Repair Worker Mobile Heavy Equipment Mechanic Petroleum Pump System Operator, Refinery Operator & Gauger Plumber, Pipefitter, & Steamfitter Power Distributor & Dispatcher Power Plant Operator Welder Wind Turbine Technician 	<p>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:</p> <ul style="list-style-type: none"> • Total Employment (2016) • Ten-year Numeric Job Growth (2016-2026) • Annualized Job Growth Rate (2016-2026) • Annual Job Openings (2016-2026) • Average Annual Wages (2018) • Essential and Emerging Occupations 	<p>A proud partner of the americanjobcenter network</p> <p>Job Service North Dakota is an equal opportunity employer/program provider. Auxiliary aids and services are available upon request to individuals with disabilities. JSND-8185 (R. 7.2019)</p>

APPENDIX B – NDCB Scholarship Mapped Program List

2019 NDCB SCHOLARSHIP Qualifying Programs of Study				
Programs must be 4 semesters or 6 quarters or less in length to qualify for the scholarship. Qualifying programs may be either certificate or degree. List may not be all-inclusive.				
Accounting	Business Management	Electrician	HVAC	Metal Inert Gas Welding Process
Accounting Technician	Caregiver Services	Electronics Technology	HVAC/R Technology	n/a for scholarship
Admin Assistant / General	Carpentry	Electronics/Telecomm Technology	Information and Communications Technology	Natural Resource Management
Admin Assistant / Legal	Carpentry (Residential)	Elementary Education	Information Assurance	Network Administrator
Administration	Caterpillar Dealer Service	Elementary Education	Information Mgmt - Accountant Technician	Network Systems Administration
Administration - Accounting Track	Child Development Associate	Eligibility Worker	Information Mgmt- Administrative Assistant	Nuclear Power Technology
Administrative Assistant	Clinical/Medical Lab Technician	Emergency Medical Services (EMS)	Information Processing Specialist	Occupational Therapist Assistant
Administrative Assistant / Medical	COC-Geographic Info Sys Tech	EMT Paramedic Technology	Information Technologies	Office Technology
Administrative Assistant and Office Management	Commercial Vehicle Operations	Energy Services and Renewable Technician	Information Technology	Paramedic (EMT) Technology
Advertising and Marketing	Computer Programming	Engineering Technology	Information Technology-Computer Office Mgmt	Paraprofessional Education Early Childhood
Agricultural Farm Business Mgmt	Computer Programming Certificate	Entrepreneurship	Information Technology-Computerized Office Mgmt	Patient Access Specialist
Agricultural Sales and Service	Computer Science Basic Programming	Environmental Science	Information Technology - Web Design	Peace Officer
Agriculture	Concrete Technology	Environmental Technology - Lab and Field Tech	Information Technology - Webmaster	Petroleum Production Technology
Agriculture Business and Industry	Construction Management Technology	Environ Technology - Natural Resource Mgmt	Instrumentation and Control Technology	Pharmacy Technician
Agriculture Industry and Technology (Agronomy)	Construction Trades, Other	Farm and Ranch Mgmt(Agribusiness Mgmt)	John Deere Ag Tech	Phlebotomy Technician
Agriculture Management & Technology	Criminal Justice	Farm and Ranch Mgmt (Farm and Ranch Mgmt)	Land Management	Pipe Welding
Application Software Specialist	Cybersecurity	Floral Design and Greenhouse Technology	Land Surveying and Civil Engineering Technology	Plumbing
Architectural Drafting and Estimating Technology	Cybersecurity & Computer Networks	Geographic Info Systems Tech	Law Enforcement	Plumbing Technician
Associate Degree Nurse	Data Analytics Technician	Graphic Design	Licensed Practical Nurse Training	Power Plant Technology
Associate in Science in Nursing	Data Entry Specialist	Graphic Design and Communications	Lineworker (Electrical)	Powersports Technology
Auto and Diesel Master Technician	Dental Assisting	Health Information	Management	Practical Nurse
Auto Body Repair and Refinishing Technology	Dental Hygiene	Health Information Management	Management (Entrepreneurship)	Practical Nursing
Auto Technology-Electrical/Chassis	Diagnostic Medical Sonography	Health Information Technician	Marketing	Precision Agriculture
Automotive Collision Technology	Diesel Technology	Health, Physical Education, & Recreation	Mechanical Maintenance Technology	Precision Machining Technology
Automotive Technology	Early Childhood	Heating, Ventilation and Air Conditioning	Mechanical Systems	Pre-Engineering
Automotive Tech-Engine Performance/AC	Early Childhood Education	Heavy Duty Diesel Technician	Medical Admin Assistant	Process Plant Technology
Basic Heavy-Duty Vehicle Maintenance	EOE (non-public early childhood teacher)	Heavy Duty Vehicle Systems	Medical Administrative Assistant	Professional Driver Training - CDL
Bookkeeping	Early Childhood Education and Teaching	Heavy Equipment Operator	Medical Assistant	Registered Nursing
Building Construction Technology	Electric Power Technology	Human and Social Services	Medical Billing and Coding	Robotics, Automation, Mechatronics Technology
Building Trades	Electrical Technician	Human Resource Management	Medical Coding	Shielded Metal Arc Welding
Business Administration	Electrical Technology	Human Resources and Org Leadership	Medical Laboratory Technician	Simulation Technology
Business Administration & Management, General	Electrical Transmission System Technology	Human Services	Medical Transcription	Simulator Maintenance Technician

APPENDIX C– NDCB Loan Repayment Mapped Program List

2019 NDCB LOAN REPAYMENT Qualifying Programs of Study		
Qualifying programs may be certificate or degree and must be earned from a North Dakota institution. List may not be all-inclusive.		
Dental Hygiene	German	Pre-Engineering
Diagnostic Medical Sonography	Graphic Design	Process Plant Technology
Diesel Technology	Graphic Design and Communications	Professional Driver Training – CDL
Digital Design	Graphic Design Technology	Psychology
Early Childhood	Health and Fitness Administration	Public Health Education
Early Childhood Education	Health and Fitness Management	Radiologic Science
Early Childhood Education (non-public early childhood teacher)	Health Education	Radiologic Technology
Early Childhood Education and Teaching	Health Information	Range Science
Earth Science	Health Information Management	Registered Nursing
Earth Science Education	Health Information Technician	Rehabilitation and Human Services
Economics	Health, Physical Education, & Recreation	Respiratory care
Electric Power Technology	Health Science	Robotics, Automation, Mechatronics Technology
Electrical Engineering	Health Services	Science
Electrical Technician	Heating, Ventilation and Air Conditioning	Secondary Education
Electrical Technology	Heavy Duty Diesel Technician	Shielded Metal Arc Welding
Electrical Transmission System Technology	Heavy Duty Vehicle Systems	Simulation Technology
Electrician	Heavy Equipment Operator	Simulator Maintenance Technician
Electronics Technology	History Education	Small Business Management
Electronics/Telecomm Technology	Horticulture	Social Science
Elementary Education	HS Addiction Studies	Social Science Education
Eligibility Worker	HS Social Work	Social Work
Emergency Management	Human Development & Family Science	Software Engineering
Emergency Medical Services (EMS)	Human Resource Management	Soil Science
EMT Paramedic Technology	Human Resources and Organizational Leadership	Spanish
Energy Economics and Finance	Human and Social Services	Spanish Education
Energy Management	Human Services	Special Education
Energy Services and Renewable Technician	HVAC; HVAC/R Technology	Specialty Crop Production
English Education	Industrial Engineering & Management	Sports and Leisure Management
Engineering Technology	Industrial Management	Surgical Technology
Enterprise Applications	Information Analytics	Sustainable Agriculture & Food System
Entrepreneurship	Information and Communications Technology	Teacher Education
Environmental Design	Information Assurance	Technical Studies
Environmental Engineering	Information Management-Accountant Tech	Technology Education
Environmental Geoscience	Information Management – Admin Assistant	Transportation Technician Technology
Environmental Health	Information Processing Specialist	Truck/Bus Driver/Commercial Vehicle Operator
Environmental Science	Information Systems	Unmanned Aircraft Systems (UAS)
Environmental Studies	Information Technology	Urban Forestry Management
Environmental Technology-Laboratory & Field Tech	Information Technology-Computer Office Mgmt	Visual Arts
Environmental Technology-Natural Resource Mgmt	Information Technology - Computerized Office Mgmt	Water and Wastewater Technology
Farm and Ranch Management (Agribusiness Mgmt)	Information Technology - Web Design	Web Design
Farm and Ranch Management (Farm/Ranch Mgmt)	Information Technology - Webmaster	Web Development
Finance	Instrumentation and Control Technology	Web Management
Financial Planning & Wealth Management	Instrumental Music Education	Web Page Development and Design
Fisheries & Wildlife Science	Interdisciplinary Health Studies	Welding
Fisheries & Wildlife Biology	Investments	Welding & Basic Machining
Floral Design and Greenhouse Technology	John Deere Ag Tech	Welding Technology/Welder
French Education	Land Management	Wildlife and Fisheries Technology
Geographic Info Systems Tech	Land Surveying & Civil Engineering Technology	Wind Energy Technician
Geography Education	Law Enforcement	
Geological Engineering	Licensed Practical Nurse Training	
Geology	Lineworker (Electrical)	
	Management	
	Management (Entrepreneurship)	
	Management Information Systems	
	Managerial Finance and Accounting	
	Manufacturing Engineering	
	Marketing	
	Mathematics	
	Mathematics Education	
	Mechanical Engineering	
	Mechanical Maintenance Technology	
	Mechanical Systems	
	Medical Administrative Assistant	
	Medical Assistant	
	Medical Billing and Coding	
	Medical Coding	
	Medical Laboratory Science	
	Medical Laboratory Technician	
	Medical Transcription	
	Metal Inert Gas Welding Process	
	Middle Level Education	
	Music Education	
	Natural Resource Management	
	Natural Science	
	Network Administrator	
	Network Systems Administration	
	New Media and Web Design	
	Nuclear Power Technology	
	Nursing; Nurse Assistant	
	Occupational Therapist Assistant	
	Occupational Therapy	
	Office Technology	
	Operations and Supply Chain Management	
	Paramedic (EMT) Technology	
	Paramedic Technology	
	Paraprofessional Education Early Childhood	
	Patient Access Specialist	
	Peace Officer	
	Petroleum Engineering	
	Petroleum Production Technology	
	Pharmacy Technician	
	Phlebotomy Technician	
	Physical Education	
	Physical Therapy	
	Physics Education	
	Plumbing	
	Plumbing Technician	
	Police Management & Investigation	
	Power Plant Technology	
	Powersports Technology	
	Practical Nurse	
	Practical Nursing	
	Precision Agriculture	
	Precision Machining Technology	