



ACCESS. INNOVATION. EXCELLENCE.

**2022**  
**Skilled Workforce Scholarship**  
**Skilled Workforce Loan Repayment**  
**Bi-Annual Report**

July 2022

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## **Program Purpose**

The Skilled Workforce Scholarship and Loan Repayment Programs were created for the purpose of assisting North Dakota businesses in 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 into high-need occupations in the state.

## **High-Need and Emerging Occupations List**

The high-need and emerging occupations list is established 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 for marketing the high-need occupations and programs to incoming students and to seek private-sector matching funds, occupations are retained for ND Career Builders consideration for at least a 2-year period even if they are removed from the state's in-demand list compiled by the WDC and JSND.

The 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 framework is used 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, financial, 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 (Certification Central) and institutions approved to operate by the ND Board of Career and Technical Education.

Qualifying programs of study for the scholarship are those at the associate's level and below, including certificate programs, or other programs of study that are no more than 4 semesters or 6 quarters in length. The programs of study must relate to a high-need occupation. Currently, eighteen North Dakota public, private, tribal, and proprietary institutions have programs listed for consideration under the scholarship program. In addition, programs at the TrainND locations, and state schools of hair, skin and body may also qualify. (See Appendix B)

Statute does not require a mapping of programs for purposes of the loan repayment program (see Appendix C); 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. 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.

<b>ND CAREER BUILDER PROGRAM CRITERIA</b>	
<b>SCHOLARSHIP</b>	<b>LOAN REPAYMENT</b>
<ul style="list-style-type: none"> <li>• Businesses/other private sector entity partners with a college/student, to fund specific programs &amp;/or specific students. The college initiates the application process with the student and private sector donor.</li> <li>• Students must be admitted into a qualifying program in the state. Qualifying programs must relate to the high-need and emerging occupations. Qualifying programs are those at the associate’s level and below or other programs of study that are no longer than 4 semesters or 6 quarters in length.</li> <li>• Private-sector matching dollars are required.</li> <li>• 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.</li> <li>• The award is disbursed while the student is enrolled in their program of study.</li> <li>• 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 but may not receive more than \$17,000 total.</li> <li>• Payments to colleges are made on a semester, quarter or term basis once matching private dollars are received by NDUS and enrollment criteria is verified.</li> <li>• 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.</li> <li>• 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"> <li>✓ Failure to enroll full time according to student’s program completion requirements.</li> <li>✓ Withdrawing from the program prior to completion, either voluntarily or involuntarily.</li> <li>✓ Failing to reside in ND and/or work in a high-need occupation for 3 years following program completion.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Applicants hired into their current position (within 24 months of application) can apply by completing the application with their employer.</li> <li>• An applicant’s employer (or other private entity) must have committed matching funds.</li> <li>• 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 at the time of application and prior to each student loan payment.</li> <li>• 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.</li> <li>• Applicants may receive a combination of scholarship and loan repayment but may not receive more than \$17,000 total.</li> <li>• 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.</li> <li>• Recipients must reside and work in a high need or emerging occupation in North Dakota. All eligibility criteria are reviewed prior to each payment.</li> <li>• 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.</li> </ul>

## ND Career Builder Scholarship Statistics

The following summarizes the cumulative scholarship application status and private-sector funding as of June 30, 2022. Scholarship payments are issued on the front-end as students are enrolled in a qualifying program of study. Payments are issued directly to the institution for the benefit of the student on a semester, quarter, or term basis.

<b>ND Career Builders Scholarship (as of 6/30/2022)</b>	
<b># Applications Approved</b>	160
<b># Applications Denied</b>	47
<b>Private-Sector \$ Committed for Approved Applicants</b>	\$494,973
<b>State \$ Committed for Approved Applicants</b>	\$494,968
<b>Total \$ Disbursed To-Date (incl. private + state)</b>	\$821,930
<b>Pending Obligations To-Be Disbursed</b>	\$168,011
<b>Average Scholarship Per Approved Applicant</b>	\$6,187
<b>Private-Sector \$ Received (not matched to student)</b>	\$17,500
<b># Unique Donors Committing Private-Sector Funds</b>	66
<b>Current Enrolling Institutions</b>	
Bismarck State College Dakota College Bottineau Emerging Digital Academy – Fargo Lake Region State College Lynnes Welding Training ND State College of Science Rasmussen College – Fargo	
<b>Programs Enrolled (# students)</b>	
Agriculture or Ag & Technology (Agronomy) (8) Architectural Drafting & Estimating Technology (1) Auto Body Repair & Refinishing Technology (2) Automotive Technology (4) Building Construction Technology (1) Carpentry Residential (3) Construction Management Technology (1) Culinary Arts (1) Cyber Security & Computer Networks (5) Diesel Technology (14) Early Childhood Education (1) Electrical Technology (12) EMS-Paramedic EMT Technology (1) Energy Services and Renewable Technician (2) Farm & Ranch Mgmt. / Agribusiness Mgmt. (5) Full Stack Engineering (4) Geographic Info System Tech (1)	Heating, Ventilation & AC/HVAC/R Tech (10) Human Resource & Organizational Leadership (1) Instrumentation and Control Technology (9) John Deere Ag Tech (3) Land Surveying & Civil Engineering Technology (3) Lineworker (Electrical) (16) Mechanical Maintenance Technology (8) Medical Billing & Coding (1) Medical Assistant (1) Medical Laboratory Technician (3) Pharmacy Technician (4) Plumbing (2) Power Plant Technology (3) Powersports Technology (1) Practical Nurse/Nursing (3) Precision Machining Technology (1) Process Plant Technology (6) Surgical Technology (2) Welding / Welding Technology (17)

Of the 160 applicants approved,

- 104 have graduated and are either employed in North Dakota in a high-need occupation or are currently graduated and seeking employment.
- 40 students are still enrolled and active in their program of study.
- 16 have defaulted on their Scholarship Award Agreement and are repaying their scholarship award. A total of \$24,950 has been repaid of \$56,764.

## ND Career Builder Loan Repayment Statistics

The following summarizes the cumulative loan repayment application status and private-sector funding as of June 30, 2022. While the applications for loan repayment are fewer in number than the scholarship, the overall average per recipient is higher at \$14,248.

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 employment 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 date residing in the state, date of hire, and graduation date. Payments are processed either quarterly or annually, depending upon the donor's wishes. While a recipient may not receive more than \$5,667 per year, quarterly payments may be made on this amount if the donor is agreeable 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. The Bank of North Dakota assists with issuing payments directly to the lender.

ND Career Builders Loan Repayment	
# Applications Approved	55
# Applications Denied	7
Private-Sector \$ Committed for Approved Applicants	\$392,202.06
State \$ Committed for Approved Applicants	\$392,202.06
Total \$ Disbursed To-Date (incl. private + state)	\$183,952.44
Pending Obligations To-Be Disbursed	\$600,451.68
Average Loan Repayment Per Approved Applicant	\$14,262
Private-Sector \$ Received (not matched to employee)	None
# Unique Donors Committing Private-Sector Funds	17
High-Need or Emerging Occupation (# Still Employed)	
Bus & Truck Mechanic (1) Cardiovascular Technologist/Technician (1) Carpenter (1) Childcare Worker (1) Construction Manager (1) Diagnostic Medical Sonographer (3) Electrician (1) Farm Equipment Mechanic & Service Tech (3) Industrial Machinery Mechanic (1)	Marketing Manager (1) Mechanical Engineer (2) Mobile Heavy Equipment Mechanic (6) MRI Technologist (1) Pharmacy Technician (1) Police/Patrol Officer (1) Preschool Teacher (1) Radiologic Technologist (15) Registered Nurse/LPN (9)

Of the 55 approved applicants,

- 5 did not persist in their employment following a payment of ND Career Builders Loan Repayment.
- 2 are paid in full under the program after 3 years of payments with the same employer.
- 48 are still employed and anticipating future payments.

## Budget

As of June 30, 2022, total expenses under ND Career Builders were \$1.1 million, which includes \$56,007 for marketing, and the required private-sector matching funds. The 2019 Legislative Assembly appropriated \$6 million to the program. The 2021 Assembly appropriated \$4.5 million. Due to lack of data, the growth of the program is ambiguous. As an estimate, the NDUS is estimating a 57% growth rate in through the 2024/25 academic year. The following table provides a breakdown of the program expenses.

ND Career Builders Expenses Summary														
Academic Year	Loan Rep.		Loan Rep. Total	% Change	Scholarship		Scholarship Total	% Change	Total		% Change	Loan Rep. Marketing	Scholarship Marketing	Total Expenses
	Private-Sector \$	State \$			Private-Sector \$	State \$			W/O Marketing	Marketing				
2019/20	\$ 6,611	\$ 6,611	\$ 13,223	-	\$ 79,434	\$ 79,429	\$ 158,863	-	\$ 172,086	-	\$-	\$-	\$172,086	
2020/21	\$ 20,913	\$ 20,913	\$ 41,826		\$ 115,010	\$ 115,010	\$ 230,019		\$ 271,845		\$ -	\$ -	\$271,845	
2021/22	\$ 64,452	\$ 64,452	\$ 128,903		\$ 216,522	\$ 216,522	\$ 433,044		\$ 561,947		\$ 28,003	\$ 28,003	\$617,954	
2022/23 new	\$ 101,189	\$ 101,189	\$ 202,378	57%	\$ 339,940	\$ 339,940	\$ 679,879	57%	\$ 882,257	57%	\$ 5,747	\$ 5,747	\$893,750	
22/23 obligations	\$ 117,046	\$ 117,046	\$ 234,092		\$ 84,005	\$ 84,005	\$ 168,010		\$ 402,102		\$ -	\$ -	\$402,102	
2023/24 new	\$ 158,867	\$ 158,867	\$ 317,734	57%	\$ 533,705	\$ 533,705	\$ 1,067,410	57%	\$ 1,385,144	57%	\$ 8,773	\$ 8,773	\$1,402,690	
23/24 obligations	\$ 106,010	\$ 106,010	\$ 212,021		\$ -	\$ -	\$ -		\$ 212,021		\$ -	\$ -	\$212,021	
2024/25 new	\$ 249,421	\$ 249,421	\$ 498,842	57%	\$ 837,917	\$ 837,917	\$ 1,675,834	57%	\$ 2,174,676	57%	\$ -	\$ -	\$2,174,676	
24/25 obligations	\$ 77,170	\$ 77,170	\$ 154,340		\$ -	\$ -	\$ -		\$ 154,340		\$ -	\$ -	\$154,340	
<b>Total Disbursed</b>	<b>\$ 901,679</b>	<b>\$ 901,680</b>	<b>\$ 1,803,359</b>		<b>\$ 2,206,532</b>	<b>\$ 2,206,527</b>	<b>\$ 4,413,059</b>		<b>\$ 6,216,418</b>		<b>\$ 42,523</b>	<b>\$ 42,523</b>	<b>\$ 6,301,464</b>	

The following tables detail the state-funded portion of the scholarship and loan repayment programs. At the current time, a shift of funds from one program to the other is not allowed by statute. In December 2022, the NDUS may shift funds from the ND Career Builders program to the Dual Credit Tuition Scholarship if there is a shortfall in that program. At the time of this report, a shortfall was not anticipated.

ND Career Builders Scholarship								
Biennium	General Fund (GF) Appropriation-BND Funds	Prior Biennium Carryover	Total Available	Actual Exp <sup>2</sup>	Current Obligations <sup>2</sup>	New Exp <sup>2/3</sup>	Marketing	Actual or Est. Carryover
2019-21	\$3,000,000	\$-	\$3,000,000	\$194,439	\$-	\$-	\$-	\$2,805,562
2021-23 est.	\$-	\$2,250,000	\$2,250,000	\$216,522	\$84,005	\$339,940	\$33,750	\$1,575,783
2023-25 est.	\$-	\$1,575,783	\$1,575,783	\$-	\$-	\$1,371,622	\$8,773	\$195,388

<sup>2</sup>Exp. Reflect only state funded portion.

<sup>3</sup>Est. 57% growth.

ND Career Builders Loan Repayment								
Biennium	General Fund (GF) Appropriation-BND Funds	Prior Biennium Carryover	Total Available	Actual Exp <sup>2</sup>	Current Obligations <sup>2</sup>	New Exp <sup>2/3</sup>	Marketing	Actual or Est. Carryover
2019-21	\$ 3,000,000	\$ -	\$ 3,000,000	\$ 27,525	\$ -	\$ -	\$ -	\$ 2,972,475
2021-23 est.	\$ -	\$ 2,250,000	\$ 2,250,000	\$ 64,452	\$ 117,046	\$ 101,189	\$ 33,750	\$ 1,933,563
2023-25 est.	\$ -	\$ 1,933,563	\$ 1,933,563	\$ -	\$ 183,180	\$ 408,288	\$ 8,773	\$ 1,333,322

<sup>2</sup>Expenditures reflect only the state funded portion.

<sup>3</sup>Estimated growth 57%.

## 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 were 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 NDUS engaged Agency MABU in a marketing campaign, which began in February 2022.

The overarching goal of the campaign is to build greater awareness of the Career Builders Scholarship & Loan Repayment Program and increase participation among businesses and students. NDUS acquired testimonials from businesses that are participants in the program, as well as from students who were scholarship 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 ([ndus.edu/career-builders](https://ndus.edu/career-builders)) in a cost-effective and measurable manner.

A significant increase to website traffic occurred at the launch of the campaign and since. The ND Career Builders landing page saw at least 11,392 total website sessions since the campaign began. Eighty percent of the sessions were from new users, mostly from Bismarck, Fargo, and Minot. The campaign is still underway through December 2022, targeting three key audiences. While different target audiences are focused on at select times of the year, messaging is continually provided to businesses in audience 1.

- Audience #1 – Business owners, managers, human resource professionals and economic development offices statewide. The message was targeted at businesses employing individuals in high-need occupations.
  - Key industries: Healthcare, IT, Manufacturing, Welding, CDL.
- Audience #2 – High school administrators, counselors, and students ages 18-24.
- Audience #3 – Post-secondary education institution admissions and financial aid offices across the state.

A key component of the campaign was to include testimonials, which have been very effective. Appendix D contains a select sample of the digital ads created by MABU, including testimonials. All the creative content prepared throughout the campaign is located on the NDUS website at [ndus.edu/career-builders](https://ndus.edu/career-builders). A toolkit is included to allow business and institutional partners to utilize the resources within their own marketing to prospective employees. The toolkit was expanded by MABU to include print ads, posters, and flyers, as well as direct mail pieces.

## **Program Revisions – 2021 Legislative Assembly and 2023 Recommendations**

Several amendments to the program were instituted by the 2021 Legislative Assembly that strengthen access to the program, clarify eligibility criteria, and reduce administrative burden.

- The requirement to map in-demand occupations to only ND programs of study was removed for the purposes of the loan repayment program. This change provides businesses with the ability to recruit talent to North Dakota from across the nation, regardless of where the degree was earned. It also places the control of hiring for position in the hands of the employer.
- A change in language to allow for individuals to receive both the scholarship and loan repayment, not to exceed \$17,000, was made. This provides for greater flexibility for employers to strategically utilize the ND Career Builders program, as well as for graduates to seek opportunities for loan repayment within in-demand occupations in ND once graduated.
- Flexibility to the 2.50 minimum grade point average (GPA) was made. Previously, students falling below a 2.50 GPA were required to repay the scholarship, even if maintaining academic progress in their program of study. The change now provides for the award payment only if the student holds a 2.50 GPA. Students who cannot verify a 2.50 GPA do not receive payment. Additionally, repayment is not required if the student is maintaining academic progress in their program of study and progressing toward completion.
- Clarifying language was added for the scholarship to clearly define that only programs of study at the associate's level or below (including certificates), or other programs of study that are no more than 4 semesters or 6 quarters in length, can qualify for the scholarship.
- Short-term, non-accredited programs that are approved by the ND CTE Board can now qualify for the program.
- Language to provide for forbearance and/or cancellation of repayment (scholarship) was added. The Bank of ND and the NDUS work collaboratively to evaluate such requests.
- Marketing and promotion dollars were added to the program to provide opportunities to build awareness.

The NDUS, through Procedure, has instituted a 7-person committee consisting of a legislator, representatives from the Bank of ND, ND Job Service, ND Workforce Development Council, and a 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 to consider appeals. This committee reviews various eligibility criteria (i.e., GPA reviews) and uses employment tools to determine the fit of an occupation to the state's in-demand list. The purpose is to evaluate qualifications based on available information to determine whether an individual is meeting the intent of the program. This committee does not hear forbearance or cancellation of repayment appeals as those are heard by the Bank of ND and NDUS collaboratively as needed.



# IN-DEMAND OCCUPATIONS

## EDUCATION

Instructional Coordinators  
Librarians & Media Collections Specialists  
Teachers  
    Secondary School Teachers  
    Elementary School Teachers  
    Career/Technical Education Teachers, Secondary School  
    Middle School Teachers, Except Special & Career/Tech Ed  
    Kindergarten Teachers, Except Special Education  
    Special Education Teachers  
    Kindergarten, Elementary, Secondary School  
    Preschool Teachers, Except Special Education  
    Health Specialties Teachers, Postsecondary  
Teaching Assistants, Except Postsecondary

## ENGINEERING & ARCHITECTURE

Civil Engineers  
Civil Engineering Technologists & Technicians  
Electrical Engineers  
Mechanical Engineers

## FINANCIAL

Accountants and Auditors  
Bookkeeping, Accounting, & Auditing Clerks  
Financial Managers  
Management Analysts  
Operations Research Analysts  
Statisticians  
Tax Preparers

## TRANSPORTATION

Commercial Pilots  
Heavy & Tractor-Trailer Truck Drivers

## HEALTHCARE

Athletic Trainers  
Dental Assistants  
Dental Hygienists  
Diagnostic Medical Sonographers  
Dietitians and Nutritionists  
Massage Therapists  
Medical Assistants  
Nursing Assistants  
Nurse  
    Licensed Practical & Licensed Vocational Nurses  
    Registered Nurses  
Occupational Therapists  
Occupational Therapy Assistants  
Phlebotomists  
Physical Therapist Assistants  
Psychiatric Aides  
Respiratory Therapists  
Skincare Specialists  
Technologists & Technicians  
    Cardiovascular Technologists & Technicians  
    Clinical Laboratory Technologists & Technicians  
    Emergency Medical Technicians & Paramedics  
    Pharmacy Technicians  
    Nuclear Medicine Technologists  
    Ophthalmic Medical Technicians  
    Radiologic Technologists and Technicians  
    Surgical Technologists  
    Veterinary Technologists and Technicians

## MANAGEMENT

Construction Managers  
General & Operations Managers  
Industrial Production Managers  
Medical & Health Services Managers  
Sales Managers



## SKILLED TRADE

Automotive Service Technicians & Mechanics  
 Butchers & Meatcutters  
 Carpenters  
 Chefs & Head Cooks  
 Crane & Tower Operators  
 Diesel Technician  
     Industrial Machinery Mechanics  
     Bus & Truck Mechanics & Diesel Engine Specialists  
     Farm Equipment Mechanics & Service Technicians  
 Electricians  
 Firefighters  
 Hairdressers, Hairstylists, & Cosmetologists  
 Heating, Air Conditioning, & Refrigeration Mechanics & Installers  
 Machinist  
 Plumbers, Pipefitters, & Steamfitters  
 Power Plant Operators  
 Precision Agriculture Technicians  
 Welders, Cutters, Solderers, & Brazers  
 Wind Turbine Service Technicians

## 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  
 Web Developers & Digital Interface Designers

## SALES

Securities, Commodities, & Financial Services Sales Agents  
 Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products

## PROFESSIONAL/OTHER

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

## SOCIAL SERVICES

Child, Family, & School Social Workers  
 Childcare Workers  
 Community & Social Service Specialists  
 Educational, Guidance, & Career Counselors & Advisors  
 Healthcare Social Workers  
 Marriage & Family Therapists  
 Mental Health & Substance Abuse Social Workers  
 Police & Sheriff's Patrol Officers  
 Social & Community Service Managers  
 Social & Human Service Assistants  
 Substance Abuse, Behavioral Disorder, & Mental Health Counselors

Registered Apprenticeship Programs (RAP) are considered in-demand 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](https://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 (2021)
- Ten-year Numeric Job Growth (2020-2030)
- Annualized Job Growth Rate (2020-2030)
- Annual Job Openings (2020-2030)
- Average Annual Wages (2021)
- Essential and Emerging Occupations

APPENDIX B – NDCB Scholarship Mapped Program List



**SCHOLARSHIP PROGRAM**

**High Need and Emerging Occupations List & Qualifying Educational Programs**

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 were approved by NDWDC and JSND in 2019, 2020 and 2021. The occupations approved in these years will be used in determining eligibility for ND Career Builders. Occupations designated with a red asterisk (\*) will remain eligible for ND Career Builders consideration through June 30, 2023.

For scholarship eligibility, qualifying educational programs are those at the associate’s level or below, or other programs of 4 semesters or 6 quarters or less in length. Students interested in the scholarship should first visit with their financial aid office regarding the ND Career Builders program and whether funding is available. If funding is available for a qualifying program, the application process will begin at the institution.

Questions regarding the program? Contact the NDUS at 701-328-2906 or at [ndfinaid@ndus.edu](mailto:ndfinaid@ndus.edu).

11.4.2021

High-Need and Emerging Occupations List (*/* occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	<sup>1</sup> Institutions where qualifying programs are known to exist
<b>Accountant &amp; Auditor (2021)</b>	AAS	Accounting	52.0302	WSC, RC-Fargo
	CERT	Accounting	52.0302	RC-Fargo
	CERT	Accounting Technician	52.0302	DSU
	AAS/CERT	Accounting Technician	52.0302	TMCC
	AAS	Administration - Accounting Track	52.0401	DSU
	DP	Bookkeeping	52.0399	DCB
	AA	Business Administration	52.0201	CCCC, LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Administration	52.9999	TMCC
	AAS	Business Management	52.0201	NDSCS
	CERT/AAS	Business Management	52.0299	WSC
	AAS	Information Management - Accountant Technician	52.0302	DCB
	AAS	Information Management - Administrative Assistant	52.0401	DCB
	AAS	Information Technology - Computer Office Management	52.0401	DCB
	AAS	Management	52.0101	BSC
	CERT/AAS	Small Business Management	52.0703	DCB
	COC / CERT	Business Accounting/Business Administrative	n/a	VCSU EL, TrainND
	AA	Business Management	52.0101	MaSU
CERT	Business Studies	52.0201	MaSU	
<b>*Actuaries (2020)</b>				
<b>*Air Traffic Controller (2019)</b>				
<b>*Aircraft Mechanic and Service Technician (2020)</b>	CERT	Unmanned Aircraft Systems (UAS)	49.0101	NDSCS
<b>Athletic Trainers (2021)</b>	COC	Corrective and Therapeutic Exercise	31.9999	DSU
	COC	Strength and Conditioning	31.0599	DSU
	CERT	Adapted Physical Education	13.1314	UND
<b>Automotive Service Technicians &amp; Mechanics (2021)</b>	AAS	Automotive Technology	47.0604	BSC
	CERT	A-Tech Elec/Chassis	47.0604	BSC
	CERT	Auto Tech Emg Per/AC	47.0604	BSC
	DP	Auto Tech	47.0604	BSC
	AAS	Automotive Technology	47.0604	LRSC
	DP	Automotive Technology	47.0604	LRSC
	CERT	Automotive Technology	47.0604	LRSC
	AAS	Auto Technology	47.0604	NDSCS
	DP	Auto Technology	47.0604	NDSCS
	COC	Basic Light Duty Vehicle Maint	47.0613	WSC
COC	Light/Medium Vehicle Systems	47.0613	WSC	
<b>Bookkeeping, Accounting &amp; Auditing Clerks (2021)</b>	AAS	Administration	52.0401	DSU
	CERT	Accounting Technician	52.0302	DSU
	AA	Business Administration	52.0201	LRSC
	AA	Business Management	52.0101	MASU
	CERT	Business Management	52.0201	MASU
	AAS	Business Management	52.0201	NDSCS
	CERT	Finance	52.0801	NDSCS
	AAS	Accounting	52.0302	WSC
AAS	Business Management	52.0299	WSC	



## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
*Bus & Truck Mechanic (2020)	DP/AAS	Auto Body Repair and Refinishing Technology	47.0603	NDSCS
	CERT	Auto Technology-Electrical/Chassis	47.0604	BSC
	DP/AAS	Automotive Technology	47.0604	BSC, UTTC
	DP/CERT/AAS	Automotive Technology	47.0604	LRSC
	DP/AAS	Automotive Technology	47.0604	NDSCS
	CERT	Automotive Technology-Engine Performance/Air Conditioning	47.0604	BSC
	COC	Basic Heavy-Duty Vehicle Maintenance	47.0613	WSC
	AAS	Caterpillar Dealer Service	47.0605	NDSCS
	DP/AAS	Diesel Technology	47.0605	NDSCS
	CERT	Heavy Duty Diesel Technician	47.0613	WSC
	COC	Heavy Duty Vehicle Systems	47.0613	WSC
AAS	Transportation Technician Technology	47.0613	WSC	
Bus & Truck Mechanic and Diesel Engine Specialist (2021)	AAS	Diesel Technology	47.0605	NDSCS
	AAS	Transportation Technician Technology	47.0613	WSC
	COC	Heavy Duty Vehicle Maintenance	47.0613	WSC
	COC	Heavy Duty Vehicle Systems	47.0613	WSC
	PC	Heavy Duty Vehicle Tech	47.0613	WSC
Cardiovascular Technologist & Technician (2021)				
Career/Tech Ed Teachers, Secondary School (2021)				
Carpenters (2021)	AAS	Architectural Drafting and Estimating Technology	15.0101	NDSCS
	AAS	Building Construction Technology	46.0415	NDSCS
	AAS/CERT	Building Construction Technology	46.0415	TMCC
	CERT	Building Trades	46.0000	SBC
	CERT	Carpentry	46.0201	CCCC
	DP/CERT/AAS	Carpentry (Residential)	46.0201	BSC
	AAS	Construction Management Technology	15.1001	NDSCS
Chefs & Head Cooks (2021)	AAS	Culinary Arts	12.0503	NDSCS
	DP	Culinary Arts	12.0503	NDSCS
Child, Family, & School Social Worker (2021)	AAS	Caregiver Services	19.0799	DCB
	CERT/AAS	Early Childhood	19.0709	LRSC
	CERT	Eligibility Worker	44.0000	BSC
	AAS	Human Services	44.0000	BSC, RC-Fargo
	AA	Social Work	44.0701	CCCC
	AA	Early Childhood	19.0709	MaSU
Childcare Workers (2021)	DP	Child Development Associate	19.0799	DCB
	CERT/AAS	Early Childhood	19.0709	LRSC
	CERT/AAS	Early Childhood Education	13.1210	CCCC, RC-Fargo
	AS	Elementary Education	13.1210	UTTC
	AS	Early Childhood Education and Teaching	13.1210	SBC
	AAS	Paraprofessional Education Early Childhood	13.1501	DCB
	COC	Teacher Professional Dev/Child Dev	n/a	VCSU EL, TrainND
	AA	Early Childhood	19.0709	MaSU
Civil Engineer (2021)				
Civil Engineering – Technologists & Technicians (2021)	AAS	Engineering Technology	15.0000	BSC
	AAS	Land Surveying and Civil Engineering Technology	15.0201	NDSCS
*Clinical Data Manager (2020)	CERT/AAS	Health Information	51.0707	NDSCS
	AAS	Health Information Technician	51.0707	RC-Fargo
	AAS	Health Information Management	51.0707	DCB
	COC / CERT	Health and Fitness / Medical	n/a	VCSU EL, TrainND
	AS	Allied Health	24.0101	DSU
Clinical Laboratory Technologists & Technicians (2021)				
Commercial Pilots (2021)				
Community & Social Service Specialist (2021)	AAS	Human Services	44.0000	BSC
	CERT	Behavioral Health	51.1599	UND

**APPENDIX B – NDCB Scholarship Mapped Program List**

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	CERT	Conflict Mediation	09.0100	UND
	CERT	Leading Social Change	45.1101	UND
	CERT	Nonprofit Administration	52.0206	UND
*Compensation & Benefits Manager (2020)	CERT/AAS	Human Resource Management	52.1001	DCB
	AAS	Human Resources-Organizational Leadership	52.1001	RC-Fargo
	CERT	Human Resource Management	52.1001	DSU
Compliance Officer (2021)	AAS	Business Management	52.0201	NDSCS
	CERT	Finance	52.0801	NDSCS
	CERT	Behavioral Health	51.1599	UND
	CERT	Conflict Mediation	09.0100	UND
Computer & Information Systems Managers (2021)	CERT	Computer Programming Certificate	11.0201	DSU
	AAS	Data Analytics Technician	11.0401	BSC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	CERT	Information Assurance	52.1201	MISU
	DP/CERT/AAS	Information Technologies	52.1201	LRSC
	AAS	Information Technology	11.0901	DCB
	AAS	Information Technology	11.1006	RC-Fargo
	CERT/AS	Information Technology	11.0103	SBC, UTTC
	COC / CERT	Information Technology / Other	n/a	VCSU EL, TrainND
	COC	Full Stack Engineering	n/a	EDA
Computer Network Support Specialists (2021)	AAS	Cybersecurity & Computer Networks	11.0901	BSC
	CERT/AAS	Cybersecurity	43.0303	TMCC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	AAS	Information Technology	11.0103	UTTC
	AAS	Information Technology	11.0901	DCB
	AAS	Information Technology	11.1002	WSC
	AAS	Network Systems Administration	11.1001	RC-Fargo
	AAS/CERT	Network Administrator	11.1001	TMCC
	COC / CERT	Information Technology (Cloud Computing, IT Support, Networking, Security)	n/a	VCSU EL, TrainND
Computer Programmers (2021)	CERT	Computer Programming	11.0201	DSU
	CERT	Computer Science Basic Programming	11.0201	MISU
	COC	Computer Science / Programming	n/a	VCSU EL, TrainND
	COC	Full Stack Engineering	n/a	EDA
Computer Systems Analysts (2021)	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	AAS	Network Systems Administration	11.1001	RC-Fargo
	COC	Full Stack Engineering	n/a	EDA
Computer User Support Specialists (2021)	AAS	Admin Assistant / General	52.0401	BSC
	AAS	Admin Assistant / Legal	22.0301	BSC
	CERT	Administrative Assistant / General	52.0401	BSC
	CERT/AAS	Administrative Assistant and Office Management	52.0401	LRSC
	DP	Administrative Assistant	52.0401	LRSC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	AAS	Information Management - Administrative Assistant	52.0401	DCB
	AAS	Information Technology	11.0901	DCB
	AAS	Information Technology	11.0103	UTTC
	AAS	Information Technology	11.1006	RC-Fargo
	AAS	Information Technology - Computerized Office Management	52.0401	DCB
	CERT/AAS	Office Technology	52.0401	CCCC
	COC	Computer Science / Information Technology	n/a	VCSU EL, TrainND
*Construction Building Inspector (2020)	AAS	Architectural Drafting and Estimating Technology	15.0101	NDSCS
	AAS	Construction Management Technology	15.1001	NDSCS
Construction Manager (2021)	AAS	Architectural Drafting and Estimating Technology	15.0101	NDSCS
	AAS	Building Construction Technology	46.0415	NDSCS
	AS	Pre-Engineering	15.0000	UTTC
	CERT/AAS	Building Construction Technology	46.0415	TMCC

**APPENDIX B – NDCB Scholarship Mapped Program List**

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	COC	COC-Geographic Info Sys Tech	15.1102	BSC
	CERT	Concrete Technology	46.0402	TMCC
	AAS	Construction Management Technology	15.1001	NDSCS
	CERT	Construction Trades, Other	46.9999	SBC
	AAS	Engineering Technology	15.0000	BSC
	CERT/AAS	Geographic Info Systems Tech	15.1102	BSC
	AAS	Land Surveying and Civil Engineering Technology	15.0201	NDSCS
*Crane and Tower Operator (2019)	Non-Degree	Crane Operator	n/a	TrainND
*Database Administrators (2020)	CERT/AAS	Cybersecurity	43.0303	TMCC
	CERT	Data Entry Specialist	11.0601	DSU
Dental Assistants (2021)				
Dental Hygienists (2021)	CERT/AAS	Dental Assisting	51.0601	NDSCS
	AAS	Dental Hygiene	51.0602	NDSCS
	CERT	Allied Health	51.0000	DSU
	AS	Allied Health	24.0101	DSU
Diagnostic Medical Sonographer (2021)	AAS	Diagnostic Medical Sonography	51.0910	DCB
	AAS	Diagnostic Medical Sonography	51.0910	BSC
Dietitians and Nutritionists (2021)	CERT	Health Communication	09.0905	UND
Educational, Guidance & Career Counselors & Advisors (2021)	CERT	Professional & Executive Communication	09.0100	UND
*Electrical & Electronic Engineering Technician (2020)				
Electrical Engineers (2021)	CERT/AAS	Electric Power Technology	15.0303	BSC
	CERT/AAS	Electrical Technician	15.0399	TMCC
	AAS	Electrical Technology	15.0399	NDSCS
	CERT/AAS	Electrical Transmission System Technology	15.0303	BSC
	CERT	Electronics Technology	15.0303	BSC
	AAS	Electronics/Telecomm Technology	15.0303	BSC
	CERT/AAS	Energy Services and Renewable Technician	15.0599	BSC
	CERT/AAS	Instrumentation and Control Technology	15.0404	BSC
	CERT/AAS	Nuclear Power Technology	15.1401	BSC
	CERT/AAS	Power Plant Technology	15.0699	BSC, TMCC
	CERT/AAS	Process Technology	15.0612	BSC, TMCC
	AAS	Robotics, Automation and Mechatronics Technology	15.0613	NDSCS
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
	CERT/AAS	Wind Energy Technician	15.0399	LRSC
	AS	Engineering	24.0101	DSU
	*Electrical Powerline Installer & Repairer (2020)	CERT/AAS	Electric Power Technology	15.0303
CERT/AAS		Lineworker (Electrical)	46.0303	BSC
Electrician (2021)	CERT/AAS	Electric Power Technology	15.0303	BSC
	AAS	Electrical Technology	15.0399	NDSCS
	CERT/AAS	Electrical Transmission System Technology	15.0303	BSC
	CERT	Electrician	46.0302	SBC
	CERT	Electronics Technology	15.0303	BSC
	AAS	Electronics/Telecomm Technology	15.0303	BSC
	CERT/AAS	Energy Services and Renewable Technician	15.0599	BSC
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
	CERT/AAS	Wind Energy Technician	15.0399	LRSC
	COC	Construction & Trades (Trades & Environmental and Energy)	n/a	VCSU EL, TrainND
Elementary School Teachers & Middle School Teachers, Except Special & Career/Tech Ed (2021)				
Emergency Medical Technicians & Paramedics (2021)	COC	EMT	51.0904	BSC
	CERT	Paramedic Technology	51.1007	UND

## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	AAS	Paramedic Technology	51.0904	BSC
	AAS	Paramedic Technology	51.0904	DCB
	CERT	Paramedic Technology	51.0904	DCB
*Environmental Scientist & Specialist (2020)	AS	Agricultural Sales and Service	01.0105	DSU
	AAS	Agriculture	1.0101	NDSCS
	AS	Environmental Science	13.1210	UTTC
	AAS	Environmental Technology – Laboratory and Field Technician	15.0507	DCB
	AAS	Environmental Technology – Natural Resource Management	03.0101	DCB
	AS	Environmental Science	03.0104	SBC
	AAS	Floral Design and Greenhouse Technology	01.0608	DCB
	CERT/AAS	Land Management	52.1501	DCB
	AS	Natural Resource Management	03.0201	CCCC
	AS	Natural Resource Management	24.0101	TMCC
	CERT/AAS	Specialty Crop Production	01.0304	DCB
	DP/AAS	Urban Forestry Management	03.0508	DCB
	CERT	Water and Wastewater Technology	15.0506	BSC
	AAS	Wildlife and Fisheries Technology	03.0601	DCB
	COC	Construction & Trades (Trades & Environmental and Energy)	n/a	VCSU EL, TrainND
Farm Equipment Mechanic & Service Technician-Diesel Technician (2021)	AAS	Caterpillar Dealer Service	47.0605	NDSCS
	DP/AAS	Diesel Technology	47.0605	NDSCS
	AAS	John Deere Ag Tech	1.0205	NDSCS
	AAS	Transportation Technician Technology	47.0605	WSC
	CERT	Unmanned Aircraft Systems (UAS)	49.0101	NDSCS
*Financial Analyst (2020)	AA	Business Administration	52.0201	LRSC, TBC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Management (Entrepreneurship)	52.0101	BSC
	AS	Business Administration	52.0201	UTTC
	CERT/AAS	Small Business Management	52.0703	DCB
	COC / CERT	Business Finance/Business Marketing & Sales	n/a	VCSU EL, TrainND
	AA	Business Management	52.0101	MaSU
CERT	Business Studies	52.0201	MaSU	
Financial Manager (2021)	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Management (Entrepreneurship)	52.0101	BSC
	CERT/AAS	Entrepreneurship	52.0701	TMCC
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
Firefighter (2021)				
*Gas Plant Operator (2020)	CERT/AAS	Power Plant Technology	15.0699	BSC, TMCC
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
	COC	Construction & Trades (Trades & Environmental and Energy)	n/a	VCSU EL, TrainND
General & Operations Manager (2021)	AA	Business Administration	52.0201	CCCC, LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Administration	52.0201	TMCC
	AS	Business Administration & Management, General	52.0201	SBC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	CERT/AAS	Human Resource Management	52.1001	DCB
	AAS	Human Resources and Organizational Leadership	52.1001	RC-Fargo
	AAS	Management	52.0101	BSC
	CERT/AAS	Small Business Management	52.0703	DCB



## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
	COC / CERT	Business-Operations / Business-Project Management	n/a	VCSU EL, TrainND
	CERT	Business Fundamentals	52.0299	DSU
<b>Hairdresser, Hairstylist &amp; Cosmetologist (2021)</b>				
<b>Health Specialties Teachers, Postsecondary (2021)</b>	CERT	Health Communication	09.0905	UND
<b>*Health Technologist &amp; Technician (2019)</b>	CERT/AAS	Health Information	51.0707	NDSCS
	DP	Medical Coding	51.0713	DCB
	AAS	Medical Admin Assistant	51.0710	TMCC
	DP	Medical Transcription	51.0708	DCB
	CERT/AAS	Emergency Medical Services (EMS)	51.0904	NDSCS
	AAS	Health Information Technician	51.0707	RC-Fargo
	CERT	Medical Billing and Coding	51.0713	RC-Fargo
	CERT	Patient Access Specialist	15.0612	TMCC
	AS	Allied Health	24.0101	DSU
<b>Healthcare Social Workers (2021)</b>	CERT	Health Communication	09.0905	UND
<b>Heating, Air Conditioning &amp; Refrigeration Mechanics and Installers (2021)</b>	AAS	HVAC	47.0201	BSC
	CERT	HVAC	47.0201	BSC
	DP	HVAC	47.0201	BSC
<b>Heavy &amp; Tractor-Trailer Truck Drivers (2021)</b>	CERT	Commercial Vehicle Operations	49.0205	SBC, TMCC
	CERT	Heavy Equipment Operator	49.0202	SBC, TMCC, UTTC
	CERT	Professional Driver Training - CDL	49.0205	CCCC
	Non-Degree	CDL Training	n/a	TrainND
	CERT	Truck, Bus Driver/Commercial Vehicle Operator	49.0205	SBC
	COC	Construction & Trades (Trades)	n/a	VCSU EL, TrainND
<b>Human Resources Manager (2021)</b>	AAS	Management	52.0101	BSC
	AAS	Human Resource Management	52.1001	DCB
	CERT	Human Resource Management	52.1001	DCB
	CERT	Human Resource Management	52.1001	DSU
	CERT	Conflict Mediation	09.0100	UND
<b>Human Resources Specialist (2021)</b>	CERT / AAS	Human Resource Management	52.1001	DCB
	AAS	Human Resources-Organizational Leadership	52.1001	RC-Fargo
	CERT	Human Resource Management	52.1001	DSU
<b>*HVAC Technician (2020)</b>	DP/CERT/AAS	Heating, Ventilation and Air Conditioning	47.0201	BSC
	CERT/AAS	HVAC/R Technology	15.0501	NDSCS
	CERT	HVAC	15.0612	TMCC
	AAS	Mechanical Systems	47.0201	NDSCS
	COC/CERT	Construction & Trades (Trades)	n/a	VCSU EL, TrainND
<b>Industrial Machinery Mechanic-Diesel Technician (2021)</b>	COC	Basic Heavy-Duty Vehicle Maintenance	47.0613	WSC
	AAS	Caterpillar Dealer Service	47.0605	NDSCS
	DP/AAS	Diesel Technology	47.0605	NDSCS
	CERT	Heavy Duty Diesel Technician	47.0613	WSC
	COC	Heavy Duty Vehicle Systems	47.0613	WSC
	AAS	John Deere Ag Tech	01.0205	NDSCS
	AAS	Robotics, Automation and Mechatronics Technology	15.0613	NDSCS
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
	AAS	Transportation Technician Technology	47.0613	WSC
	COC	Construction & Trades (Trades, Environmental and Energy, Construction)	n/a	VCSU EL, TrainND
<b>Industrial Production Manager (2021)</b>				
<b>Information Security Analysts (2021)</b>	AAS	Cybersecurity & Computer Networks	11.0901	BSC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	CERT	Information Assurance	52.1201	MISU
	AAS	Information Technology	11.1006	RC-Fargo



## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (** occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	AAS	Information Technology	11.0103	UTTC
	DP/CERT/AAS	Information Technologies	52.1201	LRSC
<b>Instructional Coordinators (2021)</b>				
<b>Intelligence Analysts (2021)</b>				
<b>Kindergarten Teachers, Except Special Education (2021)</b>	AA	Early Childhood	19.0709	MaSU
<b>Librarians &amp; Media Collections Specialists (2021)</b>				
<b>Licensed Practical &amp; Licensed Vocational Nurses (2021)</b>	AS	Licensed Practical Nurse Training	51.1105	SBC
	CERT	Practical Nurse	51.3901	BSC, DCB, WSC
	AAS	Practical Nursing	51.3901	DSU
	CERT	Practical Nursing	51.3901	LRSC
	DP/AAS	Practical Nursing	51.3901	NDSCS
<b>Machinist (2021)</b>				
<b>*Maintenance &amp; Repair Worker (2020)</b>	AAS	Auto and Diesel Master Technician	47.0699	NDSCS
	DP/AAS	Auto Body Repair and Refinishing Technology	47.0603	NDSCS
	CERT	Auto Technology-Electrical/Chassis	47.0604	BSC
	CERT/AAS	Automotive Collision Technology	47.0603	BSC
	DP/AAS	Automotive Technology	47.0604	BSC, UTTC
	DP/CERT/AAS	Automotive Technology	47.0604	LRSC
	DP/AAS	Automotive Technology	47.0604	NDSCS
	CERT	Automotive Technology-Engine Performance/Air Conditioning	47.0604	BSC
	AAS	Caterpillar Dealer Service	47.0605	NDSCS
	DP/AAS	Diesel Technology	47.0605	NDSCS
	CERT/AAS	Energy Services and Renewable Technician	15.0599	BSC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	CERT/AAS	Instrumentation and Control Technology	15.0404	BSC
	AAS	John Deere Ag Tech	01.0205	NDSCS
	CERT/AAS	Mechanical Maintenance Technology	47.0303	BSC
	COC	Metal Inert Gas Welding Process	48.0508	WSC
	DP/AAS	Powersports Technology	47.0606	NDSCS
	DP/CERT/AAS	Precision Machining Technology	48.0501	NDSCS
	AAS	Robotics, Automation and Mechatronics Technology	15.0613	NDSCS
	COC	Shielded Metal Arc Welding	48.0508	WSC
	AAS	Simulation Technology	47.0104	LRSC
	DP	Simulator Maintenance Technician	47.0104	LRSC
	CERT	Unmanned Aircraft Systems (UAS)	49.0101	NDSCS
	DP/CERT/AAS	Welding	48.0508	BSC
	CERT	Welding & Basic Machining	48.0508	LRSC
	DP/CERT/AAS	Welding Technology	48.0508	NDSCS
	CERT/AAS	Welding Technology	48.0508	WSC
	COC	Construction & Trades (Trades)	n/a	VCSU EL, TrainND
<b>Management Analyst (2021)</b>	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	CERT/AAS	Human Resource Management	52.1001	DCB
	AAS	Management (Entrepreneurship)	52.0101	BSC
	AAS	Entrepreneurship	52.0701	TMCC
	CERT	Marketing	52.1499	DSU
	CERT/AAS	Marketing	52.1899	LRSC
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
	CERT	Business Fundamentals	52.0299	DSU

## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
<b>Market Research Analysts &amp; Marketing Specialist (2021)</b>	DP/AAS	Advertising and Marketing	52.1401	DCB
	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Management (Entrepreneurship)	52.0101	BSC
	CERT/AAS	Marketing	52.1899	LRSC
	AAS	Marketing	52.1401	RC-Fargo
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
	COC / CERT	Business-Marketing & Sales	n/a	VCSU EL, TrainND
CERT	Business Fundamentals	52.0299	DSU	
<b>*Marketing Manager (2020)</b>	DP/AAS	Advertising and Marketing	52.1401	DCB
	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Management (Entrepreneurship)	52.0101	BSC
	CERT	Marketing	52.1499	DSU
	CERT/AAS	Marketing	52.1899	LRSC
	AAS	Marketing	52.1401	RC-Fargo
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
CERT	Business Fundamentals	52.0299	DSU	
<b>Marriage &amp; Family Therapists (2021)</b>	CERT	Behavioral Health	51.1599	UND
	CERT	Conflict Mediation	09.0100	UND
<b>Massage Therapists (2021)</b>	AAS	Massage Therapy	51.3501	WSC
	CERT	Massage Therapy	51.3501	WSC
<b>Mechanical Engineers (2021)</b>	AS	Engineering	24.0101	DSU
<b>Medical Assistants (2021)</b>	AAS	Medical Assistant	51.0801	DCB
	CERT	Medical Assistant	51.0801	DCB
	AS	Allied Health Option	24.0101	DSU
	CERT	Emergency Response	51.0810	UND
	CERT	Health Communication	09.0905	UND
	CERT	Histotechnician	51.1007	UND
<b>Medical &amp; Health Services Manager (2021)</b>	CERT/AAS	Emergency Medical Services (EMS)	51.0904	NDSCS
	CERT/AAS	EMT Paramedic Technology	51.0904	BSC
	CERT/AAS	Health Information	51.0707	NDSCS, RC-Fargo
	CERT/AAS	Paramedic (EMT) Technology	51.0904	DCB
	CERT	Emergency Response	51.0810	MaSU
	COC / CERT	Health & Fitness-Medical	n/a	VCSU EL, TrainND
<b>*Medical Lab Technologist/Technician (2020)</b>	AAS	Administrative Assistant / Medical	51.0716	BSC
	AAS	Clinical/Medical Lab Technician	51.1004	TMCC
	CERT/AAS	Dental Assisting	51.0601	NDSCS
	CERT/AAS	Emergency Medical Services (EMS)	51.0904	NDSCS
	AAS	Medical Administrative Assistant	51.0716	DCB
	DP/AAS	Medical Assistant	51.0801	DCB
	AS/AAS	Medical Laboratory Technician	51.1004	BSC, TMCC
	CERT/AAS	Pharmacy Technician	51.0805	NDSCS
	CERT	Phlebotomy Technician	51.1009	TMCC
	COC	Health & Fitness-Dental	n/a	VCSU EL, TrainND
	AS	Allied Health	24.0101	DSU
<b>Mental Health &amp; Substance Abuse Social Worker (2021)</b>	AS	Substance Abuse Counseling Option	24.0101	DSU
	CERT	Behavioral Health	51.1599	UND

## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (***) (***) occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
*Mining & Geological Engineer (2020)	AAS	Land Surveying and Civil Engineering Technology	15.0201	NDSCS
	COC/CERT/AAS	Geographic Info Systems Tech	15.1102	BSC
	CERT/AAS	Nuclear Power Technology	15.1401	BSC
	CERT/AAS	Petroleum Production Technology	15.0903	BSC
	COC/CERT/AAS	Petroleum Production Technology	15.0903	WSC
	CERT	Water and Wastewater Technology	15.0506	BSC
*Mobile Heavy Equipment Mechanic (2020)	AS	Engineering	24.0101	DSU
	COC	Basic Heavy-Duty Vehicle Maintenance	47.0613	WSC
	AAS	Caterpillar Dealer Service	47.0605	NDSCS
	DP/AAS	Diesel Technology	47.0605	NDSCS
	CERT	Heavy Duty Diesel Technician	47.0613	WSC
	COC	Heavy Duty Vehicle Systems	47.0613	WSC
	AAS	John Deere Ag Tech	01.0205	NDSCS
*MRI Technologist (2020)	AAS	Transportation Technician Technology	47.0613	WSC
Nuclear Medicine Technologists (2021)	CERT	Histotechnician	51.1007	UND
Nursing Assistants (2021)	Non-Degree	Train ND	n/a	BSC, LRSC, NDSCS, WSC
	AS	Allied Health	24.0101	DSU
Occupational Therapists (2021)	CERT	Adapted Physical Education	13.1314	UND
	CERT	Autism Spectrum Disorder	13.1013	UND
	CERT	Special Education	13.1001	UND
Occupational Therapy Assistants (2021)	AAS	Occupational Therapist Assistant	51.0803	NDSCS
	CERT	Allied Health	51.0000	DSU
	AS	Allied Health	24.0101	DSU
Operations Research Analysts (2021)				
Ophthalmic Medical Technicians (2021)				
Paralegal and Legal Assistant (2021)	AAS	Admin Assistance – Legal	22.0301	BSC
	CERT	Professional and Executive Communication	09.0100	UND
*Personal Financial Advisors (2020)	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Management (Entrepreneurship)	52.0101	BSC
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
*Petroleum Engineer (2020)	AAS	Engineering Technology	15.0000	BSC
	COC/CERT/AAS	Geographic Info Systems Tech	15.1102	BSC
	AAS	Land Surveying and Civil Engineering Technology	15.0201	NDSCS
	CERT/AAS	Petroleum Production Technology	15.0903	BSC
	COC/CERT/AAS	Petroleum Production Technology	15.0903	WSC
	CERT	Water and Wastewater Technology	15.0506	BSC
*Petroleum Pump System Operator, Refinery Operator & Gauger (2020)	CERT/AAS	Petroleum Production Technology	15.0903	BSC
	COC/CERT/AAS	Petroleum Production Technology	15.0903	WSC
	CERT/AAS	Process Technology	15.0612	BSC, TMCC
Pharmacy Technicians (2021)				
Phlebotomists (2021)	CERT	Histotechnician	51.1007	UND
Physical Therapist Assistants (2021)				
Plumber, Pipefitter, & Steamfitter (2021)	COC	Metal Inert Gas Welding Process	48.0508	WSC
	CERT	Plumbing	46.0503	NDSCS
	CERT/AAS	Plumbing Technician	46.0503	TMCC
	DP/CERT/AAS	Precision Machining Technology	48.0501	NDSCS
	COC	Shielded Metal Arc Welding	48.0508	WSC
	DP/CERT/AAS	Welding	48.0508	BSC, UTTC, TMCC

## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (* ** occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	CERT	Pipe Welding	48.0508	TMCC
	CERT	Welding & Basic Machining	48.0508	LRSC
	DP/CERT/AAS	Welding Technology	48.0508	NDSCS
	CERT/AAS	Welding Technology	48.0508	WSC
Police & Sheriff Patrol Officers (2021)	AAS	Criminal Justice	43.0104	BSC
	AS	Criminal Justice	43.0104	UTTC
	AS	Criminal Justice	43.0103	SBC
	AAS	Criminal Justice	43.0107	RC-Fargo
	AAS	Law Enforcement	43.0107	LRSC
	CERT	Peace Officer	43.0107	LRSC
	AS	Criminal Justice	24.0101	DSU
*Power Distributor & Dispatcher (2019)	CERT/AAS	Electrical Transmission System Technology	15.0303	BSC
	CERT/AAS	Power Plant Technology	15.0699	BSC, TMCC
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
Power Plant Operator (2021)	CERT/AAS	Power Plant Technology	15.0699	BSC, TMCC
	CERT/AAS	Process Technology	15.0612	BSC, TMCC
	AAS	Technical Studies	30.9999	BSC
	DP/CERT/AAS	Technical Studies	15.0699	NDSCS
Precision Agriculture Technician (2021)	AAS	Precision Agriculture	01.0101	LRSC
Preschool Teachers, Except Special Education (2021)	AAS	Early Childhood Education (non-public early childhood teacher)	13.1210	RC-Fargo
	AS	Teacher Education	15.0614	SBC
	AS	Elementary Education	13.1210	UTTC
	AS	Elementary Education	24.0101	DSU
Psychiatric Aides (2021)	CERT	Autism Spectrum Disorder	13.1013	UND
	CERT	Behavioral Health	51.1599	UND
	CERT	Conflict Mediation	09.0100	UND
Public Relations Specialist (2021)	AAS	Mass Communications	09.0902	BSC
	CERT	Digital Production for Media Industries	10.0105	UND
	CERT	News Production	09.0100	UND
	CERT	Social Media Strategies in Communication	09.0100	UND
	CERT	Sports Communication	09.0906	UND
	CERT	Strategic Communication, Advertising & Public Relations	09.0100	UND
	CERT	Writing & Editing	23.1301	UND
Radiologic Technologists & Technicians (2021)				
Registered Nurses (2021)	AAS	Associate Degree Nurse	51.3801	BSC, DCB, LRSC, WSC
	ASN	Associate Degree Nurse	51.3801	NDSCS
	AAS	Registered Nursing	51.3801	NDSCS
Respiratory Therapists (2021)				
*Sales Engineer (2020)				
Sales Manager (2021)	AAS	Management	52.0101	BSC
	AA	Business Management	52.0101	MASU
	CERT	Business Management	52.0201	MASU
	AAS	Business Management	52.0201	NDSCS
	CERT	Finance	52.0801	NDSCS
	AAS	Business Management	52.0299	WSC
Secondary School Teachers (2021)				
Securities, Commodities & Financial Services Sales Agents (2021)				
Skincare Specialists (2021)				
Social & Community Services Manager (2021)	CERT	Eligibility Worker	44.0000	BSC
	AS	Health, Physical Education, & Recreation	31.0599	UTTC
	AAS	Human and Social Services	44.0000	UTTC



## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (* ** occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	Institutions where qualifying programs are known to exist
	AAS	Human Services	44.0000	BSC, RC-Fargo
	AS	Human Services	44.0000	SBC
	COC	Health & Fitness-Medical	n/a	VCSU EL, TrainND
Social & Human Service Assistant (2021)	AAS	Human Services	44.0000	BSC
	CERT	Behavioral Health	51.1599	UND
	CERT	Conflict Mediation	09.0100	UND
	CERT	Leading Social Change	45.1101	UND
*Software Developer - Applications (2020)	CERT	Application Software Specialist	52.0407	MISU
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	CERT/AAS	Information Processing Specialist	52.0407	BSC
	COC	Full Stack Engineering	n/a	EDA
*Software Developer – Systems (2020)	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	AAS	Software Application Development	11.0501	RC-Fargo
	COC	Full Stack Engineering	n/a	EDA
Software Developers and Software Quality Assurance Analysts and Testers (2021)				
*Soil & Plant Scientist (2020)				
Special Education Teachers (Kindergarten, Elementary, Secondary School) (2021)	CERT	Special Education	13.1001	MaSU
	UGRD CERT	Special Education	13.1001	UND
Statisticians (2021)				
Substance Abuse, Behavioral Disorder & Mental Health Counselor (2021)				
Surgical Technologists (2021)	AAS	Surgical Technology	51.0909	BSC
Tax Preparers (2021)	AAS	Business Management	52.0201	NDSCS
	AAS	Accounting	52.0302	WSC
Teaching Assistants, Except Postsecondary (2021)	AAS	Paraprofessional Education K-12	13.1501	DCB
	AAS	Paraprofessional Education Early Childhood	13.1501	DCB
	CERT	Paraprofessional Education	13.1501	DCB
	AAS	Early Childhood Education	19.0709	LRSC
	CERT	Early Childhood Education	19.0709	LRSC
	AA	Early Childhood	19.0709	MaSU
	CERT	Behavioral Health	51.1599	UND
	CERT	Special Education	13.1001	UND
Telecommunications Equipment Installers & Repairers, Except Line Installers (2021)	AAS	Electronics/Telecomm Tech	15.0303	BSC
	AAS	Informational Technology	11.1002	WSC
Training & Development Specialist (2021)	AAS	Human Resources-Organizational Leadership	52.1001	RC-Fargo
*Transportation Engineer (2020)				
Web Developers & Digital Interface Designers (2021)	CERT	Graphic Design	50.0409	DSU
	AAS	Graphic Design	11.1004	RC-Fargo, UTTC
	AAs	Graphic Design and Communications	50.0402	BSC
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	CERT/AAS	Information and Communications Technology	11.0101	NDSCS
	DP	Information Technology – Web Design	11.9999	DCB
	AAS	Information Technology – Webmaster	11.1004	DCB
	CERT/AAS	Web Design	15.0612	TMCC
	CERT	Web Development	11.0801	MISU
	CERT	Web Management	11.1004	DSU
	CERT/AAS	Web Page Development and Design	11.0801	BSC
	COC	Arts & Design-Web Design	n/a	VCSU EL, TrainND
	COC	Full Stack Engineering	n/a	EDA
Welder, Cutter, Solderer & Brazer (2021)	COC	Metal Inert Gas Welding Process	48.0508	WSC
	DP/CERT/AAS	Precision Machining Technology	48.0501	NDSCS
	COC	Shielded Metal Arc Welding	48.0508	WSC
	NON-DEGREE	Welding	n/a	BSC, LRSC, NDSCS, WSC

## APPENDIX B – NDCB Scholarship Mapped Program List

High-Need and Emerging Occupations List (* ** occupations valid for consideration only through June 30, 2023.)	Program Type	Qualifying Educational Programs	CIP Codes	<sup>1</sup> Institutions where qualifying programs are known to exist
	DP/CERT/AAS	Welding	48.0508	BSC, UTTC, TMCC
	CERT	Welding	13.1501	SBC
	CERT	Welding & Basic Machining	48.0508	LRSC
	CERT	Welding Technology/Welder	48.0508	LWT
	DP/CERT/AAS	Welding Technology	48.0508	NDSCS
	CERT	Pipe Welding	48.0508	TMCC
	CERT/AAS	Welding Technology	48.0508	WSC
	COC	Construction & Trades (Environmental and Energy)	n/a	VCSU EL, TrainND
Wholesale & Manufacturing Sales Representative of Technical & Scientific Products (2021)	AAS	Administration	52.0401	DSU
	COC	Agricultural Farm Business Mgmt	01.0101	LRSC
	AS	Agricultural Sales and Service	01.0105	DSU
	AAS	Agriculture	01.0101	NDSCS
	AAS	Agriculture Business and Industry	01.0000	WSC
	AAS	Agriculture Industry and Technology (Agronomy)	01.0101	BSC
	CERT/AAS	Agriculture Management & Technology	01.0101	DCB
	AA	Business Administration	52.0201	LRSC, TBC
	AS	Business Administration	52.0201	UTTC
	AAS	Business Management	52.0201	NDSCS, RC-Fargo
	AAS	Business Management	52.0299	WSC
	AAS	Farm and Ranch Management (Agribusiness Mgmt)	01.0104	BSC
	AAS	Farm and Ranch Management (Farm and Ranch Mgmt)	01.0104	BSC
	AAS	Information Management – Administrative Assistant	52.0401	DCB
	AAS	Information Technology – Computer Office Management	52.0401	DCB
	AAS	Management (Entrepreneurship)	52.0101	BSC
	AAS	Precision Agriculture	01.0101	LRSC
	AAS	Sustainable Agriculture & Food Systems	01.0101	UTTC
	CERT/AAS	Small Business Management	52.0703	DCB
	AA	Business Management	52.0101	MaSU
	CERT	Business Studies	52.0201	MaSU
	COC / CERT	Business-Marketing & Sales / Soft Skills	n/a	VCSU EL, TrainND
	CERT	Business Fundamentals	52.0299	DSU
Wind Turbine Service Technician (2021)	AAS	Electrical Technology	15.0399	NDSCS
	CERT/AAS	Energy Services and Renewable Technician	15.0599	BSC
	CERT/AAS	Wind Energy Technician	15.0399	LRSC

<sup>1</sup>ND institutions with programs eligible for the ND Career Builders SCHOLARSHIP. Not all ND institutions have eligible programs.

<sup>1</sup> BSC-Bismarck State College	<sup>1</sup> MaSU-Mayville State University	<sup>1</sup> UND-University of North Dakota
<sup>1</sup> CCCC-Candeska Cikana Community College	<sup>1</sup> MISU-Minot State University	<sup>1</sup> UTTC-United Tribes Technical College
<sup>1</sup> DCB-Dakota College at Bottineau	<sup>1</sup> NDSCS-ND State College of Science	<sup>1</sup> VCSU EL-Valley City State University Extended Learning Programs
<sup>1</sup> DSU-Dickinson State University	<sup>1</sup> RC-Rasmussen College (Fargo)	<sup>1</sup> WSC-Williston State College
<sup>1</sup> EDA-Emerging Digital Academy (Fargo)	<sup>1</sup> SBC-Sitting Bull College	<sup>1</sup> TrainND – Contact NDUS to inquire
<sup>1</sup> LRSC-Lake Region State College	<sup>1</sup> TBC-Trinity Bible College	<sup>1</sup> ND hair, skin & body schools - Contact NDUS to inquire
<sup>1</sup> LWT-Lynnes Welding Training (Fargo & Bismarck)	<sup>1</sup> TMCC-Turtle Mountain Community College	



For more information, please contact NDUS at:  
**701-328-2906**  
**ndfinaid@ndus.edu**  
**ndus.edu/career-builders/**

## APPENDIX C– NDCB Loan Repayment List



# ND career builders

Scholarship & Loan Repayment

### 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 in 2019 through 2022. The occupations approved in these years will be used in determining eligibility for ND Career Builders. Occupations designated with a red asterisk (\*) will remain eligible for ND Career Builders consideration at least through June 30, 2023. Questions regarding the program? Contact the NDCB at 701-328-2906 or at [ndfinal@ndus.edu](mailto:ndfinal@ndus.edu).

#### EDUCATION

- Career/Tech Ed Teachers, Secondary School (2022)
- Elementary School Teachers (2022)
- Middle School Teachers, Except Special & Career/Tech Ed (2022)
- Health Specialties Teachers, Postsecondary (2022)
- Instructional Coordinators (2022)
- Kindergarten Teachers, Except Special Education (2022)
- Librarians & Media Collections Specialists (2022)
- Preschool Teachers, Except Special Education (2022)
- Secondary School Teachers (2022)
- Special Education Teachers (KG, Elementary, Secondary School) (2022)
- Teaching Assistants, Except Postsecondary (2022)

#### ENGINEERING & ARCHITECTURE

- Civil Engineer (2022)
- Civil Engineering Technologists & Technicians (2022)
- Electrical Engineers (2022)
- Mechanical Engineers (2022)
- Electrical & Electronic Engineering Technician (2020)
- Mining & Geological Engineer (2020)
- Petroleum Engineer (2020)
- Transportation Engineer (2020)

#### FINANCIAL

- Accountant & Auditor (2022)
- Bookkeeping, Accounting & Auditing Clerks (2022)
- Financial Manager (2022)
- Management Analysts (2022)
- Operations Research Analysts (2022)
- Statisticians (2022)
- Tax Preparers (2022)
- Compensation & Benefits Manager (2020)
- Financial Analyst (2020)
- Personal Financial Advisors (2020)

#### HEALTHCARE

- Athletic Trainers (2022)
- Cardiovascular Technologist & Technician (2022)
- Clinical Laboratory Technologists & Technicians (2022)
- Dental Assistants (2022)
- Dental Hygienists (2022)
- Diagnostic Medical Sonographer (2022)
- Dietitians and Nutritionists (2022)
- Emergency Medical Technicians & Paramedics (2022)
- Licensed Practical & Licensed Vocational Nurses (2022)
- Massage Therapists (2022)
- Medical Assistants (2022)
- Nuclear Medicine Technologists (2022)
- Nursing Assistants (2022)
- Occupational Therapists (2022)
- Occupational Therapy Assistants (2022)
- Ophthalmic Medical Technicians (2022)
- Pharmacy Technicians (2022)
- Phlebotomists (2022)
- Physical Therapy Assistants (2022)
- Psychiatric Aides (2022)
- Radiologic Technologists & Technicians (2022)
- Registered Nurses (2022)
- Respiratory Therapists (2022)
- Skincare Specialists (2022)

- Surgical Technologists (2022)
- Veterinary Technologists & Technicians (2022)
- Health Technologist & Technician (2019)
- Medical Lab Technologist/Technician (2020)
- MRI Technologist (2020)

#### INFORMATION TECHNOLOGY

- Computer & Information Systems Managers (2022)
- Computer Network Support Specialists (2022)
- Computer Programmers (2022)
- Computer Systems Analysts (2022)
- Computer User Support Specialists (2022)
- Intelligence Analysts (2022)
- Information Security Analysts (2022)
- Software Developers and Software Quality Assurance Analysts and Testers (2022)
- Telecommunications Equipment Installers & Repairers, Except Line Installers (2022)
- Web Developers & Digital Interface Designers (2022)
- Actuaries (2020)
- Clinical Data Manager (2020)
- Database Administrators (2020)
- Software Developer (Applications) (2020)
- Software Developer (Systems) (2020)

#### MANAGEMENT

- Construction Manager (2022)
- General & Operations Manager (2022)
- Industrial Production Manager (2022)
- Medical & Health Services Manager (2022)
- Sales Manager (2022)
- Marketing Manager (2020)

#### PROFESSIONAL / OTHER

- Compliance Officer (2022)
- Human Resources Manager (2022)
- Human Resources Specialist (2022)
- Market Research Analysts and Marketing Specialist (2022)
- Paralegal and Legal Assistant (2022)
- Public Relations Specialist (2022)
- Training & Development Specialist (2022)
- Soil and Plant Scientist (2020)

#### SALES

- Securities, Commodities & Financial Services Sales Agents (2022)
- Wholesale & Manufacturing Sales Representative of Technical & Scientific Products (2022)
- Sales Engineer (2020)

#### SKILLED TRADE

- Automotive Service Technicians & Mechanics (2022)
- Butchers & Meatcutters (2022)
- Carpenters (2022)
- Chefs & Head Cooks (2022)
- Crane & Tower Operators (2022)
- Diesel Technician:
  - Bus & Truck Mechanic and Diesel Engine Specialist (2022)
  - Farm Equipment Mechanic & Service Technician (2022)
  - Industrial Machinery Mechanic (2022)

- Electrician (2022)
- Firefighter (2022)
- Hairdresser, Hairstylist & Cosmetologist (2022)
- Heating, Air Conditioning & Refrigeration Mechanics, and Installers (2022)
- Machinist (2022)
- Plumber, Pipefitter and Steamfitter (2022)
- Power Plant Operator (2022)
- Precision Agriculture Technician (2022)
- Welder, Cutter, Solderer & Brazer (2022)
- Wind Turbine Service Technician (2022)
- Air Traffic Controller (2019)
- Aircraft Mechanic & Service Technician (2020)
- Bus & Truck Mechanic (2020)
- Construction Building Inspector (2020)
- Electrical Powerline Installer & Repairer (2020)
- Environmental Scientist & Specialist (2020)
- Gas Plant Operator (2020)
- HVAC Technician (2020)
- Maintenance & Repair Worker (2020)
- Mobile Heavy Equipment Mechanic (2020)
- Petroleum Pump System Operator, Refinery Operator & Gauger (2020)
- Power Distributor & Dispatcher (2019)

#### SOCIAL SERVICES

- Child, Family & School Social Worker (2022)
- Childcare Worker (2022)
- Community & Social Service Specialist (2022)
- Educational, Guidance & Career Counselors & Advisors (2022)
- Healthcare Social Workers (2022)
- Marriage & Family Therapists (2022)
- Mental Health & Substance Abuse Social Worker (2022)
- Police & Sheriff Patrol Officers (2022)
- Social & Community Service Manager (2022)
- Social & Human Service Assistant (2022)
- Substance Abuse, Behavioral Disorder & Mental Health Counselor (2022)

#### TRANSPORTATION

- Commercial Pilots (2022)
- Heavy & Tractor-Trailer Truck Drivers (2022)

Updated 6.28.2022



Appendix D – Select samples of digital ads



**Recruit  
High-Demand  
Career Talent**  
Invest in the ND  
Scholarship &  
Loan Repayment  
Program.

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**ND career builders**  
Scholarship & Loan Repayment



**Recruit and  
Retain Employees**  
Invest in the ND  
Scholarship & Loan  
Repayment Program.

[Learn More >](#)

**ND career builders**  
Scholarship & Loan Repayment



“  
Any business that can should  
participate in the program. If  
you are looking for more help, it  
will be easier to get new hires.  
Even if you just want to help  
with investing money and help  
students achieve their goals.

– Adam Davis, AAS, Bismarck State College

[Learn More >](#)

**ND career builders**  
Scholarship & Loan Repayment



“  
Students, parents, and recruits  
are extremely excited when we  
tell them about this ND Career  
Builders opportunity, and it adds  
one more feature to our current  
benefits package we have at  
True North Equipment.

– Rachel Kmeck, Dir. of HR

[Learn More >](#)

**ND career builders**  
Scholarship & Loan Repayment



“  
By investing now, businesses are  
going to be helping the future  
of our young adults and state as  
a whole. Young adults need to  
be shown they can pursue  
careers, and financial assistance  
is necessary to do that.

– Alyssa Stein, BS Nursing, Sanford Medical Center

[Learn More >](#)

**ND career builders**  
Scholarship & Loan Repayment



“  
Collectively, businesses and  
communities must work together  
to help align our young adults in  
career paths that will be successful  
in our local communities. The  
Career Builder program helps  
make this happen.

– Brad Barth, Exec. Dir., Forward Devils Lake Corp.

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**ND career builders**  
Scholarship & Loan Repayment