



ND Career Builders - High-Need & Emerging Occupations

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

EDUCATION

- Career/Tech Ed Teachers, Except Post-Secondary Schol (2024)
- Educational, Guidance & Career Counselors and Advisors (2024)
- Elementary School Teachers (2024)
- * Instructional Coordinators (2022)
- Kindergarten Teachers (2024)
- * Librarians & Media Collections Specialists (2022)
- Middle School Teachers (2024)
- Preschool Teachers (2024)
- Secondary School Teachers (2024)
- Special Education Teachers (2024)
- Teaching Assistants, Except Postsecondary (2024)

ENGINEERING & ARCHITECTURE

- Architects, Except Landscape & Naval (2024)
- Architectural & Civil Drafters (2024)
- Architectural & Engineering Manager (2024)
- Civil Engineer (2024)
- Civil Engineering Technologists & Technicians (2024)
- Electrical & Electronic Engineering Technician (2024)
- Electrical Engineers (2024)
- Industrial Engineering Technologists & Technicians (2024)
- Industrial Engineers (2024)
- Mechanical Engineers (2024)
- Petroleum Engineer (2024)

FINANCIAL

- Accountants & Auditors (2024)
- Bookkeeping, Accounting & Auditing Clerks (2024)
- Financial Analyst and Risk & Other Financial Specialists (2024)
- Financial Manager (2024)
- Management Analysts (2024)
- Operations Research Analysts (2024)
- * Statisticians (2022)
- Tax Preparers (2024)

HEALTHCARE

- * Athletic Trainers (2022)
- Biological Technician (2024)
- * Cardiovascular Technologist & Technician (2022)
- Clinical Laboratory Technologists & Technicians (2024)
- Dental Assistants (2024)
- Dental Hygienists (2024)
- Diagnostic Medical Sonographer (2024)
- * Dietitians and Nutritionists (2022)
- Emergency Medical Technicians & Paramedics (2024)
- Environmental Science & Protection Techs, Including Health (2024)
- * Massage Therapists (2022)
- Medical Assistants (2024)
- * Nuclear Medicine Technologists (2022)
- Nurse-Licensed Practical & Licensed Vocational Nurses (2024)
- Nurse-Registered Nurses (2024)
- Nursing Assistants (2024)
- Occupational Health & Safety Specialists (2024)
- Occupational Therapy Assistants (2024)
- Ophthalmic Medical Technicians (2024)

- Pharmacy Technicians (2024)
- * Phlebotomists (2022)
- Physical Therapy Assistants (2024)
- * Psychiatric Aides (2022)
- Radiologic Technologists & Technicians (2024)
- Respiratory Therapists (2024)
- * Skincare Specialists (2022)
- Surgical Technologists (2024)
- Veterinary Technologists & Technicians (2024)

INFORMATION TECHNOLOGY

- Computer & Information Systems Managers (2024)
- Computer Network Support Specialists (2024)
- Computer Programmers (2024)
- Computer Systems Analysts (2024)
- Computer User Support Specialists (2024)
- Information Security Analysts (2024)
- Intelligence Analysts (2024)
- Software Developers, Software Quality Assurance Analysts & Testers (2024)
- Telecommunications Equipment Installers & Repairers, Except Line Installers (2024)
- Telecommunications Line Installers & Repairers (2024)
- Web Developers & Digital Interface Designers (2024)

MANAGEMENT

- Administrative Services & Facilities Managers (2024)
- Construction Manager (2024)
- General & Operations Manager (2024)
- Industrial Production Manager (2024)
- Medical & Health Services Manager (2024)
- Project Management Specialists & Other Business Operations (2024)
- Sales Manager (2024)

PROFESSIONAL / OTHER

- Compliance Officer (2024)
- * Human Resources Manager (2022)
- Human Resources Specialist (2024)
- Market Research Analysts & Marketing Specialist (2024)
- Paralegals and Legal Assistants (2024)
- * Public Relations Specialist (2022)
- Training & Development Specialist (2024)

SALES

- Sales Rep.-Wholesale & Manufacturing of Technical & Scientific Products (2024)
- * Securities, Commodities & Financial Services Sales Agents (2022)

TRANSPORTATION

- Commercial Pilots (2024)
- Heavy & Tractor-Trailer Truck Drivers; Bus Drivers; Transit & Intercity (2024)

SKILLED TRADE

- Airplane Mechanic/Technician (2024)
- Automotive Service Technicians & Mechanics (2024)
- Butchers & Meatcutters (2024)
- Carpenters (2024)
- Chefs & Head Cooks (2024)
- Chemical Plant/System Operator (2024)
- Crane/Tower Operators, Operating Engineer & Other Construction Equipment Operators (2024)
- Diesel Tech-Bus and Truck Mechanics & Diesel Engine Specialists (2024)
- Diesel Tech-Farm Equipment Mechanic & Service Technician (2024)
- Diesel Tech-Industrial Machinery Mechanic (2024)
- Electrical & Electronics Repairers, Commercial Equipment (2024)
- Electrical Powerline Installers & Repairers (2024)
- Electricians (2024)
- Firefighter (2024)
- Hairdresser, Hairstylist & Cosmetologist (2024)
- Heating, Air Conditioning & Refrigeration Mechanics (2024)
- Machinist (2024)
- Mobile Heavy Equipment Mechanic, Except Engines (2024)
- Petroleum Pump System Operators & Refinery Operators (2024)
- Plant & System Operators, All Others (2024)
- Plumber, Pipefitter and Steamfitter (2024)
- Precision Agriculture Technician (2024)
- Production Workers, All Others (2024)
- Pump Operators, Except Wellhead Pumpers (2024)
- Rotary Drill Operators, Oil & Gas (2024)
- Service Unit Operators, Oil & Gas (2024)
- Surveying and Mapping Technicians (2024)
- Surveyors (2024)
- Welders, Cutters, Solderers & Brazers (2024)
- Wind Turbine Service Technician (2024)

SOCIAL SERVICES

- Child, Family & School Social Workers (2024)
- Childcare Workers (2024)
- Community & Social Service Specialist, Social & Human Service Assistants (2024)
- * Healthcare Social Workers (2022)
- * Marriage & Family Therapists (2022)
- * Mental Health & Substance Abuse Social Worker (2022)
- Police & Sheriff Patrol Officers (2024)
- * Social & Community Service Manager (2022)
- * Social Human Service Assistant (2022)
- Substance Abuse, Behavioral Disorder & Mental Health Counselor (2024)