



## Mike Sanden

**College/Major or Program:** Training and Development Director,  
Butler Machinery Company

**What is the ND Career Builders Program?** What is the ND Career Builders Program? The ND Career Builders Scholarship & Loan Repayment program is a tool for businesses to recruit and retain talent in high-need occupations in ND. This unique partnership provides \$1 of state funds for each \$1 of matching funds, up to a total of \$17,000 per recipient! Individuals can receive a scholarship on the front end, loan repayment on the back-end, or both, for their commitment to the state to fill one of the high demand occupations.

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Let's chat with Mike about his experience with the program!

**Q. Please tell us your title and role at your organization.**

**A.** I'm the Training and Development Director at Butler Machinery Company. Our team oversees training and leadership initiatives for over 900 employees, as well as recruitment strategies for our 20 locations across four states.

**Q. Tell us about your organization's involvement with the ND Career Builders Scholarship & Loan Repayment program.**

**A.** Butler Machinery Company partners with ND Career Builders to offer scholarship opportunities to students who enroll in the Caterpillar Think BIG program at NDSCS. Students who enroll in Think BIG can learn and work on Caterpillar equipment in an educational setting while also earning a competitive wage working at a Butler location as they earn their degree.

**Q. What is the greatest benefit to your organization from being involved in the ND Career Builders Scholarship & Loan Repayment program?**

**A.** ND Career Builders scholarship funding, when combined with the wages earned while students are participating in Think BIG, allow students to graduate from an accredited program with no debt and immediate job placement in the industry. This allows Butler technicians to hit the ground running and fast-track their careers as technicians on our team.

**Q. How has the program helped your organization's workforce recruitment and retention efforts?**

**A.** ND Career Builders increases the opportunity and availability for students to enter the industry as a fully trained diesel technician. Building our technician workforce is an important priority for Butler Machinery. ND Career Builders aligns with our mission of building long-term relationships, creating mutual growth and success for these students.

**Q. What would you tell other organizations who are considering investing in the program?**

**A.** ND Career Builders has been a great partner, helping us to find solutions to our workforce needs.

**Q. What would you tell students who are considering a high-demand career and committing to this program?**

**A.** ND Career Builders is a great tool to help students find and pursue their passion. This financial assistance will allow students to overcome obstacles and realize their career goals.

**Q. In your opinion, why should organizations and/or businesses invest in North Dakota's workforce to keep young adults in the state with programs like this?**

**A.** Our workforce in North Dakota is one of our most precious resources. Stakeholders in our communities need to take deliberate action to highlight the opportunities that ND has to offer for the next generation.