



## Rachel Kmecik

Director of Human Resources, True North Equipment

**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 Rachel about her experience with the program!

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

**A.** Director of Human Resources, I lead the organizations Human Resources Department, Safety, IT, and Training

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

**A.** We utilize ND career builders to help our current students that are attending the John Deere Tech program at NDSCS to help with tuition expenses and we use this when we hire and offer current employees who qualify to match out current student loan repayment program as one more added benefit.

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

**A.** Helping us with recruiting and retention, and helping our current and future employees with educational expenses that have been incurred or will be incurred as they start their post-secondary education.

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

**A.** 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.

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

**A.** I would tell them to invest in the program, as it's an investment in their workforce.

**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 opportunity to help with post-secondary education expenses. They might not realize it now but after graduation it will really help them financially if they can start their careers without having to repay student loans. They can buy a home faster or whatever else they would like as they enter their full-time career.

**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.** North Dakota students have ND values and work ethic, investing in our workforce now will keep these ND values and great work ethic right here at home in ND to work for all of our ND businesses.