

ND Career Builders - High-Need & Emerging Occupations List As of 7/1/25

This list is used to determine eligibility for the ND Career Builders Scholarship & Loan Repayment programs. The in-demand occupations are reviewed and approved annually by the ND Workforce Development Council (NDWDC) and Job Service ND (JSND). The years listed in quotes indicate which year the occupation was identified as in-demand by NDWDC and JSND. Unless renewed, the (2024) occupations will remain eligible for ND Career Builders consideration through 6/30/27, and the (2025) occupation will remain eligible for consideration through 6/30/28.

<div><div><div>EDUCATION</div><div><ul style="list-style-type: none">Adult Basic & Secondary Edu. And ESL Instructors (2025)Career/Tech Ed Teachers, Secondary School (2025)Educational, Guidance & Career Counselors and Advisors (2024)Elementary School Teachers (2025)Instructional Coordinators (2025)Kindergarten Teachers (2025)Middle School Teachers (2025)Preschool Teachers (2024)Secondary School Teachers (2025)Special Education Teachers-KG, Elementary, Secondary (2025)Teachers & Instructors, all others (2025)Teaching Assistants, Except Postsecondary (2024)</div></div><div><div>ENGINEERING & ARCHITECTURE</div><div><ul style="list-style-type: none">Architects, Except Landscape & Naval (2025)Architectural & Civil Drafters (2025)Architectural & Engineering Manager (2025)Bioengineers & Biomedical Engineers (2025)Chemical Engineer (2025)Civil Engineer (2025)Civil Engineering Technologists & Technicians (2025)Electrical & Electronic Engineering Technologist & Technician (2025)Electrical Engineers (2025)Electro-Mechanical & Mechatronics Techs (2025)Electronics Engineers, Except Computer (2025)Engineering Technologist & Technician, Except Drafters, All Other (2025)Engineers, All Other (2025)Environmental Engineers (2025)Industrial Engineering Technologists & Technicians (2025)Industrial Engineers (2025)Mechanical Engineering Technologists & Technicians (2025)Mechanical Engineers (2025)Petroleum Engineer (2025)Surveyors (2025)</div></div><div><div>FINANCIAL</div><div><ul style="list-style-type: none">Accountants & Auditors (2025)Bookkeeping, Accounting & Auditing Clerks (2024)Budget Analyst (2025)Business Operations Specialist, All Other (2025)Buyer & Purchasing Agent (2025)Compensation, Benefits, and Job Analysis Specialists (2025)Credit Analyst (2025)Financial Analyst and Risk & Other Financial Specialists (2024)Financial & Investment Analyst (2025)Financial Examiner (2025)Financial Specialist, All Other (2025)Labor Relations Specialist (2025)Loan Officers (2025)Logisticians (2025)Management Analysts (2025)Personal Financial Advisor (2025)Project Management Specialist (2025)Property Appraisers & Assessors (2025)Tax Examiners & Collectors, and Revenue Agents (2025)Tax Preparers (2024)</div></div><div><div>SCIENCE</div><div><ul style="list-style-type: none">Agricultural Inspector (2025)Biological Scientists, All Others (2025)Chemical Technicians (2025)Chemists (2025)Conservation Scientists (2025)Environmental Scientists & Specialists, Including Health (2025)Occupational Health & Safety Specialist (2025)Social Scientists & Related Social Workers, All Other</div></div></div> <td><div><div><div>HEALTHCARE</div><div><ul style="list-style-type: none">Athletic Trainer (2025)Biological Technician (2024)Cardiovascular Technologists & Technicians (2025)Clinical Laboratory Technologists & Technicians (2025)Dental Assistants (2025)Dental Hygienists (2025)Diagnostic Medical Sonographer (2025)Dieticians & Nutritionists (2025)Emergency Medical Technicians (2025)Environmental Science & Protection Techs, Including Health (2024)Health Information Technologists & Medical Registrars (2025)Health Technologist & Technician, All Other (2025)Healthcare Practitioners & Technical Workers, All Others (2025)Massage Therapists (2025)Medical Assistants (2025)Medical Records Specialists (2025)MRI Technologist (2025)Nurse-Licensed Practical & Licensed Vocational Nurses (2025)Nurse-Registered Nurses (2025)Nursing Assistants (2025)Occupational Therapy Assistants (2025)Ophthalmic Medical Technicians (2025)Paramedics (2025)Pharmacy Technicians (2024)Phlebotomists (2025)Physical Therapist Assistants (2025)Radiologic Technologists & Technicians (2025)Respiratory Therapists (2025)Surgical Assistants (2025)Surgical Technologists (2025)Veterinary Technologists & Technicians (2025)</div></div><div><div>INFORMATION TECHNOLOGY</div><div><ul style="list-style-type: none">Computer & Information Systems Managers (2025)Computer Network Architects (2025)Computer Network Support Specialists (2025)Computer Occupations, All Other (2025)Computer Programmers (2025)Computer Systems Analysts (2025)Computer User Support Specialists (2025)Data Scientists (2025)Database Administrators (2025)Database Architect (2025)Information Security Analysts (2025)Intelligence Analysts (2024)Network & Computer Systems Administrators (2025)Operations Research Analysts (2025)Software Developers (2025)Software Quality Assurance Analysts & Testers (2025)Telecommunications Line Installers & Repairers (2024)Web Developers (2025)</div></div><div><div>SOCIAL SERVICES</div><div><ul style="list-style-type: none">Child, Family & School Social Workers (2025)Childcare Workers (2025)Community & Social Service Specialist, Social & Human Service Assistants (2024)Firefighter (2025)First-line Supervisors of Firefighting & Prevention Workers (2025)Health Education Specialists (2025)Police & Sheriff Patrol Officers (2025)Probation Officers & Correctional Treatment Specialists (2025)Social Workers, All Other (2025)Substance Abuse, Behavioral Disorder & Mental Health Counselor (2024)</div></div><div><div>OTHER</div><div><ul style="list-style-type: none">MSN Nursing – Specific criteria to qualify for scholarship or loan repayment.</div></div></div><td><div><div><div>MANAGEMENT</div><div><ul style="list-style-type: none">Administrative Services Manager (2025)Construction Manager (2025)Emergency Management Director (2025)Facilities Manager (2025)Financial Manager (2025)Funeral Home Manager (2025)General & Operations Manager (2025)Human Resources Manager (2025)Industrial Production Manager (2025)Marketing Manager (2025)Medical & Health Services Manager (2025)Other Business Operations (2024)Public Relations Manager (2025)Sales Manager (2025)Social & Community Service Manager (2025)Training & Development Manager (2025)</div></div><div><div>PROFESSIONAL / SALES</div><div><ul style="list-style-type: none">Commercial & Industrial Designers (2025)Compliance Officer (2025)Human Resources Specialist (2025)Market Research Analysts & Marketing Specialist (2025)Paralegals and Legal Assistants (2025)Public Relations Specialist (2025)Sales Rep.-Wholesale & Manufacturing of Technical & Scientific Products (2025)Training & Development Specialist (2025)</div></div><div><div>TRANSPORTATION</div><div><ul style="list-style-type: none">Air Traffic Controller (2025)Bus Drivers, School (2025)Commercial Pilots (2025)Heavy & Tractor-Trailer Truck Drivers (2025)</div></div><div><div>SKILLED TRADE</div><div><ul style="list-style-type: none">Aircraft Mechanic/Technician (2025)Automotive Service Technicians & Mechanics (2025)Barbers (2025)Bus and Truck Mechanics & Diesel Engine Specialists (2025)Butchers & Meatcutters (2024)Carpenters (2024)Chefs & Head Cooks (2024)Chemical Plant System Operator (2024)Crane/Tower Operators, Operating Engineer, Other Construction Equipment Operators (2024)Electrical & Electronics Repairers, Commercial/Industrial Equipment (2025)Electrical & Electronics Repairers, Powerhouse, Substation, & Relay (2025)Electrical Powerline Installers & 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