

FACTS

79%

ND HIGH SCHOOL STUDENTS IN CTE COURSES

1,600

RELEASED ANNUALLY FROM ND CORRECTIONAL FACILITIES

23%

OF ND WORKFORCE IS LICENSED

12 PROGRAMS

SUPPORTED BY TECHNICAL SKILLS GRANT IN 2020

ROLE OF WORKFORCE DEVELOPMENT COUNCIL

The role of the North Dakota Workforce Development Council is to advise the governor and the public concerning the nature and extent of workforce development in the context of North Dakota's economic development needs, and how to meet these needs effectively while maximizing the efficient use of available resources and avoiding unnecessary duplication of effort.

The Workforce Development Council consists of more than 30 members, with representation from industry; K-12, post-secondary and career and technical education; organized labor; WIOA state workforce partners and local and state elected officials.

LETTER FROM THE CHAIR

As Chair of the North Dakota Workforce Development Council, I am pleased to forward 13 recommendations and two endorsements that the Council believes can help address the greatest workforce challenges faced by the state of North Dakota today and in the coming years. These recommendations fall under four themes that were previously identified in the Council's 2018 Report of Recommendations: earlier and more diverse career exploration and addressing the technical skills gap; removing barriers to employment; occupational licensing reform; and recruitment and retention of North Dakota workers.

David E. Farnsworth

WDC MEMBER LOCATIONS



Council members represent large and small communities across the state.

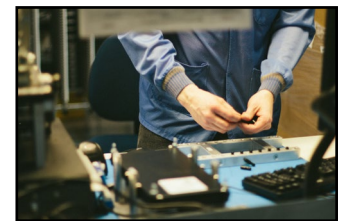
Earlier & More Diverse Career Exploration and Addressing the Technical Skills Gap

- **The Council recommends** expanding Area Career & Technology Centers (ACTC) with a total investment of \$45 million to be awarded incrementally to multiple school districts through a competitive grant process to regions that demonstrate commitment to ensuring success through industry alignment and private sector match.
- **The Council recommends** that the North Dakota Department of Career and Technical Education (NDCTE) and North Dakota Department of Public Instruction (NDDPI) work collaboratively to promote and encourage increased opportunities for career explorations in our schools.
- **The Council recommends** expanding North Dakota Studies curriculum to highlight multiple industries and career opportunities.
- **The Council recommends** the development of a grant program to support the private sector in creating virtual examples of high demand careers in North Dakota for educators and students to access.
- **The Council endorses** utilizing a portion of ND Career Builders funding to promote the program to stakeholders, including businesses, employees, students, parents and educators.



Removing Barriers to Employment

- **The Council recommends** developing a job placement pilot program through a coordinated effort between Job Service North Dakota, Department of Corrections & Rehabilitation, local organizations that serve and support individuals with criminal backgrounds, and employers with a goal of placing recently or soon-to-be released individuals into in-demand positions in North Dakota.
- **The Council recommends** promoting the existing framework and service provided by the North Dakota Parole and Pardon Advisory Boards to allow individuals with criminal backgrounds participating in the job placement pilot program, as well as people preparing for parole, to have the opportunity to apply for a certificate to demonstrate their readiness for the workplace.
- **The Council recommends** developing a statewide marketing campaign to provide education around hiring individuals with criminal backgrounds with a goal of changing employer perceptions and hiring practices.



Occupational Licensing Reform

- **The Council recommends** removing vague or generic terms, including without limitation the phrases "moral turpitude" and "good character" from licensing board policies.
- **The Council recommends** establishing and making public criminal convictions that will disqualify an applicant from obtaining a license to practice, and implementing a pre-qualification process for applicants who have criminal convictions on their record in order to prevent the unnecessary expense of training and testing if a specific past conviction will disqualify an applicant from receiving a license to practice in North Dakota.
- **The Council recommends** establishing an ongoing system for data collection from licensing boards, commissions, and agencies so future reform efforts can be specific to evolving needs, barriers and opportunities.
- **The Council recommends** clearly defining who qualifies as a military spouse or dependent and including military personnel under the provisions of the military spouse licensure reciprocity bill (SB 2306) passed by the 66th Legislative Assembly.

Recruitment and Retention of Workers

- **The Council recommends** sustaining the Technical Skills Training grant created by the Department of Commerce with \$1 million of Coronavirus Aid, Relief and Economic Security (CARES) Act funding. This grant program provides matching dollars to help training providers develop or expand accelerated, skilled workforce training programs in targeted industries and in-demand occupations.
 - » **The Council endorses** the current \$2 million funding allocation for TrainND as determined in the North Dakota Department of Career and Technical Education budget for the 2021-2023 biennium and is supportive of TrainND serving as a key partner in providing training programs under the Technical Skills Training Grant, in addition to the private sector and other training providers.
- **The Council recommends** investing in a workforce recruitment campaign to support targeted industries in attracting workers to the state.