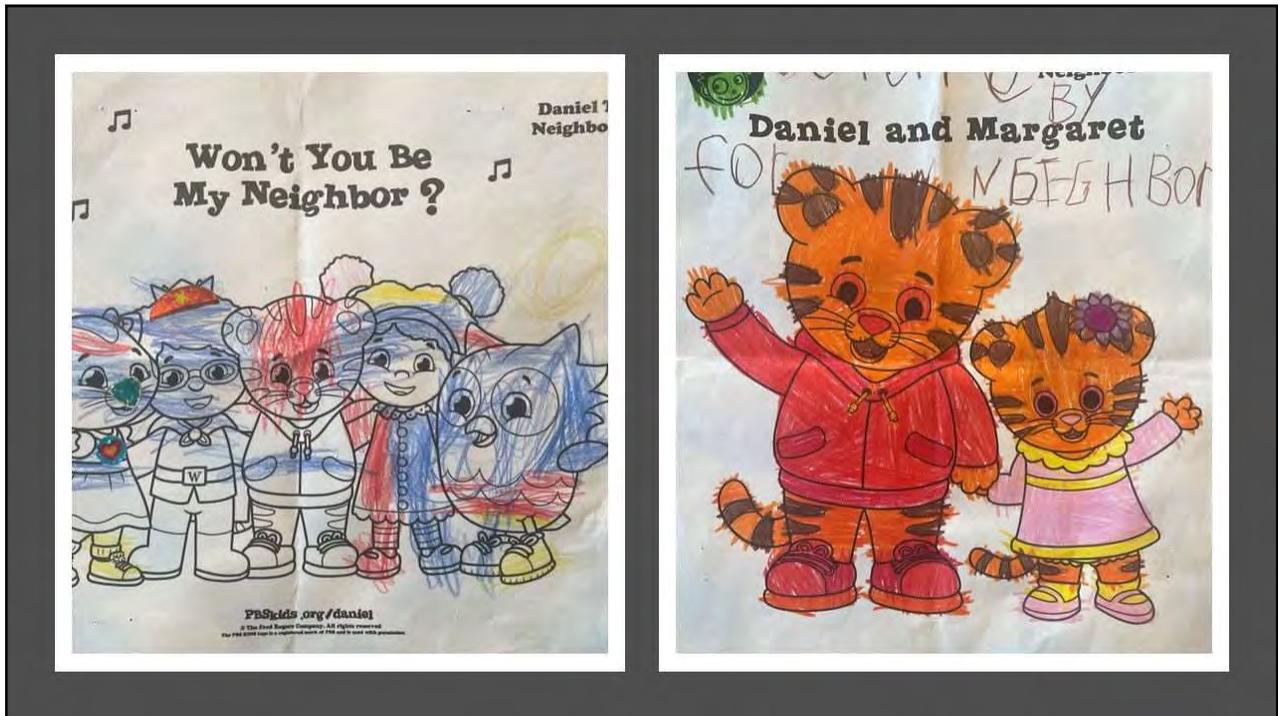


Real Stories. Real People. Real Impact.
Job Service North Dakota
Patrick Bertagnolli, Executive Director
June 15, 2023

1



2

RECRUITING STRATEGY

Do you think NDSU has a problem recruiting GREAT players to their team?



3

We want your input



Tell us what you think!

Name: _____ Location: _____ Phone: _____

Name, Location and Phone Number are not required, but helpful, should we have follow-up questions about any of your responses.

Please list 3 things that you like about (organization):

- 1.
- 2.
- 3.

Please list your top 3 concerns as an employee of (organization):

- 1.
- 2.
- 3.

You are critical to our success and growth! What would motivate you to be more active in recruiting and referring needed personnel to our team to help fill our open positions?

- 1.
- 2.
- 3.

Other comments, suggestions or innovative ideas?

Thank you for your feedback – much appreciated!

4

Creating Awareness For Those Not Selected

Providing Guidance

With high quality work available for those who are new-to-industry or are developing their careers, we encourage you to visit www.jobsnd.com to learn more about the many job opportunities available across the great state of North Dakota. If you are looking for local training programs to help you get a leg up in the industry, we work closely with TrainND on the campus of Williston State College. To learn more about their workforce safety and training programs, including CDL and Workover Rig courses, send a note to: safety.training@willistonstate.edu.

If not a fit for YOU – Educate & Redirect!

Applicant Responses

Thank you for taking the time to get back with me regarding my application. I know in this fast-paced world how easy it is to ignore an application that doesn't fit. I appreciate a company like you sending me this. Thank you and the best to you always.

Sincerely,
Chase

Thank you for your time and consideration and I will look into the training at Williston State college. Sincerely, Kenny

You are to be commended for putting such valuable info in this email. Thanks. MKH.

5

Aligning our Communities, Schools & Industries

Develop Community Partnerships

Help with Workforce Integration

Impact Recruiting and Retention



6

In Pursuit of Community Alignment



Strengthening Relationships
Industry Meetings With School



Getting to Know Our Future Workforce
Strengthening Relationships with Students

7

The Birth of our Student Ambassador Program



8

An Example to Follow for all North Dakotans



Hi,

This is Emma, I am a student-athlete here at Watford City High School. I was at the student council meeting the other day and didn't get a chance to talk to you after our meeting.

I wanted to say, I am very excited about the ambassador program and what you and others are trying to accomplish! I think getting all the people moving here more involved in our community will be good in multiple ways.

I've always wondered what I as a student and athlete could do to help, thank you and whoever else has come up with this wonderful idea, and for involving us high school students!

Anyway, I am very interested and thrilled to see how this will turn out!

Sincerely,
Emma

**Community Integration and Involvement
Students WANT to Help!**

9

Strategic Vision!

10

Ambassadors – Workforce Presentations

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Mental Health

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MENTAL HEALTH AWARENESS – CALL TO ACTION! I want to recognize Watford City Police Chief Shawn Doble and his SRO's for partnering with our student ambassadors, school staff (Amy Polivka, Rachel Meuchel, Jenna Bauer), and Mirada Samuelscn-Figaro, with the McKenzie County Community Coalition. Chief Doble spoke about intensified topics due to the pandemic – suicide, depression, and fear. Chief Doble led a frank discussion with our ambassadors and members of the student council and he requested their assistance and leadership to help make a difference in the lives of others by being a positive influence. Our young leaders quickly engaged and provided incredible conversation and feedback. Strategies are being implemented to include sources of strength, best practices, and policies. I'm very proud of our community for having "collaborative spirit" and for endorsing the well-being of all residents. As a community – we are beyond grateful and proud of our young leaders for choosing to make a difference!
#InThisTogetherND

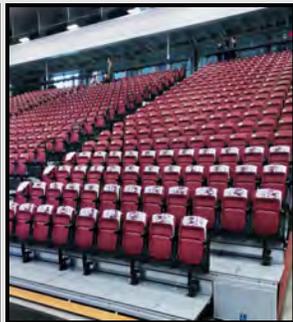
McKenzie County Community Coalition SADD – Students Against Destructive Decisions Little Buddy Program



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Fill The Stands: Promoting an Active Lifestyle

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14

Inspiring Our Youth

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A Culture that Connects Us – We simply call it Home



15

Sharing Career Path, Mission, & Purpose

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Lydia McCauley
Watford City High School – Class of 2021

- Ambassador Program Experience
- Lydia's Career Path – Paramedic
- How she chose career path
- Having a relationships with industry also allows us to help them in their time of need



got purpose?



16

Sharing Career Path, Mission, & Purpose



Lily Olson
Watford City High School

- Ambassador Program Experience
- Lily's Career Path – Social Work
- How she chose career path
- In pursuit of purpose – it's important for students to meet people like Sandy Tibke.



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Student Ambassadors Their Work Continues



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Celebrating Culture

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Demonstrating Example

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The Answer: Aligning our Communities, Schools & Industries

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Develop Community Partnerships

Help with Workforce Integration

Impact Recruiting and Retention






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Job Service North Dakota

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WORKFORCE SERVICES

- Serve our Communities
- Remove Barriers to Employment
- Connect Employers and Job Seekers

UNEMPLOYMENT INSURANCE

- UI Benefit Payments
- Tax Rates
- Trust Fund

LABOR MARKET INFORMATION

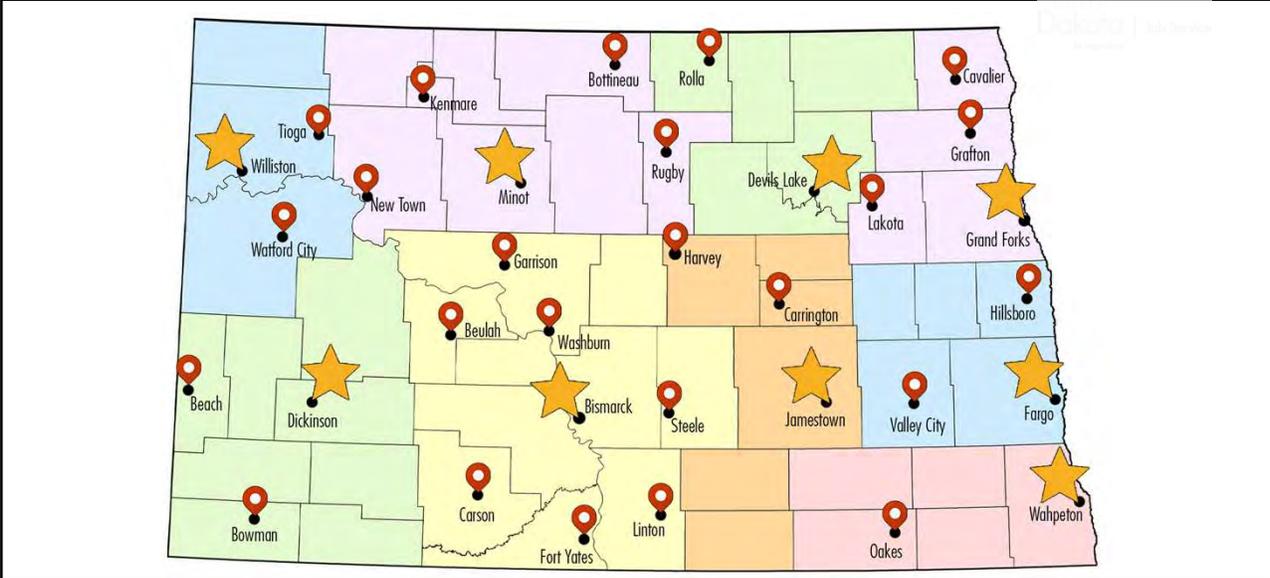
- Labor and Economic Data
- Education and Insights for Informed Decision Making

IMPACTING NORTH DAKOTA'S WORKFORCE
JobsND.com

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Workforce Services

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Workforce Programs

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Employment
Reemployment
Training
Upskilling



H2A Visa
Drove 33,500 Miles
To Perform 1,946 Inspections
Facilitating the Placement of 2,796 Workers



Jobs For Veterans
522 Veterans served during the last program year.



WOTC
21,170 Applications in CY 2022



WIOA - Program Year
224 Youth
674 Adults
53 Dislocated Workers

ADDITIONAL PROGRAMS

TAA
RESEP
JOBS (TANF)
Crossroads (In-School)
BEST (SNAP)
PRIDE (Child Support)
New Jobs Training

*951 Total Participants in the Program

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Aligning Partners and Position JSND for the Future!



- Virtual Reality Platform
- Focusing on In-Demand Jobs
- Significant Opportunities for the evolution of Career and Technical Education



IN-DEMAND OCCUPATIONS

EDUCATION Instructional Coordinators Librarians & Media Collections Specialists Teachers Secondary School Teachers Elementary School Teachers Career/Technical Education Teachers, Secondary School Middle School Teachers, Except Special & Career/Tech Ed Kindergarten Teachers, Except Special Education Special Education Teachers Kindergarten, Elementary, Secondary School Preschool Teachers, Except Special Education Health Specialists Teachers, Postsecondary Teaching Assistants, Except Postsecondary	HEALTHCARE Athletic Trainers Dental Hygienists Dental Hygienists Diagnostic Medical Sonographers Dietitians and Nutritionists Massage Therapists Medical Assistants Nursing Assistants Nurse Licensed Practical & Licensed Vocational Nurses Registered Nurses Occupational Therapist Occupational Therapy Assistants Phlebotomists Physical Therapist Assistants Psychiatric Aides Respiratory Therapists Skincare Specialists Technologists & Technicians Cardiovascular Technologists & Technicians Clinical Laboratory Technologists & Technicians Emergency Medical Technicians & Paramedics Pharmacy Technicians Nuclear Medicine Technologists Ophthalmic Medical Technicians Radiologic Technologists and Technicians Surgical Technologists Veterinary Technologists and Technicians
ENGINEERING & ARCHITECTURE Civil Engineers Civil Engineering Technologists & Technicians Electrical Engineers Mechanical Engineers	MANAGEMENT Construction Managers General & Operations Managers Industrial Production Managers Medical & Health Services Managers Sales Managers
FINANCIAL Accountants and Auditors Bookkeeping, Accounting, & Auditing Clerks Financial Managers Management Analysts Operations Research Analysts Securities Tax Preparers	TRANSPORTATION Commercial Pilots Heavy & Tractor-Trailer Truck Drivers



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Lake Region State College



al 49 Training Center



UA Local 300 JATC



Construction Engineers Inc



2022 Virtual Apprenticeship Expo



Dakota Job Service

2022 STATEWIDE VIRTUAL APPRENTICESHIP EXPO

Over 800 High School Students Registered!

In Partnership with DPI & CTE

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Career & Technical Education Momentum

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July 18, 2023! Work-Based Learning Webinar

NORTH Dakota | Job Service
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WEBINAR

WORK-BASED LEARNING AS A TALENT PIPELINE

Discover how your organization can:

- IMPROVE PRODUCTIVITY & QUALITY
- INCREASE INNOVATION
- CREATE HIGHER LEVELS OF EMPLOYEE ENGAGEMENT

TUESDAY, JULY 18, 2023
1:30 PM TO 3:00 PM

Work-based learning is an educational strategy that offers students an opportunity to reinforce and deepen their classroom learning, explore future career fields, and demonstrate their skills in an authentic setting. The State of North Dakota is excited to offer you a webinar packed with information to help your organization learn more about work-based learning. We will cover the criticality of this often underutilized pipeline to supplement your talent strategy, provide you with information to navigate the legal regulations and mitigate risk, and provide a demonstration of the Work-Based Learning Module to connect you with learners.

Placeholder for link to register

DESIGN • INVEST • SCALE • INFLUENCE

We hope to see you there!

Job Service, Department of Career and Technical Education, Department of Labor and Human Rights, and the North Dakota and American

WORK-BASED LEARNING AS A TALENT PIPELINE

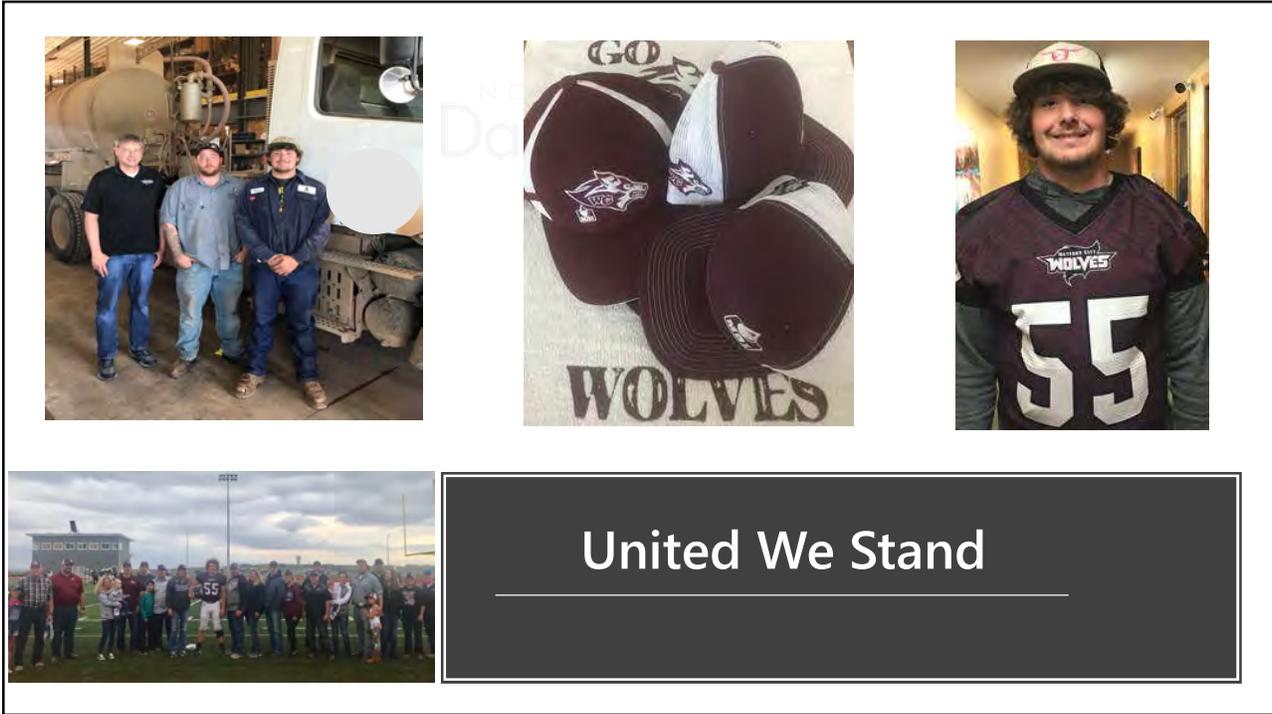
 Patrick Bergquist, Executive Director <small>Job Service North Dakota</small> Aligning Commission, Schools, and Industry and who employers need to get involved	 Wayne Wick, State Director <small>Department of Career & Technical Education</small> The Best of Work-Based Learning on the Talent Pipeline
 Glenn Ohmer, Strategic Project Manager <small>Department of Career & Technical Education</small> Building the job-employer economy and education	 Phil Davis, Workforce Services Director <small>Job Service North Dakota</small> Work-Based Learning and HRSA Partnership
 Nathan Sultwanes, Labor Commissioner <small>North Dakota Department of Labor and Human Rights</small> Youth Employment, Funds and Regulations	 JIM Thompson, Director <small>Workforce Safety & Insurance</small> Work-Based Learning Worker's Compensation WFL Young Worker Program Safety Tips
 Julia Hovish, Career Resource Network Specialist <small>Department of Career & Technical Education</small> Hi Ready 2Go! Work-Based Learning	 Patrick Mincer, Founder & CEO <small>Golden Path Solutions</small> Work-Based Learning Module Company Overview

Placeholder for SHRM certification credits and information

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Job Service, Department of Career and Technical Education, Department of Labor and Human Rights, and the North Dakota and American

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Coming August 8, 2023! Exploring International Student Pathways Webinar

EXPLORING INTERNATIONAL STUDENT PATHWAYS TO MAXIMIZE YOUR TALENT STRATEGY

AUGUST 8TH
1:30-3:00PM

LIVE WEBINAR

North Dakota has nearly 2,500 international students attending school at public and private universities. These students have already adapted to North Dakota and they are already integrated into our state. If you are ready to open the door to talented and skilled students and learn about the various career pathways available, join us for this informative webinar!

Join host Patrick Bertagnoli, Executive Director of Job Service North Dakota as he introduces you to our featured speakers as we journey together to explore international student pathways.

Hear from two courageous international students about their experience and challenges seeking employment in North Dakota.

AUGUST 8TH
1:30-3:00PM

Link Place Holder
SHRM Certification Place Holder

EXPLORING INTERNATIONAL STUDENT PATHWAYS TO MAXIMIZE YOUR TALENT STRATEGY

Tony Wood, President of Mountain Plains, LLC will share his experience about the opportunities hiring international students can provide to the employer.

Shelby Indleke with the University of Mary will help employers understand the opportunities available to students for on-campus work experiences.

Greg Dorington, Attorney/Partner with Crowley Fleck, PLLP will share information about specific work authorized visa classifications you can use to address workforce shortages.

The ND Labor Commissioner, Nicholas Subkovic will identify business practices to ensure compliance with labor laws.

Jason Sufheimer, SPHR, SHRM-SCP will show you how to maximize your ROI!

AUGUST 8TH
1:30-3:00PM

Link Place Holder
SHRM Certification Place Holder

This webinar is sponsored by the State of North Dakota in partnership with Job Service North Dakota and the Department of Labor and Human Rights and is being presented to you in partnership with the University of Mary and Crowley Fleck, PLLP.

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ALIGNING WITH PARTNERS

Virtual Job Fair – February 8, 2023
 445 Jobseekers, representing 29 States and 14 Countries!
PEOPLE ARE SHOPPING NORTH DAKOTA!






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Dakota | Game and Fish
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NORTH
Dakota | Parks & Recreation
Be Legendary.™

NORTH
Dakota | Commerce
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STATEWIDE LABOR MARKET MAY 2023



OPEN JOBS

- 15,061 Open Jobs
- 22.3% less than this time last year
- Healthcare is #1 in Open Jobs
- Other top 5 industries:
 - Transportation
 - Sales & Related Occupations
 - Management
 - Installation and Maintenance

EDUCATION

- 53.5% Require HS Diploma
- 34.9% Require Bachelor's or Higher

TRAINING

- 46.4% Require No Training
- 30.9% Require Short-Term OJT

WAGES

- 34.9% Pay \$30+ /Hour
- 40.7% Pay \$20+ /Hour
- \$29.89 is Typical Average Wage

Open Jobs in Healthcare

Healthcare Practitioners & Technical Occupations



2022 – 3,181
2023 - 2,146

Healthcare Support Occupations



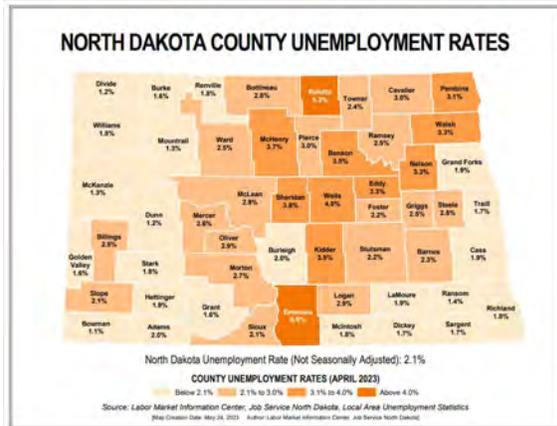
2022 – 1,037
2023 - 626

Open healthcare positions in all occupational categories are down 1,446 from this same time last year

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Labor Market Information

NORTH DAKOTA APRIL LABOR MARKET



Unemployment Rate:
2.1% North Dakota
vs.
3.1% Nationwide

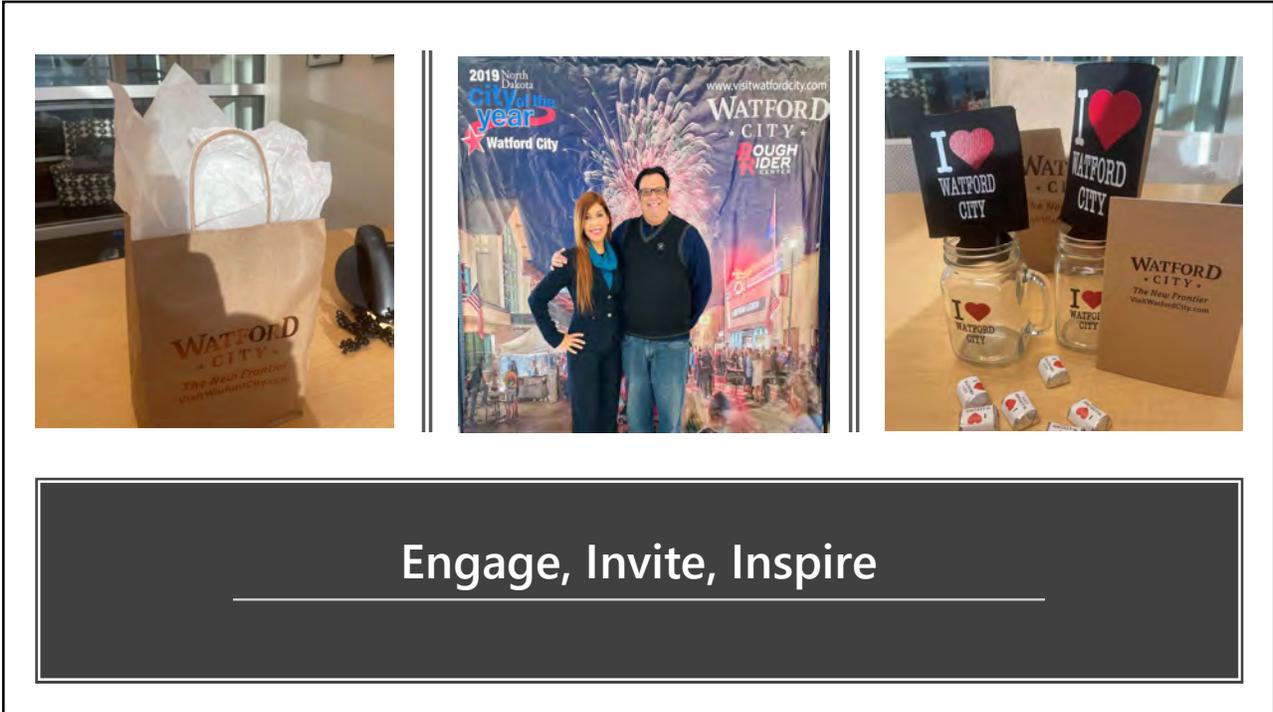
Labor Force Participation Rate:
69.7% North Dakota
vs.
62.4% Nationwide

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You don't have to be born here to be here



34



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*To my Dakota Conference
Friends and Neighbors...*



Patrick Bertagnolli, SHRM-SCP
Executive Director
Job Service North Dakota
Contact: patbertagnolli@nd.gov
M. 701-214-8015

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