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ND Career Builders Scholarship & Loan Repayment (NDCB)

- ▶ Tool for businesses to recruit individuals into high-need positions in the state.
- ▶ Partnership = For every \$1 of matching funds from a donor, the state will match \$1.
 - *Business can provide up to \$8,500 per individual.*
 - *Matching funds can be any funds identified for workforce development, either private or public.*
- ▶ High-need and emerging occupations list - drives the program.
- ▶ Either a scholarship on the front-end while in college, loan repayment on the back-end once hired, or both!

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ND Career Builders High-Need Occupations List



Workforce Development Council and Job Service ND establish the “list” annually.



Over 100 occupations included for Career Builders.



Same occupations used to establish eligibility for the scholarship & loan repayment.

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This program is a partnership with business. Matching private-sector or other qualifying public funds must be received at the ND University System (NDUS) for a recipient to qualify for payment.

- ▶ \$1 for \$1 match!
- ▶ Up to \$8,500 will be matched by the state.
- ▶ Donor decides how funds are issued
 - ▶ Scholarship - Specific college, Specific program of study, Specific student(s)
 - ▶ Loan Repayment - Specific employees
- ▶ Donor is submitting funds to a state scholarship program.
 - ▶ Once remitted, the funds become part of the ND Career Builders program.
 - ▶ Any funds repaid by a student (scholarship only) remain a part of the NDCB program.
 - ▶ Repaid funds, if required, include the matching dollars.

Donor Funds

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ND Career Builders Scholarship

Scholarship Basics

- ▶ Up to \$17,000 total (50% matching funds & 50% state funds).
 - All matching funds become part of the ND Career Builders program.
- ▶ Enroll in a certificate or associate level program, *or* bachelor's degree in final 2 years, that relates to the high-need occupations.
- ▶ Enroll at a qualifying North Dakota public, private, tribal or proprietary institution, including programs approved by ND CTE Board.
- ▶ Full time enrollment and 2.5 GPA required for payment.
- ▶ Maximum payments for 4 semesters or 6 quarters.
- ▶ Only pays up to charged tuition, fees, books and supplies.
- ▶ Recipients can qualify for BOTH the scholarship & loan repayment programs UP TO a maximum of \$17K.

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ND Career Builders Scholarship

Scholarship Basics

- ▶ Scholarship Award Agreement - Legally binding Agreement with the student
 - ▶ Finish Program.
 - ▶ Live in ND for 3 years following completion.
 - ▶ Work in a high-need occupation for 3 years within ND following completion.
 - ▶ Student repays scholarship funds if the above requirements are not met.



By investing now, businesses are going to be helping the future of our young adults and state as a whole. Young adults need to be shown they can pursue careers, and financial assistance is necessary to do that.

– Alyssa Stein, BS Nursing, Sanford Medical Center

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How It Works - Scholarship

- ▶ Sally enrolls in Practical Nursing program at a ND institution.
- ▶ Sally completes the NDCB application online.
- ▶ XYZ Clinic completes the donation form and submits it to NDUS. The donation form requires the donor to enter the total amount the business is willing to match for the student, not to exceed \$8,500.
- ▶ Sally is awarded the scholarship by NDUS!
- ▶ After the semester begins, NDUS and the institution verify eligibility criteria.
 - ▶ Must hold a 2.5 GPA (or equivalent)
 - ▶ Must be enrolled full-time in the eligible program.
- ▶ XYZ Clinic is contacted to send the matching funds at the start of the semester.
 - ▶ The amount for the semester will not exceed 50% of tuition, fees, books & supplies (because the state matches).
- ▶ NDUS receives matching funds and then issues payment to the institution on behalf of Sally.



Collectively, businesses and communities must work together to help align our young adults in career paths that will be successful in our local communities. The Career Builders program helps make this happen.
 – Brad Barth, Exec. Dir., Forward Devils Lake Corp.

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Sally Student - Practical Nursing					
Donor Commitment					\$ 8,500.00
State Match					\$ 8,500.00
Total Anticipated Scholarship					\$ 17,000.00
	Semester 1	Semester 2	Semester 3	Semester 4	TOTAL
*Tuition, Fees, Books, Supplies	\$ 4,178.00	\$ 5,108.00	\$ 4,323.00	\$ 3,891.00	\$ 17,500.00
Donor Funds Received	\$ 2,089.00	\$ 2,554.00	\$ 2,161.50	\$ 1,695.50	\$ 8,500.00
State Funds Matched	\$ 2,089.00	\$ 2,554.00	\$ 2,161.50	\$ 1,695.50	\$ 8,500.00
Total Payment	\$ 4,178.00	\$ 5,108.00	\$ 4,323.00	\$ 3,391.00	\$ 17,000.00

*Amounts are not actual - only for demonstration purposes.

The matching funds are only requested on an as-needed basis each semester. The donor is not required to submit the full \$8,500 donation up front with the donation form.

If Sally fails to meet the terms of her Agreement, Sally pays back the full \$17,000 scholarship to ND Career Builders (or a portion). Recovered funds are reissued to other students at the same institution.

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ND Career Builders Loan Repayment

Loan Repayment Basics

- ▶ Up to \$17,000 total (50% matching funds & 50% state funds).
 - Max award per year is \$5,667, depending on loan balance.
 - Disbursed over 3 years.
 - All matching funds become part of the ND Career Builders program.
- ▶ Completed a program of study from any institution - does not have to be a ND institution (loan repayment only).
- ▶ Hold a balance on a non-defaulted student loan.
- ▶ Be newly hired into a high-need occupation within North Dakota.
 - ▶ “Newly” hired means the current position started within the past 24 months.
- ▶ Live within ND.
- ▶ Recipients can qualify for BOTH the scholarship & loan repayment programs UP TO a maximum of \$17K.

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How It Works - Loan Repayment

- ▶ John is recruited to work as a respiratory therapist at XYZ Clinic.
- ▶ XYZ Clinic agrees to assist John with his outstanding student loan debt through the NDCB Loan Repayment Program.
- ▶ John and the new employer complete the application together
 - ▶ Section 1 - John.
 - ▶ Sections 2 & 3 - employer.
- ▶ NDUS receives the application packet and approves John’s award!
- ▶ Employer selected a bi-annual payment schedule (options are annual, bi-annual or quarterly)
- ▶ NDUS contacts John and the employer during the month the payment is scheduled to collect documentation and the matching funds.
- ▶ Once the above are received, NDUS matches the funds and then issues payment to the loan servicer on behalf of John.



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John Employee - Respiratory Therapist - Outstanding student loan debt = \$28,000.

*Donor Commitment	\$ 8,500.00 (bi-annual payment schedule selected)
State Match	\$ 8,500.00
Total Anticipated Loan Repayment	\$ 17,000.00

	Pmt 1	Pmt 2	Pmt 3	Pmt 4	Pmt 5	Pmt 6	TOTAL
Donor Funds Received	\$ 1,417.00	\$ 1,416.50	\$ 1,417.00	\$ 1,416.50	\$ 1,417.00	\$ 1,416.00	\$ 8,500.00
State Funds Matched	\$ 1,417.00	\$ 1,416.50	\$ 1,417.00	\$ 1,416.50	\$ 1,417.00	\$ 1,416.00	\$ 8,500.00
Total Payment	\$ 2,834.00	\$ 2,833.00	\$ 2,834.00	\$ 2,833.00	\$ 2,834.00	\$ 2,832.00	\$17,000.00

*Payments can be made annually, bi-annually, or quarterly.

The matching funds are only requested on an as-needed basis with each payment. The donor is not required to submit the full \$8,500 donation up front with the donation form.


No repayment under loan repayment because it is an “earn-as-you-go” program.


If employee ceases employment, the agreement is broken, and donor is no longer responsible for matching funds.


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You just found out about ND Career Builders...Now What?

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1. Familiarize yourself with the details of the program at: ndus.edu/career-builders
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2. Review the high-need and emerging occupations list for qualifying occupations.
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3. Consider how to fit this “tool” into your organization’s recruitment & retention plans.
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4. Complete the donation form (business) & apply (recipient)

 - Scholarship: The institution assists with the process.
 - Loan Repayment: NDUS assists with the process.

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Set up a one-on-one call!

Brenda Zastoupil, NDUS
brenda.zastoupil@ndus.edu
701-328-2906

Information & Toolkit:
<https://ndus.edu/career-builders/>

Questions??

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