



STRENGTHENING OUR WORKFORCE

North Dakota's Strategic Plan for Workforce Development

Vision: *An enterprising workforce that drives North Dakota's global competitiveness, has regional access to exemplary skill development, embraces lifelong learning, and contributes to individual, community, and state vitality.*

Goal 1: Create Transparency in Workforce Image and Development Activities

STRATEGY 1: Inventory and analyze existing workforce development services, programs and challenges.

- Compile, publish and market existing workforce programs, such as scholarships, tax incentives and other workforce initiatives.
- Analyze existing workforce development services and challenges and provide policy recommendations.
- Improve Performance Accountability reporting by utilizing the North Dakota State Longitudinal Data System to evaluate workforce program effectiveness.

Goal 2: Prepare Our Future Workforce

STRATEGY 1: Engage students, parents, educators, schools and businesses in a comprehensive career planning process.

- Expand the use of RUReadyND.com – an online computer-based career development system – and a statewide grade 7-12 career planning curriculum.
- Seek out and review best practices studies of innovative and emerging methodology in the fields of education and training for the future workforce, pre-K through university students. Present findings to stakeholders where recommendations will be made regarding skill gaps, policy, and funding.
- Engage K-12 educators by expanding Educators in Industry Program.
- Expand available Career and Technical Education program options to high schools to meet workforce demands and increase school completion rates.

STRATEGY 2: Increase stakeholder promotion of and employer use of work-based learning.

- Expand work-based learning through a core resource for information, promotion and assistance for internships and cooperative work experience activities.
- Promote and provide resources for events and opportunities to showcase experiences that are available for stakeholders; private, public and tribal college and university students, chambers of commerce, economic development and employers.



Goal 3: Meet State's Workforce Needs By Connecting Employers With A Skilled Candidate Pool

STRATEGY 1: Build partnerships for future workforce needs and opportunities.

- Enhance linkages between employers, students, parents and schools for shared understanding of workforce needs and opportunities.
- Identify working situations between education entities and industry to showcase relationships in career training.

STRATEGY 2: Enhance North Dakota's image in order to attract out of state job seekers.

- Develop and distribute a community and employer recruitment toolkit.
- Partner with communities to further promote local recruitment initiatives.
- Facilitate collaboration between recruitment professionals.

Goal 4: Expand and Retain our Workforce

STRATEGY 1: Ensure the continuing competitiveness of North Dakota's employers by enhancing the knowledge and skills of current workers.

- Offer frequent opportunities to communicate with employers regarding existing training, training needs and the return on investment resulting from training.

STRATEGY 2: Assess and analyze gaps between labor supply and demand to provide programmatic offerings.

- Partner with economic development leaders to further understand local workforce.
- Identify and promote untapped labor pools such as Native Americans, New Americans, Individuals with Disabilities and workers pursuing a second career. Further provide training opportunities for above mentioned populations through Vocational Rehabilitation, Adult Education Centers, TrainND and the state's public, private and tribal colleges and universities.
- Expand the use and availability of registered apprenticeships.
- Promote and develop workforce skills that meet the requirements of high demand, high wage careers.

North Dakota Workforce Leadership Team



Our purpose is to identify North Dakota's current and emerging workforce needs and work collaboratively to develop and implement strategic, goal-oriented action plans that strengthen our state's workforce.
