



## **Senate Workforce Development HB1382**

**March 16, 2023**

Chairman Wobbema and members of the Senate Workforce Development Committee, for the record my name is Wayde Sick, State Director for the Department of Career and Technical Education. I am submitting testimony in support for HB1382.

HB1382 is a bill that would allow a North Dakota High School Graduate, who earned the North Dakota State Scholarship, to use it for expenses accumulated while participating in a registered apprenticeship program. Examples of these expenses may include tuition, curriculum, equipment, tools, and personal protective equipment.

As we are all aware, workforce is the main issue that is currently holding back our state's economy. All industries and all regions of the state are currently short of a trained workforce. This scholarship would provide support to a student that has decided to pursue an effective, but under-utilized workforce solution, registered apprenticeship.

Apprenticeship is an effective solution, as it allows an employer to partner with a training provider and customize their training programming, to meet their specific needs. An employer is able to hire apprentices, place them under the supervision of a mentor for on the job training, while requiring coursework, known as Related Technical

Instruction in an apprenticeship program. Related Technical Instruction can be completed in the evenings, weekends, online, etc. Many times, the training provider is a community college, allowing an apprentice to complete an apprenticeship and a certificate or degree simultaneously. The earn while you learn model of an apprenticeship can be attractive as individuals are employed while they are gaining skills and attractive for employers as it can be an immediate workforce solution.

Apprenticeship can be a workforce solution for almost any profession. When we think of apprenticeship, we typically think of plumbers, electricians, and other skilled occupations. But recently apprenticeship has begun to expand into other occupations. In the state of North Dakota and across the country, apprenticeships in manufacturing, information technology, healthcare and very recently education, have been developed.

Again, North Dakota Career and Technical is supportive of HB1382. HB1382 will provide the flexibility to utilize an earned merit scholarship for individuals looking for a different path to post-secondary education and employment.

This concludes my testimony; I will stand for any questions you may have.