

# CAREER WORKFORCE ACADEMY

Secondary • Early Entry • Post-Secondary • Incumbent Worker

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**Collaboration • Innovation • Career Preparation  
Workforce Entry • Technical and Academic Education**

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*The Right Student, in the Right Program, for the Right Reasons*

# CAREER ACADEMY: COLLABORATING TO FILL A NEED

The Career Academy, proposed by the North Dakota State College of Science (NDSCS), will be a collaborative partnership that includes private sector companies, K-12 school districts in Cass and Clay counties, other two-year educational institutions, the FMWF Chamber of Commerce, and the Greater Fargo-Moorhead Economic Development Corporation and the cities of Fargo and West Fargo. Career and technical education and training will focus on grades 10-14 and also industry incumbent worker skill attainment. Collaboration will occur with other regional and state organizations when deemed relevant.<sup>1</sup>

## EXTENDING EDUCATIONAL AND CAREER AWARENESS OPPORTUNITIES

The Career Academy will provide educational opportunities beyond what is offered at high schools, such as:

- ◆ Early Entry options for Career and Technical Education (CTE) or certificate programs.
- ◆ Opportunities to graduate from high school with a completed training certificate or program.
- ◆ Career awareness educational opportunities for secondary and post-secondary students.
- ◆ Customized training for the incumbent workforce featuring course offerings that align with workforce demands.

## WORKING TOGETHER TO DEFINE PROGRAMMING

Career Academy partners will work together to promote, investigate and develop plans for various student entry points for education to include high school and all post-secondary institutions in the region. The Center will explore certificate programs (both statewide and nationally) and the needed support to provide certification programs, as well as license and diploma programs.

## BUILDING A DREAM

Funding and partnership support is key to making the Career Academy a reality. The process below identifies the path to success:

- ◆ **Engage and secure financial support** from business, industry and other sources.
- ◆ **Public Communication** expounding a new approach to CTE education to advance education and training opportunities that will expand the regions workforce for residents to live, work and raise a family.
- ◆ **Evaluate** current baseline programming in each respective secondary and post-secondary schools and develop pathways for individuals to succeed with a career and life-long educational opportunities.

## CONVENIENT LOCATION

The Career Academy location will be in Cass County, centrally located between all the high schools within Cass County and near interstate highway access from Clay County. It must be accessible by public transportation and have visible curb appeal.

<sup>1</sup>**Examples include:** Lakes Area Service Cooperative, the N.D. and Minn. Departments of Commerce, and the South East Educational Cooperative (SEEC).

## SIoux FALLS, S.D. CAREER ACADEMY INITIATIVE

**Mission:** "To educate and prepare students for future success through specialized, relevant, career-oriented learning."

**Fall Enrollment:** 875

The CTE Academy allows students to create promising futures in technical careers through relevant, hands-on learning opportunities.

The Career and Technical Education Academy serves students from Sioux Falls and 9 surrounding school districts. They currently offer 15 different specialized and technical programs for students in grades 9-12.



## BISMARCK, N.D. CAREER ACADEMY INITIATIVE



The Bismarck Public Schools (BPS) Career Academy is 98,000 sq. ft. at a cost of 13 million.

**Fall 2016 Enrollment:** 1,300

BPS shares space with Bismarck State College (BSC).

## COLLABORATIVE CAREER PATHWAY WORKING GROUP

The Workforce Environmental Assessment project included establishing a working group to address the educational trend on linking K-12 education alongside associate degree programming. The task force kicked off its efforts in March 2016 with a visit to the Sioux Falls, S.D. Career Academy.

Below is a list of participants and areas of emphasis as of June, 2016.

### West Fargo Public Schools

David Flowers  
Mark Lemer  
Allen Burgad  
Denise Jonas  
Ed Mitchell

### Fargo Public Schools

Jeff Schatz  
Broc Leitz  
Bob Grosz

### North Dakota State College of Science

John Richman  
Dennis Gladen  
Tony Grindberg  
Harvey Link  
Jane Vangsness Frisch

### Moorhead Public Schools

Lynn Kovash  
Brandon Lunak  
Dan Markert  
Missy Eidsness



## WORKFORCE EDUCATION CAREER PATHWAY CLUSTERS

### Transportation

- ◆ Driver
- ◆ Aviation/UAS
- ◆ Auto/Diesel

### Manufacturing

- ◆ Assembler
- ◆ Welding
- ◆ Robotics

### New Americans

- ◆ English
- ◆ Skill(s) Welding
- ◆ Truck Driving

### Health Sciences

- ◆ Lab Tech
- ◆ Nursing
- ◆ Health Info/Records

### Agriculture

- ◆ UAS/Crop Nutrition
- ◆ Precision Agriculture
- ◆ Marketing
- ◆ Crop Production

### Architecture/Construction

- ◆ Carpentry
- ◆ Drafting
- ◆ Ventilation

### Information Technology

- ◆ Project Manager
- ◆ Networking
- ◆ Programming

### Arts & Communications

- ◆ Graphic Designer
- ◆ Video Systems
- ◆ Computer Animator

### Incumbent Workforce

- ◆ Management Training
- ◆ Sales Training
- ◆ Team Building

### Business/Finance/Marketing

- ◆ Accounting/Banking
- ◆ Accounts Pay/Rec
- ◆ Sales/Marketing

### Space was divided into three categories.

1. Dedicated Space: Specific classroom space for both BSC/BPS
2. Shared Space: Shop space that is shared between BSC/BPS students and staff
  - ◆ Shared salary of tool room supervisors
  - ◆ Shared cost of equipment
  - ◆ Designed schedules of when both groups need to use the shop space
3. Common areas hallways, restrooms, etc.

**Staffing:** Shared staff, BSC staff maintain the Tech Center while BPS staff maintain the Career Academy. Cost sharing includes items like printing, office supplies, copying, etc. BSC hires their staff whereas BPS teachers are secondary certified staff. Auto Tech, Auto Collision, Agriculture tool room share personnel from Bismarck State College shares that helps with handing out tools and ordering supplies for the students.

### Courses offered at the Career Academy/Tech Center for high school students:

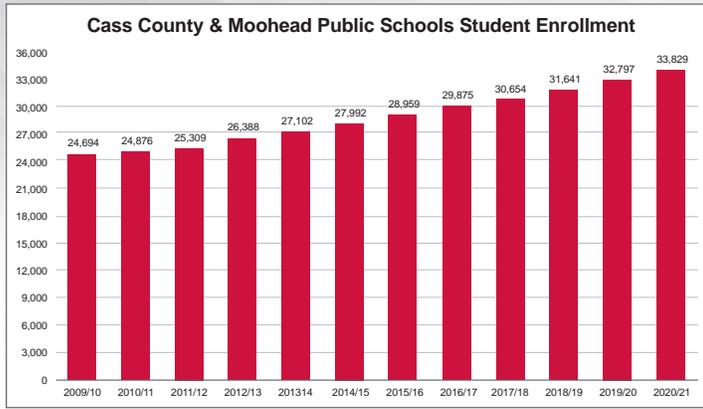
- |                  |                  |              |
|------------------|------------------|--------------|
| ◆ 3D Modeling    | ◆ Electronics    | ◆ Mechanics  |
| ◆ Agriculture    | ◆ Engineering    | ◆ Networking |
| ◆ Architecture   | ◆ Graphic Arts   | ◆ Robotics   |
| ◆ Auto Tech      | ◆ Health Careers | ◆ Welding    |
| ◆ Auto Collision | ◆ Horticulture   |              |
| ◆ Aviation       | (Science credit) |              |
| ◆ Carpentry      | ◆ Math           |              |

The academy has 1,300 high school students who take classes each day from all high schools in Bismarck including St. Mary's and Shiloh. Students receive Articulation credits with BSC in many of our classes.

Course offerings at the Career and Technical Education Center help students understand the relevance of academic work, expose them to career opportunities and develop team working skills. Students will be able to see how their learning is related to the world of work.



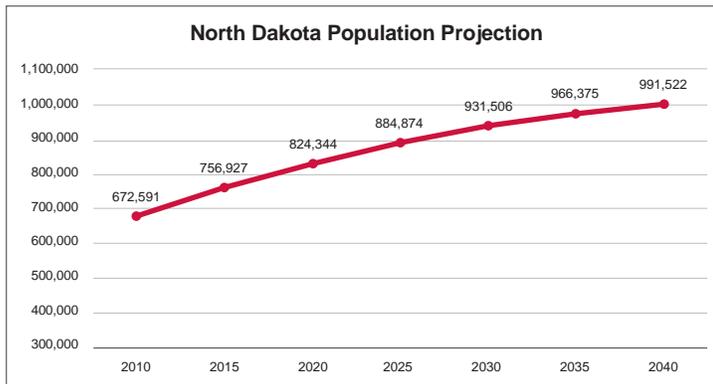
## K-12 STUDENT ENROLLMENT PROJECTED GROWTH



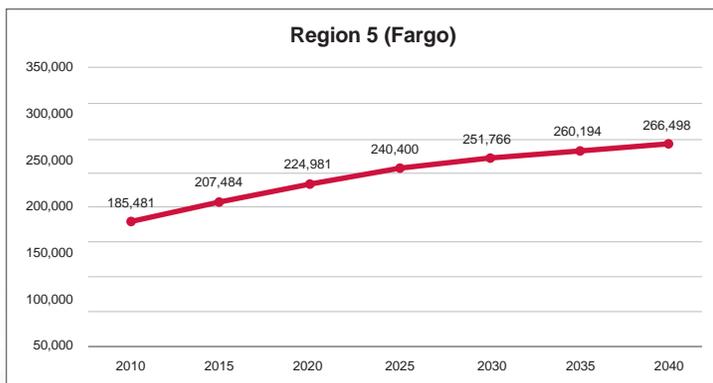
## STATE DEMOGRAPHIC DATA

State of North Dakota expected migration scenario.  
 Source: North Dakota Census Office projections of state and regions, 2016

The population of the state is expected to grow continuously from now to 2040, but begin to slow after 2030.



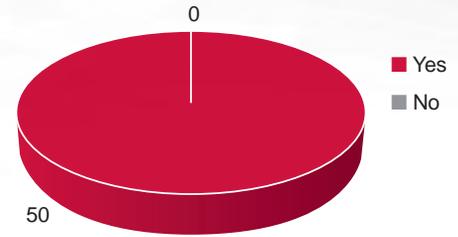
## NORTH DAKOTA'S ECONOMIC PLANNING REGIONS



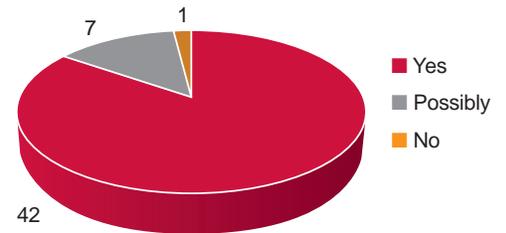
## PRIVATE SECTOR SUPPORT

Business leaders indicated that at a minimum the Fargo-Moorhead community could generate \$15,000,000 with 4-year pledges to match State and other local/federal support for the project.

**Do you support expanding the current NDSCS public/private model to address our region's workforce challenges?**



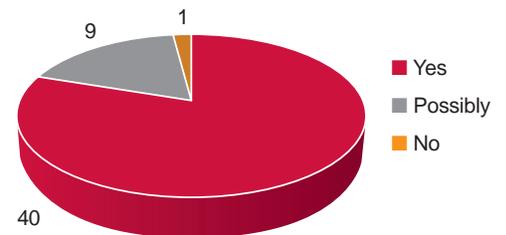
**Do you believe our region can support a \$15 million business/private investment commitment?**



## LEVEL OF SUPPORT

When asked the question would your organization participate with the effort to secure \$15,000,000 strong support was expressed.

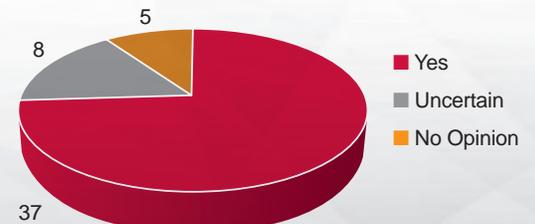
**Will your organization make a financial investment via a 4-year pledge?**



## CAREER PATHWAYS

Business leaders supported the notion of expanding an academic programming partnership with K-12 institutions. Creating a cohesive pathway for students into career fields requiring associate degrees that aligns with student population trends was widely supported.

**Do you believe K-12 curriculum should align with NDSCS A.S. education programs?**



# CAREER PATHWAY MODEL

## INTRODUCTION

The Career Workforce Academy, proposed by the North Dakota State College of Science (NDSCS), will be a collaborative partnership that includes:

- ◆ Private sector companies
- ◆ K-12 school districts in Cass and Clay counties
- ◆ NDUS two-year educational institutions
- ◆ FMWF Chamber of Commerce
- ◆ Greater Fargo-Moorhead Economic Development Corporation
- ◆ Cities of Fargo and West Fargo

Career and technical education efforts will focus on grades 10-14 and industry incumbent worker skill attainment. Collaboration will occur with other regional and state organizations when deemed relevant.

The Career Workforce Academy will blend high school and college in a rigorous yet supportive model, compressing the time it takes to complete the first two years of college. Students may receive both high school and college credit for early college courses completed in grades 10, 11 and 12. Courses can be taught by the high school faculty, college faculty, via face to face, ITV/IVN or online. Students who participate in the Early College Program will have a “smart start” to their college education.

### Why would high schools partner with NDSCS in Early College Programing?

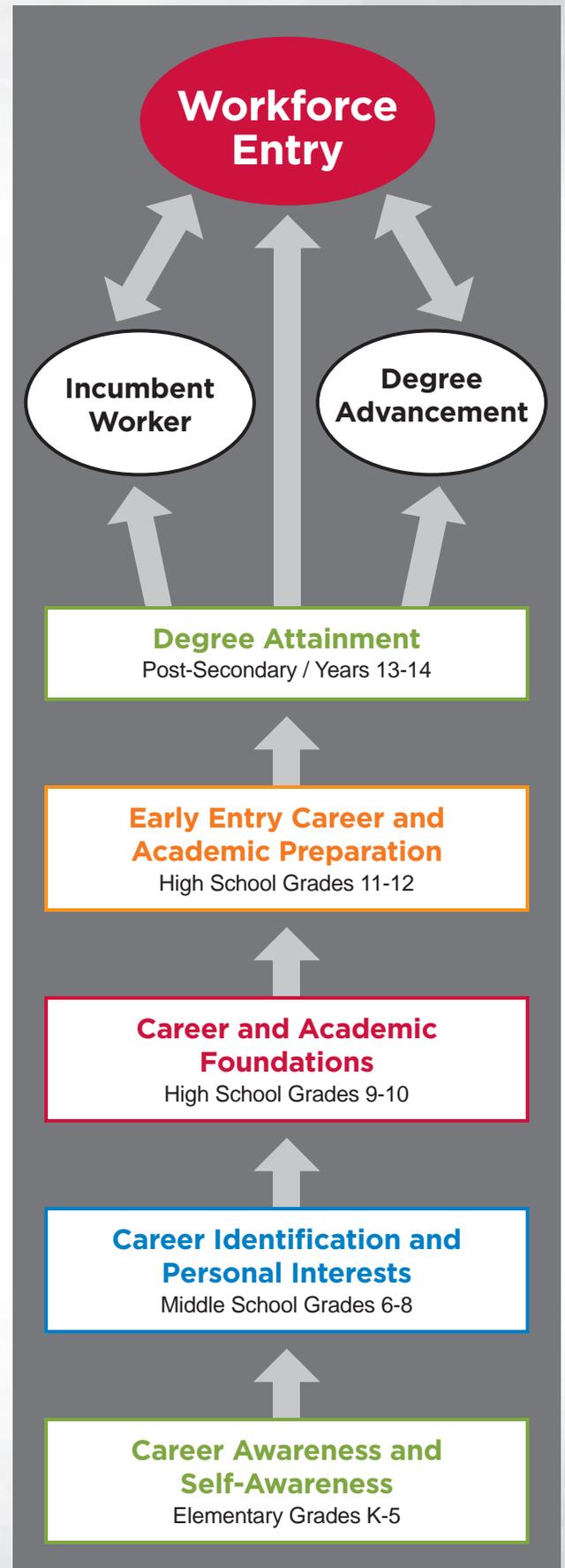
High schools partnering with the NDSCS at the Career Workforce Academy can simultaneously offer their students the opportunity to earn both a high school diploma and one or more years of college credits toward an Associate’s degree. The Early College Program will motivate high school students to stay in school, work hard and meet serious intellectual challenges. Early College Program high schools have the potential to improve high school graduation rates and better prepare students for high-skilled careers by engaging all students in a rigorous, college preparatory curriculum and reducing the number of years to complete a college degree. Early High School program data indicates that students enrolled in an Early College option score higher on state-mandated math and English Language Arts exams.

### How does the Early College Program benefit students and their families?

Early College Program students are challenged and supported to develop the knowledge, skills, and behaviors that lead to success in college by pursuing a more rigorous curriculum. Credits earned through the Early College Program will provide students the opportunity to accelerate their college career.

Reducing the time-to-degree can result in substantial savings to the student and their families. Students completing one year of college courses in the Early College Program can potentially save \$8,000 to \$25,000 depending upon whether they attend a public or private institution.

Credits earned under the Early College Program will apply toward a degree at the NDSCS and are transferable to other college and universities. A college degree is the goal for all participants.



## SAMPLE Student Placement Guide

### Sample - Early Entry Course Guide

Pathway	Key	College Placement Scores		Industry Connections		Early Entry Transition	
		Accuplacer Algebra-Reading-English	ACT Math-Reading-English	Standards Alignment	Credentials or Skills Assessment	Credit for Prior Learning	Dual Credit #
Web Developer		25-85-5	17	TBD	TBD		36
Information Systems Administrator		41-85-5	17	TBD	Cisco, A+		42
IT Forensic and Security		41-85-5	17	TBD	TBD		37
Welding Technology		25-61-4	15	TBD	TBD	x	8
Robotics, Automation and Mechatronics		25-61-4	17-15-15	TBD	TBD	x	
EMT		76-61-4	21-14-12	TBD	CNA, CPR/First Aid, EMR	x	
Pharmacy Technician		57-85-5	19-18-16	TBD	CNA, CPR/First Aid	x	
Practical Nursing		See Admissions Requirements		TBD	CNA, CPR/First Aid	x	

### Sample Schedules

Option 1:	Option 2:	Option 3:	Option 4:
1. Block A Periods EB* & 1: 7:25-8:55 a.m. 2. Block B Periods 1 & 2: 8:20-9:50 a.m. 3. Block C Periods 2 & 3: 9:25-10:55 a.m. 4. Block D Periods 4 & 5: 11:55-1:25 p.m. 5. Block E Periods 6 & 7: 1:58-3:28 p.m.	<b>M/W/F</b> 7:30-8:30 a.m. 9-10 a.m. 10:30-11:30 a.m. 12-1 p.m. 1:30-2:30 p.m.	<b>T/R</b> 7:30-9 a.m. 9:30-11 a.m. 11:30-1 p.m. 1:30-3 p.m.	1. Block 1 – 8-9:30 a.m. 2. Block 2 – 10-11:30 a.m. 3. Block 3 – 12-1:30 p.m. 4. Block 4 – 2-3:30 p.m.

## SAMPLE COURSE ALIGNMENT High School to College Program Areas

### Manufacturing and Engineering

College Program	High School Manufacturing Courses	Academy Courses Transition – Grade 11 and 12	College Courses – Year 13
<b>Welding Technology</b>	Metals I and II Auto Manufacturing 1, 2 and 3 (Move Programs from current sites)	Dual Credit WELD 151, 152, 153 and 154 MGFT 101 and 123	Pick up remaining courses in Program of Studies
<b>Robotics, Automation and Mechatronics</b>	PLTW – IED      PLTW – POE Robotics	Dual Credit RAMT or ECAL courses	Pick up remaining courses in Program of Studies
<b>General Education Options</b>	ENGL110 (3) or ENGL 105 Technical Communications (3) MATH 130 – Technical Mathematics (2) and MATH 132 – Technical Algebra (2) MATH 136 – Technical Trigonometry      CIS 101 – Computer Literacy (2) PSYC 100 – Human Relations (2)      FYE 101 – Science of Success		

### Health Science – Medical Related Careers

College Program	High School Health Science Courses (Credit toward Admissions)	Academy Courses Transition Grade 11 and 12 (Credit toward Admissions)	Continue College Coursework – Year 13
<b>EMT</b>	Health Science I and II Prevention and Care General Education (DC)	Health Science I and II EMS Coursework General Education and Labs	Advanced EMT Paramedic Community Paramedic
<b>Nursing</b>	Health Science I and II Med Term General Education (DC)	CNA Health Science I and II General Education and Labs	Practical Nursing
<b>Pharmacy Tech</b>	Health Science I and II General Education (DC) Med Term	Health Science I and II Pharmacy Technician courses General Education and Labs	Pharmacy Technician
<b>General Education Options</b>	ENGL110 (3) and ENGL 120 (3) MATH 130 – Technical Mathematics (2) and MATH 132 – Technical Algebra (2) MATH 136 – Technical Trigonometry      CIS 101 – Computer Literacy (2) BIOL 220 and BIOL 221 - Anatomy/Physiology I and II      FYE 101 – Science of Success		

## SAMPLE Early College Degree Plan

### Information Technology Pathways Early Entry - Dual Credit (Concurrent programming)

Grade	Fall	Spring	Location	Credits
Grade 10	CIS 128 IT Essentials I (3)	129 IT Essentials II (3)	High School	6
Grade 11	CIS 164 Network Fundamentals I (4) CIS 191 Science of Success (1) CIS 212 Microsoft Windows OS (3)	CIS 165 Network Fundamentals II (4) CIS 197 Internship 9 (1) CIS 220 Unix OS (3)	Academy	16
Grade 12	CIS 267 Intermediate Networking I (4) ENGL 110 College Composition I (3) – replace English IV PHIL 210 Ethics (3)	CIS 268 Intermediate Networking II (4) CIS 244 Web Server Management (3) MATH 103 College Algebra (3)	Academy	20

**Certificate Complete    42**

Year 13	CIS 215 Windows Server (4) CIS 279 Security Awareness (1) CSCI 160 Computer Science (4) SOC/HUM elective (3) HPER (1)	CIS 180 HTML and CSS (3) CIS 216 Windows Network (4) ENGL (3) HPER (1)	Academy	24
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**A.A.S Complete    66**

### IT Forensics and Security

Grade	Fall	Spring	Location	Credits
Grade 10 or 11	CIS 128 IT Essentials I (3)	CIS 129 IT Essentials II (3)	High School	6
Grade 11	CIS 164 Network Fundamentals I (4) FYE 101 Science of Success (1)	CIS 165 Network Fundamentals II (4) PHIL 210 Ethics (3)	High School or Academy	12
Grade 12	CIS 241 IT Forensics (4) CIS 282 Computer System Security (4) ENGL/COM (3)	CIS 242 IT Forensics II (4) CIS 284 Managing Network Security (4)	Academy	19

**Certificate Complete    37**

### Web Design/Web Developer

Grade	Fall	Spring	Location	Credits
Grade 10	CIS 180 HTML (3)	CIS 181 Web Authorizing (3)	High School	6
Grade 11	CIS 164 Network Fundamentals I (4) CIS 232 Graphic Design (3) FYE 101 Science of Success (1)	CSCI 135 Web Programming XML (3) BOTE 108 Business Mathematics (3) ENGL 125 Intro to Prof. Writing (3)	Academy	17
Grade 12	ENGL/COM 110 (3) BADM Intro to eBusiness (3) CSCI 122 Visual Basic (3)	CIS 220 UNIX OS (3) HPER (1) CIS 182 Image Editing (3)	Academy	16

**Certificate Complete    39**

Year 13	CIS 279 Security Awareness (1) CSCI 133 Database Concepts SQL (3) CSCI 160 Computer Science I (4) CSCI 230 Web Database ASP/PHP (3) PHIL 210 Ethics (3)	CIS 197 Internship 9 (1) CIS 233 Vector Graphics (3) CIS 244 Web Server Mgmt (3) CSCI 102 Fundamentals of Cyberlaw (3) SOC/HUM Elective (3) HPER (1)	Academy	28
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**A.A.S Complete    64**





September 9, 2016

Chancellor Mark Hagerott and members of North Dakota Board of Higher Education  
North Dakota State University System  
10th Floor, State Capitol  
600 East Boulevard Ave., Dept. 215  
Bismarck, ND 58505-0230

Chancellor Hagerott and members of the North Dakota Board of Higher Education:

I wrote to you in May about a sense of urgency among leaders to find the qualified workforce necessary to reach our economic potential. Now, I urge you, in the spirit that the market is demanding, to support the expansion of North Dakota State College of Science in Fargo to broaden access to workforce development and training by allowing the institution to move forward with an effort to begin fundraising within the private sector.

The Chamber of Commerce, along with the Greater Fargo Moorhead Economic Development Corporation, United Way Cass-Clay, Fargo Moorhead Area Foundation and the Fargo Moorhead Convention and Visitors Bureau, recently conducted and released a comprehensive workforce study. This study analyzed the growing issue of an extreme workforce shortage in the Fargo-Moorhead metropolitan area. Over the next four years, there will be over 30,000 open jobs, many of those being skilled labor. It is imperative to the continued success of our community, state and region that we provide ample opportunities for students and adults to receive job training in fields that are in high demand.

The Fargo-Moorhead metropolitan area is North Dakota's largest and fastest growing population center. In addition, the Fargo area K-12 public school's projected enrollment numbers are significant leaps from year to year. A strong partnership between the K-12 education system and NDSCS, along with other two-year colleges, is a key attribute to advance career pathways for students and current employees. Allowing collaboration to occur, high school students are exposed to viable career opportunities at a faster rate and businesses are gaining highly qualified and trained job candidates.

A preliminary study has been done in which K-12, higher education, the business community, as well as corporate CEOs were interviewed about the workforce challenges they are facing in their respective businesses. The overwhelming results were that clearly there is a need for a collaborative effort between K-12 and higher education in order to address our workforce challenges.

In May, my letter showed you the support of the Chamber and business community and our hope to seek a third of the funds needed for this effort from private investors, a third from the state and a third from other sources including the federal government. However, in light of the economic environment that our state finds itself in, that plan will clearly need to be adjusted. Today we are asking you and the Board of Higher Education to take action to allow NDSCS to proceed with phase one of this effort by allowing us to move forward with raising private funds that will enable progress as this project moves forward.

The Chamber has a strong coalition of business and industry partners that depend on NDSCS to train their workforce. We look forward to seeing this project become a reality and would appreciate your support.

Sincerely,

Craig Whitney  
President/CEO  
Fargo Moorhead West Fargo Chamber of Commerce

May 19, 2016

Chancellor Hagerott  
Members of the North Dakota State Board of Higher Education  
600 E. Boulevard Avenue, Dept. 215  
Bismarck, ND 58505-0230

Dear Chancellor and Members;

Over the last two years the Fargo Moorhead Economic Development Corporation has refocused our core mission to be more Workforce oriented than attraction or expansion oriented. Our current low unemployment numbers have caused local businesses to change their strategies for growth and it has almost halted attraction of new businesses to our market.

We have passed the tipping point as it relates to workforce, we are seeing businesses close for lack of workforce, businesses deciding not to open due to lack of workforce, manufacturing facilities moving production lines to other locations due to lack of Workforce and Tech Businesses opening satellite offices in other states due to the inability to attract workforce to our area.

We are at a critical stage and we need our education partners to be prepared to help meet these challenges. This need includes K-12, two-year and our four-year, plus institutions.

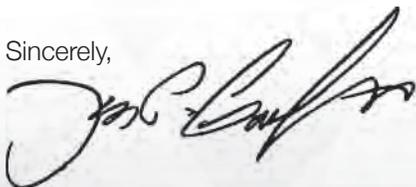
The current NDSCS facility in the Fargo market has served a valuable asset since 1997 but with the incredible growth within North Dakota's major city it's time for our two-year education partner to adapt to the needs of the market. Since 1997 the population has increased 40% and the types of jobs have changed significantly.

Twenty years ago our market was based on an agrarian market with a great deal of service and retail jobs. In today's market Technology, Higher Education and Finance & Banking jobs have led our growth.

We currently have over 5,000 open positions within the Fargo market and according to our most recent Workforce Study, which was completed in 2015, we will need to fill over 30,000 positions by 2020 in the FM area. These jobs are not only new positions but a large percentage will be due to retirements within our market. These retirees are some of the most skilled workforce we have and replacing them will push businesses and organizations into making difficult decisions on future growth.

Our region needs a new and upgraded NDSCS in our market, one that partners with K-12 schools and provides the training for today and tomorrow's jobs!

Sincerely,



James P. Gartin  
President, Greater Fargo Moorhead EDC





September 7, 2018

Governor Doug Burgum, Chancellor Mark Hagerott and Higher Education Board Members  
North Dakota University System  
10th Floor, State Capitol  
600 East Boulevard Avenue, Dept. 215  
Bismarck, ND 58505-0230

Dear Governor Burgum, Chancellor Hagerott and Higher Education Board Members:

As Mayors, we have had the opportunity to lead our communities through an incredible period of growth. We certainly want to continue that growth, but workforce shortages are inhibiting some possibilities.

We hear every day from business owners just how critical the situation is in our communities. We know our state's universities and colleges are working hard to bring us graduates to fill our needs.

However, we also realize there is a dire need for technical skills in such fields as health care, welding technology, mechanical skills and many others. To that end, the North Dakota State College of Science (NDSCS) has been providing the state with graduates to help fill those needs for many years.

However, NDSCS needs more classroom space in the metropolitan area. In our discussions with President Richman, this new facility would educate students in conjunction with area businesses that have offered to form a public/private partnership. Additionally, the facility would be used for K-12 programming efficiently serving our area schools.

We, as mayors, support the plan to build a facility in the metropolitan area, as well as President Richman's funding plan. We ask for your financial support as the cities of Fargo and West Fargo also look for opportunities to partner in the effort.

Regards,

Timothy J. Mahoney, Mayor  
City of Fargo

Bernie Dardis, Mayor  
City of West Fargo





October 3, 2016

North Dakota State College of Science has been a vital member of the Wahpeton community since 1903. Throughout the years, NDSCS has not only grown a reputation for providing a top-quality education at its Wahpeton campus, but has also recognized that it has a statewide mission.

While NDSCS has maintained its primary campus presence in Wahpeton, the College has also offered academic programs and workforce training initiatives throughout North Dakota for more than 50 years. As business and industry needs have grown, NDSCS has responded. Recent examples include the NDSCS Nursing program offered in Oakes, and its Pharmacy Technician program offered in Bismarck. These programs and others have not diminished the College's presence in Wahpeton, but have enhanced its ability to accomplish its mission to educate and train the workforce for North Dakota and the region, as well as align with the SBHE goal to provide programs people want, where and when they need them. These multiple off-site locations, including NDSCS-Fargo, have strengthened NDSCS's ability to deliver greater socio-economic value to the state. In addition, off-site programs have contributed to increasing enrollment at NDSCS-Fargo as well as the main campus in Wahpeton.

NDSCS has offered education and training opportunities in the Fargo-West Fargo community for more than 20 years. In that time, the area has seen ever-increasing population growth. Along with the population, there has been enrollment growth in several K-12 school districts, as well as business and industry. The ever-increasing program offerings align with an NDSCS goal that states: "Meet the workforce and educational needs of the Fargo-West Fargo region." NDSCS enrollment at its Fargo location has, and is, projected to continue to follow these same growth patterns.

The challenge to the College is that NDSCS-Fargo will soon be at capacity and the facility will be an inadequate size to serve the projected population growth in the Fargo-West Fargo area. Since expansion of the current facility is not feasible, NDSCS-Fargo will need to relocate in order to continue to provide the appropriate education and workforce training opportunities people want, where and when they need them. This new location will allow for enhanced and expanded collaboration between K-12 and Higher Education which is an important initiative for North Dakota University System Chancellor, Mark Hagerott.

As a business leader in Wahpeton, I recognize that NDSCS program offerings in the Fargo-West Fargo community and other locations have strengthened the College's ability to bring even greater socio-economic value to the state.

I support the continued expansion of NDSCS program offerings, delivery methods, and delivery locations – including NDSCS-Fargo.

Terry Goerger *Business Leader*

Jim Sturdevant *Business Leader*

Joel Sirek *Business Leader*

Tom Shorma *Business Leader*

Jana Berndt *Business Leader*

Colette Barton *Business Leader*

Russell Thane *Former State Senator*

Rollie Ehlert *Richland County Commissioner*

Perry Miller *Wahpeton City Councilmember*

Clark Williams *Former State House of Representatives*

Alisa Mitskog *District 25 State House of Representatives*

Dan Rood Jr. *SE CTE Director/Former Wahpeton Mayor*

Rick Jacobson *Superintendent, Wahpeton Public Schools*

Craig Caspers *Former SBHE Member/Business Leader*

Cliff Hermes *Wahpeton Resident/Former Educator*

Cindy Schreiber-Beck *Business Leader*

Paul & LeAnn Folden *Business Leaders*

Larry Luick *District 25 State Senator*

Brad Pauly *Business Leader*

Tim Campbell *Richland County Commissioner*

Casey Miller *Business Leader*

Rick Steckler *Business Leader*

Nathan Berseth *Richland County Commissioner*

Scott Meyer *Business Leader*

Fred Strege *Business Leader*

Steve Dale *Wahpeton City Councilmember*

Ned Clooten *High School Principal, Wahpeton School District*

Marty Schmidt *Wahpeton City Councilmember*

Janel Frederickson *Business Leader*

Meryl Hansey *Current Wahpeton Mayor*





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www.fargo.k12.nd.us

**Rupak Gandhi, Superintendent** • 701.446.1005  
**Dr. Robert Grosz, Associate Superintendent** • 701.446.1073  
**Missy Eidsness, Associate Superintendent** • 701.446.1069  
**Brittnee Nikle, Director, Human Resources** • 701.446.1038  
**Jackie Gapp, Business Manager** • 701.446.1032  
**AnnMarie Campbell, Executive Assistant & Communications** • 701.446.1005

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August 30, 2018

RE: Career Workforce Academy

To Whom It May Concern,

I am writing this letter of support on behalf of the Board of Education and Administration of the Fargo Public Schools for the continued development of a plan of action to better serve the educational and workforce needs of North Dakota and the Southeast region of the state.

Over the past two years, the Fargo Public Schools has participated in numerous conversations with a team of individuals representing a consortium of both public and private interests. The public interest represents educational institutions, including representatives from K-12 education in West Fargo Public and Moorhead Public Schools, and higher education institutions including North Dakota State College of Science (NDSCS) and M-State Moorhead. The private interests are represented by local business leaders with the Greater Fargo-Moorhead Economic Development Corporation and the Fargo Moorhead West Fargo Chamber of Commerce.

The development of a "Career Workforce Academy" will provide industry recognized credentials to K-12 students, two-year college students, and the incumbent workforce. Specifically, the development of career awareness activities, career exploration projects, and career pathway programs that align with the workforce needs of the state and local area will be centric to these efforts.

The Fargo Public Schools supports the continued development of a future "Career Workforce Academy." We look forward to our continued involvement in this process.

Sincerely,

A handwritten signature in black ink, appearing to be "Rupak Gandhi".

Mr. Rupak Gandhi  
Superintendent



September 4, 2018

To Whom It May Concern:

Over the past 3 years, our district has been engaged in conversations, planning events, and visitations to facilities and other communities to explore the concept of a Career Workforce Academy or a similar construct. Through this process, which engaged representatives from K 12 education in Fargo, Moorhead, and West Fargo, ND State College of Science, MN State, business/industry, Chamber of Commerce, and Greater Fargo Moorhead Economic Development Corporation, I believe there is a strong need for workforce and career ready pathways. The Career Workforce Academy model has been very successful in other cities and states, and I am in strong support of further discussions and exploration for our metro area.

The ND Department of Instruction, in partnership with various stakeholders, has created a new vision for education in North Dakota as part of ESSA: Every Student Succeeds Act. The "Choice Ready" component of ESSA states "All students will graduate choice ready with the knowledge, skills and disposition to be successful in whatever they choose to do, whether they pursue a post-secondary degree, enroll in a technical college, enter the workforce, or join the military." This law is designed to ensure students are equipped to pursue the option of their choice after graduating from high school. The increased accountability in the areas of "career ready" will ensure our district is providing a high quality CTE pathway for students, as well as opportunities for community service, career ready practices, and work-based learning experiences.

During the years of No Child Left Behind (NCLB), schools focused on standardized tests, proficiency, and college readiness. With ESSA, students are given a voice and choice about their futures. This is a paradigm shift for school staff and parents, and it will take time. Career and technical education is a large component of "Choice Ready", and we will provide a better CTE program for students if we work together. On behalf of WFPS, I commit our continued participation in the study and exploration of a career workforce academy in our community.

Sincerely,

Beth Slette  
Superintendent





*Northern Cass School District No. 97*  
*Home of the Jaguars*



16021 18<sup>th</sup> St. SE  
Hunter, ND 58048  
Phone: (701) 874-2322 Fax: (701) 874-2422  
Web Site: [www.northerncassschool.org](http://www.northerncassschool.org)

*Dr. Cory Steiner, Superintendent*  
*Derrick Bopp, AD/Dean of Students*  
*Crysta Schenck, Elementary Principal*  
*Julie Keckler, Business Manager*

September 29, 2017

To Whom It May Concern:

Over the past year, I and other members of the Northern Cass School District have been engaged in conversations, meetings, planning events, and presentations to explore the concept of a Career Workforce Academy. During this process, representatives from K-12 education in Fargo, Moorhead and West Fargo, ND State College of Science, MN State and Technical College, business/industry, the Chamber of Commerce, and the Greater Fargo Moorhead Economic Development Corporation have been engaged in purposeful conversations around this concept. It has been evident from the first meeting an entity such as this is a great need for our region. The rural schools in Cass County aren't able to provide the variety of curricular options necessary for students to explore their passion areas on a consistent basis. This concept will not only expose students to different courses and careers, but it will also provide them with the opportunity to engage in authentic and meaningful learning at the highest of levels.

I have engaged the school board in discussion of the concept. They understand it is our intention to continue participating in the development of a facility as well as the means to program and operate such a program to the benefit of students at all levels. Our strategic plan's first goal relates to students being choice ready. This concept will allow our district to guarantee our students are truly choice ready. Our 'Why' is we believe every child can change the world; therefore, we must provide a world class education. This concept will allow us to truly meet our 'why' for every student who attends Northern Cass.

On behalf of the Northern Cass School District, school board, and administration, I pledge support and participation in development of the concept of a career/workforce academy. This will not only benefit our students, but also the metro area as a whole. This academy will help our region meet the changing needs of society in a manner which prepares students and adults for the next steps in their lives.

Sincerely,

Dr. Cory J. Steiner  
Superintendent of Schools





Fostering Student Excellence

## Central Cass School District

September 25, 2017

To Whom It May Concern:

Central Cass Students, Parents, Staff and members of the business community have completed a master planning process over the past 18 months. Many conversations occurred related to programming and academic offerings related to agriculture, vocational, career, and technical areas that were simply not currently available to our students. Yet the need to offer these opportunities and skill development was deemed important by our constituents as an alternate pathway to higher ed. and/or college and career options.

As such, we have joined a consortium that has partnered with other institutions in Cass County to expand some of these offerings to our current students. As those conversation expanded, planning events and visitations to facilities in other communities to explore the concept of a Career Workforce Academy or similar construct occurred.

Representatives from K-12 education in Fargo, Moorhead and West Fargo, ND State College of Science, MN State, business/industry, Chamber of Commerce, and the Greater Fargo Moorhead Economic Development Corporation, took part in identifying this as a need for something similar in our community. Our Board also sees this as an important venture to be involved with and feels it fulfills our mission of "student excellence" "community collaboration" and "expanded opportunity" for our students.

Central Cass is committed to assisting in the development of a future Career Academy and securing the funds necessary for building and operating a facility such as this. We feel this program will benefit all students in our area, grades K-12, as we want to ensure that our students graduate ready and empowered for the next steps in their education or career pathways. These enhanced opportunities for our students, align with workforce needs, and maximize the utilization of facilities and resources in our community to these ends.

Respectfully,

Morgan Forness

**Phone: 701-347-5353 Elementary**  
**Phone: 701-347-5352 Middle & High School**

**Fax: 701-347-5354**  
**Website: [www.central-cass.k12.nd.us](http://www.central-cass.k12.nd.us)**

**802 5th Street North, Casselton, ND 58012**

Equal Opportunity Employer





June, 2017

To Whom It May Concern:

As current and former elected members of the North Dakota legislature, we understand the importance of a skilled workforce and support efforts to expand local initiatives to enhance our ability to deliver education and training through new and innovative models for individuals to achieve career readiness.

The Fargo/Moorhead regional Career Academy project will be a collaborative partnership that includes private sector investment, K-12 school districts, North Dakota State College of Science and other two-year educational institutions, the FMWF Chamber of Commerce, Greater Fargo/Moorhead Economic Development Corporation and the cities of Fargo and West Fargo. The academy will expand career and technical education and training that focuses on elementary, junior high and high school career pathway programs that align with targeted industry growth clusters. We believe business and industry commitment to cooperative educational/apprenticeship opportunities that work in tandem with students enrolled in K-14 educational programs will have a positive impact on closing the skills gap in North Dakota.

We support the creation of a regional career academy that along with a similar initiative in Bismarck, ND will prepare North Dakota's youth for a more productive and successful lives. Further, as members of the legislature support innovative models to advance career pathways that will be the best way to help our youth to achieve their potential and financial independence.

#### **State Senate**

Rich Wardner, *Majority Leader, Dickinson*  
Joan Heckaman, *Minority Leader, New Rockford*  
Larry Luick, *Wahpeton*  
Judy Lee, *West Fargo*  
Carolyn Nelson, *Fargo*  
Merrill Piepkorn, *Fargo*  
Tim Mathern, *Fargo*  
Ron Sorvaag, *Fargo*  
Kyle Davison, *Fargo*  
Tom Campbell, *Grafton*  
Jonathan Casper, *Fargo*  
Jim Roers, *Fargo*  
Tim Flakoll, *Fargo*

#### **State House**

Al Carlson, *Majority Leader, Fargo*  
Corey Mock, *Minority Leader, Grand Forks*  
Cindy Schreiber Beck, *Wahpeton*  
Dennis Johnson, *Devils Lake*  
Thomas Beadle, *Fargo*  
Shannon Roers Jones, *Fargo*  
Joshua Boschee, *Fargo*  
Glenn Bosch, *Bismarck*  
Alisa Mitskog, *Wahpeton*  
Ron Guggisberg, *Fargo*  
Gretchen Dobervich, *Fargo*  
Kathy Hogan, *Fargo*  
Mike Nathe, *Bismarck*  
Clark Williams, *Wahpeton*  
Michael Howe, *Casselton*



State of  
**North Dakota**  
*Office of the Governor*

**Doug Burgum**  
*Governor*

June 2017

Dear State Board of Higher Education members,

As Governor of the great state of North Dakota, I strongly endorse the Fargo/Moorhead Regional Career Academy project.

This partnership will harness the power of private sector investment and the knowledge of K-12 school districts, as well as the North Dakota State College of Science and other two-year educational institutions, combined with the community-based focus found in organizations such as the Fargo Moorhead West Fargo Chamber of Commerce, Greater Fargo/Moorhead Economic Development Corporation and the cities of Fargo and West Fargo.

The synergetic effort being made to create a regional academy focused on equipping young adults with the skills they need to achieve career readiness is remarkable.

The project's focus is one of great merit, as the benefits of career and technical training to create a more empowered workforce extend far beyond that of the individual's ability to lead a more successful and productive life.

Business and industry's commitment to cooperative educational and apprenticeship opportunities fosters growth in all areas of society, including workforce development, efficient infrastructure and healthy, vibrant communities. Growth in these areas is beneficial to all and is strongly enhanced by cooperative efforts such as the Fargo/Moorhead Regional Career Academy project. It will allow our workforce to remain competitive in a 21st century economy, and we must support these ventures.

Sincerely,

A handwritten signature in black ink that reads "Doug Burgum".

Doug Burgum  
Governor





SENATOR JOHN HOEVEN  
NORTH DAKOTA

September 14, 2018

North Dakota State College of Science  
1305 19th Ave N  
Fargo, ND 58102

To Whom It May Concern:

I am writing to express my support for the Career Workforce Academy, proposed by the North Dakota State College of Science (NDSCS). Thank you for your consideration.

We've worked hard to build a pro-growth business climate in our state that encourages investment and innovation. As a result, we've enjoyed a long stretch of low unemployment rates, an influx of new residents, and rising wages. Further, we are experiencing tremendous success beyond our two primary industries of agriculture and energy, with the rise of our technology sector. Even in the face of economic challenges and low commodity prices, our farmers, ranchers, energy producers, and small business owners have continued to innovate and maintain their operations.

Nevertheless, we do face some constraints on our continued economic growth, including an insufficient workforce to meet the demand for labor. In order to help address this issue, NDSCS has proposed this :academy, a collaboration of private businesses, career and technical education (CTE) institutions, and local school districts in Cass and Clay counties. The goal of this effort is to expand awareness of, and access to, CTE and certificate programs for high school students in the region, empowering them to gain college credit and certifications prior to graduation. Doing so will help students get a head start on their careers, saving them time and money, while also helping businesses attract and retain skilled employees. Ultimately, that means greater opportunities for our residents to lead productive, successful lives and a stronger, growing economy for years to come.

Accordingly, I hope this proposal receives favorable consideration. Again, thank you for your time and attention to this important matter. I look forward to monitoring the progress of this initiative. Please feel free to contact my office with any updates or inquiries you may have.

Sincerely,

John Hoeven  
U.S. Senator





September 12, 2018

To Whom It May Concern:

I am writing to express my support for the continued development of the Career Workforce Academy proposed by the North Dakota State College of Science. A quality education is one of the most important advantages we can offer, and this project will provide students with career awareness and preparedness that will help set them on a path toward achieving their goals and reaching their potential.

Career oriented programs that align with North Dakota's workforce needs prove crucial when making strides towards a more sustainable future. The Career Workforce Academy will provide career and technical education (CTE) opportunities beyond what is offered in our high schools and help close the skills gap in North Dakota. CTE not only helps students prepare for higher education and their careers, but also boosts North Dakota's economy by providing our state with a well-prepared, high quality workforce that can succeed in the innovative jobs of the 21st century economy. To support North Dakota's increasingly diversified economy, we must develop each student's skill set, and the Career Workforce Academy will be an integral part of that effort.

Thank you for your consideration and attention to this proposal, and I look forward to seeing this project come to fruition.

Sincerely,

A handwritten signature in blue ink that reads "Heidi Heitkamp". The signature is written in a cursive style and is set against a light yellow rectangular background.

Heidi Heitkamp  
United States Senator



**KEVIN CRAMER**  
NORTH DAKOTA

**WASHINGTON D.C. OFFICE:**  
1717 LONGWORTH BUILDING  
WASHINGTON, DC 20515  
202-225-2611

**BISMARCK OFFICE:**  
220 EAST ROSSER AVENUE  
ROOM 328  
BISMARCK, NORTH DAKOTA 58501  
701-224-0355



**CONGRESS OF THE UNITED STATES  
HOUSE OF REPRESENTATIVES  
WASHINGTON, DC 20515**

**FARGO OFFICE:**  
3217 FIECHTNER DRIVE SOUTH, SUITE D  
FARGO, NORTH DAKOTA 58103  
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**MINOT OFFICE:**  
315 MAIN STREET SOUTH, SUITE 203  
MINOT, NORTH DAKOTA 58701  
701-839-0255

**GRAND FORKS OFFICE:**  
CENTER FOR INNOVATION FOUNDATION BUILDING  
4200 JAMES RAY DRIVE, OFFICE 600  
GRAND FORKS, NORTH DAKOTA 58202  
701-738-4880

September 14, 2018

Chancellor Mark Hagerott and North Dakota Board of Higher Education  
North Dakota University System  
600 East Boulevard Avenue, Dept. 215  
Bismarck, ND 58505-0230

Dear Chancellor Hagerott and Board Members:

I write in support of the development of the Cass-Clay Workforce Academy. As a collaborative public-private partnership between school districts, the state university system and private businesses in Cass and Clay counties, this academy will offer the specialized training most needed in the region.

With our nation's current strong economy and the low unemployment and significant job growth it has brought, we are now faced with the challenge of providing well-trained individuals to fill open positions. A strong economy will not be easily sustained without employees in these jobs. With its many partners and collaboration with the North Dakota State College of Science, the Cass-Clay Workforce Academy will have the ability to develop coursework and career paths for students based on the area's greatest employment priorities.

The diversity of North Dakota's current workforce and projected growth in many areas of employment require a unified response from our state. The proposed Cass-Clay Workforce Academy is one way to address these challenges.

Sincerely,

A handwritten signature in blue ink that reads "Kevin Cramer".

Kevin Cramer  
Member of Congress

CRAMER.HOUSE.GOV



STATE OF NORTH DAKOTA  
DEPARTMENT OF AGRICULTURE  
600 E BOULEVARD AVE, DEPT 602  
BISMARCK, ND 58505-0020

DOUG GOEHRING  
COMMISSIONER

Aug. 22, 2018

Chancellor Mark Hagerott and Higher Education Board Members  
North Dakota University System  
600 East Boulevard Ave., Dept. 215  
Bismarck, ND 58505-0230

Dear Chancellor Hagerott and Higher Education Board Members:

I'm writing in support of the proposed Cass-Clay Workforce Academy. The academy would be a great benefit to students in the greater Fargo-Moorhead area by providing more choices in continuing education both during high school and beyond.

Similar partnerships, such as the Career Academy in Bismarck, help expose students to educational opportunities that may turn into lifelong passions and careers.

As North Dakota Agriculture Commissioner, I am thankful for the programs that support agriculture, rural communities, manufacturing facilities, energy, construction and more. The opportunities in agriculture and its related fields are an important piece of North Dakota's future and the proposed Career Academy would play a much needed role in helping to fill that need.

Sincerely,

A handwritten signature in blue ink, appearing to read "Doug Goehring".

Doug Goehring  
Agriculture Commissioner



