



ND Career Builders is a tool for business to recruit and retain talent in high-need and emerging occupations in the state. This is a partnership between the state and businesses to grow the ND workforce.

■ What programs qualify for scholarship eligibility?

- Those listed on the Scholarship High-Need and Emerging Occupations List found on the website at ndus.edu/career-builders/.
 - Qualifying certificate or degree programs must be from a ND institution.
 - Qualifying programs are those at the associate's level and below, or other programs (up to and including bachelors) that are not longer than 4 semesters or 6 quarters in length.

■ What are “matching private sector dollars” and where will the funding come from?

- Since this is a dollar-for-dollar public/private match program, businesses, economic development, and even individuals may make private-sector donations to support ND Career Builders.
- The North Dakota University System (NDUS) may only make payment to the extent that one dollar of private funds for each dollar of public funds is received.
 - The private-sector funds (up to \$8,500) will be matched by state funds.
 - Both the scholarship & loan repayment require matching private-sector dollars.

■ How much can recipients qualify for?

- This depends on the private-sector dollars that have been donated for an individual. The maximum award is \$17,000, funded 50% by the private-sector and 50% by the state.
 - For the scholarship, awards may not exceed tuition, fees, books and supplies, up to \$17,000.
 - Loan repayment recipients may qualify for up to \$5,667 per year for a maximum of 3 years on qualifying student loan balances, up to \$17,000.
 - Recipients can qualify for both the scholarship and loan repayment, not to exceed \$17,000 combined.

■ Does the recipient of the scholarship have any obligation?

- Yes, the scholarship recipient will sign a legally binding *Scholarship Award Agreement*.
- Students agree to live in ND and work in ND in a high-need occupation for 3 years following program completion.
- Failing to meet the terms of the *Agreement* will result in the scholarship funds being repaid by the student.

■ How does loan repayment work?

- Individuals holding any degree or certificate may qualify, provided they currently have a balance on a student loan.
- Individuals agree to live in ND and work within ND in a high-need occupation.
- The amount depends on the private-sector dollars that have been donated for the individual.

You just found out about ND Career Builders, now what?

Step 1 - Review the High-Need and Emerging Occupations list for qualifying occupations.

Step 2 - Determine your goals to use the scholarship or loan repayment (or both) to fill your workforce needs.

Step 3 - Review and complete the Private-Sector Donation Form, located on the ND Career Builders website.

Step 4 - Apply

- **Scholarship Application:** The business and student start the discussion with the college financial aid office. The college will guide the application process.
- **Loan Repayment Application:** Newly hired employees and their employer discuss the opportunity and then complete the application located on the NDUS website.

Program information can be found at ndus.edu/career-builders/.

Contact the NDUS at ndfinaid@ndus.edu or at 701-328-2906 if you have any questions on the program, applications, or how to begin the process.

Scholarship Details

- Students must be admitted into a qualifying degree or certificate program in the state.
- Qualifying programs are those at the associate's level and below, or other programs up to and including bachelor's degrees, that are not longer than 4 semesters or 6 quarters. Programs must relate to a high-need occupation.
- Students must have a 2.50 minimum GPA to qualify for the scholarship and to receive payment.
- The college will initiate the scholarship application process with the student and private-sector donor.
- Payments may not exceed the cost of tuition, fees, books and supplies, up to \$17,000.
- Payments will be made on a semester, quarter or term basis once matching private-sector matching dollars are received by NDUS.
- Recipients have the obligation to reside in ND, and work in a high-need occupation within ND for at least 3 years following program completion.
- Students will be required to sign a *Scholarship Award Agreement*, which will be legally binding. Repayment of both the private-sector funds and the state funds will be required if the terms of the *Agreement* are not met.
- Repayment of the funds received could be triggered by:
 - Failure to enroll full time according to program requirements;
 - Failure to maintain program academic progress;
 - Withdrawing from the program prior to completion, either voluntarily or involuntarily;
 - Failing to meet the residency and occupation requirements for 3 years following program completion.
- Private-sector funds will not be returned to the donor. Once remitted to the NDUS for ND Career Builders; they become part of the program.
- Third-party agreements negotiated between a student and a business are outside of the requirements of the ND Career Builder Program and students should be made aware of any additional obligations.

Loan Repayment Details

- Newly hired employees can complete the application with their employer.
- Recipients must have earned any degree or certificate and must hold a balance on a student loan.
- Recipients agree to live in ND and work within ND in a high-need occupation.
- An applicant's employer (or other private-sector donor) must have committed matching dollars. Payments will not be made without matching dollars being received by NDUS.
- Payments may not exceed \$5,667 per year, or one-third of the applicant's outstanding student loan principal balance at the time of application, whichever is less.
- Total student loan repayment over 3 years, can be up to \$17,000, depending on the amount of private-sector matching dollars received, and outstanding student loan balance.
- Payments are made directly to the student loan servicing agency/lender.
- Eligible loans include FEDERAL Subsidized, Unsubsidized, Consolidated and Perkins loans, the Bank of ND DEAL loan or CEAL education loan, and other private alternative student loans. Private loans/debt that is not a "student loan" will not be considered.
- Recipients of loan repayment will not have to repay funds already issued as they earn payment as they go.
- Private-sector funds will not be returned to the donor once remitted to NDUS for the ND Career Builders program.

Contact the NDUS at 701-328-2906 or at ndfinaid@ndus.edu if you have questions about the ND Career Builders program.



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