



NORTH DAKOTA ASSOCIATION OF COUNTIES

Job Service North Dakota

Patrick Bertagnolli, Executive Director

October 4, 2022

RECRUITING STRATEGY

Do you think NDSU has a problem recruiting GREAT players to their team?



Aligning our Community, Schools & Industry

Develop
Community
Partnerships



Help with
Workforce
Integration



Impact Recruiting
and Retention



In Pursuit of Community Alignment



Strengthening Relationships
Industry Meetings With School



Getting to Know Our Future Workforce
Strengthening Relationships with Students

The Birth of our Student Ambassador Program



Together
We
make a
difference

Ambassadors – Workforce Presentations





Thank You
for making a
difference



Mental Health



MENTAL HEALTH AWARENESS – CALL TO ACTION! I want to recognize Watford City Police Chief Shawn Doble and his SRO's for partnering with our student ambassadors, school staff (Amy Polivka, Rachel Meuchel, Jenna Bauer), and Mirada Samuelson-Figaro, with the McKenzie County Community Coalition. Chief Doble spoke about intensified topics due to the pandemic – suicide, depression, and fear. Chief Doble led a frank discussion with our ambassadors and members of the student council and he requested their assistance and leadership to help make a difference in the lives of others by being a positive influence. Our young leaders quickly engaged and provided incredible conversation and feedback. Strategies are being implemented to include sources of strength, best practices, and policies. I'm very proud of our community for having "collaborative spirit" and for endorsing the well-being of all residents. As a community – we are beyond grateful and proud of our young leaders for choosing to make a difference!
[#InThisTogetherND](#)

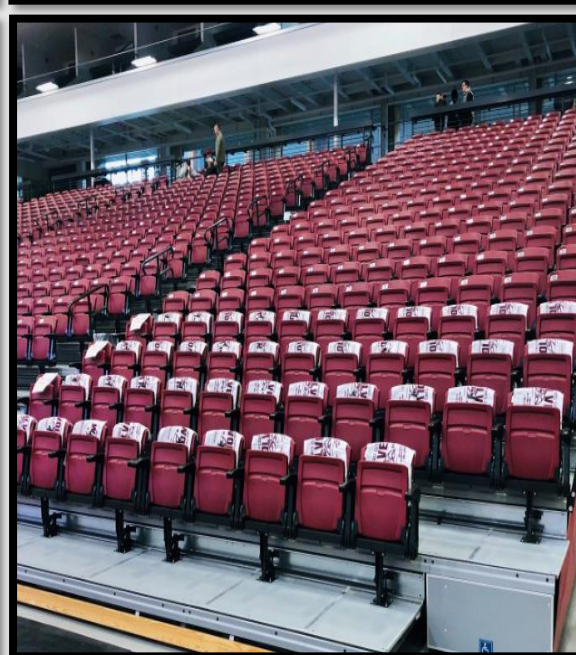


McKenzie County Community Coalition SADD – Students Against Destructive Decisions Little Buddy Program



Fill The Stands: Promoting an Active Lifestyle

NORTH
Dakota | Job Service
Be Legendary.™



Inspiring Our Youth

NORTH
Dakota | Job Service
Be Legendary.™



You're Invited!

Friday March 26
7pm

*a walk to
togetherness*

Sunday March 28
4pm

2021
Watford City
FIGURE SKATING

Location:
Rough Rider Center
Dave Hansen Arena

A Culture that Connects Us – We simply call it Home



YOU'RE INVITED

SEPTEMBER 3, 2021

WC Wolves Football vs Wahpeton
RRC Friday Field @ 6:00pm
4:30pm: Tailgate Party and games, live music and food sponsored by Jack & Jill
6:00pm: Kickoff
Free game time popcorn hosted by RTC
Meet the players on the field after their game!

FREE ADMISSION

SEPTEMBER 7, 2021

WC Wolves Volleyball vs Legacy
RRC Arena @ 7:00pm
4:30pm: Softball
5:45pm: JV Softball
7:00pm: Volleyball
Free game time popcorn hosted by Wahpeton
Free cheering during all 4 home games for the Wolves and Legacy fans in the stands. Meet the players on the field after their game!

SPONSORED BY:

NORTHERN STATES FARMING TOOLS



YOUTH BASKETBALL

5th & 6th Grade Boys Basketball
• October 18 - December 11
• Monday, Tuesday, Thursday, Game Saturdays
• Registration Deadline: Oct. 13
• Free \$40, Little Fee: \$50 after Oct 1
• Scholarships Available

Next Level Basketball
• October 26 - December 11
• Boys and Girls, 3rd & 4th Grade
• Tuesday, Thursday, Saturday
• Registration Deadline: Oct. 18
• Free \$40, Little Fee: \$50 after Oct 8
• \$10 jersey fee if needed
• Scholarships Available

Little Wolves Basketball
• October 31 - December 4
• Boys and Girls, Age 4 - 2nd Grade
• Registration Deadline: Oct. 20
• Free \$40, Little Fee: \$50 after Oct 4
• \$10 jersey fee if needed
• Scholarships Available

For more information and to register, visit watfordcityparks.com



TOGETHER
We can make a Difference

Recruiting and Retention Team

NORTH
Dakota | Job Service
Be Legendary.™

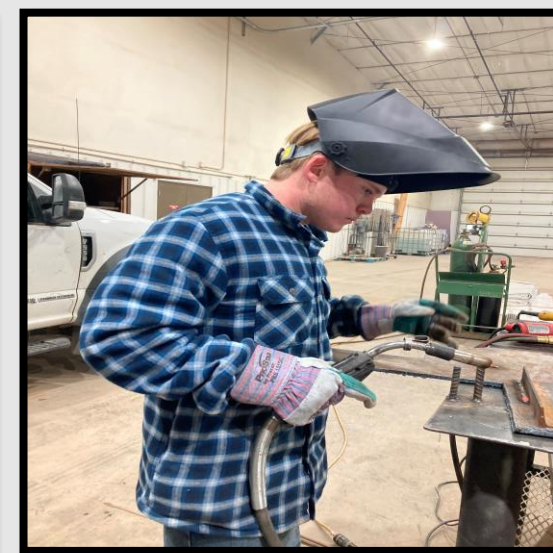
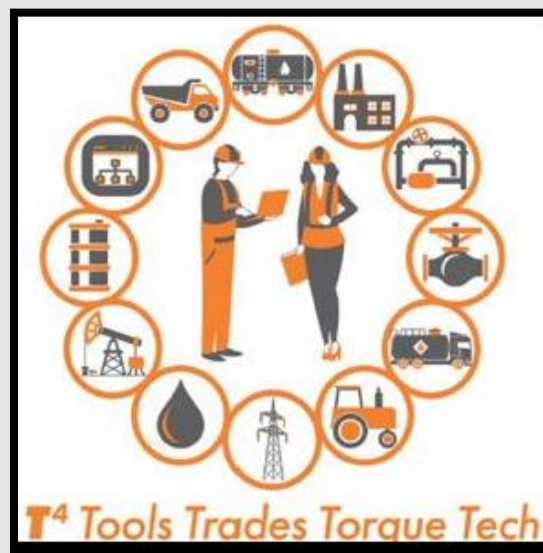


Building a Culture that People Want to be Part of...



Patrick Bertagnolli, SHRM-SCP
Rough Rider Center & Community Enhancement Director at City of Watford ...
1yr • Edited •

ENTREPRENEURIAL SPIRIT! This is Chris and Kara Glenn with their newly formed business, SILVER FOX PIPELINE & FACILITY SERVICES! Chris has spent his career in the PIPELINE industry and Kara by trade is a RIG WELDER and she is a former enlisted UNITED STATES MARINE! Thank you for your service! Chris and Kara have been in Watford City since 2010 and 2015 respectively. A big part of their business plan promotes local workforce development, community integration, and involvement! COUNT ME IN! We will be hosting a meet and greet with key community stakeholders to make sure that they have the support and resources they need to build their business and fulfill all their dreams! In addition, Chris and Kara were extremely moved by the fact that our High School Ambassador Program will partner with them and do their part to make sure that all employees of Silver Fox Pipeline and Facility Services understand this! WELCOME HOME! #InThisTogetherND



Silver Fox Energy is a GREAT example for Aligning Communities, Schools, and Industry!
They now have over 200 employees; they are working in 8 states. *"North Dakota is where it's at!"* –Kara Glenn,
CEO Silver Fox Energy

Community Partnership & New Business Integration



KidStop youths in Watford City listen and watch as iSight employees talk about emerging careers and drones.

Flying high

Drone day in Watford City helped students get a Handle on emerging future careers

BY KIMBLE HAN

Curiosity may not have been great for the cat, but for Watford City youths, leveraging their curiosity during a recent drone day was all about growing the future. iSight Drone Services helped bring home emerging careers to Watford City youths during a recent presentation for the KidStop group, youths kindergarten through fifth grade, talking to them about the job likely to come out of what is likely to be the next most interesting is that our youth naturally related to how drones

can create opportunity and efficiencies for our community. Patrick Bertagnoli told the Williston Herald, "And their questions revolved around what their families do. Oil and gas, agriculture, law enforcement, real estate, education, healthcare, infrastructure, engineering, etc." It was easy to see the natural curiosity of the youths aligning with the evolving local career opportunities. Bertagnoli added, "That in turn could help keep the next generation of youths closer to home, by highlighting that new opportunities for the future right here in the region. Our community is



KidStop youths in Watford City pose for a photo by a drone after a presentation on drones and careers.

hyper conscientious experience and enthusiasm with their families advance in emerging technology, we want to lead by example and take our kids along for the ride." Bertagnoli added, "In addition to the day, what we are each student got to take home a photo of themselves taken by a drone to remember the day. That should help facilitate those conversations at home, Bertagnoli added. "Our youth are great - these kids through educators," he said. "Their families are going to get an earful after this!"

Inspiring Our Youth
McKenzie County KidStop
August 16, 2021



Drone Zone

Energy & Utilities

- Pipeline Inspections
- Well Pad Inspections
- Powerline Inspections

Precision Ag & Farm Mapping

- Drain tile survey
- Stand counts
- Ranch land inspections

Construction & Engineering

- Aerial Site Mapping
- 3D Modeling & Volumetrics
- Job site monitoring and inspection

Parents, here is what we shared with your kids today!

- Explored different uses of drones and sensors/cameras
- Demonstrated how to safely operate drones
- Talked about how a Drone Services Company works
- Shared a passion for Aviation

Contact Us

Watford City Manager: Adam Overvold
701.367.0046
info@isightdrones.com

www.iSightDrones.com

August 16, 2021

Statewide Labor Market

UNEMPLOYMENT

- 2.2%
- 3.7% Nationwide

OPEN JOBS

- 18,280 Open Jobs
- 4.3% more than this time last year
- Healthcare is #1 in Open Jobs

EDUCATION

- 35% Require HS Diploma
- 37% Require Bachelor's or Higher

TRAINING

- 50% Require No Training
- 29% Require Short-Term OJT

WAGES

- 37% Pay \$30+/Hour
- 37% Pay \$20+/Hour
- \$29.37 is Typical Average Wage

TOP 5 OCCUPATIONAL GROUPS

Healthcare



4,545

Office/Admin



1,464

Sales



1,420

Transportation



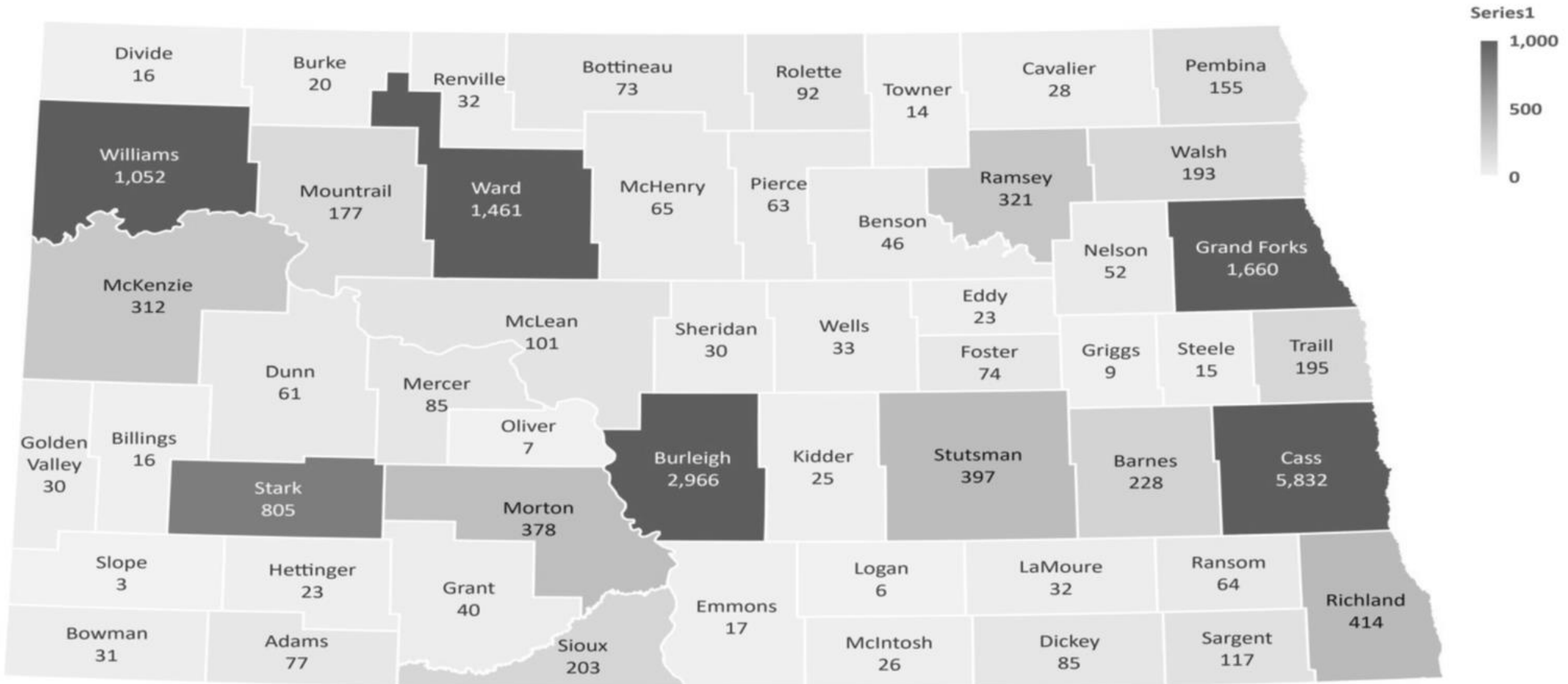
1,353

Production



1,053

August Job Openings By County



Job Service North Dakota

WHO WE ARE:

- Nine Workforce Centers across the state
- Regional workforce experts
- Strong partners with employers, schools, local EDCs and chambers
- Knowledgeable of local communities, current events, area resources and local economies

WHAT WE DO:

- Connect Employers and Job Seekers
- www.jobsnd.com
- Remove Barriers to Employment
- Labor Market Information
- Unemployment Insurance Benefits

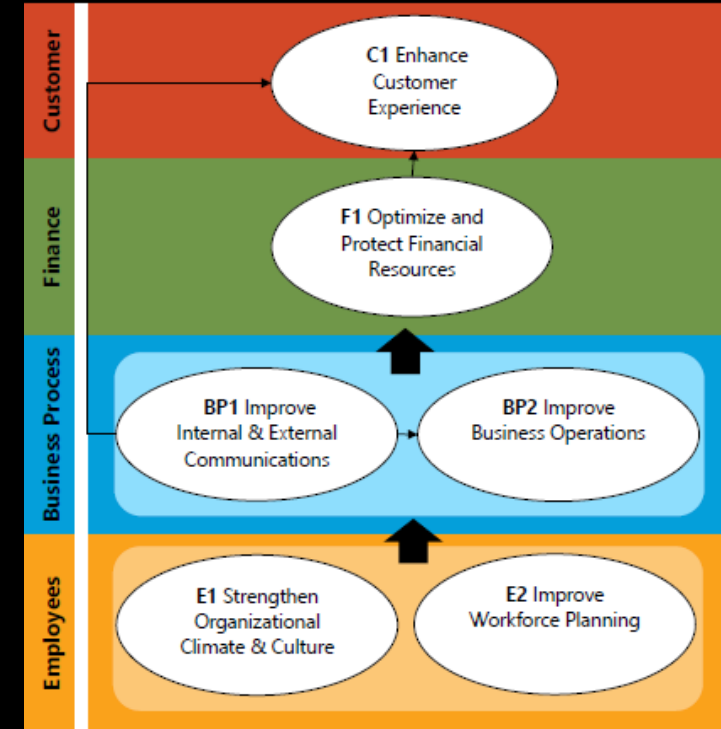


JobsND.com

STRATEGIC ALIGNMENT



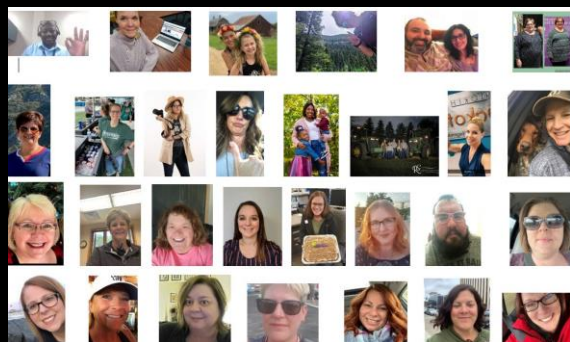
- Skilled Workforce
- Healthy, Vibrant Communities
- Recovery
- Choice Readiness
- Engagement
- Delivery of Service
- Cultural Transformation
- Unification



- Provide innovative workforce solutions through collaboration and education
- Create a strategic promotion and communication plan

ACCELERATING OUR STRATEGY

Turning Ideas Into Action



Strategy Teams

Jason Sathmeier	DisruptHR
Brenda Cornell	FMWF Chamber
Becky Aman	Girl Scouts
Fran Zerr	Williston Research Ext. Ctr
Fran Zerr	Williston Area Chamber of Commerce
Mary Houdek	Greater Grand Forks Human Resource Association

Community Involvement



Story Telling

Workforce Programs

Employment
Reemployment
Training
Upskilling



H2A Visa

1,081 Inspections

- For 2,566 workers

Drove 32K Miles

Jobs For Veterans

240 Veterans served since
9/1/21



W.O.T.C
WORK OPPORTUNITY TAX CREDIT

WOTC

10,870 applications
for employer tax
credits since 9/1/21

Participants Served Since 9/1/21

182 Youth
452 Adults
35 Dislocated Workers



ADDITIONAL PROGRAMS

TAA
RESEP
JOBS (TANF)
Crossroads (In-School)
BEST (SNAP)
PRIDE (Child Support)
New Jobs Training

First National Level Virtual Job Fair

Over 160 Participating
Employers

Job Seekers from 20
States and 6 Countries

**NEXT VIRTUAL FAIR
COMING IN FEBRUARY
2023**

COME HOME
TO NORTH
DAKOTA.



NORTH DAKOTA VIRTUAL JOB FAIR - MAY 19

Exclusive access to 150
multi-industry employers

[Register Now](#)





Be More Colorful



Virtual Reality Platform

Focusing on In-Demand Jobs

Significant Opportunities for the evolution of Career and Technical Education

Find the Good Life



WHAT WE DELIVER

- Complementary program at no cost
- Centralized pipeline and talent roster
- Dynamic, recruitable candidates
- Framework for local leaders to engage with new residents
- Trainings, support, and access

BENEFITS TO YOU

- Contact and relevant information about leads
- Email templates
- Library of Resources including:
 - Major employer contacts
 - Real Estate Agents and Property Managers
 - Moving companies
 - School and educational resources
 - Links to ND Tourism's "Things to Do" pages
 - Information about incentives and programs to "Sweeten the Deal"
- Statewide Support

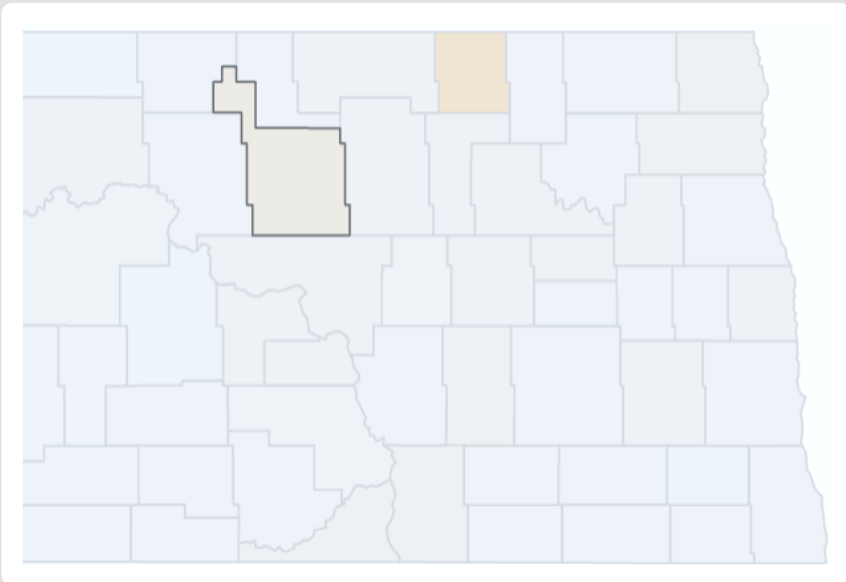
IF YOU GOT CALLED
UPON TO GIVE A TOUR
OF YOUR COMMUNITY...

- Where would you take them?
- What would you tell them?
- What would you show them?



WARD COUNTY (Example)

OPEN JOBS



- 1,461 Open Jobs
- 37% Require HS Diploma or Equivalent
- 44% Require No Training
- 32% of Open Jobs Pay \$30+/Hour

LABOR FORCE

See more Labor Market Information for [Ward County](#)

Labor Force
32,348
Employed
31,630
Unemployment Rate 2.2%

Not Working
718
Active Resumes
174

WARD COUNTY (Example)

TOP 5 INDUSTRIES



263



138



115



108



107



Recognizing Minot

*To my North Dakota Association of Counties
Friends and Neighbors...*

*Thank
you*



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