

2009 HOUSE EDUCATION

HB 1065

2009 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1065

House Education Committee

Check here for Conference Committee

Hearing Date: January 7, 2009

Recorder Job Number: 6651

Committee Clerk Signature

Carmen Hart

Minutes:

Senator Tony Grindberg, District 41, Fargo, who served as chairman of the interim Workforce Committee, presented a short overview of the process they went through with the interim committee, some of the goals and purposes, and talked about the bill. Last session they passed a senate resolution to examine the supply of ND workforce supply. According to one report last year there were 17,000 jobs open in ND. Legislature studied this resolution and hired consultants and it was entitled the Workforce Congress. What should the state's role be? He stated the fact that there are less students graduating and we need to attract more students and more companies to the state. An adjunct meeting was held with the interim Education Committee and Higher Ed. Committee on the results of what they learned. Five meetings were held across ND—Grand Forks, Jamestown, West Fargo, Minot, and Dickinson. This was similar to what Senator Berg spearheaded over four years, two bienniums with the Business Congress. A lot of ideas came out of that. They met on April 10 and tried to wean down all these ideas into four areas that the Workforce Committee should be concentrating on. He planned to e-mail this report to them. As a result of all these ideas, marketing the state continued to come up with these focus groups. That's what led to this bill draft. This bill sets up a million dollars for the Dept. of Commerce to work with higher education to develop a marketing plan to attract more students as well as doubles the operation intern program. It

was recommended to double the \$600,000. The internship program that is headed by the Commerce Dept. is being very well received by employers who are participating.

Rep. Karen Karls: Why is this not in appropriations? Why is it here?

Senator Grinberg stated that this was to be sent to the Education Committee.

Chairman Kelsch: Rep. Karls, you know that we have bills that come through that have appropriations. This is first and foremost, policy discussion, and if we feel we have something worthy, then we will refer to appropriations. Senator Grinberg, is the \$1.2 million included in the Commerce budget?

Senator Grinberg: I believe the \$1.2 million for the interim is in the executive recommendation. I do not believe the million dollars is. I would have to double check.

Rep. Lyle Hanson: I know NDSU and UND is about 50/50 non-resident/resident. How about the rest of the state?

Senator Grinberg: I don't know the answer. I know the chancellor is here. Perhaps he would know. We will get that answer.

Rep. Lyle Hanson: Do you anticipate having the same tuition for resident/non-resident? I understand Minot is going that way now.

Senator Grinberg: We didn't get into the tuition discussion.

Chairman Kelsch: When an intern goes out to a private sector job, is the funding strictly from the state or is there collaboration between the business and the state?

Senator Grinberg: I believe there is a partnership.

Rep. Phillip Mueller: Senator Grinberg, I think it is a great program. I think the concept is very worthy. As I read through the bill, a question came to mind that I thought you might be able to give a little insight on. What we are doing here is the Commerce Dept. is going to

basically run a recruiting program for colleges based on criteria with the collaboration of the colleges. Why isn't it the other way around?

Senator Grinberg: Great question. You know the center stage of the Workforce Congress and business demands for employees centers around developing economic commerce. Our logic was that commerce has formed a great relationship with higher ed. over the last four, six, eight years with centers of excellence and partnerships. We felt keeping economic development focused for interim process on targeted industry as well as strengths of each institution in partnership. That is up to you in this committee and how you feel. If the million dollars is worthy of moving forward as well as the concept, we would welcome your dialog and expertise on how best to administer it.

Rep. Bob Hunsakor: This bill is intended to attract out-of-state students in a career path through our higher education system here in ND?

Senator Grinberg stated that 25% plus of non-residents choose to go to school in ND stay here. If we did not have that 25% or whatever the number is, we would have more of a perplexing challenge with workforce. The bottom line is we need, as policymakers, to be addressing that question as to what is the state's role. Our state has some catching up to do. We have to figure out some ways to strengthen the system and what better way to strengthen education is a magnet for talent.

Jennifer Clark, Legislative Council, appeared. She did not have much more to add, but was willing to answer any technical or background questions.

Rep. Phillip Mueller: We speak of the collaboration thing which is going to be pretty critical to making this happen between commerce and the university system. How does that work—is there a committee or is there an ongoing dialog here or what would you envision and does the bill envision as to how that works?

Jennifer Clark: In drafting this language, my directive was intentionally rather vague to allow the program to develop. I think one of the really important components is to make sure that higher ed. and commerce were working together.

Rep. Jerry Kelsh: Did I understand that commerce will basically categorize the kind of people we need here and try to encourage them to come and to stay? Is there going to be any trigger process discussed on how to keep them here?

Jennifer Clark stated that they need to really make sure that in increasing recruitment is to increase how many of those students they can retain. They want to focus on what jobs they have in demand are high growth. Commerce right now has several targeted industries. These are areas of growth and we need to market out-of-state students and give the knowledge that we have growth as well as educational opportunities available so that they can put them into the internships and keep them here. In answer to the second portion of his question, she stated that broadly speaking one of the issues they needed to discuss was what do we do to keep them here?

Kayla Effertz, Career Promotions and Internship Coordinator, ND Dept. of Commerce, provided testimony in support. **(See Attachment 1)** She also answered the question in regard to the question posed earlier about the partnership between state and private sector. It is a 50% match up to \$3,000 per intern.

Rep. Corey Mock: How many internship applicants did you receive as of December 2008?

Kayla Effertz: Out of the 205 opportunities, we have 168 filled—over 75%. We still have internship positions still open for this spring semester and getting applications every day.

Chairman Kelsch: Does the \$1.2 million also include the Washington center internships?

Kayla Effertz: Yes, it does.

Rep. Phillip Mueller: You talk about 168 of the 200 being out there now. Are you going to have trouble filling up 400 slots if it is funded?

Kayla Effertz: We have in 10 months been able to express over 50% of the \$600,000 that was obligated. It was completely obligated in 10 months. I feel we will be able to fully obligate it if we double the program.

Chairman Kelsch: Because it is somewhat of a newer program implemented last session, I think more and more students are finding out about it. I think it is one of those things where it is getting information out there to these students to make sure they are aware of the program and getting them to apply. Hats off to you. I think you have done a really good job in getting it this far.

Bill Goetz, Chancellor, ND University System, appeared. He stated that the working relationship that he has with the Dept. of Commerce is very positive and continues to grow. It is exactly this sort of thing that they need more of in terms of sharing resources, sharing knowledge, and sharing a common objective that is critically important as they address the future of this state. It is critical that we look beyond the borders of ND as through the higher education system as a way to attract students. This will in turn help in terms of enrollment at our various institutions of higher learning. By bringing more students to the state as we face demographic challenges within the state of ND, obviously economically speaking, helps the cost factor in running the university system. Students bring economic impact to the immediate area where those institutions of higher learning exist which benefits all the state of ND. In that respect a marketing effort to draw more students from out of state is important economically to the university system as well as the state of ND. The second benefit is that of retention. The latest figures they have is that they have a 28% retention factor—that is the number of out-of-state students that do count, 28% remain in the state of ND. That trend

climbs up as more and more opportunities exist and grow in a number of areas. He knows that retention level will continue to increase for both out-of-state students as well as international students. We have to do now currently today is look at what is taking place in higher education systems across the country relative to budget constraints. We have enrollment caps that are being put on campuses in other states because of their fiscal dilemma. We have faculty that are being laid off in states, and, therefore, program cuts. We have students wanting to get into colleges, so we think that this is a tremendous opportunity for us in terms of making that effort. He expressed that the university system is currently doing things like transfer agreements with a number of institutions in Wyoming, Washington, and Minnesota. It has been most successful in drawing students from those states. They also have exchange agreements with the western states and the Midwest states. In reference to a previous question about percentages,

Chancellor Goetz shared what the university system's were: Undergraduate students from other states and Canada is 34%, undergraduate students from ND is 63%, graduate students from out of state, 34%, ND graduate students, 58%, and international students about 8%. At the two research universities that percentage of out-of-state students is quite a bit higher—about 50%. Overall, they are running about 38% for both graduate and undergraduate. Chancellor Goetz also stated that there are marketing efforts being made by Minot State, Mayville, and Bismarck State in their energy programs. Valley City State has some collaborative agreements with the state of Wyoming. Tuition is also a way to deal with this in terms of a policy issue. Minot State has been granted by the State Board of Higher Education a request to offer all in-state tuition to all out-of-state and international students beginning the fall of 2010. They have those same arrangements to various degrees with Lake Region,

Wahpeton State, and Mayville with the states of South Dakota and Montana.

Rep. Lyle Hanson: Are you talking reciprocal with other states or any state can come in with their state tuition same as ours?

Chancellor Goetz: Any state.

Rep. Lyle Hanson: Same as Minnesota?

Chancellor Goetz: Yes.

Rep. Lyle Hanson: Should 28% of the nonresident students stay in North Dakota, what % of the ND residents that graduate here leave the state? I always hear they leave the state because they can't afford to stay in North Dakota because they have a big debt here.

Chancellor Goetz: The ballpark range is 65%-70% of students stay.

Rep. Corey Mock: Those figures that are recorded—how long, a year after graduation or years after? How does that work?

Chancellor Goetz: That is a statistic, I believe, within the first two years of graduation.

Chairman Kelsch: I am just trying to think through this whole process. Currently, the university system could be doing something like this. Is this a good fit to have the Commerce Dept. doing something? I know there would be collaborative effort between the Commerce Dept. and university system if this would pass. However, are we creating a new program here that is almost outside of the university system and isn't totally appropriate?

Chancellor Goetz: That is a good question and that is why I am not really taking a position on the bill itself but rather on the concept. This is an area that we need to address resource wise and policy wise. We have a good close working relationship with Commerce but I think it is your judgment as to where best this should be placed.

Chairman Kelsch: I understand the Commerce Dept. would be very focused on career tracks where your focus more or less is to get students into the state and not so career focused. You may do some of that but I don't think that has always been the intention.

Chancellor Goetz: You raise an excellent point that I did not address. With the closer communication taking place with Commerce, we have a much better sense in the university system as to where those critical area needs are, what is the economic development agenda of the state, and then, of course, we need to be on that same track. Then it becomes our challenge to be able to deliver those programs and have the flexibility to deliver them and the resources to deliver them. It is just not marketing. It is being able to put the resources behind the program as specified by the Commerce Dept. at the economic agenda of the state as to how we are going to drive this train.

Tracy Finneman, Commerce Dept., appeared. She stated that the Commerce Dept. is neutral on HB 1065 as it relates to out-of-state marketing to students, because it is not included in the Governor's budget recommendation. She offered two points for your consideration. Many of the workforce shortages in ND are also distant shortages today. Additional language for your consideration to include out-of-state students and workforce recruitment will allow greater flexibility and also allow the post marketing efforts to potentially deliver both near and long-term results. Commerce is actively engaged already in the number of workforce recruitment, retention, and expansion strategies within and beyond our state's borders. They are available to provide technical assistance to this committee as it relates to HB 1065 and, if you so desire, they could prepare a plan of action with expected results for this proposed legislation based on their experience. She presented clarification to some previous questions. Yes, the \$1.2 million provided for operation interim is included in the Commerce budget. No, the \$1.2 million included in HB 1065 is not included in the Commerce budget of the Governor's budget recommendation. In November 2006, Commerce Dept. launched an effort called Experience ND which is an out-of-state marketing effort designed for workforce recruitment or attraction to the state. Since its inception they have hosted five similar events in

targeted geographic areas and, across the board, all university system campuses have participated at one time if not multiple times. The building of trust between the two agencies has only increased over time. Yes, Commerce has the ability to market another state agency and have done that before. It has been within the last six months that the ND Dept. of Commerce has partnered with Job Service ND to market the Job Service website, in particular, the job seeker portion of the website. They built and set up to market a specific URL, Findjobsnd.com and marketed that through advertising through online placements. They also did traditional advertising in newspaper and broadcast. They met six of the ten goals defined jointly by Commerce and Job Service in this campaign by 20% or greater.

Vice Chair Lisa Meier requested a list of workforce recruitment conducted at Commerce.

Chairman Kelsch: Tell me how you envision this working. How would you make this work for the university system?

Tracy Finneman: We have an incredible team of marketing and communications professionals gathered between our vendors and our people at Commerce. It is over the course of the next two weeks that we want to look more closely. We currently have about 18 different strategies or activities in place that focus on workforce recruitment. It was less than a month ago that we sat down and looked at the best of the best of the ideas and said how could we leverage this if this legislation was forward. I don't have a picture in my mind, but I can tell you should you choose to move forward with the legislation, we will be there and support you. We will make it happen.

There was no opposition.

The hearing was closed on HB 1065.

2009 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1065

House Education Committee

Check here for Conference Committee

Hearing Date: January 28, 2009

Recorder Job Number: 8061

Committee Clerk Signature

Carmen Hart

Minutes:

Chairman Kelsch explained that no other state has a program like this where the Commerce Dept. markets out-of-state students. The \$1.2 million appropriation is already in the Dept. of Commerce budget and that is for the operation intern program. The other million dollars was for the Dept. of Commerce to market out-of-state recruitment. As you think about it, it seems to be a little bit duplicated. She wasn't sure how it would be coordinated.

Rep. Dennis Johnson: That money that is already in there—is that money we could use for after school programs?

Chairman Kelsch: The one million dollars is not in the budget. The \$1.2 million that is in the second part of the appropriation is in the commerce budget right now, and that is a doubling of what the internship program is currently. I never understand why they put the two appropriations in here because it is already in the Commerce Dept. budget so I am not sure why they have the \$1.2 million in here. It could have been that it was a recommendation. We had nothing to do with this in education. It came from the workforce safety committee. Vice Chair Lisa Meier was asked if she was on the workforce safety committee. Did they make the recommendation to the Commerce Dept. and the Commerce Dept. put it in their budget?

Vice Chair Lisa Meier: I believe it is in the budget.

Rep. Phillip Mueller: If we decide this isn't a very good bill, what happens to Section 3, the appropriation of the \$1.2 million? Does that hook up somewhere else?

Chairman Kelsch: The appropriation is already in a line item in the Dept. of Commerce budget. It is fine if you don't want take this up right now. Then I can bring it down to you to show you that the operation interim is in there if you would like to see the line item for it, that increase was there. Last legislative session we initiated the program with \$600,000 and it has been extremely successful. Part of those monies go to the Washington Center. Some of those monies allow internships through the Washington Center. Don't anyone take this as a political jab or anything, but it is difficult a lot of times with our three congressional delegation members all being democrats, it is difficult sometimes for republicans to get internships in Washington DC with our delegation. The Washington Center is nonpartisan, and it is a good opportunity for all kids to be able to go out to Washington DC. They don't necessarily work in the White House or with congressional delegation. Some of them can. Some of them get private sector jobs as well that work up at the capitol, assist some with lobbying firms, or whatever. The internship money does is pays for their room and board. It is \$7,000. It is a really good program that broadens the Washington DC experience for more students.

Rep. Phillip Mueller: Why do we want to put internship money into any Washington DC? Maybe we need them out here at the Mandan Oil Refinery—that side.

Chairman Kelsch: What it is, only out of that \$600,000 was \$70,000 that went there. The rest of the money went to local internships. It is to give those kids an experience. Statistics have shown that some of these internships that have occurred in Washington Center, those kids have come back home with that experience, and a lot of times they will get involved in politics, open up new businesses, and things like that. My concern was that when they go away, do they stay away? They do come back.

Rep. Phillip Mueller: Maybe as opposed to killing 1065, we ought to strip some parts of the way and leave Section 3 in it. I am guessing this is the policy statement that is going to extend those \$1.2 million.

Chairman Kelsch: We can double check. We will make sure that we know that from council.

Rep. Phillip Mueller: Do we not need a policy statement to go along with a budget item?

Chairman Kelsch: The line item the way that I read it was for operation intern or internship grants. If this is telling how those internships had to be appropriated, that would be the policy statement. I still think the reason it is on here is because the interim committee was making that recommendation to double but the executive recommendation had already doubled.

Because they wanted the out-of-state students part in there and that's a new program, that had to be put in here for the policy part. We will hold off on this one and bring it in to just make sure.

Rep. Lyle Hanson: By looking at it they want to advertise to bring students in. It wouldn't do any good to advertise in South Dakota or Montana because they don't have any surplus. There are going to advertise in Minnesota and we already got those kids.

Chairman Kelsch: Quite frankly, I think it would make more sense if we took the million dollars and divided it up among the 11 institutions and say now you go market for out of state students but they are already doing it. If you are going to give the million dollars to somebody, give it to the universities and let them market. They're the ones that should know how to do it. You may not have to give it to UND and NDSU because I think they already have the budgets to do the marketing.

Rep. David Rust: Give it to North Dakota kids going to North Dakota colleges.

Chairman Kelsch: You have to remember that the million dollars that is in this bill is not in anyone's budget. It is above and beyond. That is the only bill that is within an executive

budget recommendation that we currently have in front of us. There is 1400 and 1460 or 80 or whichever one it was. All the rest of the bills that we received in here that have fiscal notes are above and beyond budget recommendations.

Rep. Phillip Mueller: I personally appreciate an opportunity to make some determinations for a mini appropriations operation in some regards. Does it make any difference?

Chairman Kelsch: I think it does. I have been thinking about some of these things, and is working to get an additional million dollars into adult education a good priority? Absolutely. I think that a lot of us would agree with that, and I think that is sellable.

Rep. Karen Karls: On behalf of the internship program, there was a NDSU student from Mandan that arranged for an internship in DC on his own. He was trying to raise the money through his family, friends, and other means. She had visited with this young man at a dinner one night and with Shane Goettle, another night. She mentioned this to Shane, and he said that they had a program and they were able to help that young man with expenses with that money. When they had the big financial summit, he was in the room charting all that amazing history.

Chairman Kelsch: I am sold on the Washington Center internships, because it gives a lot of kids an opportunity to go out to DC that may not otherwise get that opportunity. I think they learn some very valuable life lessons. Sometimes they are in the White House, sometimes with cabinet members, and sometimes with the private sector. It is a good program.

Rep. David Rust: In testimony we were given a map where those internships were in the state. There are some in Washington but there also are some in other places.

There was some clean up discussion and the meeting was adjourned.

2009 HOUSE STANDING COMMITTEE MINUTES

Bill/Resolution No. HB 1065

House Education Committee

Check here for Conference Committee

Hearing Date: February 2, 2009

Recorder Job Number: 8365

Committee Clerk Signature

Carmen Hart

Minutes:

Rep. Dennis Johnson moved for a **Do Not Pass**. **Rep. Jerry Kelsh** seconded the motion.

Rep. Phillip Mueller: I agree with the motion makers. The only concern that I might have is Section 3. That talks about that intern program. I am not so sure we want to dispatch with that.

Chairman Kelsch: It already is included in the executive budget on the recommendation of the Commerce Dept. She informed Rep. Phillip Mueller that we didn't need this. If you recall, I think you know this happens sometimes where the interim committee will send out a bill and they made that recommendation. When we get to session after those interim committees have been passed out, the Governor's budget has been put together and the executive recommendations are included. Actually, this probably is looking like we are paying this out two times. Look, \$1.2 million savings right there. She clarified this again a little later to Rep. Jerry Kelsh.

14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING.

Rep. Phillip Mueller is the carrier of the bill.

Date: 2-2-09
Roll Call Vote #: _____

2009 HOUSE STANDING COMMITTEE ROLL CALL VOTES
BILL/RESOLUTION NO. 1065

House Education Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass Do Not Pass Amended

Motion Made By Rep. Johnson Seconded By Rep. Kelsh

Representatives	Yes	No	Representatives	Yes	No
Chairman RaeAnn Kelsch	✓		Rep. Lyle Hanson	✓	
Vice Chairman Lisa Meier	✓		Rep. Bob Hunsakor	✓	
Rep. Brenda Heller	✓		Rep. Jerry Kelsh	✓	
Rep. Dennis Johnson	✓		Rep. Corey Mock	✓	
Rep. Karen Karls	✓		Rep. Phillip Mueller	✓	
Rep. Mike Schatz	✓		Rep. Lee Myxter	✓	
Rep. John D. Wall	✓				
Rep. David Rust	✓				

Total (Yes) 14 No 0

Absent 0

Floor Assignment Rep. Mueller

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

HB 1065: Education Committee (Rep. R. Kelsch, Chairman) recommends DO NOT PASS
(14 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). HB 1065 was placed on the
Eleventh order on the calendar.

2009 TESTIMONY

HB 1065

**DEPARTMENT OF COMMERCE TESTIMONY ON HB 1065
JANUARY 7, 2009, 10:30 A.M.
HOUSE EDUCATION COMMITTEE
PIONEER ROOM
REPRESENTATIVE RAEANN KELSCH, CHAIRMAN**

KAYLA EFFERTZ – CAREER PROMOTIONS AND INTERNSHIP COORDINATOR, ND DEPARTMENT OF COMMERCE

Madam Chairman and members of the Committee, my name is Kayla Effertz, Internship/Career Promotion Coordinator, Workforce Development Division with the North Dakota Department of Commerce.

I am here in support of HB 1065, as it relates to the expansion of the Operation Intern program. The Governor included an expansion from \$600,000 to \$1.2 million in his budget. We have also proposed including apprenticeships and participation from the 11th and 12th grades, which is included in SB 2110. The Governor's Workforce Development Council supports this inclusion, as a majority of the shortages of workers are in the skilled trades and technical occupations that require two years or less of postsecondary education. A copy of this resolution is attached to my written testimony.

As of December 2008, all program funds were obligated with 205 internship opportunities in 87 companies in 28 cities. Three internships were placed in the federal executive branch, with one student from Mandan interning in Washington D.C. at the White House. All students enrolled in the program are tracked through the FINDET system, a program that cross-references social security numbers to the wage record files of the unemployment insurance tax program, to understand if the enrolled students are retained in North Dakota. The operation intern program has been fully implemented in ten months, with long-term retention results too early to determine.

Of the businesses who have completed and responded to the exit review:

- 73% would hire the intern if they had an opening;
- 93% would be interested in hiring another intern in the future and;
- 73% report the experience making it easier to find qualified/skilled workforce.

Students who have completed their internship or work experiences have provided exit data reporting:

- 47% of the experiences have been extended or expanded;
- 69% of the experiences have influenced their decision to work in North Dakota and;
- 84% of students want to work in North Dakota.

Two companies who have found workforce solutions with internships and work experiences are Tecton Products in Fargo, who retain 85% of their interns; and Cloverdale Meats and Foods in Mandan who have offered full-time positions to 100% of their interns. McFarlane Sheet Metal in Grand Forks offered two engineering internships to learn the field of HVAC, insulation and

custom sheet metal applications, and was recognized as one of the North Dakota Young Professional best places to intern.

In ten months, this program was implemented and funds fully obligated, therefore demonstrating the ability for continued internship and work experience expansion. By doubling the funding from \$600,000 to \$1.2 million, the number of internship and work experience opportunities will also double from roughly 200 to 400.

Thank you. I would be happy to answer any questions.

Attachments: Resolution Supporting Expansion of Operation Intern
 Map on Internships

**A RESOLUTION REGARDING
EXPANION OF OPERATION INTERN**

WHEREAS, all students will eventually enter the workforce sometime in their lives, and

WHEREAS, in order for North Dakota business to remain competitive in a global economy, they need access to an available and trained workforce, and

WHEREAS, employers have identified shortages in the skilled trades and a lack of secondary students electing to pursue skilled trades as a career, and

WHEREAS, Cooperative work experience is an integral part of career and technical education instructional programs which may be offered for credit to meet graduation requirements, and

WHEREAS, before a student can make an informed career decision, they need to be aware of the career opportunities that North Dakota employers have available, and

WHEREAS, youth apprenticeship, work experience, cooperative work experience, job shadowing, and internships are tools to assist students make career choices and are proven work based learning activities that help students develop the skills, competencies, work attitudes and work ethic, and

WHEREAS, the North Dakota Youth Development Council and the North Dakota Workforce Development Council recognizes the importance of career promotion and universal access to supporting activities to expand to talent pipeline for skilled trades and technology occupations, and

WHEREAS, the North Dakota Workforce Development Council has gone on record in support of expanding the Operation Intern program to secondary students in the 11th and 12th grade who are pursuing careers in skilled trades or technology occupations , and

THEREFORE BE IT RESOLVED that the North Dakota Department of Commerce Division of Workforce Development actively work with the USDOL Office of Apprenticeship, the Department of Career and Technical Education, the Governor's Office and the North Dakota State Legislature to seek expansion of Operation Intern to include secondary students in the 11th and 12th Grades who express interest in pursuing careers in skilled trades and technology occupations.

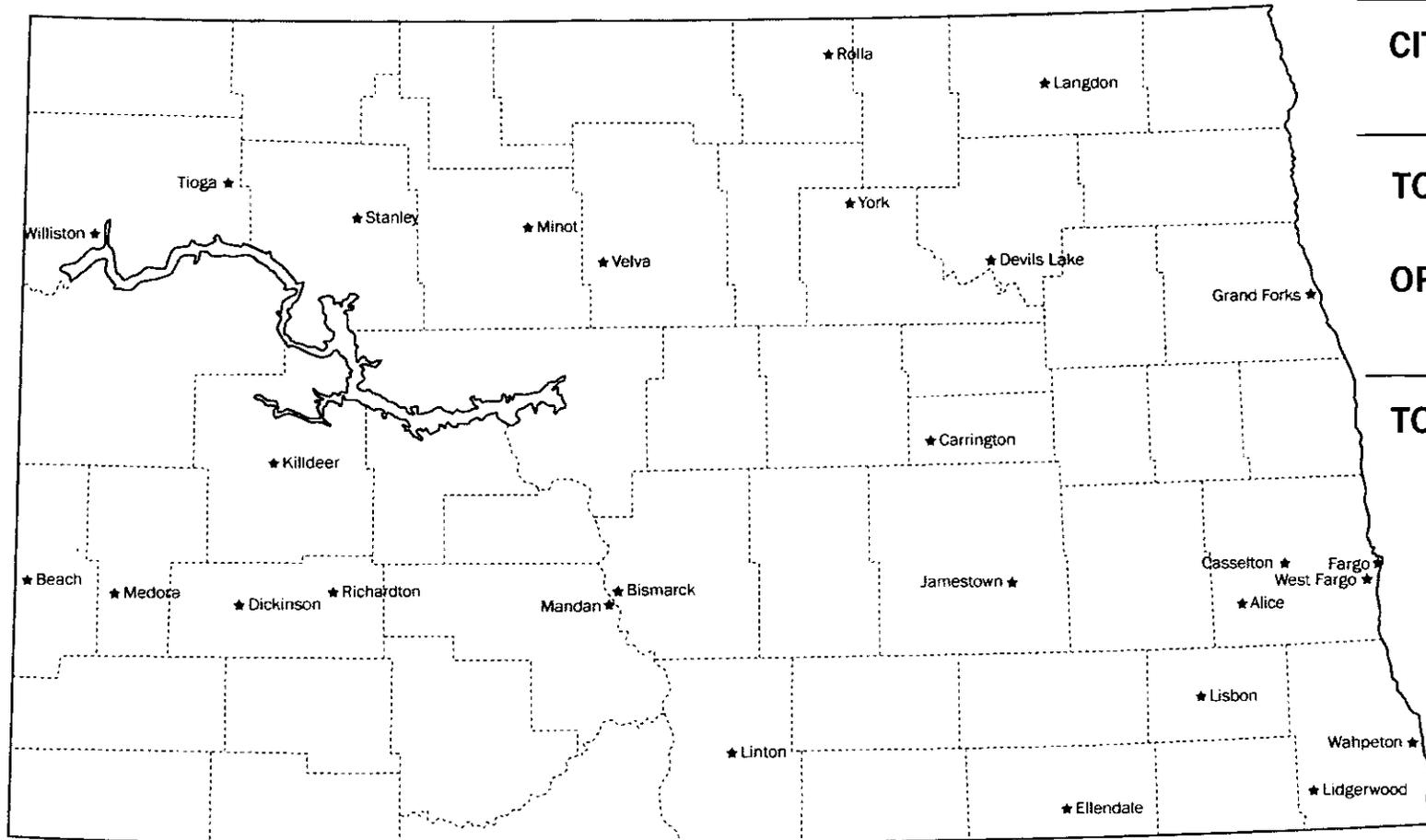
CERTIFICATION:

We, the undersigned, hereby certify that the North Dakota Workforce Development Council is comprised of 25 members, of whom 15 members, constituting a quorum were present at a meeting duly and regularly called, noticed, convened and held this 12th day of June, 2008, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of 15 members, and opposed by 0 members, and that said Resolution has not been rescinded or amended in any way.

Signed this 12th Day of June, 2008

T. J. Russell, Chairperson

OPERATION INTERN
COMMUNITIES IMPACTED BETWEEN 2004-2008



CITIES LOCATED
28

TOTAL NUMBER
OF
OPPORTUNITIES
205

TOTAL FUNDING
\$600,000