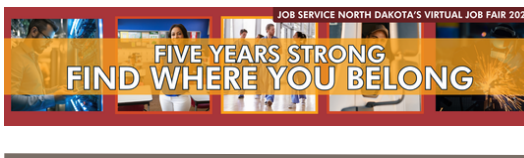


JOB SERVICE - GRAND FORKS Business Services

QUARTERLY NEWSLETTER: DECEMBER 2025

NORTH
Dakota | Grand Forks Workforce Center
Be Legendary.™ JOB SERVICE

Meeting Workforce Needs



Upcoming Workforce Recruitment Events

- January 7th, February 4th & March 4th - Workforce Wednesday Hiring & Resource Fairs
- January 29th - Job Service North Dakota's Virtual Job Fair
- February 19th - Office of Refugee Resettlement Virtual I9 Training
- March 19th, 25th & April 29th - Cash In 2026: Student Career & Job Fair
- April 29th - 2026 Grand Cities Spring Job Fair

How Do We Keep Our Young People in Our Communities?



By showing them the incredible opportunities available right here at home.

Two outstanding events that do exactly that are the Northern Valley Career Expo and T4 Summit. These programs open doors, spark curiosity, and connect students with real pathways to future careers—right in our own region.

Northern Valley Career Expo

The Northern Valley Career Expo just wrapped up its 13th year of introducing 10th graders from across the northern Red River Valley to the opportunities waiting for them locally. More than 2,000 students converged at the Alerus Center in Grand Forks for a day of hands-on learning and career exploration.

- Students selected two 20-minute breakout sessions from a wide range of in-demand fields—from construction trades to social work, fisheries and wildlife to UAS careers.
- They also spent 40 minutes on the exhibitor floor, meeting with vendors and learning firsthand what local companies do and the career paths they offer.

What sounds simple on paper becomes far more impactful in practice. Vendors brought interactive experiences that let students try the work, not just hear about it—going up in a manlift, flying a drone, ringing the bell on a high striker game, or even learning how to give a shot. The excitement and curiosity were inspiring.

This year also brought a special full-circle moment: three former Expo attendees returned—not as students, but as contributors, helping make the event happen.

T4 Summit

The T4 Summit—Tools, Trades, Torque, and Tech—was originally launched on the west side of North Dakota to give students in grades 6–12 a hands-on introduction to career exploration. Proudly sponsored by the Lignite Energy Council and the North Dakota Petroleum Foundation, the event continues to grow.

This past November, 1,100 eighth-grade students from 15 middle schools took part in a full day of interactive learning across a wide variety of career fields.

(continued below)





Continued - How Do We Keep Our Young People in Our Communities?

One memorable session involved students receiving a blueberry muffin—then being asked to remove all the blueberries and reconstruct the muffin to demonstrate how land reclamation works after mining activities. It was a simple but powerful (and tasty!) way to understand a complex process.

The day was organized into five 40-minute sessions, giving every student the chance to rotate through multiple hands-on experiences.

A big shout-out to Northland Technical and Community College for hosting the Summit for the past two years!

Get Involved

If you would like to get involved in either of these events, please reach out to:

- Mary at mhoudek@nd.gov
- Dusty at duhillebrand@nd.gov

And here's a question to reflect on: If you had been able to attend career-focused events like these, would you be doing what you are right now?

Share your experience with the next generation - it could make all the difference.



Veterans Employment Webinar: Beyond the Uniform

The Department of Defense estimates that 200,000 service members transition to civilian life every year. Veterans are a vital part of North Dakota's workforce, making up 7.4% of the population. These individuals are cross trained in multiple skills and have experience in many tasks making them a valuable asset to any organization. Despite this, many veterans face barriers when entering the workforce and employers are often unsure how to translate military experience to the job requirements. With two Air Force bases and a statewide National Guard, North Dakota employers have a vast opportunity to seek out highly trained service members who are transitioning to civilian life.

On November 6th, JSND hosted Veterans Employment Webinar: Beyond the Uniform. 109 attendees got to hear from not only Job Service staff, but from the National Guard, a veteran owned business, and the Minot EDC on the impact that veterans have in the workplace and tools to assist North Dakota employers in attracting, training, and retaining veteran talent. Many of the speakers were veterans themselves, offering firsthand insights into the challenges of reintegrating into the civilian workforce after service, and highlighting how the tools discussed could help ease those transitions for others.

To listen to a recording of the webinar visit here: [Work-based learning \(WBL\)](https://www.work-basedlearning.org/) is an educational strategy offering students an LI: [linkedin.com/company/golden-path-solutions](https://www.linkedin.com/company/golden-path-solutions) While you are on that section of our website, also take a look at JSND's previous webinars on various topics.



**Invest in youth today!
Strengthen your workforce tomorrow!**

Partner with JSND's work-based learning programs to develop and grow your future talent pipeline.

Call 701-795-3700 and ask to speak with a WIOA Advisor to learn more.





National Workforce Partner Cherokee Federal Visits NE North Dakota

Cherokee Federal visited northeast North Dakota on December 9th to share how its workforce program connects employers with authorized foreign-born talent.



Learn how this initiative helps businesses grow and communities thrive at, [National Workforce Partner Cherokee Federal Visits NE North Dakota](#)



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Tools in Your Toolbox

Resources for Being a Veteran Ready Workplace

Job Service ND (American Job Center)
jobsnd.com/employer-resources

Department of Defense SkillBridge
skillbridge.osd.mil

Registered Apprenticeship Program
apprenticeship.gov/employers/hire-veterans

Employer Support of the Guard and Reserve (ESGR)
esgr.mil

Work Opportunity Tax Credit (WOTC)
jobsnd.com/employer-resources/work-opportunity-tax-credit

Federal Bonding
jobsnd.com/sites/www/files/documents/jnsd_documents/federalbondingprogrambrochurejnsd6182.pdf

HIRE Vets Medallion Program (HVMP)
hirevets.gov

Additional Training
psycharmor.org

JSND Veterans' Employment Representative
Kendra Henry
kehenry@nd.gov | 701-795-3788

Click [HERE](#) for the active links to "Resources for Being a Veteran Ready Workplace".



EnGen Helps Employers Support English Language Learning at No Cost

EnGen is available to employers at no cost to help support employees who are non-English or limited English speakers. This resource provides flexible, accessible English Language Learning (ELL) tailored to the needs of diverse workplaces.

By offering EnGen, employers can improve communication, boost employee confidence, and strengthen workforce development—all without impacting their budget. Whether you're onboarding new team members or supporting long-term staff, EnGen is a valuable tool for building a more inclusive and effective workplace.

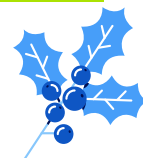
To learn more, visit [EnGen](#).




PROGRAM FUNDING AND SUPPORT PROVIDED BY



Career Exploration in Action!



Huge thanks to Job Service North Dakota for giving Jaylesn the opportunity to job shadow! She loved meeting the team, joining their Wednesday meetings, and seeing firsthand how they support people facing different challenges. She also learned about the tools and steps involved in helping individuals get back on track.

[North Valley Career & Technology Center Career Exploration ND CTE Work-based Learning](#)

FIVE YEARS STRONG FIND WHERE YOU BELONG

Job Service North Dakota's 2026 Virtual Job Fair

Happy Holidays from Job Service North Dakota! We are so excited to be kicking off 2026 with our 5th Annual Virtual Job Fair on January 29, 2026!

Five Years Strong, Find Where You Belong, is our theme this year to attract workers from North Dakota and across the country! Last year's virtual job fair attracted over 500 job seekers from 24 states and various countries!

A virtual job fair is a great opportunity to showcase your company and build visibility for your employer brand! With our platform, Easy Virtual Fair, you can build and customize your booth to meet your needs, and you can add a webinar/video to further promote your organization! We know how busy employers are at this time of year, so you will love how easy the platform is to use, and the convenience of joining from anywhere.

Whether you have one job to fill or 200, our Virtual Job Fair will allow you to post your open positions for job seekers to browse through, interact directly with job seekers through the private chat feature, and review resumes that have been uploaded by job seekers. Past employers who have attended our events have said the candidate pool is strong, the virtual platform is easy to use, and the overall experience has been well worth their time.

While this event is promoted nationwide to help our North Dakota employers tap into a wider talent pool, we also send a special invite to the students in colleges and universities in North Dakota and all surrounding states. We also promote our event on Handshake for college students, and we share information through our partners and at other local events. We don't stop there though! Once the event is over, we continue working to connect employers and job seekers by following up with all those who attended to provide information about our services, how to search and apply for jobs, and information about living and working in North Dakota!

There is no cost to you so if you haven't yet signed up, you can register here or contact our office for more information! If you can't attend, be sure to list your open jobs on our website. Our website is the State Job Board where job seekers can create resumes and search and apply for jobs. Last year, we had 4.5M views on our site!! We also had over 227,000 active job seekers registered in our system with 150,400 new users. We can post your jobs, make referrals, or be your virtual recruiter—All at no cost to you!

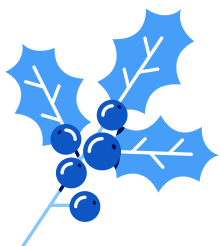
We hope to see you at one of our upcoming events and wish you the best in 2026!

The Job Pod

Join Dusty Hillebrand on The Job Pod where he talks with North Dakota employers about their businesses. Learn about job-getting skills and explore careers in North Dakota.

Whether you're recruiting, looking for your next job, or just like learning about other careers, you'll find something to love on The Job Pod – the place for North Dakota's career conversations.

New episodes publish monthly.



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