



North Dakota Department of Career and Technical Education

Strategic Plan

2019-2023



Strategic Plan

Developed by:

North Dakota Department of Career and Technical Education

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North Dakota Department of Career and Technical Education Strategic Plan

The North Dakota Department of Career and Technical Education (NDCTE) Strategic Plan was developed to support the K12 Strategic Vision and the Strategic Themes of the Governor's Workforce Development Council. After extensive research and conversation during 2017 and 2018, NDCTE believes it can support both bodies of work by improving K12 education and fulfilling the workforce needs of the state, through the goals in this strategic plan.

K12 Strategic Vision

Our vision is that all students will graduate choice ready with the knowledge, skills, and disposition to be successful.

Governor's Workforce Development Council Strategic Themes

- Earlier & More Diverse Career Exploration and Addressing the Technical Skills Gap
- Removing Barriers to Employment
- Occupational Licensing Reform
- Recruitment and Retention of Workers

Mission

The mission of the State Board for Career and Technical Education is to work with others to provide all North Dakota citizens with the technical skills, knowledge, and attitudes necessary for successful performance in a globally competitive workplace.

Vision

The State Board for Career and Technical Education recognizes that a qualified, skilled workforce is essential to the economic well-being of North Dakota's business, industry, and public sector. The Board also recognizes that the economic vitality of North Dakota's citizens will be dependent upon career and technical education's ability to provide an educational experience based on labor market information relating to the needs of business, industry, and the public sector.

The State Board for Career and Technical Education, as North Dakota's public workforce education and training delivery system, is committed to providing career awareness, work readiness skills, occupational preparation, and retraining of workers throughout the state. Career and technical education will span all educational levels, providing youth with exploration opportunities and the foundational skills needed to enter the world of work while providing adults with skills needed to enter, re-enter, or advance in the workforce.

Services will be provided throughout the state in a seamless environment, using both school-based and work-based learning. The system will be developed collaboratively with business, industry, and other agencies. The performance-based system will allow for the flexibility to exit and re-enter as employment demands dictate.

The State Board for Career and Technical Education also recognizes the learner's need to be trained with the latest methods of instruction while using up-to-date technology. The Board is devoted to providing leadership, organizational expertise, technical assistance, and the other resources required to meet the demand.

Quality, accessibility, responsiveness, and commitment to continuous improvement will be the trademarks for North Dakota's Career and Technical Education System.

Goal 1	Expand capacity of Career and Technical Education programs through the development of new and expanding programs and virtual education opportunities.														
Initiatives	<ul style="list-style-type: none"> • Support the development Public-Private Partnerships. • Dedicate funding for new, expanding, and innovative programs. • Facilitate the streamlining of distance Career and Technical Education. 														
Indicators of Success	<p>Number of Secondary Programs</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>541 Programs</td> <td>576 Programs</td> <td>591 Programs</td> </tr> </table> <p>Number of New and Expanding Programs Per School Year</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>Yearly Target</i></td> </tr> <tr> <td>5 Programs</td> <td>35 Programs</td> <td>10 Programs</td> </tr> </table>			<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	541 Programs	576 Programs	591 Programs	<i>2018</i>	<i>Current (2020)</i>	<i>Yearly Target</i>	5 Programs	35 Programs	10 Programs
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Goal 2	<p>Increase the number of students enrolling in Career and Technical Education programs.</p> <p>Develop and implement marketing plan, focusing on parents and students to encourage Career and Technical Education enrollment.</p>																																
Initiatives	<ul style="list-style-type: none"> • Expand Career and Technical Education to middle grades for career exploration. • Market the value of Career and Technical Education to parents, educators, and students. 																																
Indicators of Success	<p>Number of High School Students Taking CTE Courses (Unduplicated)</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>21,880 Students</td> <td>23,007 Students</td> <td>25,600 Students</td> </tr> </table> <p>Percentage of High School Students Taking CTE Courses</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>71.2%</td> <td>72.24%</td> <td>80%</td> </tr> </table> <p>Number of High School Concentrators (Unduplicated)</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>6,520 Students</td> <td>8,129 Students</td> <td>9,000 Students</td> </tr> </table> <p>Percentage of High School Concentrators</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>21.2%</td> <td>25.53%</td> <td>25%</td> </tr> </table> <p>Number of Middle School Students Taking CTE Courses (Duplicated)</p> <table style="width: 100%; text-align: center;"> <tr> <td><i>2018</i></td> <td><i>Current (2020)</i></td> <td><i>2023 Target</i></td> </tr> <tr> <td>27,251 Students</td> <td>25,975 Students</td> <td>29,000 Students</td> </tr> </table>			<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	21,880 Students	23,007 Students	25,600 Students	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	71.2%	72.24%	80%	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	6,520 Students	8,129 Students	9,000 Students	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	21.2%	25.53%	25%	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	27,251 Students	25,975 Students	29,000 Students
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	Non-Traditional Student Concentrators		
	2018 15.91%	Current (2020) 21.33%	2023 Target 15.84% (Perkins V Goal)
	Career and Technical Student Organization Participation		
	2018 11,025 Students	Current (2020) 11,428 Students	2023 Target 13,280 Students

Goal 3	Continue to improve the quality of the state’s Career and Technical Education programs.		
Initiatives	<ul style="list-style-type: none"> • Perform careful analysis of all programs to ensure quality and the meeting Labor Market needs. • Provide extensive professional development on vital workforce skills and industry advisory board management. • Facilitate the adoption of the Career Ready Practices in all Career and Technical Education programs. 		
Indicators of Success	Percentage of Secondary Career and Technical Education Concentrators Completing a Work-Based Learning Experience		
	2018 8.93%	Current (2020) 15.07%	2023 Target 8.89% (Perkins V Goal)
	Number of Industry-Recognized Certifications Available in Secondary		
	2018 13 Certifications	Current (2020) 13 Certifications	2023 Target 15 Certifications

Goal 4	Continue to develop programming to recruit, retain and develop succession planning for high quality secondary and post-secondary Career and Technical Education teachers, counselors, and administrators.		
	Develop teacher recruitment and mentorship programming.		
Initiatives	<ul style="list-style-type: none"> • Continue to expand and improve the transition to teacher programming. • Development of an educator prep plan of study for high school students. • Provide Career and Technical Education leadership professional development opportunities. 		
Indicators of Success	Number of Secondary Instructor Vacancies at the Beginning of the School Year		
	2018 38.7	Current (2020) 28.8	Annual Target 0
	Number of Postsecondary Instructor Vacancies at the Beginning of the School Year		
	2018 16	Current (2020) 14	Annual Target 0

Goal 5	Support postsecondary and incumbent workforce training.																										
Initiatives	<ul style="list-style-type: none"> • Support Community and Tribal Colleges to expand their programming. • Support TrainND efforts in meeting industry needs. • Align Career and Technical Education Centers, TrainND and Adult Education to develop an effective and efficient training system. • Continue to expand access to ND Farm Management Education Programs in areas where gaps currently occur. 																										
Indicators of Success	<p>Number of Postsecondary Students Taking CTE Courses</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><i>2018</i></th> <th style="text-align: center;"><i>Current (2020)</i></th> <th style="text-align: center;"><i>2023 Target</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">11,144</td> <td style="text-align: center;">8,929</td> <td style="text-align: center;">12,000</td> </tr> </tbody> </table> <p>Number of Postsecondary Concentrators</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><i>2018</i></th> <th style="text-align: center;"><i>Current (2020)</i></th> <th style="text-align: center;"><i>2023 Target</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">5,919</td> <td style="text-align: center;">4,752</td> <td style="text-align: center;">6,000</td> </tr> </tbody> </table> <p>Employers Served by TrainND</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><i>2018</i></th> <th style="text-align: center;"><i>Current (2020)</i></th> <th style="text-align: center;"><i>2023 Target</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">701 Employers</td> <td style="text-align: center;">1,412 Employers</td> <td style="text-align: center;">1,000 Employers</td> </tr> </tbody> </table> <p>Producers Served by ND Farm Management Education Programs</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><i>2018</i></th> <th style="text-align: center;"><i>Current (2020)</i></th> <th style="text-align: center;"><i>2023 Target</i></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">971 Producers</td> <td style="text-align: center;">800 Producers</td> <td style="text-align: center;">900 Producers</td> </tr> </tbody> </table>			<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	11,144	8,929	12,000	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	5,919	4,752	6,000	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	701 Employers	1,412 Employers	1,000 Employers	<i>2018</i>	<i>Current (2020)</i>	<i>2023 Target</i>	971 Producers	800 Producers	900 Producers
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