

## Newsletter

### Career Professional In-Services

- Laura Glasser, Career Resource Manager

The Career Resource Network at North Dakota Career and Technical Education is offering Career Professional In-Services at six locations across North Dakota this spring.

**This free in-service is a unique opportunity for career professionals to:**

- **Learn about Business and Industry:** Gain valuable insights into local businesses and industries, including workforce needs, hiring practices, and opportunities for students to engage in job shadowing, internships, and work-based learning.
- **Experience Real-World Work Environments:** Participate in a guided tour of a local business (potentially two!) for firsthand exposure to the workplace setting.
- **Engage with Industry Experts and Postsecondary Representatives:** Connect with presenters who will provide valuable information about career opportunities, workforce trends, and educational requirements for in-demand occupations.
- **Be Informed of Updates on:** Career Resources, Work-Based Learning, Internship and Apprenticeship in North Dakota.
- **Network with Colleagues:** Build connections with other career professionals from across the region!

**Who Should Attend?**

- Career Development Counselors
- Career Advisors
- Work-based Learning Coordinators
- Teachers
- Administrators
- Anyone involved in helping students make informed career decisions!

If you have any questions, contact Laura Glasser, Career Resource Manager at NDCTE - (701) 328-9733 or [leglasser@nd.gov](mailto:leglasser@nd.gov).

**Dates of Interest**

**April 12-14, 2026**  
FCCLA State Conference

**April 19-21, 2026**  
SkillsUSA State Conference

**June 1-4, 2026**  
FFA State Conference

**August 3-5, 2026**  
Professional Development Conference

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**Career Professional In-Service Locations**

City	Date	Time	Location
Bismarck	April 14	9:00 am to 3:00 pm	Hughes Educational Center Conference Room, 806 N Washington St Bismarck, ND 58501
Dickinson	April 16	9:00 am to 3:00 pm (MDT)	Southwest Area CTE Academy Building B - Bravera Room 271 34th St W, Dickinson, ND 58601
Fargo	May 6	9:00 am to 3:00 pm	NDSCS-Fargo Room 101 (Auditorium) 1305 19th Ave N Fargo, ND 58102
Grand Forks	May 5	9:00 am to 3:00 pm	Career Impact Academy Room 211, 4201 Career Drive Grand Forks, ND 58203
Minot	April 23	9:00 am to 3:00 pm	Minot Area Workforce Academy 2100 21st Ave NW Minot, ND 58703W
Williston	April 22	9:00 am to 3:00 pm	TrainND Northwest 415 22nd Ave NE Williston, ND 58801

[REGISTER](#)

# Cyber Madness 2026: North Dakota's Tech Titans Face Off

-Brad Hoffarth, Information Technology Education and Technology & Engineering Education Supervisor

From virtual showdowns to a high-stakes finale in Bismarck, the **2026 Cyber Madness** competition showcased the incredible talent of North Dakota's student tech leaders. After a rigorous virtual qualifying round in January, the top ten teams from across the state earned their spot at the in-person championship event.

## The Competition

The two-day event was a gauntlet of digital and physical trials. Teams earned points based on their placement and speed across a variety of challenges. While many tasks focused on high-level technical skills, others were designed to test teamwork and creative problem-solving—ensuring that the champions weren't just fast coders, but effective collaborators.

## And the Winners Are...

Congratulations to this year's top performers:

Rank	School	Team Name	Coach	Prize
1st	Red River High School	Rough Riders	Paul Zettler	Palo Alto Letterman Jacket + \$1,000 Scholarship
2nd	Legacy High School	LHS Big Brother	Alicia Marsh	\$500 Scholarship
3rd	Century High School	CHS Keyboard Warriors	Matt Bohrer	\$250 Scholarship

While the competition was fierce, the students clearly had fun with the atmosphere—specifically with their team names! A few crowd favorites included **"Gone Phishing," "Byte Club,"** and **"Hacktivistz."**

## A Community Effort

This event would not be possible without the dedicated partners who invest in our students' futures. A sincere thank you to:

- North Dakota Information Technology
- Career and Technical Education
- Department of Public Instruction
- Department of Emergency Services
- Department of Health and Human Services
- Palo Alto Networks

Whether you competed virtually or made the trip to Bismarck, thank you to every student and coach who participated in Cyber Madness this year. We look forward to seeing you back on the leaderboard next year!



Red River High School



Legacy High School



Century High School

# NDACTE Updates

-Carla Hixson, NDACTE Director

## Association for Career and Technical Education announces Board of Directors and Leadership Alliance Cohorts to include North Dakota representation:

**Shanda Cool** from Fargo Public Schools has been chosen as a ACTE Work Based Learning Leadership Alliance Cohort participant for 2026 (10 were chosen across ACTE nationally).

**Dawn Ulmer** North Dakota Department of Career and Technical Education has been elected to ACTE Board of Directors as the Work-Based Learning Division Vice President-Elect, she will serve a one-year shadow term beginning July 2026, followed by a three-year term beginning July 2027.

Congratulations Shanda and Dawn!

## NDACTE Awards Nominations need to be submitted soon!

North Dakota ACTE is conducting a statewide search for excellence in CTE to highlight outstanding educators as part of our annual awards program during the ND CTE PDC. We are seeking nominations from all divisions, positions and content areas this spring 2026 for the following awards:

- North Dakota ACTE Teacher of the Year
- North Dakota ACTE Postsecondary Professional of the Year
- North Dakota ACTE New Teacher of the Year
- North Dakota ACTE Teacher Educator of the Year
- North Dakota ACTE Administrator of the Year
- North Dakota ACTE Counseling and Career Development Professional Award
- North Dakota ACTE Carl D. Perkins Community Service Award
- North Dakota ACTE Lifetime Achievement Award
- Agriculture Education New Teacher of the Year
- Business Education New Teacher of the Year
- Career Development New Teacher of the Year
- Family and Consumer Science New Teacher of the Year
- Health Sciences New Teacher of the Year
- Marketing New Teacher of the Year
- Special Populations New Teacher of the Year
- Technology and Engineering Education New Teacher of the Year
- Trade and Industry New Teacher of the Year

Learn more about the nomination guidelines and how to submit a nomination for the awards above online here: [North Dakota - ACTE Awards](#) . Award recipients will then be judged and North Dakota ACTE award winners will have their nominations forwarded on to be considered for the ACTE Region V Awards.

## 2026 Awards of Excellence Impact Awards Nominations Open

NDACTE is looking to recognize CTE excellence in the following two categories

- Business Education Partnership
- Champion of the Year

Learn more about the nomination guidelines and how to submit a nomination for ACTE Impact awards at: [ACTE Impact Awards - ACTE Online](#). The Impact Award nominations are automatically moved on to the national level and will be recognized at the NDACTE Awards. All nominations must be submitted on the [ACTE Awards Portal](#) by **June 30**. If you have any questions, please contact Carla Hixson [NDACTE@outlook.com](mailto:NDACTE@outlook.com).

# NDACTE Updates

-Carla Hixson, NDACTE Director

## Innovative Program Award

This award recognizes innovative career and technical education programs from each Region V state that are unique, novel, and are serving to improve and promote the image of career and technical education.

**PURPOSE** To recognize innovative career and technical education programs from each Region V state that are unique, novel, and are serving to improve and promote the image of career and technical education.

### CRITERIA

- The program must demonstrate a capacity to prepare graduates to perform successfully in an occupational field.
- The program should exemplify the highest standards within its occupational field.
- Staff must be involved in an in-service program to keep abreast of technological changes in their occupational field.
- The program must have been in operation for at least three years.
- The instructor(s) in the program must have been a member of NDACTE for at least three consecutive years.



### ELIGIBILITY

Any career and technical education program that meets the criteria listed above.

Go to [www.NDACTE.com](http://www.NDACTE.com) for Innovative Career and Technical Education Program Nomination Form. Under Awards.

Deserving candidates for these awards have demonstrated their commitment to CTE through their innovation, accomplishments, and contributions to the CTE community. We are accepting nominations until **May 1, 2025**. If you have any questions, please contact North Dakota's Awards Committee Chair, Ashley Michael at [Ashley.Michael@k12.nd.us](mailto:Ashley.Michael@k12.nd.us) or Carla Hixson [NDACTE@outlook.com](mailto:NDACTE@outlook.com).

## PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR CTE PROFESSIONALS



**ACTE's Work Based Learning Conference, April 29-May 1, 2026** - Rhode Island Convention Center, Providence, Rhode - ACTE's fastest growing event -- the Work-Based Learning (WBL) Conference 2026! This premier gathering offers specialized professional development tailored for WBL professionals.

Key topics include:

- **Building Strong Partnerships** – Effective engagement and relationship management
- **Expanding Access to WBL** – Strategies for myriad opportunities
- **Navigating Compliance** – Insurance, workers' compensation, and legal regulations
- **Enhancing Career Pathways** – Internships, job shadows and apprenticeships
- **Exploring Innovations** – Emerging trends and groundbreaking WBL initiatives
- **Advocacy & Growth** – Marketing and scaling your WBL program

Register at [Island ACTE's Work-based Learning Conference - ACTE Online](https://www.acte.org/conferences/work-based-learning-conference-2026)

# NDACTE Updates

-Carla Hixson, NDACTE Director

## Call for Presentation Proposals: CareerTech VISION 2026 & ACTE Centennial Celebration

ACTE's CareerTech VISION 2026 and Centennial Celebration take place **Dec. 2–5** in New Orleans, marking 100 years of CTE leadership, innovation and impact. More than 6,000 educators, administrators, industry partners and business leaders will gather for dynamic sessions, inspiring speakers, a vibrant Expo and unforgettable centennial events. The call for presentation proposals is now open — share your expertise and help shape the next century of CTE at the field's largest annual gathering. Proposals are due **March 15**. [Learn more](#)

## Need continuing Education Credits Fast? North Dakota ACTE - Online Learning Center is for you!

NDACTE provides CTE professionals with continuing education opportunities. Whether you are looking for engaging professional development or a more convenient way to obtain continuing education credits and advance your career, CTE Learn online learning center courses are designed for you. This online professional development tool offers over 190 self-paced courses for CTE professionals that have the potential to earn college credit. CTE Learn was created by CTE Professionals for the CTE community. CTE Learn is open to all ND CTE professionals and the CTE Learn's suite of free professional development resources are available to all NDACTE members with no charge.

To learn more about CTE Learn go to North Dakota ACTE - Online Learning Center. <https://nd.ctelearn.org/>

Then **log into the ND's specific CTE Learn Portal each time you take a course** for the potential of also generating revenue for our state organization based on paid subscriptions from North Dakota users through our customized portal. Your support in logging into the ND portal each time makes a difference!

**Registration to the North Dakota CTE Learn portal is free and easy** to set up! Just visit North Dakota ACTE - Online Learning Center <https://nd.ctelearn.org/> and click on the Login Button on

## CTSO Student Perspective

My name is Ashley Carr, and I am a junior at Minot North High School. I currently serve as the North Dakota TSA State President, and this is my third year as a member of TSA.

When I stepped into this role, one of my main goals was to ensure that everything ran efficiently while also increasing member engagement. I wanted every member to feel involved, valued, and excited about the opportunities TSA provides. I am grateful for the opportunity to represent TSA and share my ideas.

Through my involvement, I have strengthened my public speaking skills, built meaningful connections, and grown into a more confident and capable leader. Being a state officer is an experience that will stay with me for the rest of my life, and I am incredibly grateful for the impact TSA has had on me as both a leader and a person.



# Helping Students Find Employers with Compass Filters

-Laura Glasser, Career Resource Manager

Compass proactively matches students with employers who are the best fit for their skills and interests. But students may also want to browse employers based on location, internships, industries, or a variety of other options. It's another way to learn more about career options, the types of employers who are interested in connecting with students, and to gain an overall sense of what is available to them.

We've made this employer search process easy with our advanced filters in Compass.

Here's how students can use Compass employer filters in RUReadyND:

1. Students log in to RUReady.ND.gov through the ND Education Portal.
2. They launch Compass by selecting Go to Your Compass Profile >> Opportunities >>Employers.
3. Employers marked as the Best match will appear at the top of the list. We recommend students browse those first and select View Profile to learn more about each.
4. To begin filtering, select Filter and then adjust filter options as desired. Filters include Distance with a sliding bar, Industry with 18 options, Location with cities across the region, and Career Cluster with 13 groupings. Other filters include Size with four options from 1-250+ employees, Favorite to show or hide employers the student has already marked with a Heart, and Fit which indicates Best or Great matches.
5. For even more specific searches, students can filter by Opportunities Available such as work-based learning, Career Profiles, or events; or Connection Options such as Career Fair, Job Shadow, Apprenticeship, Internship, and Mentoring.
6. Any combination of these filters can be applied for truly custom search results.
7. For each employer, students can View Profile to learn more, check the Heart to save as a favorite, or check the Checkmark to let the employer know they are interested in learning more.

## Quick Tip!

As a school professional, remember that you can control your notification preferences for email communications for new work-based learning opportunities, events, or Career Profiles. Just go to Compass Console >> Gear icon >> Notification Preferences.

Encourage your students to use filters in Compass today to find employers they would like to connect with.

For more information, contact Laura Glasser, Career Resource Manager at NDCTE, at [leglasser@nd.gov](mailto:leglasser@nd.gov). You can also reach [Golden Path Solutions](https://www.goldenpath.net) at [info@goldenpath.net](mailto:info@goldenpath.net).

The screenshot shows the RUReadyND.gov website interface. At the top, there's a navigation bar with 'Profile', 'Results', 'Opportunities', and 'Activity'. Below that, there are icons for 'Employers', 'Career Profiles', 'Work-based Learning', 'Colleges', 'Explore Careers', and 'Events'. The main section is titled 'EMPLOYERS' and includes a search bar, 'FILTERS', 'MARK ALL AS READ', and 'REQUEST JOB SHADOWS' buttons. A 'RESET FILTERS' button is also present. The filters section includes dropdown menus for 'DISTANCE', 'INDUSTRY', 'LOCATION', 'CAREER CLUSTER', 'SIZE', 'FAVORITE', 'OPPORTUNITIES AVAILABLE', 'CONNECTION OPTIONS', and 'FIT'. Below the filters, there are six employer listings, each with a 'VIEW PROFILE' button and a 'FIT FOR YOU' indicator (e.g., 'BEST').

Employer Name	Location	Industry	Size	Total Opportunities Offered	Fit for You
NORTH DAKOTA DEPARTMENT OF TRANSPORTATION	BISMARCK, ND	OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)	1005 EMPLOYEES	16	BEST
CARDINAL IG FARGO	FARGO, ND	MANUFACTURING	345 EMPLOYEES	3	BEST
EASTER SEALS GOODWILL OF ND	MANDAN, ND	HEALTH CARE & SOCIAL ASSISTANCE	237 EMPLOYEES	3	BEST
RAPAT CORPORATION	HAWLEY, MN	MANUFACTURING	150 EMPLOYEES	1	BEST
HARVESTONE LOW CARBON PARTNERS	BISMARCK, ND	MANUFACTURING	150 EMPLOYEES	2	BEST
SMP HEALTH - ST. ALOISIUS	HARVEY, ND	HEALTH CARE & SOCIAL ASSISTANCE	237 EMPLOYEES	4	BEST

# North Dakota DECA Students Earn Industry-Recognized Marketing Credentials

*-Dustin Norby, Marketing Education Supervisor*

North Dakota DECA is proud to announce that nearly 70 participants in the Marketing Cluster achieved a score of 70% or higher at the State Career Development Conference, held March 1–3 in Bismarck—qualifying them for the prestigious AMA Associate in Marketing Management Certificate.

Offered through the American Marketing Association in partnership with DECA Inc., this industry-recognized credential validates students' knowledge and skills in key marketing concepts. The certification assesses understanding in areas such as market research, strategic planning, the marketing mix, ethical marketing, value propositions, and product differentiation.

Students who earn this certificate demonstrate their readiness for the dynamic world of marketing and gain a competitive edge as they pursue college and career opportunities. In addition to a formal certificate, recipients receive a digital badge that can be shared with colleges, employers, and scholarship committees.

Eligibility for the credential is granted to DECA members who score 70% or higher on the Marketing Cluster Exam at the state or international level. This achievement reflects the strong integration of classroom instruction, competitive events, and applied learning experiences that define the DECA program.

Since 1937, the American Marketing Association has been a global leader in advancing marketing knowledge and innovation, providing valuable resources and professional development opportunities. Through its partnership with DECA, students are able to connect their classroom learning to real-world industry standards.

DECA prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high schools and colleges around the globe. With nearly 300,000 members worldwide, DECA continues to bring classroom learning to life through competition, collaboration, and career-focused experiences.

Chapter advisors will be informed via DECA Direct Weekly on how to purchase the certification at the chapter level once student scores have been uploaded.



# Registration Opens Today for the 2026 NDCTE Professional Development Conference

-Dawl Ulmer, Strategic Projects Manager

The **2026 North Dakota Career and Technical Education Professional Development Conference (PDC)** is set to begin an exciting new chapter—one that will transform how we think about professional growth, program quality, and student success across the state.

This year marks the official launch of our bold new three-year vision:

## Pathways to Mastery: Commit. Complete. Achieve

Rather than viewing PDC as a stand-alone annual event, this new model positions the conference as a **statewide strategic initiative**—a multi-year journey focused on continuous improvement, measurable outcomes, and elevating Career and Technical Education across North Dakota.



**PATHWAYS TO MASTERY**  
**COMMIT**

### Year One Focus: COMMIT

The 2026 conference will center around a powerful and foundational idea:  
**Commit to Quality. Commit to Students. Commit to Excellence.**

Before students can master skills, earn credentials, or compete at high levels—we must first commit.

2026 is about building strong, intentional foundations across all CTE programs. It is about aligning our work, strengthening our systems, and ensuring every student has access to high-quality opportunities. Session tracks will provide practical tools and strategies for educators to enhance their programs, connect with mentors, and drive continuous improvement. The new approach to PDC represents a three-year transformation, not just a conference. It serves as a statewide improvement cycle, a leadership-driven movement, a structured pathway for educator growth, and a long-term strategy designed to strengthen student outcomes.

Each year builds on the last:

- **Year 1 – Commit:** Build strong foundations and alignment
- **Year 2 – Complete:** Focus on outcomes, credentials, and student success
- **Year 3 – Compete:** Elevate excellence, leadership, and workforce competitiveness

By the end of this three-year journey, North Dakota CTE programs will be stronger, more aligned, and better positioned to prepare students for success in an ever-evolving workforce.

Whether you are a first-year teacher, an experienced educator, or a CTE leader, the 2026 PDC is the starting point of something transformative. If you have never attended PDC before—**this is the year you don't want to miss.**

You will be joining at the very beginning of a three-year learning experience designed to equip you with tools that directly impact student success. The future of CTE in North Dakota is not just about participation—it's about intentional growth, measurable outcomes, and preparing students to thrive. It starts with commitment and we invite you to be part of this journey.

**Mark your calendar and watch for registration opening April 1, 2026.**

**Commit today. Transform tomorrow.**

[Register today!](#)

Registration for the 2026 NDCTE PDC opens **April 1, 2026.**

- **Early Bird Registration:** \$100
- **Regular Registration:** \$125
- **On-Site Registration:** \$150

## North Dakota Board for Career and Technical Education: Goals and Progress Toward Strengthening CTE Statewide

North Dakota's Board for Career and Technical Education (CTE) continues to advance a clear and ambitious vision: Delivering high-quality Career and Technical Education to empower all students to achieve workforce readiness for lifelong success.

Through a multi-year system of goals and progress measures, the Board tracks improvement in student participation, workforce readiness, access to programs, and educator quality.

Below is an overview of the Board's goals that are guiding this work.

### Goal 1: Increase CTE Concentrator Participation

The Board aims to increase the percentage of high school CTE concentrators—from 28.5% in 2024 to 40% by 2028. This focus ensures more students gain the depth of learning needed to pursue postsecondary pathways and workforce opportunities.

To advance equity, Goal 1 also includes targeted measures:

- Economically disadvantaged students
- Minority students
- Students with disabilities

These measures ensure that expanding concentrator participation benefits all North Dakota students, especially those historically underrepresented in career and technical education.

### Goal 2: Strengthen Workforce Readiness

A key priority is preparing students for careers and economic success. Goal 2 seeks to raise the percentage of students graduating Workforce Ready from 88% to 93% by 2028, as measured by the Choice Ready Report.

Supporting progress measures include:

- Being proficient in Career Ready Practices
- Completing a Work-based learning experience
- Completing a Technical assessment or attaining an industry recognized credential

Together, these metrics ensure that student learning aligns with real-world expectations and employer needs.

### Goal 3: Expand CTE Enrollment Across the State

To ensure more students engage in career exploration and skill-building earlier, the Board aims to increase the percentage of students enrolled in at least one CTE course from 75.5% in 2024 to 87% by 2029.

The goal includes specific enrollment increases based on access and proximity:

- Students in schools offering fewer than three CTE programs
- Students living less than 20 miles from a CTE Center
- Students living more than 20 miles from a CTE Center
- Overall participation in CTE Center courses
- Enrollment in CTE courses at the student's school of residence

These indicators help monitor both access and utilization of CTE opportunities statewide.

Director Guardrails: Ensuring Quality, Equity, and Partnerships

In addition to student-focused goals, the Board uses Director Guardrails to ensure strong departmental operations.

Guardrail 1: Ensure Equitable Access to Career and Technical Education

Guardrail 2: Maintain High-Quality Educators

Guardrail 3: Expand Public-Private Partnerships

These guardrails ensure the system supporting students is as strong as the programs themselves.

Looking Ahead

North Dakota's Board for Career and Technical Education is advancing a data-driven, student-centered strategy to strengthen career pathways statewide. With clear goals, measurable milestones, and robust accountability systems, the state remains committed to preparing all learners for success in both education and the workforce.

### **Apprenticeships: Where Learning Meets Workforce Readiness**

There is a point in every student's journey where learning becomes real. It happens when knowledge is tested in authentic environments, when skills are applied with purpose, and when students begin to see themselves as part of the workforce. Apprenticeships create that moment.

Across North Dakota, we continue to expand career-connected learning opportunities that move students beyond exploration and into application. As highlighted in our upcoming Career Professional In-Services, we are strengthening connections with business and industry to ensure students have access to internships, job shadows, and apprenticeships aligned to workforce needs. These experiences are becoming essential to how we prepare students for success after high school.

This work aligns directly with our statewide vision for continuous improvement. As we begin Year 1 of our Pathways to Mastery framework, the focus is on commitment. Commitment to quality programs, strong partnerships, and ensuring every student has access to meaningful career-connected experiences. Apprenticeships help establish this foundation by connecting classroom learning to real-world application from the start.

This work also supports Goal 2 of the North Dakota Board for Career and Technical Education: strengthening workforce readiness. Preparing students means more than completing coursework. It includes developing career-ready practices, participating in work-based learning, and earning industry-recognized credentials. We are seeing this in action across the state. Nearly 70 North Dakota DECA students recently earned the American Marketing Association's Associate in Marketing Management Certificate, demonstrating readiness through industry-aligned assessment and applied learning.

Nationally, efforts such as the U.S. Department of Education's TRIO Talent Search Program continue to emphasize early career exploration and postsecondary planning. When aligned with apprenticeships, students gain not only awareness, but experience as they connect their interests to real careers.

Strong partnerships remain the foundation of this work. Schools, employers, and community organizations each play a role in creating opportunities that are accessible, relevant, and impactful.

Apprenticeships represent more than a strategy. They represent a commitment to ensuring every student has a clear path forward. When we align systems and invest in meaningful experiences, students leave our programs ready.

Level Up with ND CTE.