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2019 – 2021 Executive Budget Recommendation  |  INVESTING IN PEOPLE

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“The budget promotes responsible stewardship of our financial resources, encourages innovation and invests strategically – all without raising taxes.”

GOVERNOR DOUG BURGUM

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**MEETING WORKFORCE DEMANDS FOR THE 21ST CENTURY**

Workforce is the largest gating factor to North Dakota’s continued growth. Technological and competitive forces require us to redouble our efforts in key areas. Working as one we can have significant impact on strategic drivers including skills, education, retention and recruitment. At the same time we can mitigate barriers like occupational licensing.

### WORKFORCE PRIORITIES

- **Technical Skills Gap**
  - Need for Youth Engagement
  - Earlier and more diverse career exploration.
- **Nursing and Healthcare Technician Shortage**
- **Support for Populations with Barriers to Employment**
- **Need for Net In/Migration of North Dakotans**

### INVESTING IN PEOPLE

Performance based salary increases and investment in pension fund today supports financial security for Team North Dakota.

#### Team Member Compensation

<table>
<thead>
<tr>
<th>Year</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017 - 2019</td>
<td>$3,012 M</td>
</tr>
<tr>
<td>2019 - 2021</td>
<td>$3,191 M</td>
</tr>
</tbody>
</table>

Increase of salaries and benefits for state team members.

#### Pension Fund Solvency

- **Solvent**
- **Non-Solvent**

#### Increasing Investment in Students and Teachers

- **Expand Challenge Grants** | $40 Million
- **Career Academies Expansion** | $30 Million
- **Research ND** | $20 Million

### Modernize Higher Education


### INVESTING IN WORKFORCE | KEY INVESTMENT AREAS

- **Investing In Workforce**
- **Mitigating Barriers**
- **Reform of Occupational Licensing**

#### 61 Boards and Commissions
- Governing 80+ Licenses

### BUILDING FOR THE FUTURE

- **Technology** | $174M
- **Water Projects** | $464M
- **Rocks** | $815M
- **Legacy Projects** | $300M

### LEGACY PROJECTS

- **Revolving Loan Funds** ($535M est. borrowing power)
- **UAS Network and Infrastructure**
- **Theodore Roosevelt Presidential Library and Museum** (Matching $1 for every $2 of private capital)