

*To my North Dakota
Association of Non-Profit Organizations
Friends and Neighbors...*

*Thank
you*



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TOP OF YOUR COMMUNITY PARTNER LIST

Population: 774,948

April Labor Force: 407,362

April Unemployment: 2.5%

Open Jobs: 19,574

<https://www.jobsnd.com/>

Job Service ND – At Your Service

Job Postings
In-Person & Virtual Job Fairs
Facebook Live Events
Rural Outreach
The “Job Pod”
Labor Market Information



We are urgently hiring @ **easterseals Goodwill**
North Dakota

HIRING BONUS! COMPETITIVE PAY!
"WALK-IN WEDNESDAYS" IN JUNE

No appointment needed Wednesdays for on-the-spot interviews 8 to 4:30 at ESGWND 3333 7th Ave N, Fargo



DIRECT SUPPORT PROFESSIONALS
DSPs provide direct care to individuals with barriers.

- ✓ Part-time hours with full-time possibilities; flexible work schedules
- ✓ We match team members and persons-supported to find "the right fit"



EMPLOYMENT SUPPORT PROFESSIONALS
ESPs assist persons-supported with job skills, volunteering and recreation/leisure; they also provide direct cares.

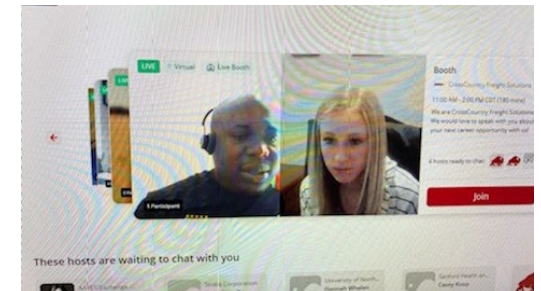
- ✓ Full-time with benefits!

WWW.ESGWND CAREERS.ORG

Visit to view job openings and apply.



If you have the caring heart our persons-supported deserve, YOU are our ideal candidate! Anyone who is looking for a fun and fulfilling job, and has a desire to make a difference, is welcome to apply.



Recruiter Network

Seeking Community Champions

For more information or to join the Recruiter Network, go to <https://www.workforce.nd.gov/workforce/RecruiterNetwork/> or contact Melyssa Diebold at (701) 328-5382 or mndiebold@nd.gov



NORTH Dakota
Be Legendary.

RECRUITER NETWORK

The goal of the Recruiter Network is to target out-of-state jobseekers in an attempt to invite them to North Dakota to fill needed positions available within every sector of business while improving North Dakota's image.

The current network is made of human resources professionals and recruiters who have joined because they are interested in collaborating to fill open positions within their company and the many other industries across North Dakota.

Specific benefits include:

- Networking with other human resources professionals and recruiters.
- Best practice sharing among major industries in North Dakota.
- Resources and information provided to help in recruiting.
- Serve as a sounding board among professionals to help recruiting efforts.
- Regular quarterly meetings.

GOALS OF THE RECRUITER NETWORK

Through partnership and education, we have created a Recruiter Network, which will allow collaboration among businesses and recruiters to serve as a resource network. The Recruiter Network identified three major goals:

1. Share best practices.
2. Help attract people to North Dakota.
3. Provide guidance for retention/hiring issues.

MEMBERSHIP DETAILS OF THE RECRUITER NETWORK

We encourage companies to have up to two representatives that can use the resources and attend meetings. Industries that are represented include higher education, manufacturing, agriculture, healthcare, energy, technology, state/government, retail, and human services. Meetings are on the second Wednesday of January, April, July and October. Meetings are delivered in two ways, either conference calls or hosted by members. The agenda will include round table discussions on current issues, best practices, education, recruitment, retention plans, and more.

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RoleCall is a talent attraction agency. Our work goes beyond traditional talent attraction marketing and focuses on talent attraction infrastructure: the systems, content, and connections to attract and retain qualified talent. We are so excited to partner with the state of North Dakota to build new talent pipelines and help the state grow and prosper.

SO, WHAT'S HAPPENING HERE?



Project Overview

The state of North Dakota is in the process of creating new marketing campaigns highlighting quality of life and job opportunities, with the goal of attracting outside talent. RoleCall will create and implement the infrastructure to capture talent leads, connect them with employers, and convert them to new residents.



THE GOOD LIFE STARTS HERE

LEARN ABOUT OUR CITIES →

EXPLORE THINGS TO DO →

FIND GREAT CAREERS →

NORTH Dakota | Job Service
Be Legendary.™

RELOCATION HELP DESK

WE WANT YOUR INPUT



Tell us what you think!

Name: _____ Location: _____ Phone: _____

Name, Location and Phone Number are not required, but helpful, should we have follow-up questions about any of your responses.

Please list 3 things that you like about (organization):

- 1.
- 2.
- 3.

Please list your top 3 concerns as an employee of (organization):

- 1.
- 2.
- 3.

You are critical to our success and growth! What would motivate you to be more active in recruiting and referring needed personnel to our team to help fill our open positions?

- 1.
- 2.
- 3.

Other comments, suggestions or innovative ideas?

Thank you for your feedback – much appreciated!

Employee feedback is not only helpful for engagement and retention, but useful in your recruiting strategy too!



North Dakota Community Champions Expectations & Responsibilities

What are we doing here?

The state of North Dakota has embarked on an innovative two-year project to attract more people to live and work in the state. A key part of this project hinges on connecting newcomers to real, welcoming North Dakotans - namely, YOU!

The first piece of this puzzle is the external marketing being done by the state to people all around the country looking to make a change. The newly refreshed [Find the Good Life](#) website and social media channels are showcasing all of the wonderful things our state has to offer new residents.

Prospective residents will fill out a series of short forms, answering questions about:

- What kind of job and industry they're interested in
- Community and lifestyle preferences
- Hobbies and interests

Once we have this information, that's where you come in! Our software will sort people into lists based on where they would like to live and/or what topics they'd like more information about. From there, we'll assign them to the right Community Champions with local knowledge to answer their questions.

What does the role of Community Champion entail?

We are asking all of our Community Champions to commit to:

- Attending the quarterly Champions meetings to receive new assignments, share feedback and success stories, and get the info you need to be successful

- Contacting all assigned leads within a reasonable amount of time, and staying in contact with them on an as-needed basis
- Connecting leads to relevant resources, such as employers/Job Service representatives, real estate agents, schools, etc.
- Reporting back as much information as you can to the state about your interactions with candidates. We don't need to read all your emails, but we will need to know what information people are asking for, whether or not they are getting it, and of course we need to know about anyone who moves here because of this program!
- Attending the year-end town hall to recap the first year of the program

What we'll provide you:

We want to make sure that we are setting you up for success from the jump! To that end, we will provide you with:

- Contact info and relevant information about the leads to help give you context and background
- Email templates to make reaching out as easy as possible
- A library of resources that includes:
 - Contact info of major employers
 - Real Estate Agents and Property Managers
 - Moving companies
 - School and education resources
 - Links to ND Tourism's Things to Do pages
 - Info about incentives or programs that could help sweeten the deal for certain candidates
- Support from Melyssa Diebold at the state level to help answer tough questions or find even more resources and contacts