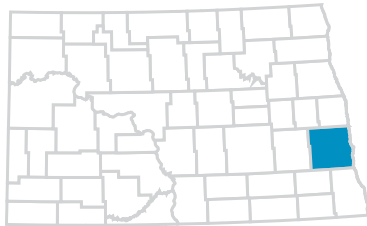


Developing America's Workforce

County Roles, Barriers and Solutions - County Case Studies



Cass County, North Dakota



2021 POPULATION: **186,562**
U.S. REGION: **CENTRAL**
ARCHETYPE: **SMALLER
INDEPENDENT ECONOMIES**

Cass County, home to the City of Fargo, is part of the greater Fargo-Moorhead area that comprises both Cass County and Clay County, Minnesota. As the most populous city in North Dakota, Fargo has unique needs and assets compared to the state's rural jurisdictions. Cass County is the destination for the vast majority of immigrants and refugees resettled in North Dakota. Public transportation is limited, creating challenges for individuals who must arrive to their jobs at a reliable time.

Barriers



TRANSPORTATION



BARRIERS FOR IMMIGRANTS,
REFUGEES AND NEW AMERICANS



HOUSING

Solutions

INDUSTRY-RESPONSIVE TECHNICAL SCHOOL

Cass County's [Career Workforce Academy](#) is an industry-responsive career technical school for K-14 students that enables career awareness, exploration and preparation. The school hosts programs in a variety of fields, including HVAC, plumbing and coding, and prioritizes fields that have the greatest need for workers in Cass County. To expand the reach of the school, the county is considering special programs for New Americans, incumbent workers and justice-impacted individuals outside of school hours.

EMPLOYER-PROVIDED SUPPORT SERVICES

Some of Cass County's employers support their employees with multiple months of stable housing, tuition assistance and even personal vehicles. These supports are transformative for low-income workers, who may otherwise struggle with housing instability, cost of living or unreliable public transportation while trying to maintain meaningful employment.



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