



WORKFORCE DEVELOPMENT
**PERFORMANCE
ACCOUNTABILITY**

Prepared 2nd Quarter

2022

The Division of Workforce Development created and implemented a system of performance and accountability measures for the state around workforce development, workforce training, and talent attraction. Each workforce development, workforce training, and talent attraction partner cooperated in providing the data necessary to implement these measures.

NDCC 54-60-19. Division of Workforce Development - Talent Strategy - Performance and Accountability

AmeriCorps- Workforce Development Division

AmeriCorps is a federal program that helps meet community needs in assisting members with career building and volunteer work to earn an education award to help pay for school.

- Fiscal Year 2018
 - 7 Projects
 - 121 AmeriCorps members
 - Over 60,000 total number of hours
 - \$295,741 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

- Fiscal Year 2019
 - 5 Projects
 - 124 AmeriCorps members
 - Over 60,000 total number of hours
 - \$284,196 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

- Fiscal Year 2020
 - 5 Projects
 - 113 AmeriCorps members
 - Over 70,000 total number of hours
 - \$452,250 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

- Fiscal Year 2021
 - 6 Projects
 - 123 AmeriCorps members
 - Over 90,000 total number of hours
 - \$460,096 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

**Numbers reported for projects and members may be duplications of re-funded projects*

In the 2019-2021 Biennium, AmeriCorps decreased by 1 project and 1 member but increased the total number of hours from 60,000 per year to over 90,000 hours in 2021. AmeriCorps has also increased the annual education assistance awarded to members via the Segal Education award by \$180,000 from 2019 to 2021.

Technical Skills Training Grant- Workforce Development Division

2019-2021 Biennium

- 8 Programs funded
 - 14 program applicants
- Total Awarded: \$673,223
- Total Reimbursed: \$509,171

Project Type	Trainees
Welding	26
Digital Skills	83
Cybersecurity	3
Commercial Pilot	60
Digital Marketing & Analytics	6
General Aviation/UAS	10
Project Management	0
CDL Drivers	11
Total	199

Operation Intern- Workforce Development Division

Operation Intern is designed to expand the number of new internships, work experiences and apprenticeship positions with North Dakota employers. The program's primary focus is employers in the state's targeted industries

2017-2019 Biennium

- 145 Companies
 - 74 New businesses participating
- 436 Internships
- 253 Interns hired in biennium
- 197 Interns hired since inception of program

2019-2021 Biennium

- 140 Companies
 - 49 New businesses participating
- 368 Internships

**Self-reported information*

Operation Intern Retention Data

Biennium	Interns	Employed 1st Year	Employed 3rd Year	Employed 5th Year
2015-17	513	337	286	273
2017-19	436	197	162	N/A
2019-21	368	191	N/A	N/A

Retention is based on North Dakota wage records and does not include individuals that are self-employed, railroad employment, government employment or going to school full time.

**The Operation Intern retention data is provided from JSND (Business Intelligence Division)*

Tribal College Grant (TCG) Program- Workforce Development Division

- 2017-2019 Biennium
 - Total Awarded - \$500,000
 - Projects included: equipment purchases, instructor salaries for newly developed programs/certificates, curriculum development, instructor training, entrepreneurial and business start-ups.
 - Eligible institutions include Turtle Mountain Community College (TMCC), United Tribes Technical College (UTTC), Cankdeska Cikana Community College (CCCC), Nueta Hidatsa Sahnish College (NHSC), Sitting Bull College (SBC).

- 2017-2019 Metrics
 - 914 students enrolled in TCG funded programs
 - 502 graduates
 - 149 placed in employment
 - Graduation Rates *
 - Turtle Mountain Community College
 - Commercial Vehicle Operation
 - Welding
 - Entrepreneurship

- 2019-2021 Biennium
 - Total Awarded - \$500,000
 - Projects included: equipment purchases, instructor salaries for newly developed programs/certificates, curriculum development, instructor training, entrepreneurial and business start-ups.

- Eligible institutions include Turtle Mountain Community College (TMCC), United Tribes Technical College (UTTC), Cankdeska Cikana Community College (CCCC), Nueta Hidatsa Sahnish College (NHSC), Sitting Bull College (SBC).
- 2019-2021 Metrics
 - TMCC - \$500,000
 - 107 students enrolled in TCG funded programs; Goal of 100 students
 - 57 (53%) graduates; Goal 75% of enrolled
 - 51 (89%) placed in employment; Goal 75% of graduates
 - Graduation Rates *
 - Turtle Mountain Community College
 - Commercial Vehicle Operation
 - Heavy Equipment Operation
 - Welding
 - Entrepreneurship
 - Human Services Assistant (not fully implemented due to setback from COVID)

** Graduate rates are calculated by dividing enrolled students by graduates. At the time of submission of annual reports, students may still be enrolled and will graduate later.*

Tribal College Grants were established during the 2013 Legislative Session and codified in NDCC Chapter 54-60.2 to assist North Dakota's tribally controlled community colleges in preparing students for the state's high demand jobs. The grant also allows the community colleges to assist students in establishing businesses in North Dakota. SB2144 (2017) amended statute stating the Department of Commerce "shall award grants based on the documented job placement rates at each eligible college".

New Jobs Training- Job Service ND

- 2017-19 Biennium added 15 new agreements*
 - Proposed New Jobs Added: 386
 - Total Withholding: \$1,562,135
 - Total Administrative Fees: \$78,153
- 2019-21 Biennium added 13 new agreements*
 - Proposed New Jobs Added: 519

New Jobs Training Program assists primary sector businesses secure funding to offset the costs of creating new employment opportunities. Job Service North Dakota and employers enter into agreements to provide workers with education and training specifically required for jobs in new or expanding primary sector businesses in North Dakota. State income tax withholding from new positions created can be captured for up to ten years or until the loan or self-financing option is repaid, whichever comes first.

*A North Dakota New Jobs Training Preliminary Agreement establishes the effective date for a project and must be signed and in place prior to the start date of any employees.

Workforce Investment Act (WIA)/Workforce Innovation and Opportunity Act (WIOA)

- Adult Program- Job Service ND
 - Transition year from WIA to WIOA – Program Year 2016
 - 250 - Enrolled in WIOA training program year 2017
 - 189 - Enrolled in WIOA training program year 2018
 - 179 - Enrolled in WIOA training program year 2019
 - 489 - Enrolled in WIOA training program year 2021

- Dislocated Worker Program- Job Service ND
 - Transition year from WIA to WIOA – Program Year 2016
 - 40 - Enrolled in WIOA training program year 2017
 - 30 - Enrolled in WIOA training program year 2018
 - 48 - Enrolled in WIOA training program year 2019
 - 56 - Enrolled in WIOA training program year 2021

- Youth (14-24) - Job Service ND
 - Transition year from WIA to WIOA – Program Year 2016
 - 95 - Enrolled in WIOA training program year 2017
 - 85 - Enrolled in WIOA training program year 2018
 - 121 - Enrolled in WIOA training program year 2019
 - 203 - Enrolled in WIOA training program year 2021

The Workforce Innovation and Opportunity Act is a federally funded program that provides training assistance to adults, dislocated workers, and youth.

www.JobsND.com.

Adult Education- ND Department of Public Instruction

- 2019-2021 overall 4,564 students served
- 2019-2021 ESL 1,553
- 2019-2021 - 1,400 Obtained a GED
 - ND has an 86% pass rate compared to U.S. at 76% in 2021

** Some crossover/duplication of numbers as students crossed over years*

[Insights of North Dakota \(nd.gov\)](http://Insights of North Dakota (nd.gov))

TrainND - ND University System, Bismarck State College

- 19,022 - Number of employees trained 2017
- 13,639 - Number of employees trained 2018
- 19,008 - Number of employees trained 2019
- 19,008 - Number of employees trained 2020
 - 1,412 businesses
- 8,045 - Number of employees trained in 2021
 - 948 businesses
- Over 95% of the business and employees were satisfied with the trainings

Vocational Rehabilitation- ND Department of Health and Human Services

- FFY 2017
 - 3,528 individuals received training and other services
 - 613 individuals completed training and became employed
 - 91% of individuals served have a significant disability
- FFY 2018
 - 3,555 individuals received training and other services
 - 525 individuals completed training and became employed
 - 92% of individuals served have a significant disability
- FFY 2019
 - 3,721 individuals received training and other services
 - 579 individuals completed training and became employed
 - 93% of individuals served have a significant disability

- FFY 2020
 - 3,363 individuals received training and other services
 - 525 individuals completed training and became employed
 - 94% of individuals served have a significant disability
- PY 2020 Performance Measures
 - 58.9% - Employment Rate 2 QTR after exit
 - 57.7% - Employment Rate 4 QTR after exit
 - \$4,036.76 - Median Earnings (quarterly)
 - 52.5% Credential Rate
 - 68.0% Measurable Skill Gains