

WORKFORCE DEVELOPMENT

# PERFORMANCE ACCOUNTABILITY

*Prepared 3rd Quarter*

# 2024

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.

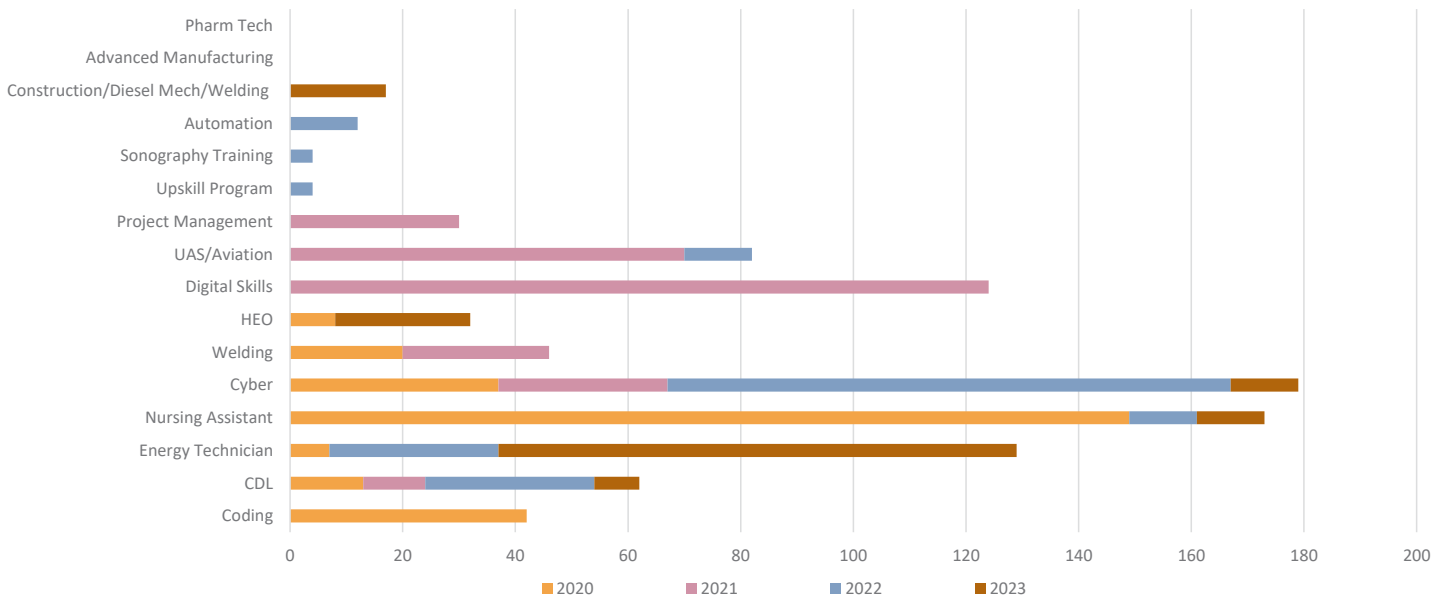
- Fiscal Year 2019
  - 5 Projects
  - 124 AmeriCorps members
  - Over 60,000 total number of hours
  - \$284,196 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)
- Fiscal Year 2020
  - 5 Projects
  - 113 AmeriCorps members
  - Over 70,000 total number of hours
  - \$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)
- Fiscal Year 2022
  - 6 Projects
  - 171 AmeriCorps members
  - Over 90,000 total number of hours
  - \$554,707 - Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)
- Fiscal Year 2023
  - 6 Projects
  - 157 AmeriCorps members
  - Over 90,000 total number of hours
  - \$483,670 - 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.

# Technical Skills Training Grant - Workforce Development Division

- 2019-2021 Biennium
  - o 10 Programs funded.
  - o Total Awarded: \$985,090
  - o Total Funded: \$924,517
  
- 2021-2023 Biennium
  - o 29 Programs funded.
  - o Total Awarded: \$1,857,251
  - o Total Funded: \$1,396,064 (to-date, multiple projects still open)

Technical Skills Training Grant - # of Trainees Impacted by Year



## 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.

### 2019-2021 Biennium

- 140 Companies
  - 49 New businesses participating
- 368 Internships
- 241 Interns hired in biennium

### 2021-2023 Biennium

- 148 Companies
  - 38 New businesses participating
- 470 Internships
- 249 Interns hired in biennium

68 – Waitlist – new reporting 2024-2025 program year.

### Operation Intern Retention Data

Biennium	Interns	Employed 1st Year	Employed 3rd Year	Employed 5th Year
2017-2019	436	197	162	139
2019-2021	368	191	155	N/A
2021-2023	470	186	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 Job Service North Dakota (Business Intelligence Division).

## Tribal College Grant (TCG) Program - Workforce Development Division

- **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)
- **2021-2023 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).
- **2021-2023 Metrics**
  - TMCC - \$500,000
  - 185 students\* enrolled in TCG funded programs; Goal of 100 students
  - 76 (41%) graduates; Goal 75% of enrolled
  - 71 (93%) placed in employment; Goal 65% of graduates
  - Graduation Rates \*\*
    - Turtle Mountain Community College
      - Commercial Vehicle Operation
      - Heavy Equipment Operation
      - Small Business Development
      - Human Services Assistant

*\*May be duplicated participant enrollment.*

*\*\*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

- 2019-21 Biennium added 13 new agreements\*
  - o Proposed New Jobs Added: 519
  - o Total Withholding: \$2,416,013
  - o Total Administrative Fees: \$150,096
- 2021-23 Biennium added 21 new agreements\*
  - o Proposed New Jobs Added: 822
  - o Total Withholding: \$1,159,936
  - o Total Administrative Fees: \$210,852
- 2023-25 Biennium added 5 new agreements\*
  - o Proposed New Jobs Added: 95
  - o Total Withholding: \$627,186
  - o Total Administrative Fees: \$40,018

New Jobs Training Program assists primary sector businesses by securing funds 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
  - o 179 Enrolled in WIOA training program year 2019
  - o 489 Enrolled in WIOA training program year 2021
  - o 477 Enrolled in WIOA training program year 2022
  - o 484 Enrolled in WIOA training program year 2023
- Dislocated Worker Program- Job Service ND  
Transition year from WIA to WIOA – Program Year 2016
  - o 48 Enrolled in WIOA training program year 2019
  - o 56 Enrolled in WIOA training program year 2021
  - o 9 Enrolled in WIOA training program year 2022
  - o 12 Enrolled in WIOA training program year 2023
- Youth (14-24) - Job Service ND  
Transition year from WIA to WIOA – Program Year 2016
  - o 121 Enrolled in WIOA training program year 2019
  - o 203 Enrolled in WIOA training program year 2021
  - o 192 Enrolled in WIOA training program year 2022
  - o 186 Enrolled in WIOA training program year 2023

The Workforce Innovation and Opportunity Act is a federally funded program that provides training assistance to adults, dislocated workers and youth. [www.JobsND.com](http://www.JobsND.com).

## Adult Education - ND Department of Public Instruction

- 2019-2021 overall 4,654 Students Served
- 2019-2021 ESL 1,553
- 2019-2021 1,400 Obtained GED
  - ND had an 86% pass rate compared to the U.S. at 76% in 2021.
- 2021-2023: Overall 8,530 students served
- 2021-2023: ESL 3,022
- 2021-2023: 1,704 Obtained GED
  - North Dakota is ranked fifth in the nation for GED pass rates for the past three years. ND had an 87% pass rate in 2023 compared to the U.S. at 75%.

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

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

## TrainND - ND University System, Bismarck State College

- 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
- 14,468 Number of employees trained in 2022
  - 1,729 businesses
- 16,008 Number of employees trained in 2023
  - 1,830 businesses

## Vocational Rehabilitation - ND Department of Health and Human Services

- FFY 2019
  - Individuals receiving training and other services 3,721
  - Individuals completing training and becoming employed 579
  - Percent of individuals served who have a significant disability 93%
- FFY 2020
  - Individuals receiving training and other services 3,363
  - Individuals completing training and becoming employed 525
  - Percent of individuals served who have a significant disability 94%
- FFY 2021
  - Individuals receiving training and other services 3,271
  - Individuals completing training and becoming employed 445
  - Percent of individuals served who have a significant disability 94%
- FFY 2022
  - Individuals receiving training and other services 3,817
  - Individuals completing training and becoming employed 562
  - Percent of individuals served who have a significant disability 93%
- FFY 2023
  - Individuals receiving training and other services 4,505
  - Individuals completing training and becoming employed 737
  - Percent of individuals served who have a significant disability 94%