WORKFORCE DEVELOPMENT
PERFORMANCE ACCOUNTABILITY
Prepared before 2019-2021 BIENNium

The Division of Workforce Development developed and implements 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 cooperates in providing the data necessary to implement these measures.

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

AmeriCorps

- Fiscal Year 2016
- 6 Projects
- 110 AmeriCorps members
- 57,138 Total number of hours
- $163,645 Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

- Fiscal Year 2017
- 5 Projects
- 90 AmeriCorps members
- 46,414 Total number of hours
- $127,828.24 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

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

New Jobs Training

- 2015-17 Biennium
- Appropriation request is $886,491
- 975 New Positions Filled

*Reference: Training Program Bi-annual report

ROI Statement

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.

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.

**Operation Intern**
- 2015-2017 Biennium
- 119 Companies
  - 39 New business participating
- 551 Internships
- 58 Interns hired in biennium
- 158 Interns hired since inception of program
  *Self-reported information*

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

**Operation Intern Retention Data**

<table>
<thead>
<tr>
<th>Biennium</th>
<th>Interns</th>
<th>Employed 1st Year</th>
<th>Employed 3rd Year</th>
<th>Employed 5th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-11</td>
<td>293</td>
<td>238</td>
<td>212</td>
<td>205</td>
</tr>
<tr>
<td>2011-13</td>
<td>415</td>
<td>347</td>
<td>301</td>
<td>263</td>
</tr>
<tr>
<td>2013-15</td>
<td>557</td>
<td>463</td>
<td>360</td>
<td>N/A</td>
</tr>
<tr>
<td>2015-17</td>
<td>458</td>
<td>345</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

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

**TrainND**
- 16,769 Number of employees trained 2013
- 18,491 Number of employees trained 2014
- 17,948 Number of employees trained 2015
- 11,908 Number of employees trained 2016
- 19,022 Number of employees trained 2017
- 13,639 Number of employees trained 2018
- Over 99% of the business and employees were satisfied with the trainings
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**

- 6098 Total Students Served
- Served 2118 English as a Second Language (ESL)
- 936 Entered Employment
- 1352 Retained employment
- 1292 Obtained GED
- 1370 Received training or entered a Postsecondary program

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

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**Workforce Enhancement Grant**

- 2015-2017 Biennium
- Total Awarded $1,324,295
- Eligible institutions include Bismarck State College, Lake Region State College, Williston State College, North Dakota State College of Science
- 2015-2017 Biennium Metrics
  - 4,232 participants impacted by WEG funded programs
  - 1,476 students enrolled in post-secondary while in program

The Workforce Enhancement Grant Program provides funding for a demand driven response to workforce training needs through development of curriculum, purchase equipment and technology, recruitment of participants, training and certification for instructors (may not be used for supplant funding for current operations).
Tribal College Grant Program

- 2015-2017 Biennium
- Total Awarded $3,000,000
- Projects included: equipment purchases, instructor salaries for new developed programs/certificates, curriculum development, instructor training, entrepreneurial and business start-ups.
- Eligible institutions include Turtle Mountain Community College, United Tribes Technical College, Cankdeska Cikana Community College, Nueta Hidatsa Sahnish College, Sitting Bull College.
- 2015-17 Metrics
  - 397 students enrolled in TCG funded programs
  - 217 graduates
  - 94 placed in employment
  - Graduation Rates *
    - Cankdeska Cikana Community College
      - Professional Driver – 100%
      - Construction Management – 50%
      - Entrepreneurial Program – 0%
      - CDL – 42%
    - Nueta Hidatsa Sahnish College
      - Entrepreneurial Program – 2%
    - Sitting Bull College
      - Heavy Equipment Operation – 77%
    - Turtle Mountain Community College
      - Commercial Vehicle Operation – 71%
      - Heavy Equipment Operation – 81%
      - Oilfield Technician – 55%
      - Machinist – 36%
      - Welding – 52%
      - Advanced Welding – 15%
  - United Tribes Technical College
    - Welding – 81%
    - Heavy Equipment Operation – 75%
    - CDL – 0%

* 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 graduated at a later date.

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.