

**WORKFORCE DEVELOPMENT
PERFORMANCE ACCOUNTABILITY
Prepared before 2021-2023 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 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)

*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

- 2017-19 Biennium
- New Agreements added: 15
 - Proposed New Jobs Added: 386
 - Total Withholding: \$1,562,135
 - Total Administrative Fees: \$78,153

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.

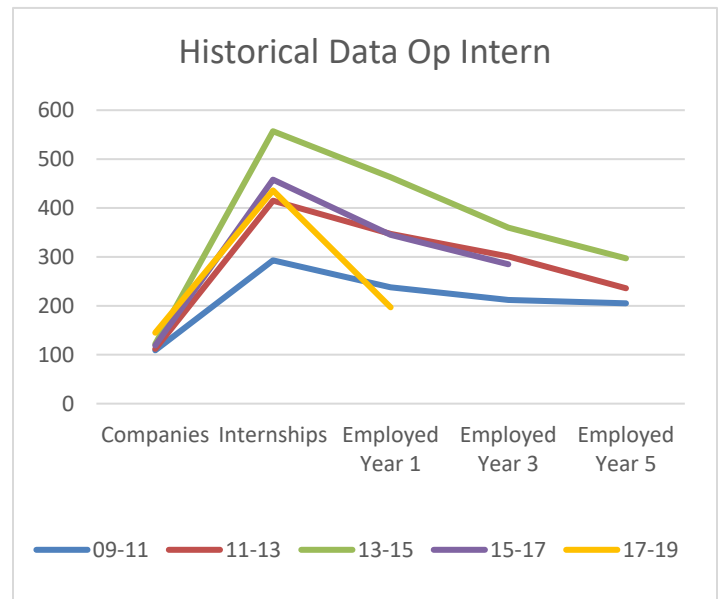
A North Dakota New Jobs Training Preliminary Agreement establishes the effective date for a project and must be signed and in place prior to the start date of any employees.

Operation Intern

- 2017-2019 Biennium
- 145 Companies
 - 74 New business participating
- 436 Internships
- 253 Interns hired in biennium
- 160 Interns hired since inception of program

**Self-reported information*

Operation Intern is designed to expand the number of new internships, 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

Biennium	Interns	Employed 1 st Year	Employed 3 rd Year	Employed 5 th Year
2009-11	293	238	212	205
2011-13	415	347	301	263
2013-15	557	463	360	297
2015-17	458	345	285	N/A
2017-19	436	197	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.

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
- 19,008 Number of employees trained 2019
- Over 95% of the business and employees were satisfied with the trainings

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

- Adult Program
 - 223 Enrolled in WIA training program year 2010
 - 140 Enrolled in WIA training program year 2011
 - 165 Enrolled in WIA training program year 2012
 - 185 Enrolled in WIA training program year 2013
 - 167 Enrolled in WIA training program year 2014
 - 163 Enrolled in WIA training program year 2015

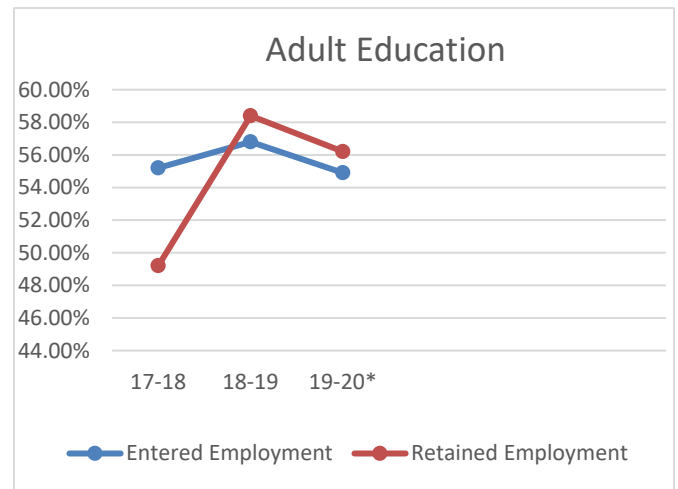
- Transition year from WIA to WIOA – Program Year 2016
- 250 Enrolled in WIOA training program year 2017
- 189 Enrolled in WIOA training program year 2018
- 179 Enrolled in WIOA training program year 2019
 - 82.7% Entered Employment in Qtr 2 after exit
 - 76.8% Entered Employment in Qtr 4 after exit
 - \$7,483 Median Earnings
 - 70.7% Credential Rate
 - 64.1% Measurable Skill Gains
- Dislocated Worker Program
 - 73 Enrolled in WIA training program year 2010
 - 19 Enrolled in WIA training program year 2011
 - 28 Enrolled in WIA training program year 2012
 - 24 Enrolled in WIA training program year 2013
 - 23 Enrolled in WIA training program year 2014
 - 39 Enrolled in WIA training program year 2015
 - 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
 - 80.0% Entered Employment in Qtr 2 after exit
 - 83.3% Entered Employment in Qtr 4 after exit
 - \$8,588 Median Earnings
 - 76.0% Credential Rate
 - 78.4% Measurable Skill Gains
- Youth (14-24)
 - 63 Enrolled in WIA training program year 2010
 - 64 Enrolled in WIA training program year 2011
 - 126 Enrolled in WIA training program year 2012
 - 109 Enrolled in WIA training program year 2013
 - 108 Enrolled in WIA training program year 2014
 - 123 Enrolled in WIA training program year 2015
 - 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
 - 81.4% Entered Employment in Qtr 2 after exit
 - 76.7% Entered Employment in Qtr 4 after exit
 - \$5,275 Median Earnings
 - 48.8% Credential Rate
 - 62.7% Measurable Skill Gains

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

- 8,368 Total Students Served
- Served 3116 English as a Second Language (ESL)
- 1,717 Obtained GED

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



*Impacted by 2020 COVID Pandemic

Tribal College Grant Program

- **2017-2019** Biennium
- Total Awarded \$500,000
- 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.
- 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

* 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 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. SB2144 (2017) amended statute stating the Department of Commerce "*shall award grants based on the documented job placement rates at each eligible college*".