

2021-2023 Biennium Workforce Projects/Programs

Bill #	Program Name	Administrator	Funding Amount	Type
2016	JobsND.com Spidering	Job Service ND	\$300,000	E
2016	JobsND.com Mobile Accessibility	Job Service ND	\$56,179	E
2018	Operation Intern	Commerce	\$755,000	D
2018	Technical Skills Training Grant	Commerce	\$1 million	F
2018	Relocation Program	Commerce		E R
2018	Non-resident Nurse Employment Recruitment Program	Commerce	\$320,000	E R
2018	AmeriCorps	Commerce	\$2,236,652 Federal: \$2,130,704.14 State: \$105,947.86	D
2018	Tribal College Grant	Commerce		D
1142	Area Health Education Center (AHEC)	Commerce	LR: \$400,000	E D R
2019	TrainND	CTE	\$2 million	T
2003	Academic and Technical Education Scholarships	NDUS	\$12,016,749 +4,200,000 = 16,216,749 (Senate Version)	I
2003	Student Financial Assistance Grants	NDUS	\$23,917,306 +2,400,000 = 26,317,306 (Senate Version)	I
2003	Scholars Program	NDUS	\$1,807,115	I
2003	Native American Indian Scholarships	NDUS	\$555,323	I
2003	ND Professional Student Exchange Program (PSEP)	NDUS	\$3,699,342	I
2003	ND Career Builders Scholarship	NDUS	State: \$3,000,000 Private Sector: \$3,000,000	I
2003	ND Career Builders Loan Repayment	NDUS	State: \$3,000,000 Private Sector:\$3,000,000	E

Available Tax Credits			
Program Name	Administrator	Available Amount	Type
Work Opportunity Tax Credit (WOTC)	Job Service ND	\$132,000 (administration)	I
New Jobs Training	Job Service ND	\$1,500,000: Est. from state tax	I F
57-38-01.16. Income tax credit for employment of developmentally disabled or chronically mentally ill persons	Taxation		I
57-38-01.24. Internship employment tax credit	Taxation		I
57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions	Taxation		I

Federally Funded Programs			
Program Name	Administrator	Funding Amount	Type
<u>Workforce Innovation and Opportunity Act (WIOA)</u>	Job Service ND	\$5,200,806	F D E
<u>Trade Adjustment Assistance (TAA)</u>	Job Service ND	Requested as needed based on petitions filed	F
<u>Training for Regional Energy North Dakota (TREND)</u>	Trade Adjustment Assistance Community College and Career Training	\$9.9 million: Federal	T D

LR = Legislative Request versus the Governor's Budget Recommendation Program Goal Type Basic Definitions

T - Training: Refers to providers offering training to incumbent workers, currently or previously engaged in workforce

F - Training Funds: Refers to programs designed to provide dollars for skillset training

D - Development: Refers to students, typically applicable for credit

E - Employment: Refers to situations of connecting job seekers with available employment options

R - Recruiting: Refers to situations where workforce from out-of-state are approached regarding in-state opportunities

I - Incentive: Refers to workforce options rewarding individuals or employers

Biennium Workforce Project Descriptions

SB 2016: Job Service North Dakota (JSND) – Provides an online labor exchange system and access to state and local labor market information; assistance from experts on employer and job seeker services. Job Service also administers federal programs that provide training assistance to individual job seekers.

Applicants: Job Seekers, Employers, General Public

Direct Beneficiaries: Job Seekers – receive information on jobs and if registered will access application instructions, Employers, General Public – can access labor market information (LMI) information via the website

Program Goal Type: Employment

SB 2016: JobsND.com Spidering – utilized by Job Service North Dakota’s website, an online tool that searches the Internet for job postings and automatically posts them to the job lists. These postings are captured from several sites including employer job boards/websites, CareerBuilder.com, Government job boards, Indeed.com and Monster.com.

Applicants: NA

Direct Beneficiaries: Job seekers and employers who aren’t able to designate specific time to list individual positions

2019-2021 Biennium: \$300,000

2021-2023 Biennium: \$300,000

Program Goal Type: Employment

SB 2016: JobsND.com Mobile Accessibility – updating Job Service North Dakota’s website to enhance usability for users searching for jobs on mobile devices. Acknowledges a trend in technology changes and site usability.

Applicants: NA

Direct Beneficiaries: Job seekers and employers

2019-2021 Biennium: \$77,710

2021-2023 Biennium: \$56,179

Program Goal Type: Employment

SB 2016: New Jobs Training – State-funded training program which helps new or expanding primary-sector employers secure funding for worker education and training. Funds are generated by capturing employee income tax withholdings to repay loans, grants, or self-financing options.

Applicants: Employers

Direct Beneficiaries: Employees and Employers

2017-2019 Biennium: \$1,262,695

2019-2021 Biennium: \$1,463,524 in state individual income tax allocated as of 3/1/2021

2021-2023 Biennium: Estimated \$1,500,000 state individual income tax collected and redistributed to employers

Program Goal Type: Training Funds

SB 2018: Operation Intern – A state funded program available to North Dakota employers through the Department of Commerce. Provides employers up to \$4,000 in matching funds per intern/apprentice per program year. Employers may receive matching funds for up to five students per year. Employers may be eligible for up to \$20,000/year or \$40,000/biennium.

Applicants: Employers who have an intern program

Direct Beneficiaries: Employers who match dollars for interns

2019-2021 Biennium: \$855,000

2021-2023 Biennium: \$755,000

Program Goal Type: Development

SB 2018: Non-resident Nursing Employment Recruitment Program (NNERP) – Created in the 2019 Legislative Session and designed to attract and retain highly-qualified nurses to North Dakota. Provides up to \$4,000 in matching funds to incentivize recruitment of out-of-state nurses, in return for a four-year contract with a licensed healthcare facility in North Dakota. Administered by the Department of Commerce.

2019-2021 Biennium: \$500,000

2021-2023 Biennium: \$320,000

Program Goal Type: Employment, Recruitment

SB 2018: Technical Skills Training Grant – Designed to support the creation and/or expansion of accelerated skilled workforce training programs to help displaced workers prepare for new jobs. This was a state program created through \$1M in CARES Act funds and approved by the Emergency Commission and Budget Section in June 2020. Moving forward, the goal of this program is to continue providing matching funds to public and private sector training providers who are serving a broader audience, not limited to displaced workers.

Applicants: Public and private sector workforce training providers

Direct Beneficiaries: Training providers and training program participants

2019-2021 Interim: \$1,000,000 (Federal CARES Act funds)

2021-2023 Biennium: \$1,000,000

Program Goal Type: Training Funds

SB 2018: AmeriCorps – Grant program which supports volunteerism to fill unmet community needs, while keeping individuals connected to their communities and providing them with educational assistance. The Department of Commerce provides administrative support to the North Dakota State Commission on National and Community Service who governs the program.

Applicants: Nonprofits, school systems, government entities

Direct Beneficiaries: Individuals that are volunteering, qualified applicants, and the communities where both are located

2019-2021 Biennium: \$2,197,994 (\$2,089,135 Federal + \$108,859 State Match)

HB 1142: Area Health Education Center (AHEC) – A community-driven, nonprofit organization whose goal is to improve access to health care in rural and medically underserved areas. This is accomplished by forming academic and community partnerships that link the resources to address the health care work force needs of rural communities. A key AHEC goal is to interest North Dakota's youth in healthcare occupations. ND AHEC reaches K-12 students through R-COOL Health Scrubs Camps and Academies, Marketplace for Kids, HOSA-Future Health Professionals, and related career enrichment activities.

2019-2021 Biennium: \$200,000

2021-2023 Biennium: \$400,000 (introduced independently as HB 1142)

Program Goal Type: Development, Employment, Recruitment

SB 2018: Tribal College Grants - Established during the 2013 Legislative Session and codified in 54-60.2 to assist 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 in-state businesses.

Applicants: Cankdeska Cikana Community College in Fort Totten, Fort Berthold Community College, Sitting Bull College, Turtle Mountain Community College, United Tribes Technical College

Direct Beneficiaries: Tribal Colleges- expanding classrooms, program offerings, and technology;
Students- accessing technology to take to their future employment or assisting in the establishment of business

2019-2021 Biennium: \$500,000

Program Goal Type: Development

SB 2018: Relocation Program – Non-financial assistance to individuals interested in relocating to North Dakota. Seeks to connect out-of-state jobseekers with work opportunities through outreach with Recruiter Network and by providing an additional resource for employers to post positions. Administered by the Department of Commerce.

Applicants: Out-of-State Job Seekers, Employers listing positions in North Dakota

Direct Beneficiaries: Job Seekers, Employers

Funding: No specified allocation in the Department of Commerce budget

Program Goal Type: Employment, Recruitment

SB 2019: TrainND – State supported program for the four designated training institutions of higher education (Lake Region State College, North Dakota State College of Science, Bismarck State College and Williston State College). Provides comprehensive, customized worker training to meet employer-defined needs. Designed to help North Dakota's employers maximize productivity and excel in global competition. Cost of training varies depending on employer needs. Focus on small businesses across the state.

Applicants: Employers looking for specific training that will be completed by TrainND

Direct Beneficiaries: Employers/Employees skills upgrade, technical schools offering specific training, individuals who can receive additional training

2019-2021 Biennium: LR: \$2 million, Governor's budget recommendation: \$2 million

2021-2023 Biennium: LR: \$2 million, Governor's budget recommendation: \$1.9 million

Program Goal Type: Training

HB 1012: Department of Human Services, Vocational Rehabilitation – Rehabilitation to include counseling and guidance, mental and physical restoration, and training to include academic and on-the-job supports, such as job coaching and OJT.

Applicants: Persons with a physical or mental impairment that creates an impediment to employment

Direct Beneficiaries: Both employers and applicants

2019-2021 Biennium: \$31,853,039 (Federal = \$22,370,770 + State = \$9,482,269)

2021-2023 Biennium: \$32,420,755 (Federal = \$23,163,890 + State = \$9,256,865)

Program Goal Type: Development

HB 1013: Department of Public Instruction, Adult Education – Promotes and supports free programs that serve adults who are at least 16 years of age; are not enrolled or required to be enrolled in a secondary school under State Law; and who lack sufficient mastery of basic educational skills; do not have a secondary school diploma or its recognized equivalent; or cannot speak, read, or write the English language. Services available in each Adult Learning Center include: reading/writing, science, social studies, math, computer literacy and other basic academic skills, English Language acquisition for adults who are unable to read, speak or write English, workplace and career planning and readiness, digital literacy, various academic assessments, and GED test preparation.

Direct Beneficiaries: Students needing GED or remediation for employment, post-secondary; ESL services; citizenship; employment assistance

2019-2021 Biennium: \$6.5 million (Federal = \$1,994,000, State = \$4,400,000, DHP = \$156,000)

2021-2023 Biennium: TBD

Sources: Federal funds under the Workforce Investment and Opportunity Act - Title II, state funds, special funds

Program Goal Type: Development

Scholarships and Loan Forgiveness Programs

SB 2003: Academic and Technical Education Scholarships – Administered by the North Dakota University System and created to encourage and reward high school students for taking challenging coursework in preparation for attending an accredited public, private or tribal college, or university. Total value is \$6,000; \$750 per semester.

Applicants: Scholarships are renewable for full-time students who maintain GPAs of 2.75 or higher.

2019-2021 Biennium: \$12,016,749

2021-2023 Biennium: \$16,216,749 - Senate Version (+\$4,200,000)

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

SB 2003: Student Financial Assistance Grants (State Grant Program) – Administered by the North Dakota University System and provides non-repayable grants to first-time undergraduate students who attend state public, private or tribal colleges. Awards up to \$1,650 per academic year, based on enrollment status.

Applicants: North Dakota high school graduates or GED recipients who meet campus admission requirements and enroll in ND colleges or universities. Programs of study must be for at least one year.

2019-2021 Biennium: \$23,917,306

2021-2023 Biennium: \$26,317,306 – Senate Version (+\$2,400,000)

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

SB 2003: Scholars Program – This program administered by the North Dakota University System provides merit-based, full-tuition scholarships to North Dakota high school graduates who choose to earn undergraduate degrees in North Dakota. This full-tuition scholarship is renewable for up to three years to any tribal or private college or University System college or university. Scholarships for students who attend private institutions equal the average tuition at a University System research university.

Applicants: High school juniors who score in the upper fifth percentile of all North Dakota ACT test takers will be considered as a candidate for the Scholars award. Due to limited appropriation, not all students in the upper fifth percentile will be funded. Recipients must maintain cumulative GPAs of 3.5.

2019-2021 Biennium: \$1,807,115

2021-2023 Biennium: \$1,807,115

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

SB 2003: Native American Scholarships – Based on scholastic ability and financial need, this program administered by the North Dakota University System grants between 150 and 175 scholarships to enrolled members of North Dakota Indian tribes. Scholarships range from \$800 to \$2,000 per academic year.

Applicants: Applicants must be North Dakota residents and enrolled members of federally recognized Indian tribe. They must be accepted for admission by a North Dakota institution of higher learning or state vocational education program and be enrolled as a full-time student. Recipients must maintain GPAs of 2.0 or higher.

2019-2021 Biennium: \$555,323

2021-2023 Biennium: \$555,323

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

SB 2003: Medical Personnel Loan Repayment Program – Administered by the State Health Council to encourage nurse practitioners, physical assistants and certified nurse midwives to practice in North Dakota. Funding recipients are eligible to receive \$10,000 to repay acquired loans, half of which comes from the community with the remainder coming from the state. Five applications are selected each year.

Applicants: nurse practitioners, physical assistants and certified nurse midwives who will graduate one year after submitting application and have graduated from an accredited training program in US or Canada and have not practiced full-time in North Dakota within three years of application date.

<http://www.ndhealth.gov/oca/Mid%20Loan%20Repayment%20Program.pdf>

Available Tax Credits

Work Opportunity Tax Credit – Federally funded tax credit program, administered by Job Service North Dakota, for private sector employers when hiring certain target groups of job seekers who face employment barriers. The requirements of this program are set by the IRS and USDOL.

Applicants: Employers hiring specific workers.

Direct Beneficiaries: Employers, Employees

Program Goal Type: Incentive

<http://www.jobsnd.com/wotc>

New Jobs Training – State-funded training program which helps new or expanding primary-sector employers secure funding for worker education and training. Funds are generated by capturing employee income tax withholdings to repay loans, grants, or self-financing options.

Applicants: Employers

Direct Beneficiaries: Employees and Employers

2017-2019 Biennium: \$1,262,695

2019-2021 Biennium: \$1,463,524 in state individual income tax allocated as of 3/1/2021

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Program Goal Type: Training Funds

<http://www.jobsnd.com/business/business-related-resources>

57-38-01.16. Income tax credit for employment of developmentally disabled or chronically mentally ill persons

Employers can qualify for tax credit for wages paid to a developmentally disabled or chronically mentally ill employee.

Under section: 57-38-30

Credit Amount: 5% of up to \$6,000 in wages paid during the first year for each employee

Limitations: Credits cannot exceed 50% of employer's liability

Program Goal Type: Incentive

57-38-01.24. Internship employment tax credit

Employers can qualify for tax credit if they have an internship in ND, where the supervised applicant is enrolled in a college/tech school and is receiving credit for the experience.

Under section: 57-38-30 or 57-38-30.3

Applicants: Qualifying employers with qualifying interns

Direct Beneficiaries: Employers

Credit Amount: 10% of the stipend/salary paid to the intern

Limitations: No more than \$3,000 for all taxable years combined, cannot exceed 5 interns at the same time

Program Goal Type: Incentive

<http://www.nd.gov/tax/business/pubs/2014corpincometaxcreditbooklet.pdf?20150428132807>

57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions

Employers can receive credit for costs to recruit/hire hard-to-fill positions that require extraordinary recruitment methods for positions that have not been filled, yet promoted for 6 months. These salaries must meet or exceed the state average wage as determined by Job Service North Dakota.

Under section 57-38-30 or 57-38-30.3

Applicants: Qualifying positions include hiring a recruiter, posting on recruiting sites, advertising in professional publications, listing on a website, and using hiring incentives (relocation costs, sign-on bonus).

Recruiting efforts must be unsuccessful for 6 consecutive months.

Credit Amount: 5% of the salary paid for the first year

Limitations: The credit may not exceed an employer's liability for the taxable year. Any amount of unused credit may be carried forward for up to 4 years after initially claim year.

Program Goal Type: Incentive, Employment, Recruiting

Federally Funded Workforce Programs

Workforce Innovation and Opportunity Act (WIOA) – Training, support, other assistance, including funding, administered by Job Service North Dakota, are provided to applicants for employment preparation.

Applicants: Economically disadvantaged youth, economically disadvantaged adults, and dislocated workers

Direct Beneficiaries: Eligible applicants

Current Federal Allocation: \$5,200,806

Program Goal Type: Training Funds, Development, Employment

<http://www.jobsnd.com/individuals/training>

Trade Adjustment Assistance (TAA) – Federal Program/funding based on number of petitions filed during the year. Training, support, other assistance, administered by Job Service North Dakota, for reemployment. Funding is determined on an as needed basis from the US Department of Labor.

Applicants: Employees who are being laid off due to foreign competition

Direct Beneficiaries: Employees

Program Goal Type: Training Funds

<http://www.jobsnd.com/individuals/training>