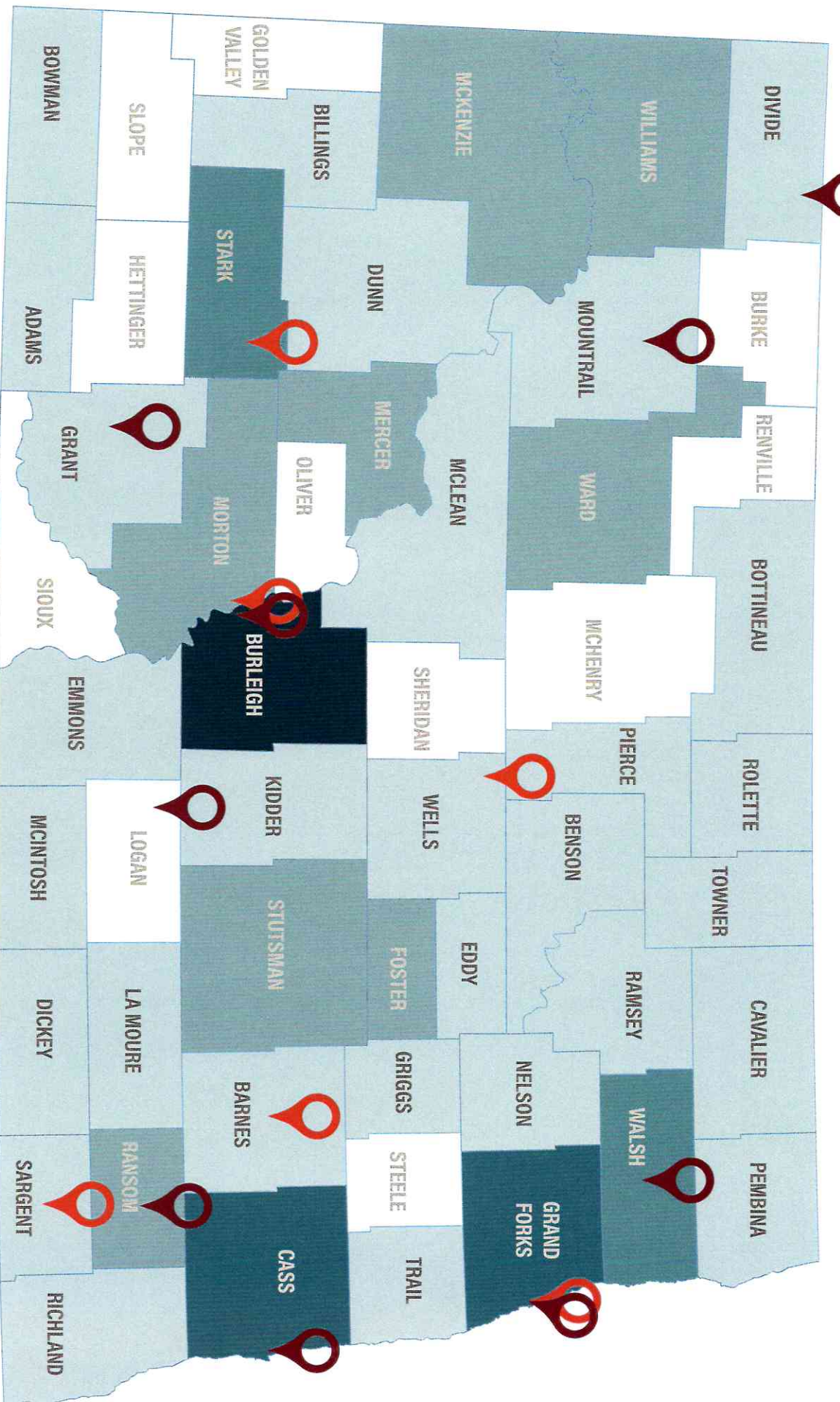
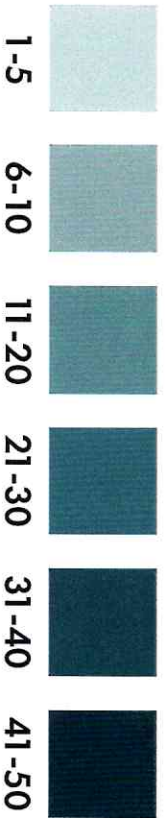


Office of Legal Immigration Impact Map



EDUCATIONAL IMPACT BY COUNTY



POSITIONS FILLED USING PIPELINE



IN PROCESS OF HIRING USING PIPELINE



NORTH
Dakota

Commerce

Be Legendary.

- **How many employees does the office have?** 2 FTEs
- **What are their title and salaries?**
 - Global Talent Administrator
 - Global Talent Coordinator (currently interviewing candidates to fill this position)
 - Salary information can be found here: [Employee Compensation Dashboard | Office of Management and Budget North Dakota](#)
- **How many legal immigrants have they worked with since the office opened?**
 - We do not work directly with any immigrants, though we have taken phone calls from immigrants seeking information about licensure, employers that provide sponsorship (we do not provide any employer names), or other more routine questions like where to find services or language classes. We connect ND employers and communities with organizations that serve/train/educate immigrants. This is how we help employers connect with pools of foreign-born talent, providing pipelines to thousands of legal immigrants, both domestically and globally.
- **What are their methods in making sure these immigrants are legal?**
 - This is handled by the federal government as all workers who are recruited through the partnerships we facilitate are either:
 - Participating in a visa program, which is established before they are hired by an employer, long before they ever enter the state;
 - Individuals who have been granted Temporary Protected Status by the federal government and have proper work authorization
 - Have a green card, or have become naturalized citizens;
 - International students who are attending a college/university and are eligible for 1-3 years of work authorization through Optional Practical Training (OPT).
 - The partners that we have connected employers to in order to gain access to qualified candidates in or outside of the United States follow the federal process for background checks required by the US Citizenship and Immigration Services and the home country of the individual if they are located outside of the U.S. Many employers (especially in industries like healthcare and education) also conduct their own background checks, in addition to the background checks that are required for occupational licensure applications.
- **How many of these immigrants have you found jobs for in ND?**
 - We do not provide job placement services to immigrants. We provide resources and legal pathways for employers to connect to qualified jobseekers. Employers can only recruit internationally if they and the job they are seeking to fill are approved by the U.S. Department of Labor.
 - The bill that established our office took effect in August 2023 and we spent the first year completing the statewide study required in SB 2142, building the office, establishing partnerships and recruitment pathways. Official recruitment efforts got underway just four months ago in October of 2024, with the first worker arriving in the state in December. In the last nine weeks, we know of nine jobs filled, with five more in progress since mid-December.
- **Any and all private organizations you guys work with in and out of North Dakota?**

- Bismarck Mandan Chamber EDC
- Bismarck State College
- Carranza Immigration Law, PLLC
- Carrington Chamber & EDC
- Cashman Nursery
- CATCH
- Centre Inc.
- CIERTO
- CIS Ombudsman
- City of Killdeer
- City of Watford City
- Cloverdale Foods
- Coal Country Community Health Center
- Community Healthcare Association of the Dakotas
- Construction Engineers
- CSI Global
- Dept of Health and Human Services
- DHS CIS Ombudsman
- Doosan Bobcat
- EAPC Architects Engineers
- Economic Innovation Group
- Environmental Quality
- Forum Communications Co.
- GAREX
- Global Neighbors
- Greater North Dakota Chamber
- H2 Pros
- Harmony Haven Therapy, PLLC
- High Plains Transport Inc.
- Home Exterior Doctor LLC
- Immigration Law Professionals
- Irish O&G
- Job Service North Dakota
- Jorazi Lounge
- Karlex Inc
- KLJ Engineering
- Knife River Care Center
- Leonardite Products
- Lund Oil Inc
- Maddock Memorial Home
- Marvin
- Microsoft
- Minnkota Power Cooperative

- University of Mary
 - University of North Dakota
 - USA Farm Labor
 - Victoria Street
 - Vision West ND
 - Western Products Inc
 - Williston Area Chamber of Commerce
 - Woodland Resort
 - Zipmi
-
- **Not just organizations you worked with, but also potential/future groups/businesses.**
 - At this time, I'm not able to predict future organizations or businesses with which this office may collaborate or serve.
 - **What would be your trajectory of total jobs filled by employers with the help of your office by the end of this biennium? What is your goal for the next biennium?**
 - The OLI does not have a numeric goal for the number of foreign-born workers employers hire to fill jobs. The Division has a continuum of workforce training and attraction programs with a goal to reduce the number of total job vacancies based on the needs of employers. With our collective strategies across the workforce system, Commerce looks at total average employment as a key metric by which we evaluate the success of the state's workforce strategy. Our goal is to work toward a 2% increase in total average employment, which is about 10,000 workers statewide. (Note: We use JSND Labor Market Information to monitor changes in workforce participation, job openings, etc.).