

SENATE APPROPRIATIONS COMMITTEE

JOB SERVICE NORTH DAKOTA TESTIMONY



SENATE BILL 2016
PAT BERTAGNOLLI
JANUARY 13, 2025

SENATE APPROPRIATIONS COMMITTEE
SB 2016

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TESTIMONY

APPROPRIATIONS TESTIMONY

JANUARY 13, 2025

(slide 1)

WELCOME and INTRODUCTION

Good morning, Mr. Chairman and members of the Senate Appropriations Committee. My name is Patrick Bertagnoli, and I am the Executive Director for Job Service North Dakota (Job Service). I am here today to provide the appropriations testimony. Joining me today are four members of our leadership team including McKenna Thielges, our Finance Manager, Darren Brostrom, our Unemployment Insurance Director and Deputy Director, Phil Davis, our Workforce Services Director, and Jaime Lawler, our Unemployment Insurance Data and Quality Assurance Manager.

Job Service was established under North Dakota Century Code title 52 and is charged with administering the unemployment compensation program and the state's employment services. I have been the Executive Director of Job Service since February of 2022. I'd like to start our testimony today with some background information about our agency and the work we do.

(slide 2)

ORGANIZATIONAL STRUCTURE

Our agency is structured to provide the best service to our North Dakota citizens and deliver on our mission of *Meeting Workforce Needs*. We have a strong leadership team leading each of our three main business units. *[See Appendix A for our Leadership Team Structure]*.

Our Workforce Services Department serves our communities through outreach, statewide events, education, career expos, and partnerships. There are several grants and contracts we work under to remove barriers to employment to help individuals successfully find meaningful employment. We also connect employers and job seekers via our career and employer services and hiring events.

Our Unemployment Insurance Department provides critical financial assistance to individuals during periods of temporary layoff through the payment of unemployment insurance benefits. These benefit payments provide a direct benefit to individuals and businesses throughout the state. By relieving some of the financial pressures of job loss, workers are able to support their families and are more likely to remain within their community. Business is benefited by the continued spending of unemployed individuals. The Unemployment Insurance Department also works with over 26,000 employers, sets tax rates, and ensures the trust fund is solvent.

Our third function is our Labor Market Information Department. This department turns data into insights, allowing businesses, job seekers, policy makers, and others to make informed decisions based on labor market and economic data.

At this time, I'm going to share more information about our workforce services and the impact we have on the workforce in North Dakota.

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(slide 3)

WORKFORCE SERVICES

Workforce Services includes our Workforce Centers and our Workforce Programs Department. We have nine Workforce Centers across the state delivering key services to the citizens of North Dakota. Workforce Centers serve an average of 3,400 customers per month and take approximately 2,400 phone calls each month. During the last year, our Workforce Centers also provided over 36,700 services to employers throughout the state.

During the last 11 months of 2024, our workforce team hosted 68 job fairs, 82 hiring events, held 176 student events at high schools and colleges, and attended 293 community events. They also provided individualized services to 9,856 participants who participate in the programs we administer. During this same time, our team also conducted statewide outreach to provide workforce information and services to our veterans, tribal nations, treatment and recovery centers, and the Department of Corrections. We recently held our 4th annual virtual job fair attracting 511 job seekers from 24 states and 17 countries. In total, we reached over 51,000 individuals.

Our Workforce Centers are also home to the Virtual One Stop System. This is North Dakota's largest ad-free job board. The platform is offered at no charge to job seekers and employers. We currently have over 203,000 users with 135,759 of those being new users. In the last year, our staff placed 45,155 job orders for employers, and we made 32,234 job referrals.

(slide 4)

Program Highlights

We manage 15 workforce programs that are designed to remove barriers to employment. The clients we work with will typically have one or more significant barriers impacting the ability to be hired and maintain employment. Barriers may be as simple as obtaining the necessary tools or transportation, or they could be more complex cases such as substance abuse, a criminal record, insufficient support services, inadequate access to technology, or a lack of technical or soft skills to succeed in today's workplace.

Every client we work with is different and we strive to positively impact our clients by helping them remove barriers to obtaining meaningful employment and becoming self-sufficient. I've provided some of our program highlights on this slide, but I encourage you to read through the appendix included with our testimony to learn more about the many services and successes we have within these programs. *[See Appendix B for more information on our Workforce Services area including numbers served and performance measurements]*

(slide 5)

JP3

I'd like to tell you a little bit about the Job Placement Pilot Program (JP3) a state-sponsored program recommended by the Workforce Development Council (WDC) and approved during the last legislative session. Ex-Offenders were identified by the WDC as a population who experience barriers to entering

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the workforce, including the life-long impact of a criminal conviction on their record. As of 2020, North Dakota averaged 1,400 prisoner releases each year. Without a steady paycheck allowing for basic needs to be met, such as housing and food, many ex-offenders return to the prisons as indicated by North Dakota's recidivism rate of 37.6% as reported by the Department of Corrections and Rehabilitation (DOCR). Ex-offenders are a target group to fill in-demand positions in skilled trades, transportation, IT, and a wide variety of other industries. Without tapping into this labor pool and preparing ex-offenders for the workforce, employers will continue to have difficulty filling in-demand positions.

During the last legislative session, we were allocated \$640,000 in general funds with a main objective to connect recently or soon-to-be released ex-offenders with in-demand positions within North Dakota. Through this program, we collaborated with DOCR to meet with residents who were within 90 days of release to determine their individual needs. We then provided access to employment services and training programs and referred them to needed services.

(slide 6)

Our goal for this program over the two-year pilot period was to prepare 300 individuals to re-enter the workforce. After 18 months since starting this program in July of 2023, we have had great success with receiving 277 referrals from DOCR. Once referred, the individual goes through an intake process so we can assess their skills and needs. We have conducted 213 intakes and currently have 86 participants active in the program with a 73% employment rate. There have been 126 participants who have exited the program. For comparison purposes, for those who have successfully exited the program after completing six months of continuous employment, they are earning \$12,655 per quarter as compared to those who did not successfully complete the program who are earning \$1,038 per quarter or those who never enrolled who are earning \$6,633 per quarter. These figures are significant as it shows when working with one of our employment advisors, individuals are better prepared to enter the workforce and make a living wage to ultimately obtain self-sufficiency.

This program has also been successful because of the work our staff has done in educating employers. We meet with employers during outreach and at events to provide education and information about this untapped labor pool and the benefits they may experience by being part of the change in hiring individuals who are justice involved. We also hosted a webinar in October of 2024 titled, *Breaking Barriers: Hiring Justice-Involved Individuals*. This collaborative effort with DOCR, employers, and those who have lived the experience is another example of our commitment to this program and making a difference in the lives of those we serve.

(slide 7)

At this time, I'd like to share with you a story about Antwan. Antwan is originally from California and grew up amongst the gangs. For most of his life, he had been in and out of prison. He came to North Dakota and found himself back in prison. This was the only life he knew, but he also knew he wanted a better life to support his family. Antwan was hired by Harlow's Bus Service as a tech trainee, but like many tech positions in mechanics, electrical, or plumbing, tools are required to begin training as a technician. The tools needed for Antwan to participate in the training program were expensive, requiring funds to be dispersed not only from the Workforce Innovation and Opportunity Act (WIOA),

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but also the JP3 program. After six months, Antwan completed the technician training and is now a Navistar Certified Technician and he is working on his second certification. Without these tools, Antwan would never have been able to participate in the training program, never would have been hired by an employer who took the time to mentor and guide him, never would have become a certified technician, and never would have had the opportunity to change his life for the better.

We have more stories like Antwan where individuals have experienced success because of the direct support they received. These individuals are thankful for the opportunities to become self-sufficient through the work we do and the support they receive with the JP3 program.

(slide 8)

H2A Visa Agricultural Program

Another program I would like to highlight is the H2A Visa Agricultural Program, also known as the Foreign Labor Certification Program. The program provides assistance to agricultural employers who have a shortage of domestic workers by bringing non-immigrant foreign workers to the U.S. to perform agricultural labor on a temporary or seasonal basis. Job Service facilitates this program by processing the application, placing the job order, and providing a quality housing inspection as required by the US Department of Labor. During this last program year, Job Service processed 1,315 applications and drove 91,002 miles to perform 1,910 inspections. This work facilitated the placement of 4,321 foreign workers for our agricultural employers. David Lagein, a farmer, and Towner County Commissioner said, "*The H2A Program was a lifesaver for us!*"

(slide 9)

Job Service has been administering the H2A program since 2007 and over the last almost 25 plus years, the program has experienced exponential growth. [See Appendix C for Historical Foreign Labor Statistics] From Fiscal Year (FY)21 through FY24, Job Service has facilitated the placement of 13,332 workers through the H2A program. This is a significant impact on employers and the workforce. In FY24 alone, we facilitated the placement of 4,321 workers. With the increase in workers, comes an increase in housing inspections, which must be done prior to the worker being placed. With North Dakota's rural landscape and remote farming communities, our employees must drive extensively to conduct these inspections.

(slide 10)

The H2A program is impactful in bringing needed seasonal workers to our agricultural employers across the state; However, it's growth hinders our ability to dedicate time to our other workforce services. To continue providing these valuable services, we are making a request for general funds in the amount of \$246,346. This request is for one additional full-time employee and related expenses. Without this funding, there will be a direct impact on Ag producers as there could be a delay in receiving foreign workers due to a shortage of staff to conduct the 20% year-over-year increase in housing inspections. The amount of time needed to dedicate to this program will also significantly impact our other workforce services and programs.

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(slide 11)

MODERNIZATION UPDATE

At this time, I would like to give a brief update on our Unemployment Insurance Modernization project. During the 2023-2025 legislative session, Job Service received \$45,000,000 in ARPA funds for this project. Since that time, we have selected a vendor and have a project plan in place, including how we will use the ARPA dollars due to limitations on the timeline. We have also spent significant time cleaning and validating the data, identifying system requirements, and preparing our systems to ensure a positive customer experience. Our implementation efforts continue with a goal date for full implementation by the fourth quarter of 2026.

(slide 12)

FUNDING

Now I would like to take some time to talk about the Job Service budget. We are 93.64% federally funded. The federal funds are siloed, meaning the buckets of federal dollars do not allow transfers between programs. All programs offered by Job Service must meet performance levels and every grant and contract has countless reporting requirements that are carried out by our staff monthly, quarterly, and annually. These federal funds have not been adjusted for inflation, nor do they support state-level program increases such as wage adjustments and IT cost increases. During the last legislative session, Job Service asked for, and received, limited general funds to offset the cost of the salary and benefit increases and the cost of the Unemployment Insurance Administration and related IT expenditures.

(slide 13)

The top chart on this slide begins with the 2009-2011 biennium and shows how the federal funding has remained flat and actually has declined over the years without adjustments for inflation. I mentioned on the last slide that the federal dollars do not support state-level program increases such as wage adjustments and IT costs. To pay for these state-level program increases, Job Service has had to make some difficult decisions in the past related to staffing as noted on the second chart. In 2001, Job Service had 387 team members. The lack of funding has forced the reduction in staff to cover costs not supported with the federal funding, creating a steady decline in staffing to where we are today with 159 employees. I could be wrong, but I'm not aware of any other state agency that has had this large of a reduction in staff while making such a large impact on the workforce in North Dakota.

(slide 14)

We recognize the current federal funding model is not sustainable for smaller states. We have brought this issue to the attention of our federal congressional delegation, as well as national associations, but nothing has changed, and congress continues to fund the programs through continuing resolutions without consideration for cost increases. If changes are made to the programs at the federal level, they also impact our staffing. For example, in 2025 the WIOA program is implementing changes requiring us to divert another 5%, or \$250,000, of federal funding from program administration to participant training. While this is positive for our participants, it will reduce the federal dollars available for staffing.

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While funding remains flat, costs continue to increase resulting in a reduction of funds available to serve the citizens of North Dakota. As I pointed out on the last slide, our staffing has been in a steady decline. Since 2001, we have reduced our staff by 59% and in 2016, we closed 7 of our 16 Workforce Centers to make up for the lack of federal funding adjustments and to pay for the state-level increases. At the same time, our population is growing. Since 2010, the population has increased 18.4%. Our business community has also grown by almost 8,000. North Dakota citizens and businesses are our customers who we provide core services to. We have been serving more businesses and citizens but doing it with less. We have exhausted our alternatives by leveraging as much technology as we can, creating efficiencies, and redesigning approaches to our work.

As a state agency that is primarily funded by the federal government, we understand the complications and the potential for confusion in our funding model. At a minimum, we follow the statutory changes implemented by the state. We also follow the rules implemented by the state with no option to seek alternatives. We therefore incur state-level cost increases like all other state agencies; however, we don't typically receive additional funding for these increases.

(slide 15)

Our services provide substantial benefits to the citizens and businesses in North Dakota, at a minimal cost to the state. In years past, we have not requested significant state funding, but have continued to incur cost increases. Without additional state funding, there will be an impact to citizens and businesses across the state. We will be unable to continue at the same performance levels the state currently enjoys. Our core programs are at risk both in terms of serving our citizens and program performance. We will continue to provide quality services, but the timeliness of those services will be impacted. The impact of the continuous inflationary costs and state-level salary and benefit increases, forces us to once again make difficult decisions related to staffing. This is a very unfortunate position for our agency to be placed in, especially given our large modernization project, the focus on workforce and the impact we make for the citizens and businesses of North Dakota.

(slide 16)

The lack of federal funding and the limited state dollars we receive to offset state-level increases prompts our request for a general fund appropriation of \$950,000 to pay for the inflationary rate increase for information technology. Additionally, we are requesting appropriation authority in the amount of \$950,000. As I mentioned, we have no option to seek alternative services and the North Dakota Department of Information Technology rates are increasing \$1,426,000 over the next biennium. We also have increases to our main frame lease and maintenance and operating hosting expenses.

(slide 17)

We are also asking for a one-time general fund appropriation of \$2,100,000 to help cover salary and benefit increases that federal funding does not support. We are facing a crucial time with the modernization of our unemployment insurance system and a focus on workforce.

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This request, and the request for the information technology increases are critical. To reiterate what I've already said, without these funds, we cannot continue to provide our core services at the level we are now. We will have to make difficult decisions to stay within the approved budget.

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APPROPRIATIONS

I would like to summarize all our appropriation requests.

Our two critical priorities are the IT cost increases for \$950,000 and the salaries and wages for \$2,100,000. Without the needed funding for these two areas, we cannot run our organization as optimally as we are now. In addition to these two critical areas, we are also requesting funding for the H2A Visa Program in the amount of \$246,346.

(slide 19)

Slide 19 summarizes our base budget, optional budget requests and Governor's recommendations, which compile our 2025-27 appropriation request. Changes from the base budget include:

Salary

- A one-time funding request adjustment of \$2,100,000 in general funds for salary and benefits
- A budget request for the H2A VISA Program for \$246,346 to cover salary, benefits, and indirect costs for one FTE

Operating Expenses

- A budget request for information technology inflationary increases of \$1,900,000
 - \$950,000 as general funds
 - \$950,000 as federal funds

In addition to these funds, we are requesting that the long-standing language in our appropriation bill which will allow us to accept all federal funds received by Job Service in excess of those funds appropriated in section 1 of our bill for the biennium beginning July 1, 2025, and ending June 30, 2027. This critical continuing appropriation language is necessary due to the way in which the US Department of Labor provides funding to the agency and has been long considered necessary by the legislative body.

(slide 20)

CONCLUSION

The work we do at Job Service is incredibly important in building a skilled workforce and limiting the impact of economic downturns. I am humbled to work for an organization where employees strive to serve the citizens and businesses of North Dakota every single day. I hope, with your help, that we can continue to provide these valuable services.

I thank you for your time today and I will now entertain questions from the committee.

SLIDES



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JOB SERVICE NORTH DAKOTA – SB 2016
PAT BERTAGNOLLI
JANUARY 13, 2025

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IMPACTING NORTH DAKOTA'S WORKFORCE

WORKFORCE SERVICES

- Serve our Communities
- Remove Barriers to Employment
- Connect Employers and Job Seekers

UNEMPLOYMENT INSURANCE

- UI Benefit Payments
- Tax Rates
- Trust Fund

LABOR MARKET INFORMATION

- Labor and Economic Data
- Education and Insights for Informed Decision Making

WORKFORCE SERVICES



9 WORKFORCE CENTERS

Average 3,400 Customers/Month

Average 2,400 Phone Calls/Month

36,742 Services to Employers in the last year



COMMUNITY IMMERSION

Connected with over 51,000 Individuals in the last year at local, statewide, and virtual events



VIRTUAL ONE-STOP SYSTEM

Largest Ad-Free Workforce Job Board in North Dakota available at no cost to employers or job seekers

203,859 Users
135,759 New Users

45,155 Job Orders
32,234 Job Referrals

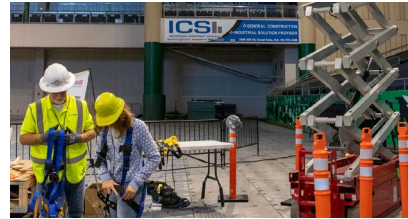
WORKFORCE PROGRAMS

Employment ~ Reemployment ~ Training ~ Upskilling

PROGRAM HIGHLIGHTS

WHO WE SERVE:

- Employers
- Veterans
- In-School Youth
- Out-of-School Youth
- Adults
- Dislocated Workers
- Ex-Offenders
- New Americans
- TANF Recipients
- SNAP Recipients
- Parents owing child support
- Unemployment Recipients



WIOA & Wagner Peyser

- 3,247 Youth, Adults, and Dislocated Workers

Veterans

- 388 Veterans

WOTC

- 12,957 Applications

H2A Visa Program

- 1,315 Applications
- 91,002 Miles
- 1,910 Inspections
- 4,321 Workers

JOB PLACEMENT PILOT PROGRAM (JP3)

HOW IT STARTED

Workforce Development Council

- Populations with Barriers Subcommittee recommendation

2023 Legislation

- \$640,000 allocation of general funds for two years

Primary Goals

- Bridge gap for re-entering citizens to gain and maintain employment



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ARE YOU WITHIN 90 DAYS OF RELEASE?

If YES, you may be eligible to participate in the Job Placement Pilot Program (JP3). This program is offered through Job Service North Dakota and is designed to help you be successful upon release!

Contact your Department of Corrections and Rehabilitation Case Manager Today For More Information on How To Participate in this Program

What does this program offer?

- Access to our vast array of employment services
- Access to eligible training programs
- Individual consultation to be employment ready
- Referral to needed services
- *Funding for support services

**Funding for support services may include transportation, housing, job readiness tools and uniforms, licensing fees, etc. All funding must meet eligibility requirements and must be approved by Job Service North Dakota*

If you are interested in this program and will be released to either the Bismarck or Fargo area, we encourage you to work with your case manager to complete the following to ensure you are eligible to participate:

1. Attend a Career Readiness Class or Workshop through Job Service North Dakota.
2. Apply for your identification documents such as your social security card, birth certificate, or ID card so you have them at the time you are released

Be Part of the Change and Let Us Help You be Successful and Make a Positive Impact in Your Community!

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WHAT IT DOES

Provides Access To:

- Employment services and eligible training programs
- Individual consultation to become employment ready
- Referral to needed services

Funding For:

- Support services (transportation, housing, job readiness tools, uniforms, license fees, etc.)

JOB PLACEMENT PILOT PROGRAM (JP3)

PROGRAM STATS AFTER 18 MONTHS

277 Referrals
213 Intakes Completed
86 Active Participants w/73% employed
126 Exited Participants

- Successful Completions: \$12,655 earned per qtr.
- Unsuccessful Completions: \$1,038 earned per qtr.
- Never Enrolled: \$6,633 earned per qtr.



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Dakota | Job Service
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TOGETHER WE CAN GET TALENT BACK TO WORK!

If you have thought about giving someone a second chance and hiring someone with a criminal record, Job Service North Dakota is here to help with our Job Placement Pilot Program (JP3)!

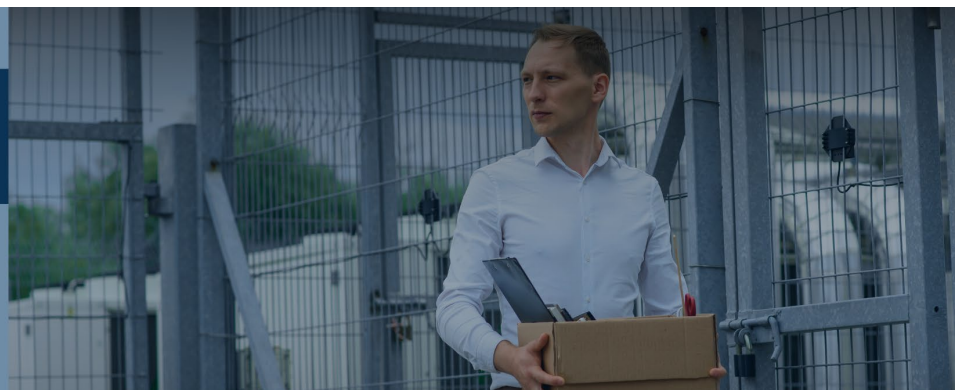
DID YOU KNOW?
People with criminal records, especially the formerly incarcerated, face enormous barriers to employment. This untapped pool of workers can bring great value to employers and communities when given the opportunity to thrive and succeed in the workplace!

ABOUT JP3:
While this program offers many benefits to eligible individuals, it also helps employers by reducing barriers and building bridges to employment for people with criminal records!
Individuals enrolled in our program have access to our vast array of employment services including individual consultation, access to training programs, and support services.

- EMPLOYER BENEFITS**
- We can help an eligible employee become dependable when removing barriers to employment by:
1. Funding for transportation to/from work
 2. Assisting with housing
 3. Providing required uniforms and job readiness tools
 4. Assisting with licensing fees
 5. Referring individuals to needed resources

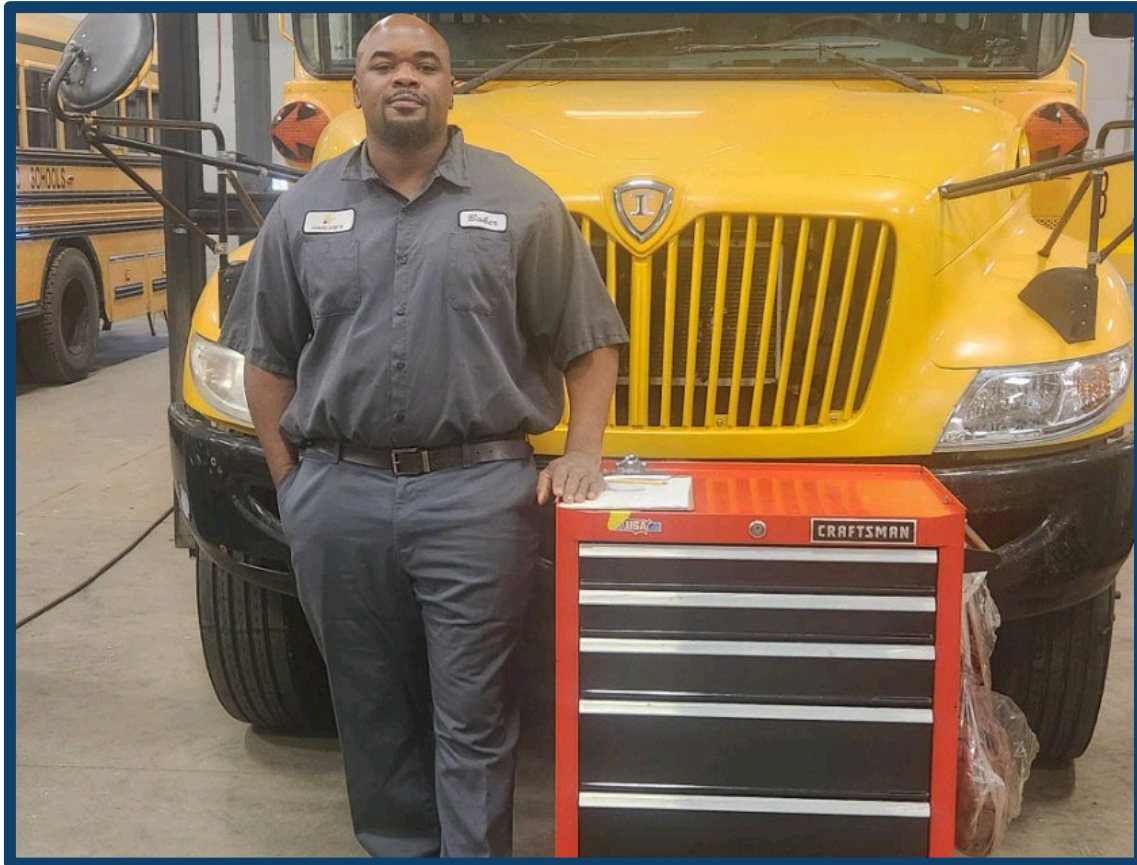
BE A PART OF THE CHANGE
TALK WITH A BUSINESS ADVISOR TODAY ABOUT BECOMING AN EMPLOYER COMMITTED TO EXPANDING OPPORTUNITIES TO EMPLOYMENT FOR PEOPLE WITH CRIMINAL RECORDS

Breaking Barriers: Hiring Justice-Involved Individuals



REMOVING BARRIERS

WORKFORCE INNOVATION & OPPORTUNITY ACT & JOB PLACEMENT PILOT PROGRAM



SUPPORTING THE AGRICULTURAL INDUSTRY THROUGH THE H2A PROGRAM



H2A Foreign Labor Program Federal Fiscal Year

- Processed 1,315 Applications
- Drove 91,002 Miles
- Performed 1,910 Inspections
- Facilitated the Placement of 4,321 Foreign Workers



“The H2A Program was a life saver for us!”

-David Lagein, Farmer and Towner County
Commissioner

H2A PROGRAM GROWTH

	H2A Apps	# of Inspections	Miles Traveled	# of Workers Requested
FY21	736	845	16,922*	2,444
FY22	912	1,246	32,554	2,995
FY23	1,097	1,524	53,977	3,572
FY24	1,315	1,910	91,002	4,321

**new system implemented in late FY21; mileage is not representative of total miles traveled in FY21*



H2A PROGRAM

IMPACT 2023-2024

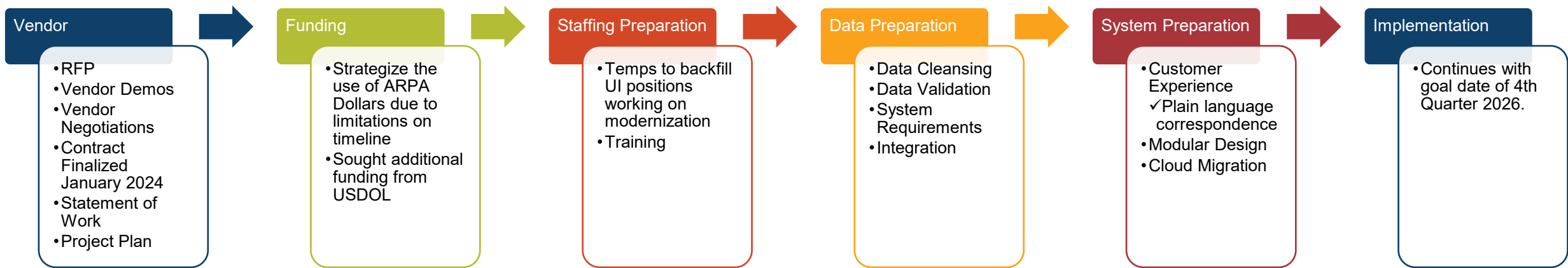
- Supporting the Agricultural Industry
 - 1,910 Inspections
 - 4,321 Workers Placed
 - 91,002 Miles Driven

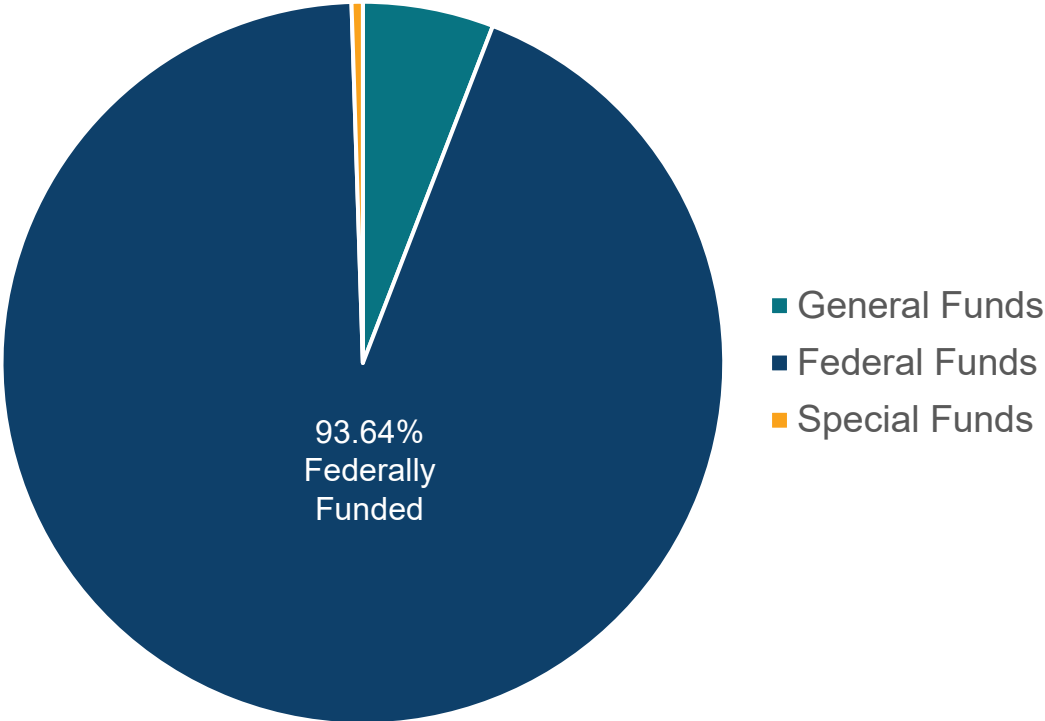
GENERAL FUND REQUEST

- \$246,346
 - 1 FT Employee
 - Support Funding



2023-2025 LEGISLATIVE FUNDING USING ARPA FUNDS OF \$45,000,000 FOR UNEMPLOYMENT MODERNIZATION

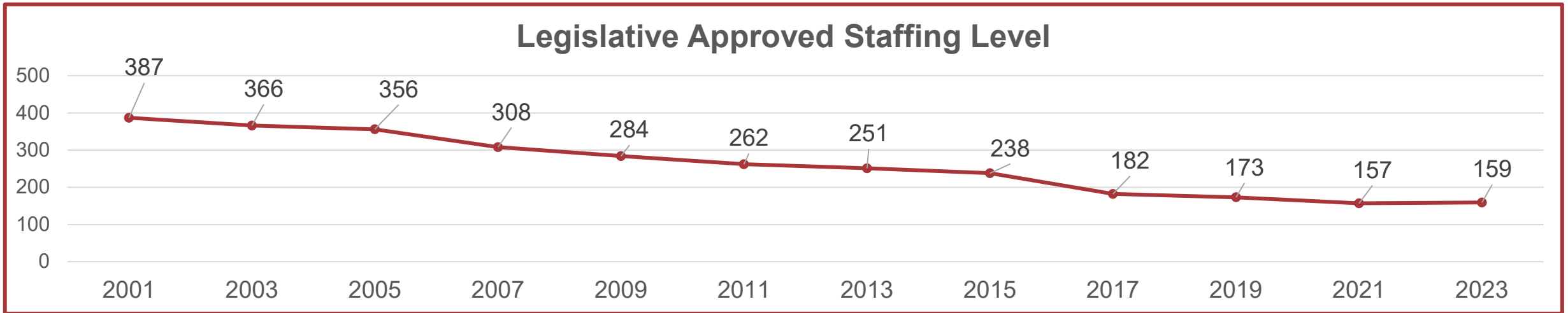
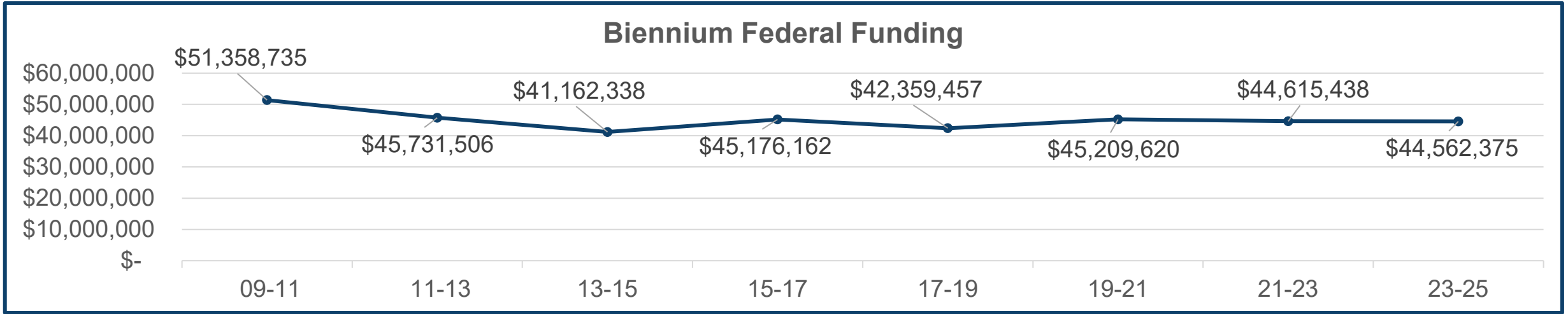


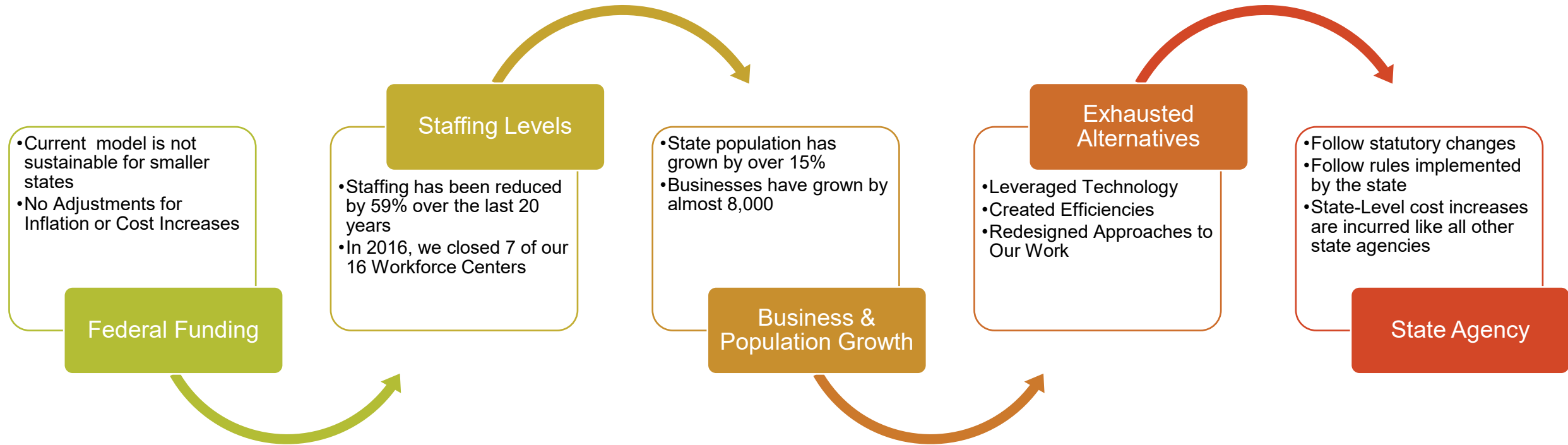


Federal funds are siloed and do not allow transfers between programs

Federal funds do not support state-level program increases such as wage adjustments and IT cost increases

FEDERAL FUNDING







Statewide Impact

- Our services provide substantial benefits to the citizens of North Dakota at a minimal cost to the state
- We have not requested significant state funding, but have continued to incur cost increases



Citizen & Business Impact

- Unable to continue at the same performance levels the state currently enjoys
- Core programs are at risk
 - Serving our citizens and businesses
 - Timely program performance
- Difficult decisions on staffing

INFORMATION TECHNOLOGY COST INCREASES

GENERAL FUND REQUEST: \$950,000.00
FEDERAL FUND REQUEST: \$950,000.00

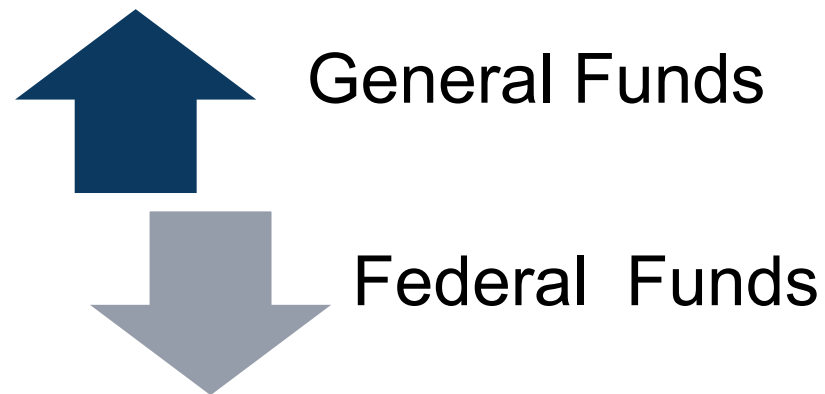
Purpose of the Request: The request will pay for the inflationary rate increases for information technology as noted in the table below:

IT COST INCREASES	
NDIT Rate Increases	\$1.426M
Main Frame Lease Increase	\$235,500.00
Maintenance and Operating Hosting Expenses	\$238,500.00

SALARY AND BENEFIT COST INCREASES

GENERAL FUND REQUEST: \$2.1M

Purpose of the Request: A one-time adjustment for salary and benefit shortfall of federal funds.



SUMMARY OF REQUESTS

BUDGET REQUEST	FUNDING	EMPLOYEES
<u>GENERAL FUND</u>		
IT Cost Increases <i>(critical priority)</i>	\$ 950,000	N/A
Salaries and Wages <i>(critical priority)</i>	\$2,100,000	N/A
H2A Visa Program	\$ 246,346	1 Full Time
TOTAL	\$3,296,346	1 Full Time

2025-2027 APPROPRIATION

	2025-27 Base	Budget Requests	2025-27 Appropriation
Salaries and Wages	\$ 37,430,644	\$ 2,346,346	\$ 39,776,990
Operating Expenses	\$ 19,081,063	\$ 1,900,000	\$ 20,981,063
Capital Assets	\$ 20,000		\$ 20,000
Grants	\$ 8,054,512		\$ 8,054,512
Reed Act-UI Computer Modernization	\$ 10,915,000		\$ 10,915,000
Total All Funds	\$ 75,501,219	\$ 4,246,346	\$ 79,747,565
Less Estimated Income – Federal	\$ 67,669,342		\$ 67,669,342
Less Estimated Income – Special	\$ 615,111		\$ 615,111
Total General Fund	\$ 7,216,766	\$ 3,296,346	\$ 10,513,112
Full-Time Equivalent Positions	158.61	1.00	159.61

QUESTIONS

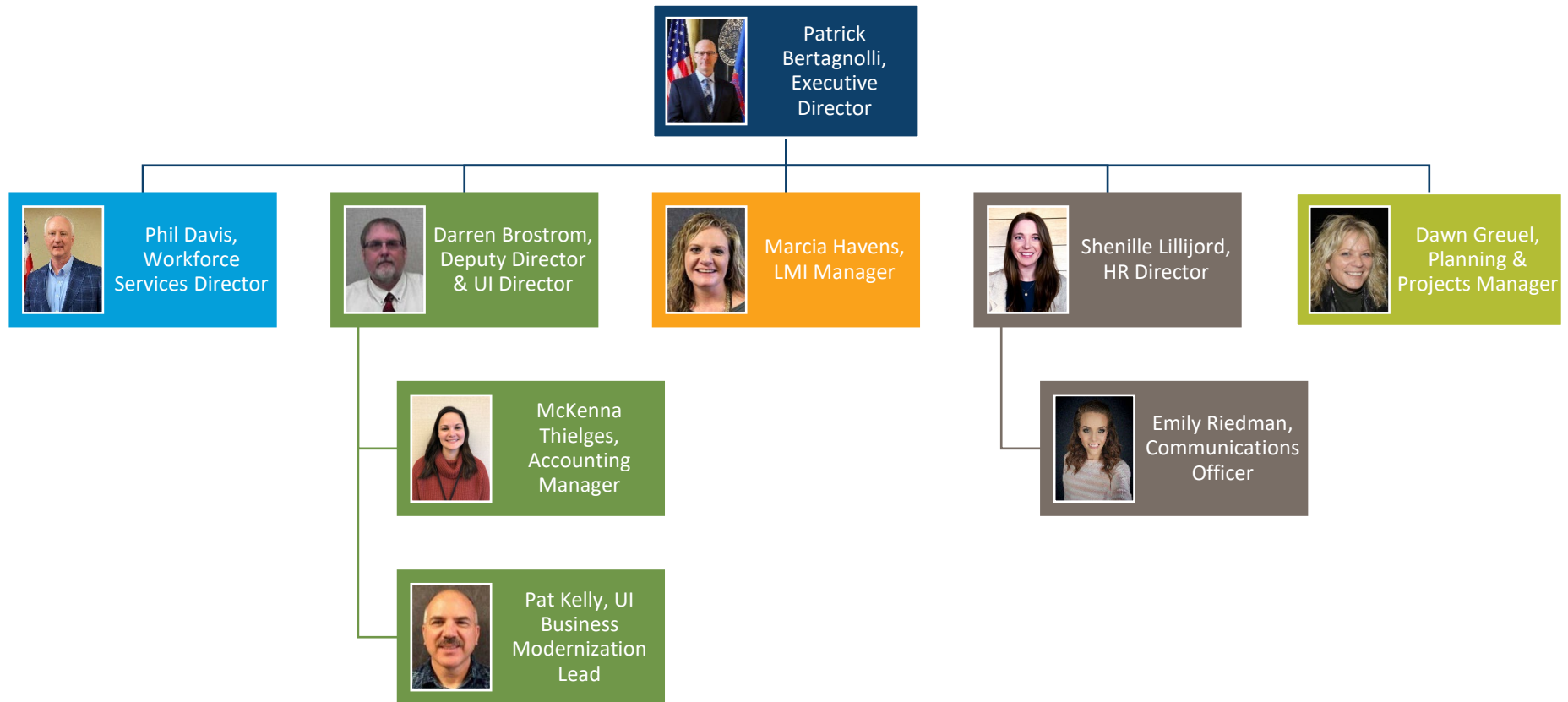


APPENDIX

APPENDIX A
Organizational Chart
Leadership Team

APPENDIX A

ORGANIZATIONAL CHART JSND LEADERSHIP TEAM



APPENDIX B

Workforce Services

WORKFORCE SERVICES



Serving Our Communities

Community Outreach | Statewide
Workforce Events | Workforce
Education | Career Expos | School
Partnerships | Community Boards



Connecting Employers & Job Seekers

Career Services | Employer
Services | Hiring Events

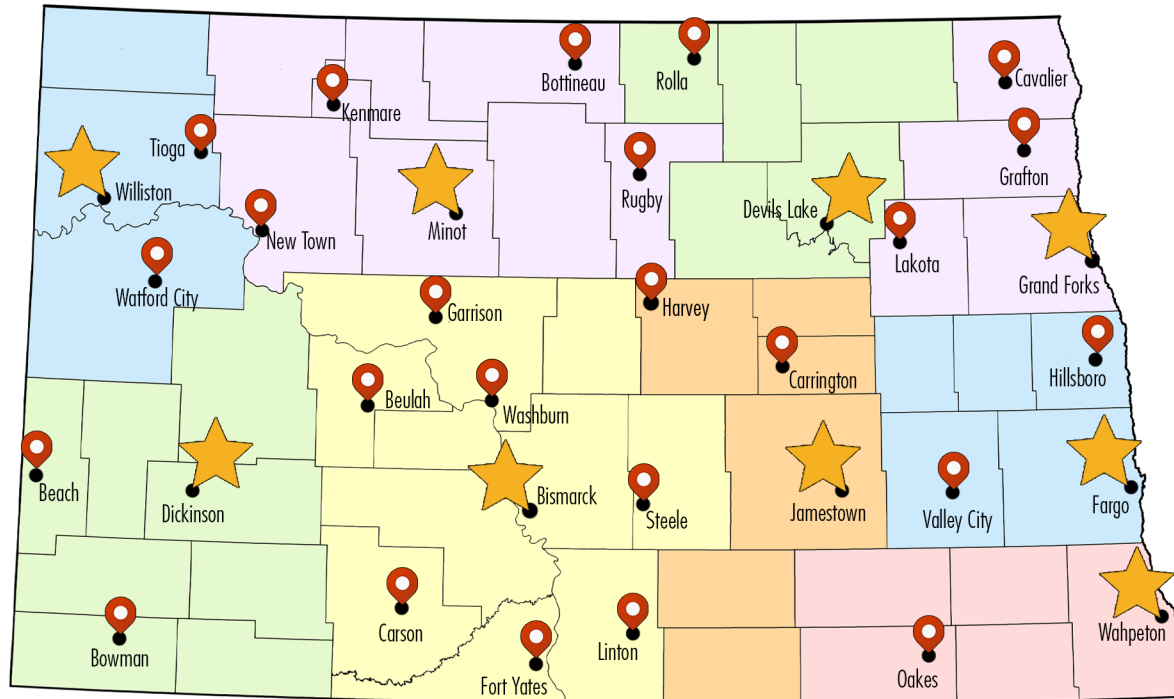


Removing Barriers to Employment

Federal Grants | DHS
Contracts

IMPACTING NORTH DAKOTA'S WORKFORCE

★ WORKFORCE CENTERS



Connected with over 51K individuals during outreach events

Job Fairs & Hiring Events | Rural Community Outreach | Career Expos | T-4 Events | Apprenticeship Expos | High School Specific Events | WIOA Presentations | Tribal Community Outreach | DOCR Outreach | Recovery Center Outreach

REMOVING BARRIERS TO EMPLOYMENT

WIOA 2023 Program Year

- **Youth**
 - 186 Participants
 - 84.4% Employed or in Training 1 year after program exit
 - 51.2% earned a credential
 - \$7,794 Median Earnings/Quarter*
- **Adult**
 - 484 Participants
 - 82.3% Employed 1 year after program exit
 - 66.3% earned a credential
 - \$11,185 Median Earnings/Quarter*
- **Dislocated Worker**
 - 12 Participants
 - 66.7% employed 1 year after program exit
 - 90% earned a credential
 - \$12,824 Median Earnings/Quarter*

**Median Earnings represent earnings in the 2nd quarter following program exit*

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

REMOVING BARRIERS TO EMPLOYMENT

Wagner-Peyser 2023 Program Year

- **Participants**

- Enrolled when they receive a 1:1 service such as Work Search, Resume Building, Interview Skills, etc.
- 2,565 Participants
- 66% Employed 1 year after program exit
- \$8,432 median earnings 2nd Quarter after exit

Wagner-Peyser

REMOVING BARRIERS TO EMPLOYMENT

Program supports veterans who have barriers to employment

- 388 Participants in the last year
 - 61.7% employed 1 year after program exit
- 3 CPs and 1.5 DVOPs
 - Serve veterans and employers across the state
 - Including Tribal outreach

**Veterans receive priority of service in all of our programs*

**JOBS FOR VETERANS
STATE GRANT**

NATIONAL DISABLED AMERICAN VETERANS AWARD RECIPIENT



Chris Smith
Disabled Veterans' Outreach
Program Specialist (DVOP)
Bismarck & Dickinson

EMPLOYEE SPOTLIGHT

- 75% of the Disabled Veterans served by Chris have entered gainful employment
- 90% of those employed, have remained employed beyond 6 months
- 80% of homeless veterans Chris has helped in the past 12 months have become gainfully employed
- 5 Native Americans have been hired into Federal positions on the reservation w/Chris's help

"Chris is a dedicated, knowledgeable, and selfless advocate for Disabled Veterans. ...he brings his experience and firsthand knowledge to the fight for every Veteran he serves."

-Amy Arenz

REMOVING BARRIERS TO EMPLOYMENT

BASIC EMPLOYMENT SKILLS TRAINING

- Participants on SNAP in Cass & Burleigh counties only
- 426 Participants
- 70% engaged in work and/or training

PARENTAL RESPONSIBILITY INITIATIVE FOR THE DEVELOPMENT OF EMPLOYMENT

- 155 new enrollments in calendar year 2023
- 59% increase in child support payments through June of 2023

JOB OPPORTUNITY & BASIC SKILLS

- Participants on TANF
- Southeast ND - Primarily Cass & Richland counties
- Average of 65 served/month w/75% in work & training opportunities

DEPARTMENT OF HEALTH AND HUMAN SERVICES CONTRACTS

REMOVING BARRIERS TO EMPLOYMENT

NEW AMERICAN EMPLOYMENT PROGRAM

- Partnership with the Office of Refugee Resettlement
- Currently in Fargo and Grand Forks with expansion to Bismarck beginning in October of 2024

Fargo:

- 241 Participants
- 170, or 71%, are Employed
- 176, or 73%, Enrolled in English as a Second Language Class

Grand Forks:

- 78 Participants
- 55, or 71% are Employed

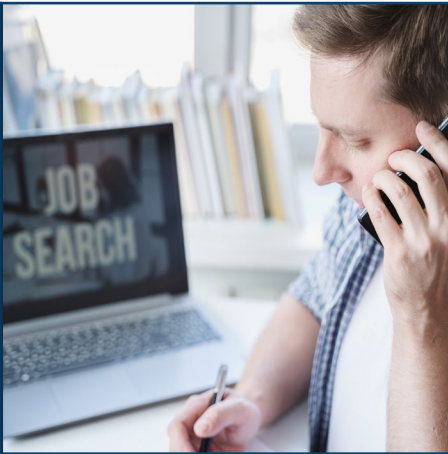
DEPARTMENT OF HEALTH AND HUMAN SERVICES CONTRACT

CONNECTING EMPLOYERS AND JOB SEEKERS



In-Person Services

- Job search, labor market, transferable skills, resume building, job applications, interview preparation, barriers to employment, and other related discussion points specific to each individual



Virtual One Stop

- Create resumes, search for work, apply for jobs
- 203,859 active users
- 135,759 In/out of state new users
- 4.4M Page Views



Job Seeker Education

- Job Searches, Resume Writing, Transferable Skills, Interviewing, Job scams, and other relevant subjects

SERVICES FOR EMPLOYERS

CONNECTING EMPLOYERS AND JOB SEEKERS



Employer Services

- Assist employers with employment needs including job posting, job fairs, assessments, skill testing, virtual recruiter, and assist with other employer needs



Virtual One Stop

- 45,155 job orders created by employers
- 32,234 job referrals made



Rapid Response

- Support to employees affected by business closings
- UI education, employment support, workshops, and reverse job fairs
- Partner with EDC, chambers, and others as needed



H2A

- 1,910 Housing Inspections
- 91,002 miles driven
- 4,321 Placements

NEW JOBS TRAINING

-State Program-

- 10-year income tax reimbursement
- Available to primary sector employers
- Offsets costs of providing workers with education and training for newly created positions

WORK OPPORTUNITY TAX CREDIT

-Federal Program-

- One-Time Federal tax credit calculated on first-year wages
- Must hire individuals with barriers, including: Veterans, Ex-Felons, SNAP, TANF, and SSI recipients, and those in designated empowerment and rural renewal areas
- 12,957 Applications Received in 2023
 - Approximately 50% are certified

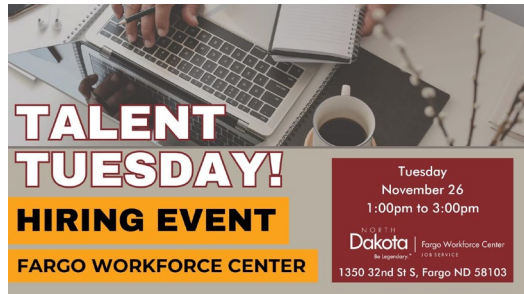
SERVING OUR COMMUNITIES

In-House Hiring Events

- 82 during 2024
- 413 Job-seekers

Multi-Industry Job Fairs

- 1,383 Employers
- 8,977 Job Seekers



SERVING OUR COMMUNITIES

Community & School Presentations

- Employees provide presentations of available services along with workforce information throughout the communities

Career Expos

- Partner with employers, schools, chambers and EDCs to expose middle- and high-school students to career options across the state

Community & Board Presence

- Employees serve on boards and community advisory committees as subject matter experts on workforce issues

Community Outreach

- Employees provide community outreach to tribal communities, New Americans, and those living in rural communities

Connected
with over
51,000
individuals
within our ND
Communities

VIRTUAL JOB FAIR



LAUNCHED FIRST NATIONWIDE JOB FAIR IN MAY 2022

May 2022:

- 160 Employers
- Job Seekers from 20 States and 6 Countries

February 2023:

- 100 Employers
- 445 Jobseekers representing 29 States and 14 Countries

January 2024:

- 97 Employers
- 634 Jobseekers from 23 States and 21 Countries

January 2025:

- 84 Employers
- 511 Jobseekers from 24 States and 17 Countries

APPENDIX C

H2A Program History

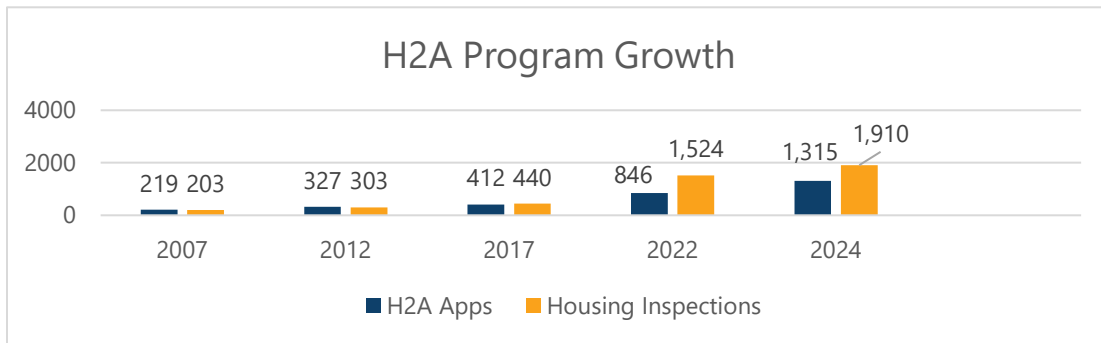
APPENDIX C

H2A Agricultural Program

Since 2007, Job Service North Dakota (JSND) has been administering the H2A Foreign Labor Certification Program. This program provides assistance to agricultural employers who have a shortage of domestic workers. The program brings non-immigrant foreign workers to the U.S. to perform agricultural labor on a temporary or seasonal basis. Job Service processes the application, places a job order for domestic workers, and provides a quality housing inspection as outlined by the US Department of Labor.

The program has grown exponentially from processing 219 H2A applications in 2007 to 1,315 in 2024 and conducting 203 housing inspections in 2007 to 1,910 in 2024 [See Figure 1].

Figure 1: H2A Program Growth



Job Service has facilitated the housing inspections and subsequent placement of thousands of seasonal workers to help agricultural employers during the busy seasons. From FY21 through FY24, Job Service has facilitated the placement of 13,332 workers through the H2A program. This is a significant impact on employers and the workforce. [See Table 1]

Table 1: H2A Workers

