

# MICROFILM DIVIDER

OMB/RECORDS MANAGEMENT DIVISION

SFN 2053 (2/85) 5M



ROLL NUMBER

DESCRIPTION

2016

2005 SENATE APPROPRIATIONS

SB 2016

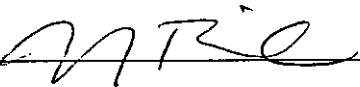
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB 2016

Senate Appropriations Committee

☐ Conference Committee

Hearing Date **01-11-05**

Tape Number	Side A	Side B	Meter #
Committee Clerk Signature 			

Minutes: **Chairman Holmberg** opened meeting on SB 2016. Attendance was taken, Sen.

Krauter was absent.

**Maren Daley, Executive Director of Jobserve of ND** appeared in support of SB 2016. (174)

Ms. Daley supplied the committee with written testimony, (see attached appendix I). Ms. Daley spoke about 5 areas of Discussion according to her testimony. They include: Appropriation Requests, Performance Measures, Service Initiatives, Accomplishments and Recognition, and finally Continuing Appropriation. Ms. Daley also spoke of a pilot program titled Work First. Numerous questions were asked of Ms. Daley regarding service fees. Ms. Daley indicated that in a best case scenario the job seeker would not have to pay fee's for services provided by Job Service, such as resume coaching or any other training. Ms. Daley mentioned however, that as long as funds were available for Job Service to continue providing services at no fee to the job seeker, they would. If they are no longer available Job Service would negotiate with the business requiring such services so that the cost would not burden the job seeker.

**Sen. Thane (3017):** "What part do you play in making sure convicts have jobs?"

**Ms. Daley:** "I do not have the specifics on that. I can tell you that we have pilot projects in Fargo and in Bismarck. They do provide special services, i.e training and preparedness for the workforce, reducing recidivism.

Questions were asked regarding the budget and were programs like Work Force 2000 would receive their funds. Ms. Daley indicated that this was only a pilot program and she felt that it would not be appropriate to use general fund money for this. If Job service decided that this program is worth funding that money would be asked from the general fund. Now, however, the money is coming from the Read Act.

**Sen. Robinson (3577):** "How do you guys work with the Offender Re-entry program/."

**Ms. Daley:** "Employers will give them a chance, housing is an issue however.

No more questions were asked of Ms. Daley.

**Ron Ness, President of ND Petroleum Council** appeared to offer support and thanks to Job service of ND. (3700) Mr. Ness did provide the committee with written testimony, (see attached appendix II). Mr. Ness spoke of the need of people to work in the oil fields of western ND, and appreciated that qualified employees were directed their way from Job service.

No questions were asked of Mr. Ness.

**Don Hedger, Killdeer Mounting Manufacturing** appeared in support of SB 2016. Mr. Hedger did not provide the committee with written testimony. Mr. Hedger stated that Job service of ND has greatly helped with On the job training and proudly endorses Work Force 2000.

**Rosie Michael, COE Imaging Services Inc.,** appeared in support of SB 2016. Ms. Michael also offered thanks and praise to job service.

No questions were asked of Ms. Michael.

**Vigil Seibel, Phoenix International**, appeared in support of SB 2016. Mr. Seible also offered thanks and praise to Job Service.

No questions were asked of Mr. Seibel.

**Don Miller, Bobcat**, appeared in support of SB 2016. (5250) Mr. Miller offered thanks and praise of Job service of ND.

No questions were asked of Mr.

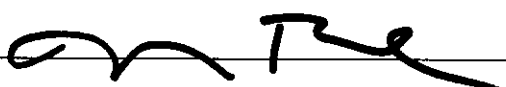
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 2016

Senate Appropriations Committee

☐ Conference Committee

Hearing Date January 20, 2005

Tape Number	Side A	Side B	Meter #
1		b	1,489
Committee Clerk Signature 			

Minutes:

SUB COMMITTEE PRE-DISCUSSION

**Chairman Holmberg** called the meeting to order on subcommittee work of SB 2016.

He mentioned to the committee that they need to take a look at why the \$200,000 was not spent on work force training.

**Chairman Holmberg** closed discussion

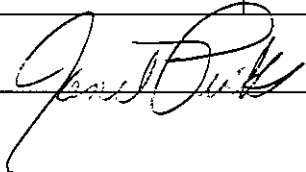
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 2016

Senate Appropriations Committee

☐ Conference Committee

Hearing Date February 14, 2005

Tape Number	Side A	Side B	Meter #
1	a		1,520
Committee Clerk Signature 			

Minutes:

**Chairman Holmberg** called the hearing to order on SB 2016.

**Senator Fischer** distributed amendments for review.

**Senator Fischer** moved for a do pass on the amendment. **Senator Mathern seconded.**

Discussion followed.

**Senator Fischer** explained the amendments indicating that John Graham indicated we needed to changes on the Reed Funds and a carryover on Workforce 2000 to clean up the language to match the required language to access funds.

A voice vote was taken on the amendment and the amendment passed.

**Senator Fischer moved DO PASS on the SB 2016 with the amendment. Senator Mathern seconded.** No further discussion. A roll call vote was taken and carried with 15 yes and 0 no.

Senator Mathern will carry the bill.

**Chairman Holmberg** closed the hearing on SB 2016.

PROPOSED AMENDMENTS TO SENATE BILL NO. 2016

Page 1, line 19, replace "828,832" with "689,039"

Page 1, line 23, replace "230,724" with "5,340"

Page 1, remove line 24

Page 2, remove line 1

Page 2, line 2, replace "2,165,359" with "1,018,622"

Page 2, line 3, replace "1,934,635" with "1,013,282"

Page 2, line 4, replace "230,724" with "5,340"

Page 2, line 10, replace "34,846,714" with "34,706,921"

Page 2, line 14, replace "1,480,724" with "1,255,340"

Page 2, remove lines 15 and 16

Page 2, line 17, replace "59,620,076" with "58,473,339"

Page 2, line 18, replace "58,139,352" with "57,217,999"

Page 2, line 19, replace "1,480,724" with "1,255,340"

Page 2, after line 19, insert:

**"SECTION 4. APPROPRIATION - REED ACT FUNDS - WORK FIRST.** There is appropriated out of moneys made available to the state by the federal Reed Act distributions made in federal fiscal years 1957, 1958, 1999, and 2002, pursuant to section 903 of the Social Security Act, the sum of \$254,925, or so much of the sum as may be necessary, to job service North Dakota for the purpose of paying allowable Wagner-Peyser Act expenses associated with the work first demonstration project, for the biennium beginning July 1, 2005, and ending June 30, 2007.

**SECTION 5. APPROPRIATION - REED ACT FUNDS - UNEMPLOYMENT INSURANCE COMPUTER MODERNIZATION PROCUREMENT PLANNING.** There is appropriated out of moneys made available to the state by the federal Reed Act distributions made in federal fiscal years 1957, 1958, 1999, and 2002, pursuant to section 903 of the Social Security Act, the sum of \$525,000, or so much of the sum as may be necessary, to job service North Dakota for the purpose of unemployment insurance computer system modernization procurement planning, for the biennium beginning July 1, 2005, and ending June 30, 2007.

Grand total general fund appropriation S.B. 2016	\$1,255,340
Grand total estimated income appropriation S.B. 2016	\$57,997,924
Grand total all funds appropriation S.B. 2016	\$59,253,264"

Page 2, line 26, remove "line"



Page 2, line 27, replace "3" with "4"

Page 3, line 8, remove "line" and replace "3" with "5"

Renumber accordingly

**STATEMENT OF PURPOSE OF AMENDMENT:**

**Senate Bill No. 2016 - Job Service North Dakota - Senate Action**

	EXECUTIVE BUDGET	SENATE CHANGES	SENATE VERSION
Salaries and wages	\$34,846,714	(\$139,793)	\$34,706,921
Operating expenses	13,238,913		13,238,913
Capital assets	225,000		225,000
Grants	9,047,165		9,047,165
Work Force 2000	1,480,724	(225,384)	1,255,340
Work First-Reed Act	256,560	(1,635)	254,925
Unemployment Insurance Modernization-Reed Act	525,000		525,000
Total all funds	\$59,620,076	(\$366,812)	\$59,253,264
Less estimated income	<u>58,139,352</u>	<u>(141,428)</u>	<u>57,997,924</u>
General fund	\$1,480,724	(\$225,384)	\$1,255,340
FTE	355.80	0.00	355.80

**Dept. 380 - Job Service North Dakota - Detail of Senate Changes**

	REDUCES COMPENSATION PACKAGE TO 3/4	REDUCE FUNDING FOR WORKFORCE 2000 <sup>1</sup>	TOTAL SENATE CHANGES
Salaries and wages	(\$139,793)		(\$139,793)
Operating expenses			
Capital assets			
Grants			
Work Force 2000	(384)	(\$225,000)	(225,384)
Work First-Reed Act	(1,635)		(1,635)
Unemployment Insurance Modernization-Reed Act			
Total all funds	(\$141,812)	(\$225,000)	(\$366,812)
Less estimated income	<u>(141,428)</u>		<u>(141,428)</u>
General fund	(\$384)	(\$225,000)	(\$225,384)
FTE	0.00	0.00	0.00

<sup>1</sup> This amendment removes funding of \$225,000 from the general fund for Work Force 2000 included in the executive budget recommendation to replace carryover funding used during the 2003-05 biennium.

This amendment removes the appropriation of Reed Act funds for the Work First demonstration project and the unemployment insurance computer modernization procurement planning from Section 3 of the bill and provides for the appropriation of the funds for the two issues in two new sections of the bill.

Date 2/14/01  
Roll Call Vote #: 1

**2005 SENATE STANDING COMMITTEE ROLL CALL VOTES**  
**BILL/RESOLUTION NO. SB**

Senate SENATE APPROPRIATIONS Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number 2016

Action Taken Do Pass w amend

Motion Made By Fischer Seconded By Matheron

Senators	Yes	No	Senators	Yes	No
CHAIRMAN HOLMBERG	✓		SENATOR KRAUTER	✓	
VICE CHAIRMAN BOWMAN	✓		SENATOR LINDAAS	✓	
VICE CHAIRMAN GRINDBERG	✓		SENATOR MATHERN	✓	
SENATOR ANDRIST	✓		SENATOR ROBINSON	✓	
SENATOR CHRISTMANN	✓		SEN. TALLACKSON	✓	
SENATOR FISCHER	✓				
SENATOR KILZER	✓				
SENATOR KRINGSTAD	✓				
SENATOR SCHOBINGER	✓				
SENATOR THANE	✓				

Total (Yes) 15 No

Absent

Floor Assignment Matheron

If the vote is on an amendment, briefly indicate intent:

**REPORT OF STANDING COMMITTEE**

**SB 2016: Appropriations Committee (Sen. Holmberg, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (15 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2016 was placed on the Sixth order on the calendar.**

Page 1, line 19, replace "828,832" with "689,039"

Page 1, line 23, replace "230,724" with "5,340"

Page 1, remove line 24

Page 2, remove line 1

Page 2, line 2, replace "2,165,359" with "1,018,622"

Page 2, line 3, replace "1,934,635" with "1,013,282"

Page 2, line 4, replace "230,724" with "5,340"

Page 2, line 10, replace "34,846,714" with "34,706,921"

Page 2, line 14, replace "1,480,724" with "1,255,340"

Page 2, remove lines 15 and 16

Page 2, line 17, replace "59,620,076" with "58,473,339"

Page 2, line 18, replace "58,139,352" with "57,217,999"

Page 2, line 19, replace "1,480,724" with "1,255,340"

Page 2, after line 19, insert:

**"SECTION 4. APPROPRIATION - REED ACT FUNDS - WORK FIRST.** There is appropriated out of moneys made available to the state by the federal Reed Act distributions made in federal fiscal years 1957, 1958, 1999, and 2002, pursuant to section 903 of the Social Security Act, the sum of \$254,925, or so much of the sum as may be necessary, to job service North Dakota for the purpose of paying allowable Wagner-Peyser Act expenses associated with the work first demonstration project, for the biennium beginning July 1, 2005, and ending June 30, 2007.

**SECTION 5. APPROPRIATION - REED ACT FUNDS - UNEMPLOYMENT INSURANCE COMPUTER MODERNIZATION PROCUREMENT PLANNING.** There is appropriated out of moneys made available to the state by the federal Reed Act distributions made in federal fiscal years 1957, 1958, 1999, and 2002, pursuant to section 903 of the Social Security Act, the sum of \$525,000, or so much of the sum as may be necessary, to job service North Dakota for the purpose of unemployment insurance computer system modernization procurement planning, for the biennium beginning July 1, 2005, and ending June 30, 2007.

Grand total general fund appropriation S.B. 2016	\$1,255,340
Grand total estimated income appropriation S.B. 2016	\$57,997,924
Grand total all funds appropriation S.B. 2016	\$59,253,264"

Page 2, line 26, remove "line"

Page 2, line 27, replace "3" with "4"

Page 3, line 8, remove "line" and replace "3" with "5"

Renumber accordingly

**STATEMENT OF PURPOSE OF AMENDMENT:**

**Senate Bill No. 2016 - Job Service North Dakota - Senate Action**

	EXECUTIVE BUDGET	SENATE CHANGES	SENATE VERSION
Salaries and wages	\$34,846,714	(\$139,793)	\$34,706,921
Operating expenses	13,238,913		13,238,913
Capital assets	225,000		225,000
Grants	9,047,165		9,047,165
Work Force 2000	1,480,724	(225,384)	1,255,340
Work First-Reed Act	256,560	(1,635)	254,925
Unemployment Insurance Modernization-Reed Act	525,000		525,000
Total all funds	\$59,620,076	(\$366,812)	\$59,253,264
Less estimated income	<u>58,139,352</u>	<u>(141,428)</u>	<u>57,997,924</u>
General fund	\$1,480,724	(\$225,384)	\$1,255,340
FTE	355.80	0.00	355.80

**Dept. 380 - Job Service North Dakota - Detail of Senate Changes**

	REDUCES COMPENSATION PACKAGE TO 3/4	REDUCE FUNDING FOR WORKFORCE 2000 <sup>1</sup>	TOTAL SENATE CHANGES
Salaries and wages	(\$139,793)		(\$139,793)
Operating expenses			
Capital assets			
Grants			
Work Force 2000	(384)	(\$225,000)	(225,384)
Work First-Reed Act	(1,635)		(1,635)
Unemployment Insurance Modernization-Reed Act			
Total all funds	(\$141,812)	(\$225,000)	(\$366,812)
Less estimated income	<u>(141,428)</u>		<u>(141,428)</u>
General fund	(\$384)	(\$225,000)	(\$225,384)
FTE	0.00	0.00	0.00

<sup>1</sup> This amendment removes funding of \$225,000 from the general fund for Work Force 2000 included in the executive budget recommendation to replace carryover funding used during the 2003-05 biennium.

This amendment removes the appropriation of Reed Act funds for the Work First demonstration project and the unemployment insurance computer modernization procurement planning from Section 3 of the bill and provides for the appropriation of the funds for the two issues in two new sections of the bill.

2005 HOUSE APPROPRIATIONS

SB 2016

*These are excerpts from agency overview hearing.  
Full set of minutes/handouts available. Ask a  
legislative council librarian.  
SB 2016*

**Ms. Marin Daly** spoke on behalf of Job Services of North Dakota and reviewed her written testimony (handout #33-15, attached). (tape #3, side A, meter #39.5) She told the Committee that Job Service is 97% federally funded. The Agency operates from 125 different grants, each with specific goals and outcomes. At the start of a biennium, the Agency must estimate what grants will be available. With the costs of war, there is a tightening on domestic spending, which includes the Department of Labor. Federal funding is coming in lower this biennium than was expected. The Agency has tried to be a good steward and has reduced operating expenses and FTE's. With regard to the state general fund appropriation for Workforce 2000, **Ms. Daly** said that in 2003-05 \$1.475 million was appropriated. That included \$225,000 which was carried over from the 2001-03 biennium. That carry over was for a specific company that hadn't used the obligated funds for that training and they asked the legislature to retain it and they agreed to do so. The Executive Recommendation included \$1.475 for 2003-05 plus this \$225,000 as an increase. The Senate took that \$225,000 out. She referred to the current status expenditures report which indicates that Workforce 2000 will be totally obligated by March, with 4 months left in the biennium. She requested that the House put the \$225,000 back into the budget to help them get through the rest of the biennium. She said that there are strong performance numbers on Workforce 2000. Calculations indicate that the investment in Workforce 2000 in the last biennium was returned to the state between 1.8 and 2 ½ years. There is a bill introduced by the Mandan legislators which expands the scope of Workforce 2000 training to include sales marketing training for manufacturing. Yet, there are cuts in the amount of funding.

**Rep. Ken Svedjan, Chairman**, asked if the restoration requested is for the return of the \$225,000 that was removed by the Senate. **Ms. Daly** answered yes and continued her review with

an explanation of the Reed Act request. She said it comes from the Federal Unemployment Tax Administration when the federal trust funds reach their threshold level. The excess, at the discretion of Congress, is paid back to the states. After 9/11 they dispersed a one-time Reed Act distribution. The trust fund currently has \$15 million. Reed Act money is limited to three uses: as a benefit, for unemployment insurance administration, or for employment service. They are requesting two one-time uses. One is the Work First Project. They have applied for a competitive grant on the federal side to share costs. Because of staffing cuts, working face to face with unemployment insurance claimants, to get them back to work, is hampered. The effectiveness of re-employment efforts is usually measured based on duration. North Dakota's duration, at 11 weeks, is one of the lowest in the nation. The second use is the first phase for unemployment insurance system modernization. This involves a request for proposal for the design specs for a new computer system.

She continued with the summary of major goals and objectives.

(tape #3, side B)

**Rep. Francis J. Wald** asked if there was a downturn in unemployment now that construction workers can work again. **Ms. Daly** answered yes that it has made a difference.

**Rep. Ken Svedjan, Chairman** thanked all of the agencies for their overviews and adjourned the discussion.

(meter Tape #3, side B, #1.9)

2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB2016

House Appropriations Committee  
Education and Environment Division

☐ Check here for Conference Committee

Hearing Date March 3, 2005

Tape Number	Side A	Side B	Meter #
1	X		0-44.0
Committee Clerk Signature <i>Robin Rinsley</i>			

**Minutes:** Chairman Martinson opened hearing on SB2016.

**Maren Daley, Executive Director Job Service North Dakota** introduced some citizens that would like to testify.

**Mike Seifert, Bobcat-Ingersall Rand** shared testimony about the positive impact that Workforce 2000 and other economic programs that the State of North Dakota offers. Employ about 3200 people worldwide with approximately 2600 of the employees in North Dakota. North Dakota is and will continue to be the cornerstone of our global growth. We need all the help we can get and not from corporate angle. Workforce 2000 helps develop employees to make us competitive around the planet.

**Rep. Gulleon** With regards to your employment. Combination of both professional and assembly-machinist and so on. Are you still partnering with some of our educational institutions to grow some of your own base of employee? If so to what extent?



**Mike Seifert** Long ongoing relationship with State School of Science - Wahpeton who has a very robust welding program which has provided our Gwinner community with very high quality welders. And manufacturing engineers, people who come in and program robotics and so on. Last four months we have developed a partnership with NDSU, Phoenix Technologies and Alien Technologies and NDSU to build a technology incubator. Need to get into these kinds of relationships.

**Maren Daley** (See attached handout 1-SB2016) I will discuss five areas that need attention beginning with the area that most interests the appropriations committee - #1 Appropriation request. #2 Performance measures in agency report card #3 Major initiatives #4 Accomplishments and recognition and #5 information requested on Continuing appropriation. Appropriation request (See pages one and two handout 1-SB2016). With current obligations, commitments we have made to companies both new and expanding, and existing companies that need to upgrade their current workers skills to stay competitive in the global economy, we will expect our current biennial funding for Workforce 2000 will be depleted by March. Funding has been tight to inadequate for the current biennium. That's why we are requesting the additional amount. The Senate took out that portion of \$225,000 and are respectfully asking the House to put that back in to fund to the level of the Governor's request.

**Chairman Martinson** Did you bring a comparison sheet with Senate and your budget before?

**Maren Daley** No I did not. The difference was that \$225,000 plus the applicable salaries is what the Senate took out. We provided information in your packet on the performance of Workforce 2000. Summary is found under Tab 4 and entire Workforce 2000 report is behind Tab 6 (Handout 1-SB2016). Workers trained through Workforce 2000 increased their wages and skill

levels. Conservative return on investment analysis that factors in increased income taxes on increased wages and a moderate level on sales tax on their consumable spending.

**Vice Chairman Brusegaard** The \$1.93 increase in wages. Was that immediate after training or over a period of years?

**Maren Daley** That is over one year.

**Vice Chairman Brusegaard** Any comparison to what that same employee would have received without Workforce 2000?

**Maren Daley** We do the comparison on the industry basis so we look at what the industry gave for wages as increases overall as compared specifically to those who do Workforce 2000 training.

**Rep. Aarsvold** I'm concerned about the services you provide in Workforce 2000. Are there folks who need some basic skills addressed before you can address job skills? By that I mean math skills of reading skills?

**Maren Daley** There certainly may well be that out there in the work force. We have other programs within the state that will be accessed first before Workforce 2000 to address the more basic skills. The skills here are more applicable to high end technology. Next is Work First proposal. (See page 2 handout 1-SB2016) Our primary workforce funding sources have been flat-funded for the past 10 years. The graphs behind Tab 5 of this handout demonstrates this history. Job Service has gone from 420.5 FTEs in the 1995-97 biennium to a proposed 355.8 FTEs in the 2005-07 budget request. That's a 15% reduction in 10 years. Job Service is requesting the North Dakota Legislature appropriate \$256,560 in Reed Act funds currently held in the Unemployment Insurance Trust Fund so that Job Service may conduct a pilot project we call Work First. (See page three handout 1-SB2016) The proposed study is summarized in a

presentation behind Tab 8 of handout. The principal measurement of the effectiveness of reemployment programs is the average duration of claims. North Dakota has a duration rate among the best in the nation. National studies indicated intensified reemployment services lower duration. By getting people back to work quicker, Job Service North Dakota believes that under this program they create taxpayers. Job Service just applied for and was one of 22 state that received approval an federal innovative reemployment grant for \$466,000 which will supplement the state appropriated Reed Act funds for this project. Reed Act and how its funds are distributed (See page four of handout 1-SB20160.) North Dakota had \$15 million in Reed Act funds in its Unemployment Insurance Trust Fund. Federal law only allows Reed Act funds to be spent for three purposes: Payment of unemployment benefits - Administration of state unemployment insurance laws - Administration of public employment service offices which our request falls under. We don't expect further Reed Act funds. Next special line in our budget relates to another appropriation of Reed Acts funds for \$525,000. (See page five of handout 1-SB2016). These funds will be used for procurement planning to replace the current mainframe computer we use to administer the Unemployment Insurance program. Our current plan for replace is now outlined in Section 7 of SB2016. I'd now like to draw the committees attention to Tab 4 of the handout (Handout 1-SB2016). This contains the Job Service Report Card. (See page six of handout 1-SB2016) The report represents Job Service's continuing attention to performance review and evaluation. The Report Card monitors five primary service delivery areas in the agency - #1 Unemployment Insurance - timeliness and accuracy are the key elements. #2 Workforce Investment Act - getting a job, keeping a job and did earning go up. #3 Workforce 2000. #4 Labor Exchange - getting a job, keeping a job and did earning go up. #5 Employment Statistics.

Here are several of the tremendous service initiative that are ensuring that workforce development is economic development. (See pages six and seven handout 1-SB2016) I will be very brief.

**Chairman Martinson** Most important - we need to know the Senate changes.

**Maren Daley** That's why we covered the appropriations part first. The change from the Senate came under Workforce 2000 where they eliminated the \$225,000 that we requested be included along with the appropriate salary attached to that.

**Chairman Martinson** They also reduced some of your federal appropriations, didn't they?

**Maren Daley** They did not. The other changes came from their reduction from the Governor's 4% salary increase proposal to their 3% salary increase proposal.

**Chairman Martinson** So their only change was the \$225,000?

**Maren Daley** Yes. I've been handed that sheet so now we are working off the same page.

**Chairman Martinson** I'm looking at it and it talks about decreasing funding for operating expenses by \$1.2 million in information technology, data processing software. What is that?

**Maren Daley** Are you talking between 2005 - 2007?

**Chairman Martinson** Looking at green sheet?

**Maren Daley** All they did was move it out of the Reed Act section and moved into the engrossed bill, sections four and five of the bill. Our three major appropriation requests, Workforce 2000, and the two Reed Act appropriations.

**Rep. Aarsvold** The language in your printout on Workforce 2000, you say a special 2003 appropriation - was that a single line item that was not utilized?

**Maren Daley** It was from the prior biennium. We had committed that amount to a company but they had not been able to use that training money yet. So they came in about the second to the last day of the session to ask for special legislative authority to carrying that amount over. They did not use it in the carried over biennium either. They opted not to use it. We could not use it for any other company so it sat there and will go back to the general fund.

**Rep. Aarsvold** It is a carry over from 2001 and was not used in 2003?

**Maren Daley** That's right. Service Initiatives. Energy Industry Workers (See page six and seven handout 1-SB2016) Job Service partnered with the North Dakota Petroleum Council to recruit workers to the state's energy companies. We were able to find workers for them. Business Outreach (See page seven and eight handout 1-SB2016). By understanding the workforce needs of business, we are better able to prepare job seekers for the good jobs available. New program a lot of businesses are getting excited about - Workplace Skills Certification. (See page eight of handout 1-SB2016) Program just getting underway but has a great potential. Other significant initiatives that we have made great progress on include Labor Availability Studies, Skills Survey, Online Unemployment Insurance Services, Enhanced Online Services for Recruitment and Job Seeking. (See pages eight and nine handout 1-SB2016) Finally, I'll just touch on Operation: Workforce. In partnership with Employer Support for the Guard and Reserve (ESGR) and the North Dakota National Guard, Job Service launched Operation: Workforce to assist employers with the large number of Guards and Reservist that were called up to active duty. We wanted to be sure to contact those employers and could offer temporary employment help or other assistance that they might need while their workforce was stretched. We also work with returning

Page 7

Education and Environment Division

Bill/Resolution Number SB2016

Hearing Date March 3, 2005

veterans to help get them back into the working world. With that, we have quite a list of accomplishments listed on page 10 of handout 1-SB2016.

**Jan Hillard, Human Resource Manager, Killdeer Mountain Manufacturing** provide personal testimony on support of Workforce 2000.

**Rosie Johnson, Three Affiliated Tribes** owned company here to promote Donna Schults and Job Service.

**Greg Allen, Administrator Manager Cavendish Farms, Jamestown** talked in support of Workforce 2000 to help augment cost of training.

**Bill Butcher, State Director of National Federation of Independent Business** and I'm hear to speak in support of this bill and especially Workforce 2000 funding.

2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB2016

House Appropriations Committee  
Education and Environment Division

☐ Check here for Conference Committee

Hearing Date March 17, 2005

Tape Number	Side A	Side B	Meter #
1	X		18.1-21.8
Committee Clerk Signature <i>Robin Pursley</i>			

**Minutes:** Chairman Martinson opened hearing on SB2016.

**Rep. Wald** The Senate, other than salary and wages adjustments, took \$225,384 out of Workforce Training. That left \$1,255,340 and our action a moment ago, we took out another \$40,000, so that would leave Workforce Training dollars. Let's look at the bill. On page three, line one, the General Fund appropriation would now be \$1,215,350 - that's Workforce Training money. That is an all time low, in six year history, it has gone down every year. If you look at the bill, the federal funds or special funds in this bill are \$57,997,924 - that's of course special funds and grants and unemployment benefits, etc. Proper way to do this would be to amend the bill on line one, page three on first engrossment, change that general fund Workforce Training amount to \$1,215,350. I would move that amendment.

**Rep. Rennerfeldt** Second.

**Chairman Martinson** Why is that?

**Rep. Wald** We just took the \$40,000 out of the bill we passed a moment ago.

**Chairman Martinson** We didn't really do that. You deleted the \$40,000 but then what you need to do now is take the \$40,000 from the Workforce and put it in there.

**Roxanne** There are a couple of different things to do, one thing at a time here. We did strip the appropriation for SB2374, the \$40,000 appropriation. What we need to do with this bill, reduce appropriation by \$40,000 and then give them the \$40,000 for Shared Work program, is that your wishes?

**Chairman Martinson** We'd like to take the \$40,000 from Workforce for the other, that's the intent.

**Roxanne** We also have to do the health insurance adjustment on this bill, too. That will affect that Workforce 2000 line item you see in the bill because there are salaries and wages in there. Want to let committee know that there will be another small adjustment to that line item. It would be better if you wanted to add money back to that line item or were your wishes to take out the \$40,000 and leave the other stuff.

**Chairman Martinson** No, we don't want to take out the \$40,000 and not have it go to that project.

**Roxanne** No, I'll make sure - it will be like a line item. We will take out the \$40,000 from Workforce 2000 line item and it will probably go into the operating line item for the expense they incur for the Shared Work program.

**Chairman Martinson** And then you'll put a note on that?

**Roxanne** So the two adjustments for this bill will be health insurance adjustment and we'll move that \$40,000 so they have that for the Shared Work instead of Workforce.



Page 3

Education and Environment Division

Bill/Resolution Number SB2016

Hearing Date March 17, 2005

**Rep. Rennerfeldt** Second that motion.

**VOICE VOTE on amendment passed.**

**Rep. Wald** I would move a Do Pass As Amended.

**Rep. Rennerfeldt** Second.

**VOTE 6 YES 0 NO with 0 absent and not voting.**

**Chairman Martinson** closed hearing on SB2016.

2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB2016  
Job Services of North Dakota

House Appropriations Full Committee

☐ Conference Committee

Hearing Date March 21, 2005

Tape Number	Side A	Side B	Meter #
2		X	#38.5 - #47.3
Committee Clerk Signature <i>Chris Alexander</i>			

Minutes:

**Rep. Ken Svedjan, Chairman** opened the discussion on SB2016.

**Rep. Francis J. Wald** explained that the Senate took \$225,384 out of Workforce 2000 which left a balance of \$1,255,340. Workforce training is the only general fund money in this budget. All other funds are federal funds or employee paid unemployment compensation premiums. The changes we made include removing \$40,000 out of general funds that would have funded the shared work demonstration project in SB2374. The history of the Workforce 2000 moneys has been distributed to all of you and the amount that is left is \$1,215,231. Rep Wald moved to adopt amendment #0201 to SB2016.

**Rep. Pam Gulleon** seconded

**Rep. Jeff Delzer** asked if HB1059 changed the name and money in this bill

**Rep. Ken Svedjan, Chairman** answered that the green sheet on this shows a name change to Workforce 20/20 and revises the eligibility for the program.

**Ms Sandy Paulson** from OMB commented that there was no money attached to HB1059

**Rep. James Kerzman** asked if the adjustments were made for the computer purchases.

**Rep. Ken Svedjan, Chairman** answered that this committee did not need to adjust for computer needs in the budgets because statewide the total in adjustments for computers is \$98,000. If we take this out, then we'd have to put back in \$177,000 general funds and \$75,000 special funds to bring everyone up to the 4 year replacement cycle. So we decided it would be best to just leave everything as it is.

**Rep. Bob Skarphol** explained that legislative council is working on one amendment could address all of these adjustments needed on the budgets. (meter Tape #2, side B, #43.9)

**Rep. Ken Svedjan, Chairman** called for a voice vote to adopt amendment #0201 to SB2016.

Motion carried.

**Rep. Francis J. Wald** moved a Do Pass As Amended motion to SB2016

**Rep. Pam Gulleon** seconded.

**Rep. Ken Svedjan, Chairman** called for a roll call vote on the Do Pass As Amended motion for SB2016. Motion carried with a vote of 12 yeas, 2 neas and 3 absences. Rep Wald will carry the bill to the house floor.

**Rep. Ken Svedjan, Chairman** closed the discussion on SB2016.

2005 HOUSE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. SB2016  
Job Services of North Dakota

House Appropriations Full Committee

☐ Conference Committee

Hearing Date March 28, 2005

Tape Number	Side A	Side B	Meter #
1	X		#0 - #5.0
Committee Clerk Signature <i>Chris Alexander</i>			

Minutes:

**Rep. Ken Svedjan, Chairman** opened the discussion on SB2016.

**Rep. Francis J. Wald** moved to reconsider the committee's actions on SB2016 (originally heard on March 21, 2005, Do Pass As Amended recommendation).

**Rep. Bob Skarphol** seconded

**Rep. Ken Svedjan, Chairman** called for a voice vote on the motion to reconsider SB2016.

Motion carried.

**Rep. Francis J. Wald** explained that SB2074 had a \$40,000 appropriation for workforce 2000 that we took from SB2016 and since SB2074 died on the house floor we need to put this \$40,000 back in SB2016. Rep Wald moved to adopt amendment #0202 to SB2016.

**Rep. Bob Skarphol** seconded

**Rep. Bob Martinson** asked why we needed to put this in if we never took it out.

**Rep. Francis J. Wald** explained that we took this from the workforce 2000 grant line item of SB2016 for SB2074 rather than appropriate additional general funds.

**Rep. Mike Timm, Vice Chairman** asked how much money is in workforce training now and why can't they find this \$40,000 in the money they already have.

**Rep. Francis J. Wald** explained that the total for workforce 2000 is \$1,255,231. The committee needs to decide if they need to find this money or if we appropriate it here.

**Rep. Ken Svedjan, Chairman** explained that this was the source of the \$40,000 and since the other bill was killed this has been re-referred to this committee to reinstate the \$40,000 in SB2016. **Rep. Ron Carlisle** asked legislative council if the amendment was necessary.

**Rep. Ken Svedjan, Chairman** explained that amendment #0202 shows a negative \$109 and if you go to the earlier amendment #0201 it shows a negative \$40,109, so this restores the \$40,000 taken from the workforce 2000 line item in SB2016. Rep Svedjan called for a voice vote on the motion to adopt amendment #0202 to SB2016. Motion carried.

**Rep. Francis J. Wald** moved a Do Pass As Amended motion for SB2016

**Rep. Tom Brusegaard** seconded

**Rep. Ken Svedjan, Chairman** called for a roll call vote on the Do Pass As Amended motion for SB2016. Motion carried with a vote of 20 yeas, 2 neas and 1 absences. Rep Wald will carry the bill to the house floor.

**Rep. Ken Svedjan, Chairman** closed the discussion on SB2016.

Date: 3.17.05  
Roll Call Vote #: \_\_\_\_\_

**2005 HOUSE STANDING COMMITTEE ROLL CALL VOTES**  
**BILL/RESOLUTION NO. SB 2016**

House Appropriations Education and Environment

☐ Check here for Conference Committee

Legislative Council Amendment Number 58016.0201

Action Taken Do Pass As Amended

Motion Made By Rep. Wald Seconded By Rep. Rennerfeldt

Representatives	Yes	No	Representatives	Yes	No
Chairman Martinson	X		Rep. Aarsvold	X	
Vice Chairman Brusegaard	X		Rep. Gullekson	X	
Rep. Rennerfeldt	X				
Rep. Wald	X				

Total 6 (Yes) 6 No 0

Absent 0

Floor Assignment Rep. Wald

If the vote is on an amendment, briefly indicate intent:

Date: March 21, 2005  
Roll Call Vote #: 1

**2005 HOUSE STANDING COMMITTEE ROLL CALL VOTES**  
**BILL/RESOLUTION NO. SB2016**

House Appropriations - Full Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number 58016.0201

Action Taken DO PASS AS AMENDED

Motion Made By Rep Wald Seconded By Rep Gulleeson

Representatives	Yes	No	Representatives	Yes	No
Rep. Ken Svedjan, Chairman	X		Rep. Bob Skarphol	X	
Rep. Mike Timm, Vice Chairman	X		Rep. David Monson	X	
Rep. Bob Martinson	AB		Rep. Eliot Glassheim	X	
Rep. Tom Brusegaard	AB		Rep. Jeff Delzer		X
Rep. Earl Rennerfeldt	X		Rep. Chet Pollert	X	
Rep. Francis J. Wald	X		Rep. Larry Bellew		X
Rep. Ole Aarsvold	X		Rep. Alon C. Wieland	X	
Rep. Pam Gulleeson	X		Rep. James Kerzman	X	
Rep. Ron Carlisle	X		Rep. Ralph Metcalf	X	
Rep. Keith Kempenich	X				
Rep. Blair Thoreson	AB				
Rep. Joe Kroeber	X				
Rep. Clark Williams	X				
Rep. Al Carlson	X				

Total Yes 18 No 2

Absent 3

Floor Assignment Rep Wald

If the vote is on an amendment, briefly indicate intent:

**REPORT OF STANDING COMMITTEE**

**SB 2016, as engrossed: Appropriations Committee (Rep. Svedjan, Chairman)**  
recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends  
**DO PASS** (18 YEAS, 2 NAYS, 3 ABSENT AND NOT VOTING). Engrossed SB 2016  
was placed on the Sixth order on the calendar.

Page 1, line 19, replace "689,039" with "645,718"

Page 1, line 20, replace "(1,290,446)" with "(1,250,446)"

Page 1, line 23, replace "5,340" with "(34,769)"

Page 1, line 24, replace "1,018,622" with "975,192"

Page 2, line 1, replace "1,013,282" with "969,961"

Page 2, line 2, replace "5,340" with "5,231"

Page 2, line 8, replace "34,706,921" with "34,663,600"

Page 2, line 9, replace "13,238,913" with "13,278,913"

Page 2, line 12, replace "1,255,340" with "1,215,231"

Page 2, line 13, replace "58,473,339" with "58,429,909"

Page 2, line 14, replace "57,217,999" with "57,174,678"

Page 2, line 15, replace "1,255,340" with "1,255,231"

Page 3, line 1, replace "1,255,340" with "1,255,231"

Page 3, line 2, replace "57,997,924" with "57,954,603"

Page 3, line 3, replace "59,253,264" with "59,209,834"

Renumber accordingly

**STATEMENT OF PURPOSE OF AMENDMENT:**

**Senate Bill No. 2016 - Job Service North Dakota - House Action**

	EXECUTIVE BUDGET	SENATE VERSION	HOUSE CHANGES	HOUSE VERSION
Salaries and wages	\$34,846,714	\$34,706,921	(\$43,321)	\$34,663,600
Operating expenses	13,238,913	13,238,913	40,000	13,278,913
Capital assets	225,000	225,000		225,000
Grants	9,047,165	9,047,165		9,047,165
Work Force 2000	1,480,724	1,255,340	(40,109)	1,215,231
Work First - Reed Act	256,560	254,925		254,925
Unemployment insurance modernization - Reed Act	525,000	525,000		525,000
Total all funds	\$59,620,076	\$59,253,264	(\$43,430)	\$59,209,834
Less estimated income	<u>58,139,352</u>	<u>57,997,924</u>	<u>(43,321)</u>	<u>57,954,603</u>
General fund	\$1,480,724	\$1,255,340	(\$109)	\$1,255,231
FTE	355.80	355.80	0.00	355.80



Dept. 380 - Job Service North Dakota - Detail of House Changes

	REDUCES RECOMMENDED FUNDING FOR HEALTH INSURANCE 1	REDUCES FUNDING FOR WORK FORCE 2000 AND INCREASES OPERATING EXPENSES 2	TOTAL HOUSE CHANGES
Salaries and wages	(\$43,321)		(\$43,321)
Operating expenses		\$40,000	40,000
Capital assets			
Grants			
Work Force 2000	(109)	(40,000)	(40,109)
Work First - Reed Act			
Unemployment insurance modernization - Reed Act			
Total all funds	(\$43,430)	\$0	(\$43,430)
Less estimated income	(43,321)		(43,321)
General fund	(\$109)	\$0	(\$109)
FTE	0.00	0.00	0.00

<sup>1</sup> This amendment reduces funding for state employee health insurance premiums from \$559.15 to \$553.95 per month.

<sup>2</sup> This amendment reduced funding for Work Force 2000 by \$40,000 from the general fund and increases funding for operating expenses by \$40,000 from the general fund for costs associated with implementing a shared work program established by Senate Bill No. 2374.

Date: March 28, 2005  
Roll Call Vote #: 1

**2005 HOUSE STANDING COMMITTEE ROLL CALL VOTES**  
**BILL/RESOLUTION NO. SB2016**

House Appropriations - Full Committee

☐ Check here for Conference Committee

Legislative Council Amendment Number 58016.0202

Action Taken DO PASS AS AMENDED

Motion Made By Rep Wald Seconded By Rep Brusegaard

Representatives	Yes	No	Representatives	Yes	No
Rep. Ken Svedjan, Chairman	X		Rep. Bob Skarphol	X	
Rep. Mike Timm, Vice Chairman	X		Rep. David Monson	X	
Rep. Bob Martinson	X		Rep. Eliot Glassheim	X	
Rep. Tom Brusegaard	X		Rep. Jeff Delzer		X
Rep. Earl Rennerfeldt	X		Rep. Chet Pollert	X	
Rep. Francis J. Wald	X		Rep. Larry Bellew		X
Rep. Ole Aarsvold	X		Rep. Alon C. Wieland	X	
Rep. Pam Gulleeson	AB		Rep. James Kerzman	X	
Rep. Ron Carlisle	X		Rep. Ralph Metcalf	X	
Rep. Keith Kempenich	X				
Rep. Blair Thoreson	X				
Rep. Joe Kroeber	X				
Rep. Clark Williams	X				
Rep. Al Carlson	X				

Total Yes 20 No 2

Absent 1

Floor Assignment Rep Wald

If the vote is on an amendment, briefly indicate intent:

**This bill was reconsidered on 3/28/05 and a new amendment was added.**  
**(Original vote was on 3/21/05, DPAA 18-2-3)**

**REPORT OF STANDING COMMITTEE**

**SB 2016, as engrossed: Appropriations Committee (Rep. Svedjan, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (20 YEAS, 2 NAYS, 1 ABSENT AND NOT VOTING). Engrossed SB 2016 was placed on the Sixth order on the calendar.**

In lieu of the amendments adopted by the House as printed on pages 1237 and 1238 of the House Journal, Engrossed Senate Bill No. 2016 is amended as follows:

Page 1, line 19, replace "689,039" with "645,718"

Page 1, line 23, replace "5,340" with "5,231"

Page 1, line 24, replace "1,018,622" with "975,192"

Page 2, line 1, replace "1,013,282" with "969,961"

Page 2, line 2, replace "5,340" with "5,231"

Page 2, line 8, replace "34,706,921" with "34,663,600"

Page 2, line 12, replace "1,255,340" with "1,255,231"

Page 2, line 13, replace "58,473,339" with "58,429,909"

Page 2, line 14, replace "57,217,999" with "57,174,678"

Page 2, line 15, replace "1,255,340" with "1,255,231"

Page 3, line 1, replace "1,255,340" with "1,255,231"

Page 3, line 2, replace "57,997,924" with "57,954,603"

Page 3, line 3, replace "59,253,264" with "59,209,834"

Renumber accordingly

**STATEMENT OF PURPOSE OF AMENDMENT:**

**Senate Bill No. 2016 - Job Service North Dakota - House Action**

	EXECUTIVE BUDGET	SENATE VERSION	HOUSE CHANGES	HOUSE VERSION
Salaries and wages	\$34,846,714	\$34,706,921	(\$43,321)	\$34,663,600
Operating expenses	13,238,913	13,238,913		13,238,913
Capital assets	225,000	225,000		225,000
Grants	9,047,165	9,047,165		9,047,165
Work Force 2000	1,480,724	1,255,340	(109)	1,255,231
Work First - Reed Act	256,560	254,925		254,925
Unemployment insurance modernization - Reed Act	525,000	525,000		525,000
Total all funds	\$59,620,076	\$59,253,264	(\$43,430)	\$59,209,834
Less estimated income	<u>58,139,352</u>	<u>57,997,924</u>	<u>(43,321)</u>	<u>57,954,603</u>
General fund	\$1,480,724	\$1,255,340	(\$109)	\$1,255,231
FTE	355.80	355.80	0.00	355.80

**Dept. 380 - Job Service North Dakota - Detail of House Changes**

**REPORT OF STANDING COMMITTEE (410)**  
**March 28, 2005 1:09 p.m.**

**Module No: HR-56-6329**  
**Carrier: Wald**  
**Insert LC: 58016.0202 Title: .0400**

	REDUCES RECOMMENDED FUNDING FOR HEALTH INSURANCE <sup>1</sup>	TOTAL HOUSE CHANGES
Salaries and wages	(\$43,321)	(\$43,321)
Operating expenses		
Capital assets		
Grants		
Work Force 2000	(109)	(109)
Work First - Reed Act		
Unemployment insurance modernization - Reed Act		
Total all funds	(\$43,430)	(\$43,430)
Less estimated income	<u>(43,321)</u>	<u>(43,321)</u>
General fund	(\$109)	(\$109)
FTE	0.00	0.00

<sup>1</sup> This amendment reduces funding for state employee health insurance premiums from \$559.15 to \$553.95 per month.

2005 SENATE APPROPRIATIONS

CONFERENCE COMMITTEE

SB 2016

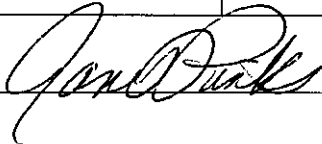
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. 2016

Senate Appropriations Committee

☒ Conference Committee

Hearing Date April 6, 2005

Tape Number	Side A	Side B	Meter #
1		B	1262 - 1732
Committee Clerk Signature 			

Minutes:

**Members of the Conference Committee include Senators Fischer, Thane, Mathern, Representatives Wald, Rennerfeldt and Gulleeson.**

**Senator Fischer** called the SB 2016 conference committee to order with roll call.

**Representative Wald and Legislative Council** indicated the only change that was made by the House was for the insurance adjustment which was approved by the full house. The prior amendment did move \$40,000 of general fund dollars from work force 2000 into the operating line item but that failed on the floor. The bill was sent back to the committee; a new amendment was adopted which made the health insurance adjustment and that was approved by the full house.

**Senator Fischer** moved the senate accede to the house amendments; **Senator Mathern** seconded. A roll call vote was taken and the motion carried.

**Senator Fischer** closed the Conference Committee Hearing.

Page 2

Senate Appropriations Committee

Bill/Resolution Number 2016

Hearing Date April 6, 2005

After the hearing, **Senator Fischer** asked to put a hold on the action of this committee as there was something additional in the bill that needed to be brought to the committee which will meet later.

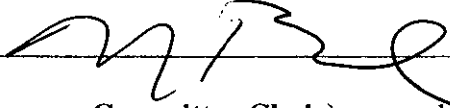
2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. **SB 2016**

Senate Appropriations Committee

☒ Conference Committee

Hearing Date **04-13-05**

Tape Number	Side A	Side B	Meter #
1	x		948-1000
Committee Clerk Signature 			

Minutes: **Sen. Fischer, (Conference Committee Chair)** opened hearing on SB 2016.

**Sen. Fischer:** Things have not changed since the last time we met, we will adjourn.

**Sen. Fischer adjourned**




2005 SENATE STANDING COMMITTEE MINUTES

BILL/RESOLUTION NO. **SB 2016**

Senate Appropriations Committee

☒ Conference Committee

Hearing Date **04-19-05**

Tape Number	Side A	Side B	Meter #
2	x		0
Committee Clerk Signature 			

Minutes: **Sen. Fischer, (Conference Committee Chair)** opened the hearing of SB 2016.

**Roll was taken, all members were present.**

**Sen. Fischer:** We have requested that Work Force 2000 money be put back into the budget.

**Rep. Wald:** The Senate took that money out to begin with. We agree to reinstate the money,

Rep. Berg said it was OK.

**Sen. Thane** motioned that the House **RECEDE** from its amendments and further amend for the \$225,000 for health insurance, seconded by **Sen. Mathern**.

**Rep. Wald:** On the amendments dated 03/17/05 there was an adjustment for \$43,321, we would issue \$225,000 for work force training.

**Roll was taken, motion passed.**

**Sen. Fischer** closed the meeting.

=====

REPORT OF CONFERENCE COMMITTEE  
(ACCEDE/RECEDE) - 420

=====

07398

(Bill Number) 2016 (, as (re)engrossed):

Your Conference Committee

For the Senate:

<u>Fischer</u>	y	11
<u>Thane</u>	y	11
<u>Mathern</u>	y	11

For the House:

<u>Wald</u>	y	11
<u>Pennerfeldt</u>	y	11
<u>Gilleson</u>	y	11

☐ recommends that the (SENATE/HOUSE) (ACCEDE <sup>1231/124</sup> <sup>125/126</sup> <sup>5724/H726</sup> <sup>5723/H725</sup> ~~16~~) (RECEDE from)  
the (Senate/House) amendments on (SJ/HJ) page(s) \_\_\_\_\_

☐ and place \_\_\_\_\_ on the Seventh order.  
<sub>127</sub>

☐ , adopt (further) amendments as follows, and place  
\_\_\_\_\_ on the Seventh order:

☐ having been unable to agree, recommends that the committee be discharged  
and a new committee be appointed. 690/515

((Re)Engrossed) \_\_\_\_\_ was placed on the Seventh order of business on the  
calendar.

=====

DATE: 4, 19, 05

CARRIER: \_\_\_\_\_

LC NO. \_\_\_\_\_ of amendment

LC NO. \_\_\_\_\_ of engrossment

Emergency clause added or deleted \_\_\_\_\_

Statement of purpose of amendment \_\_\_\_\_

=====

(1) LC (2) LC (3) DESK (4) COMM.

**REPORT OF CONFERENCE COMMITTEE**

**SB 2016, as engrossed:** Your conference committee (Sens. Fischer, Thane, Mathern and Reps. Wald, Rennerfeldt, Guleson) recommends that the **HOUSE RECEDE** from the House amendments on SJ pages 1140-1141, adopt amendments as follows, and place SB 2016 on the Seventh order:

That the House recede from its amendments as printed on pages 1140 and 1141 of the Senate Journal and pages 1352 and 1353 of the House Journal and that Engrossed Senate Bill No. 2016 is amended as follows:

Page 1, line 19, replace "689,039" with "645,718"

Page 1, line 23, replace "5,340" with "230,231"

Page 1, line 24, replace "1,018,622" with "1,200,192"

Page 2, line 1, replace "1,013,282" with "969,961"

Page 2, line 2, replace "5,340" with "230,231"

Page 2, line 8, replace "34,706,921" with "34,663,600"

Page 2, line 12, replace "1,255,340" with "1,480,231"

Page 2, line 13, replace "58,473,339" with "58,654,909"

Page 2, line 14, replace "57,217,999" with "57,174,678"

Page 2, line 15, replace "1,255,340" with "1,480,231"

Page 3, line 1, replace "1,255,340" with "1,480,231"

Page 3, line 2, replace "57,997,924" with "57,954,603"

Page 3, line 3, replace "59,253,264" with "59,434,834"

Renumber accordingly

**STATEMENT OF PURPOSE OF AMENDMENT:**

**Senate Bill No. 2016 - Job Service North Dakota - Conference Committee Action**

	EXECUTIVE BUDGET	SENATE VERSION	CONFERENCE COMMITTEE CHANGES	CONFERENCE COMMITTEE VERSION	HOUSE VERSION	COMPARISON TO HOUSE
Salaries and wages	\$34,846,714	\$34,706,921	(\$43,321)	\$34,663,600	\$34,663,600	.
Operating expenses	13,238,913	13,238,913		13,238,913	13,238,913	
Capital assets	225,000	225,000		225,000	225,000	
Grants	9,047,165	9,047,165		9,047,165	9,047,165	
Work Force 2000	1,480,724	1,255,340	224,891	1,480,231	1,255,231	\$225,000
Work First - Reed Act	256,560	254,925		254,925	254,925	
Unemployment insurance modernization - Reed Act	525,000	525,000		525,000	525,000	
Total all funds	\$59,620,076	\$59,253,264	\$181,570	\$59,434,834	\$59,209,834	\$225,000
Less estimated income	<u>58,139,352</u>	<u>57,997,924</u>	<u>(43,321)</u>	<u>57,954,603</u>	<u>57,954,603</u>	
General fund	\$1,480,724	\$1,255,340	\$224,891	\$1,480,231	\$1,255,231	\$225,000
FTE	355.80	355.80	0.00	355.80	355.80	0.00

Dept. 380 - Job Service North Dakota - Detail of Conference Committee Changes

	REDUCES RECOMMENDED FUNDING FOR HEALTH INSURANCE <sup>1</sup>	RESTORES FUNDING FOR WORK FORCE 2000 <sup>2</sup>	TOTAL CONFERENCE COMMITTEE CHANGES
Salaries and wages	(\$43,321)		(\$43,321)
Operating expenses			
Capital assets			
Grants			
Work Force 2000	(109)	\$225,000	224,891
Work First - Reed Act			
Unemployment insurance modernization - Reed Act			
Total all funds	(\$43,430)	\$225,000	\$181,570
Less estimated income	(43,321)		(43,321)
General fund	(\$109)	\$225,000	\$224,891
FTE	0.00	0.00	0.00

<sup>1</sup> This amendment reduces funding for state employee health insurance premiums from \$559.15 to \$553.95 per month.

<sup>2</sup> This amendment restores funding of \$225,000 from the general fund which was removed by the Senate for Work Force 2000 program. The following is a summary of the funding proposed for the Work Force 2000 program for the 2005-07 biennium:

Executive budget	\$1,480,724
Senate version	\$1,255,340
House version	\$1,255,231
Conference committee version	\$1,480,231

Engrossed SB 2016 was placed on the Seventh order of business on the calendar.

2005 TESTIMONY

SB 2016

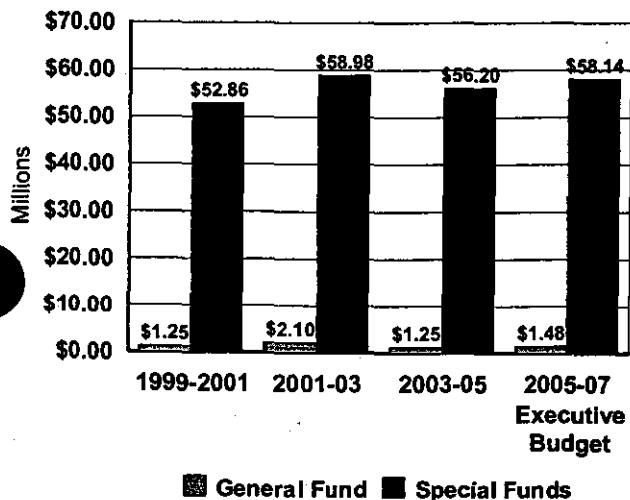
**Department 380 - Job Service North Dakota**  
**Senate Bill No. 2016**

	FTE Positions	General Fund	Other Funds	Total
2005-07 Executive Budget	355.80	\$1,480,724	\$58,139,352	\$59,620,076
2003-05 Legislative Appropriations	366.17 <sup>1</sup>	1,250,000	56,204,717	57,454,717 <sup>2</sup>
Increase (Decrease)	(10.37)	\$230,724	\$1,934,635	\$2,165,359

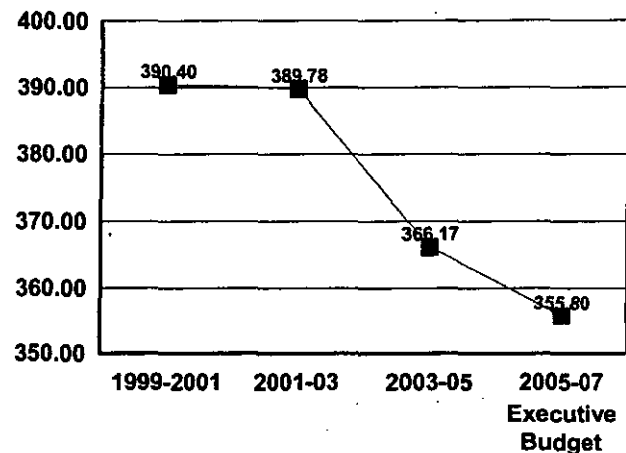
<sup>1</sup>The number of FTE positions for the 2003-05 biennium has been adjusted to reflect the reduction and transfer of 1 FTE position relating to information technology services, including electronic mail, file and print server administration, data base administration, storage, application server, and hosting services from Job Service North Dakota to the Information Technology Department as of November 1, 2003, provided for in Section 10 of House Bill No. 1505.

<sup>2</sup>The 2003-05 appropriation amounts do not include \$225,000 of general fund carryover from the 2001-03 biennium and \$40,000 of special funds resulting from the sale of the old Bismarck customer service building.

**Agency Funding**



**FTE Positions**



**First House Action**

Attached is a summary of the first house changes.

**Executive Budget Highlights**  
**(With First House Changes Noted)**

	General Fund	Other Funds	Total
1. Increases funding for Work Force 2000, from \$1,250,000 to \$1,480,724, to account for \$225,000 of carryover from the 2001-03 biennium and an increase of \$5,724 relating to the executive budget compensation recommendation. The Senate reduced funding for the Work Force 2000 program by \$225,384 from the general fund.	\$230,724		\$230,724
2. Deletes 10.37 FTE positions not requested by the agency		(\$951,549)	(\$951,549)
3. Increases operating expenses to provide funding for ConnectND charges		\$120,097	\$120,097
Decreases funding for operating expenses to reflect savings from the information technology functional consolidation required by North Dakota Century Code Section 54-59-22		(\$117,258)	(\$117,258)

5. Decreases funding for operating expenses by \$1,293,285, as follows:		
Information technology - Data processing	(\$207,674)	(\$207,674)
Information technology - Software and supplies	(\$151,097)	(\$151,097)
Information technology - Contractual services	\$195,777	\$195,777
Operating fees and services	(\$282,892)	(\$282,892)
Repairs	\$146,514	\$146,514
Office supplies	(\$105,412)	(\$105,412)
Professional supplies	(\$137,708)	(\$137,708)
Information technology equipment under \$5,000	(\$453,468)	(\$453,468)
Other	(\$297,325)	(\$297,325)
Total	(\$1,293,285)	(\$1,293,285)
6. Provides funding for bond payments for the new Bismarck customer service office	\$205,000	\$205,000
7. Adjusts funding for grants by \$1,429,373, from \$7,617,792 to \$9,047,165 to account for agency activities	\$1,429,373	\$1,429,373
8. Provides funding to launch a significant reemployment effort (Work First-Reed Act)	\$256,560	\$256,560
9. Provides funding to carry out procurement planning for replacement of the current unemployment insurance tax and benefit system	\$525,000	\$525,000

### Major Related Legislation

**Senate Bill No. 2016 - Work Force 2000** - Section 7 of Engrossed Senate Bill No. 2016 requires a minimum of 50 percent of the funding provided for Work Force 2000 be used for projects for new or expanding businesses in North Dakota.

**Senate Bill No. 2016 - Work First-Reed Act** - Section 8 of Engrossed Senate Bill No. 2016 provides that the funding provided for Work First-Reed Act be used by Job Service North Dakota to carry out a demonstration project on the effectiveness of certain actions in causing more rapid reemployment of unemployment insurance claimants and a corresponding reduction in the average duration of claims.

**Senate Bill No. 2085 - Performance audits** - This bill changes the frequency of agency performance audits.

**Senate Bill No. 2086 - Fees for services** - This bill allows the agency to charge reasonable fees for providing job task service, training services, job fair services, and personal reemployment account services and provides the agency a continuing appropriation for the fees collected for providing such services.

**Senate Bill No. 2374 - Shared work demonstration project** - This bill provides a \$40,000 general fund appropriation to Job Service North Dakota for the purpose of funding implementation costs associated with implementing a shared work demonstration project.

**House Bill No. 1027 - Unemployment compensation tax rate** - This bill revised the formula for determining unemployment compensation tax rates so that a proportionately greater responsibility is shifted to negative balance employers for that portion of the unemployment insurance tax burden which represents the amount of revenue necessary to make due progress toward the unemployment insurance reserve fund solvency target.

**House Bill No. 1028 - Job Service North Dakota advisory council** - This bill establishes an eight-member Job Service North Dakota advisory council, appointed by the Governor, for the purpose of advising Job Service North Dakota regarding issues relating to the operations, effectiveness, fairness, and efficiency of the unemployment insurance program.

**House Bill No. 1059 - Name change and eligibility for Work Force 2000 funds** - This bill changes the name for the Work Force 2000 program to the Work Force 20/20 program and revises eligibility for the program.

**STATEMENT OF PURPOSE OF AMENDMENT:****Senate Bill No. 2016 - Funding Summary**

	<b>Executive Budget</b>	<b>Senate Changes</b>	<b>Senate Version</b>
Job Service North Dakota			
Salaries and wages	\$34,846,714	(\$139,793)	\$34,706,921
Operating expenses	13,238,913		13,238,913
Capital assets	225,000		225,000
Grants	9,047,165		9,047,165
Work force 2000	1,480,724	(225,384)	1,255,340
Work first-Reed act	256,560	(1,635)	254,925
Unemploy. ins. modernization-Reed act	525,000		525,000
Total all funds	\$59,620,076	(\$366,812)	\$59,253,264
Less estimated income	58,139,352	(141,428)	57,997,924
General fund	\$1,480,724	(\$225,384)	\$1,255,340
FTE	355.80	0.00	355.80
Bill Total			
Total all funds	\$59,620,076	(\$366,812)	\$59,253,264
Less estimated income	58,139,352	(141,428)	57,997,924
General fund	\$1,480,724	(\$225,384)	\$1,255,340
FTE	355.80	0.00	355.80

**Senate Bill No. 2016 - Job Service North Dakota - Senate Action**

	<b>Executive Budget</b>	<b>Senate Changes</b>	<b>Senate Version</b>
Salaries and wages	\$34,846,714	(\$139,793)	\$34,706,921
Operating expenses	13,238,913		13,238,913
Capital assets	225,000		225,000
Grants	9,047,165		9,047,165
Work force 2000	1,480,724	(225,384)	1,255,340
Work first-Reed act	256,560	(1,635)	254,925
Unemploy. ins. modernization-Reed act	525,000		525,000
Total all funds	\$59,620,076	(\$366,812)	\$59,253,264
Less estimated income	58,139,352	(141,428)	57,997,924
General fund	\$1,480,724	(\$225,384)	\$1,255,340
FTE	355.80	0.00	355.80



## Department No. 380 - Job Service North Dakota - Detail of Senate Changes

	Reduces Compensation Package to 3/4 (\$139,793)	Reduce Funding for Work Force 2000 <sup>1</sup>	Total Senate Changes (\$139,793)
Salaries and wages			
Operating expenses			
Capital assets			
Grants			
Work force 2000	(384)	(225,000)	(225,384)
Work first-Reed act	(1,635)		(1,635)
Unemploy. ins. modernization- Reed act			
Total all funds	(\$141,812)	(\$225,000)	(\$366,812)
Less estimated income	(141,428)	0	(141,428)
General fund	(\$384)	(\$225,000)	(\$225,384)
FTE	0.00	0.00	0.00

<sup>1</sup> This amendment removes funding of \$225,000 from the general fund for Work Force 2000 included in the executive budget recommendation to replace carryover funding used during the 2003-05 biennium.

This amendment removes the appropriation of Reed Act funds for the Work First demonstration project and the unemployment insurance computer modernization procurement planning from Section 3 of the bill and provides for the appropriation of the funds for the two issues in two new sections of the bill.

# **Job Service North Dakota**

## **Appropriations Committee Handout**



*Same  
testimony  
given  
to the  
House*

Prepared for Appropriations Committee  
by Job Service North Dakota  
Senate Bill 2016  
January 2005



## **Table of Contents**

- Tab 1 - Testimony**
- Tab 2 - Organizational Chart**
- Tab 3 - Map of Customer Service Areas**
- Tab 4 - Job Service Report Card**
- Tab 5 - Graphs of Recent Federal Funding Levels**
- Tab 6 - Workforce 2000 Report**
- Tab 7 - Workforce Investment Act Performance Measures Summary**
- Tab 8 - Work First Project Summary**
- Tab 9 - Continuing Appropriation documentation**



## SENATE APPROPRIATIONS COMMITTEE

Senator Ray Holmberg, Chair

Testimony  
Senate Bill No. 2016

Maren Daley  
Executive Director

January 11, 2005

---

**C**hairman Holmberg, members of the Senate Appropriations Committee, thank you for allowing me to testify today in support of Senate Bill 2016. I am Maren Daley, proudly serving as the Executive Director of Job Service North Dakota. To optimize the time allowed, I will discuss five areas that require attention, beginning with the area that most interests an appropriations committee – the appropriation request.

Then, I will discuss the performance measures we have developed into an agency "Report Card," which will demonstrate how our agency monitors its performance and the successes we have achieved. Third, I will describe a few of our major service initiatives and what they are doing to provide better workforce service to the state's

businesses and job seekers, helping the state's economy grow. Next, I will tell you about some of the accomplishments we have achieved and recognition we have earned over the past two years. Finally, we have included the required information on our continuing appropriation.

### Today's Testimony

- I. Appropriation request
- II. Job Service "Report Card"
- III. Service initiatives
- IV. Accomplishments & Recognition
- V. Continuing Appropriation

## I. APPROPRIATION REQUEST

**A**s you know, Job Service North Dakota is a state agency primarily funded with federal and special funds, with one primary exception: we are appropriated state general funds for Workforce 2000, a workforce training and skill-building program. So, please allow me to begin there.

## Workforce 2000

Our request begins with base level funding of \$1,250,000. We are also requesting the amount that was carried over from a special 2003 appropriation of \$225,000. As you may remember, this money was reserved for a specific firm, but it was never used. We expect this money to be returned to the general fund at the end of this biennium. Another \$5,724 was added to the request as part of the Governor's proposed state employee compensation increase package, bringing our total Workforce 2000 request to \$1,480,724, which I ask you to appropriate from the state's general fund. Senate Bill 2016 includes the provision that 50 percent of Workforce 2000 funds must be used for new or expanding businesses in North Dakota, which is the same policy we followed in the 2003-05 biennium.

We have provided documentation in your packet on the performance of the Workforce 2000 program during the current biennium, a summary of which can be found in the agency's Report Card behind Tab 4. The entire Workforce 2000 report can be found behind Tab 6. These reports show that the average worker's wage increase after receiving training through Workforce 2000 was \$1.93 per hour. The reports also show that the state will recover its investment in Workforce 2000 in 1.80 to 2.58 years (depending on tax brackets) through taxes paid on these higher wages.

**Workers trained through Workforce 2000 increased their wages by an average of \$1.93 per hour.**

## Work First – Reed Act

Mr. Chairman, Job Service uses 125 different grants to deliver services to the citizens of North Dakota. Our primary workforce training and administrative funding sources have been flat-funded for the past 10 years.

Since the year 2000, all three of our major funding sources would have decreased were it not for a spike in funding for Unemployment Insurance in 2003. The graphs behind Tab 5 of this handout demonstrate this history.

### **"Work First" project**

- **A pilot study funded by a requested Reed Act appropriation intended to demonstrate that intensified services for unemployment insurance claimants will result in a shorter duration period for the study group.**

To illustrate the effect the funding situation has had, Job Service has gone from 420.5 FTEs in the 1995-97 biennium to a proposed 355.8 FTEs in the 2005-07 budget request before you. That's a 15 percent reduction in ten years.

### **JSND Staffing Levels**

<u>Biennium</u>	<u>FTEs</u>
1995-97	420.5
2005-07	355.8

The federal budget President Bush recently signed for the current fiscal year cut funding for workforce training programs 0.83 percent across the board. This has a very significant effect on Job Service's ability to retain its current level of employees and its ability to deliver a full complement of workforce services to our customers.

Recognizing this trend and its impact, Job Service is requesting that the North Dakota Legislature appropriate \$256,560 in Reed Act funds currently held in the Unemployment Insurance Trust Fund so that Job Service may conduct a pilot project we call "Work First."

Work First will intensify the level of reemployment services our employees provide to a pilot group in five of our offices across the state. The five offices include the four largest Job Service offices (Fargo, Bismarck, Grand Forks and Minot) and one office in a more rural area (Fort Yates). The proposed study is summarized in a presentation behind Tab 8 of this handout, but I will take a few minutes now to cover the major points.

The principal measurement of the effectiveness of reemployment programs is the average duration of claims. Extended duration rates do not benefit the worker and they have direct adverse effects on the state's Unemployment Insurance Trust Fund and, consequently, unemployment insurance tax rates paid by the state's businesses.

**North Dakota has a duration rate among the best in the nation.**

North Dakota has an average duration rate that is among the best in the nation, and beats the national average by four weeks. I wanted to tell you that, Mr. Chairman, to set the context for my following remarks:

- An Upjohn Institute study and studies in other states show that claimants can be put to work faster by focusing intensive and earlier reemployment services on those claimants.
- Job Service's current level of staffing does not allow us to provide the early intensive services that we believe would improve, by lowering, an already good average claim duration.
- The early intensive services would include a comprehensive assessment of the claimants' skills and any barriers to rapid reemployment; orientation to reemployment that would focus on the need to get back to work quickly; help in preparing effective resumes; training on interviewing effectively; and numerous other services aimed at getting claimants back to work.

**National studies indicate intensified reemployment services lower duration.**

We plan, under this pilot, to use the additional staff which the funding will allow, to provide these services within 2 or 3 days after the claimant has filed a claim; and then, if

necessary, to see the claimant very quickly thereafter to follow up on the actions taken and to coach the claimant on ways to improve his/her job search activities.

Also, Job Service worked with the interim Commerce Committee on this proposal, which adopted a motion to support the appropriation request.

Job Service has applied for a federal grant offered for innovative reemployment initiatives. The U.S. Department of Labor sees reemployment as a major policy initiative and is interested in improving the process across the nation. We have received positive feedback from the Department and are optimistic we will receive the funding. If we do receive the federal grant, this demonstration project would be allowed to continue for a longer period of time, enhancing the validity of the results.

Now, Mr. Chairman, please allow me to briefly review the Reed Act and how its funds are distributed. The Reed Act was passed by Congress in the 1950s and provided a mechanism for the federal government to distribute back to the states the excess federal unemployment insurance taxes it was collecting. Distributions are made when the three Federal Unemployment Tax Act (FUTA) trust funds exceed their statutory ceilings. North Dakota currently has \$15 million in Reed Act funds in its Unemployment Insurance Trust Fund. Federal law only allows Reed Act funds to be spent for three purposes:

- Payment of unemployment benefits
- Administration of state unemployment insurance laws
- Administration of public employment service offices

Note: The latter two expenditure types require specific legislative appropriation.

#### **Reed Act**

- Established in the 1950s.
- Funds are distributed to the states when the three Federal Unemployment Tax Act (FUTA) trust funds exceed their statutory ceilings.
- Reed Act funds may be used for these purposes only:
  - Payment of unemployment benefits
  - Administration of state unemployment insurance laws
  - Administration of public employment service offices

Note: Latter two purposes require specific legislative appropriation.

#### **UI Modernization – Reed Act**

The next special line in our budget relates to another appropriation of Reed Act funds, this one for \$525,000. These funds will be used for procurement planning to replace the

**Additional \$525,000 Reed Act appropriation will be used to investigate the costs of upgrading the current mainframe computer system used to administer the unemployment insurance system.**

current mainframe computer we use to administer the Unemployment Insurance program.

We will take a hard look at what we will need to replace the current mainframe computer system that supports the unemployment insurance program. The current system was acquired in the 1970s and uses an obsolete programming language (LINC). It is becoming nearly impossible for us to find continuing technical support for the mainframe. The current system also makes it prohibitively expensive to engineer changes, which restricts the flexibility Job Service has in UI administration and the Legislature has in policy-making.

In 2002, we contracted for a business case analysis of our current system and an estimate of the costs of replacement. The resulting report estimated the system replacement costs to be in the range of \$17 - \$22 million. We did not seek an appropriation in the 2003 Legislative Session for two reasons: first, because we had not identified the revenue source to fund the estimate; and secondly, because we knew that other states were planning to replace their UI systems and we were hoping to piggyback on their design and development to reduce our overall costs.

Our current plan for replacement is now outlined in Section 7 of Senate Bill 2016. We are requesting a Reed Act appropriation of \$525,000 to:

1. Develop the detailed requirements of the new system; and
2. Prepare and publish a request for proposals (RFP) for design, development, testing and implementation of the replacement system.

The RFP will call for responses before the 2007 Legislative Session and would be contingent upon legislative appropriation for system replacement at that time. The winning proposal would be awarded a contingent, delayed contract, so the price would be fixed as the basis for the appropriation request to the 2007 Legislative Session.

I would also like to point out that the agency's 2002 and 2004 performance audits both recommended that Job Service follow U.S. Department of Labor guidelines and use the state's Reed Act funds to replace our unemployment insurance mainframe computer system. Reed Act dollars are one-time funds suited to one-time uses.

## II. JOB SERVICE "REPORT CARD"

**M**r. Chairman, I would now like to draw the committee's attention to Tab 4 in the handout, which contains what we call the Job Service "Report Card." The Report Card represents Job Service's continuing attention to performance review and evaluation. We are committed to monitoring the services we provide the citizens of North Dakota and looking for ways to do it better.



The Report Card monitors five primary service delivery areas in the agency:

- A. Unemployment Insurance
- B. Workforce Investment Act
- C. Workforce 2000
- D. Labor Exchange
- E. Employment Statistics
- F. Talking Points for each of the above measures

I would like to briefly review each section of the Report Card and demonstrate to you how Job Service is looking at the areas relevant to improving the condition of North Dakota's economy. Our agency believes that workforce development is economic development and we are proud of the role we play in that process.

Please join me in turning to Tab 4 in your handout.

### III. SERVICE INITIATIVES

Next, Mr. Chairman, I thought it would be helpful for you to hear about several of the tremendous service initiatives that are ensuring that workforce development is, indeed, economic development. These initiatives are part of the way we fulfill our mission of providing customer-focused services to meet the current and emerging workforce development needs of the state.

#### Energy Industry Workers

In 2004, worldwide oil prices rose dramatically and North Dakota's oilfields became active at a level not seen since the 1980s. Energy companies ramped up production and needed workers to fulfill market demand. However, companies found workers were not available in the quantities they required.

The North Dakota Petroleum Council brought awareness to the issue and Job Service became a partner, along with the Petroleum Council and the Governor's Office, in the initiative to recruit workers to the state's energy companies. Job Service's role increased when Governor

#### SERVICE INITIATIVES

- Energy Industry Workers
- Business Outreach
- Workplace Skills Certification
- Labor Availability Studies
- Skills Survey
- Online Unemployment Insurance Services
- Enhanced online services for recruitment and job seeking
- Operation: Workforce
- State of the Workforce Report

Hoeven asked all of the state's energy companies to list their job openings on our web site, jobsnd.com. To date, energy companies have listed 251 job openings on jobsnd.com and 211 of them have been filled.

Job Service has worked extremely hard to serve the needs of our business customers and this situation demonstrates the positive impact our agency has on the state's economic condition.

Our web site has the ability to attract talent from anywhere in the country – indeed, anywhere in the world. The Internet's worldwide reach and our association with America's Job Bank ensure that the top talent in America is aware of the tremendous employment opportunities at the progressive, growing businesses in our state.

In addition to the recruiting power our web site added to the search for energy workers, we also worked to identify pockets of unemployed workers who may possess skills similar to those required for the energy jobs. When we did identify those workers, we recruited more intensely and directly to those groups of workers.

Led by the Petroleum Council, Job Service co-sponsored a media campaign targeting workers in eastern North Dakota and western Minnesota.

The combination of these recruiting efforts brought workers from as far away as Oklahoma and Texas. I am proud to report today that we have received very positive feedback from the energy companies on the service we are providing. They are more productive because they have the workers they need.

### **Business Outreach**

In the autumn of 2003, Job Service launched an initiative to make businesses our primary customers because we see businesses as the engines that drive economic growth. Businesses drive the demand for workers and our agency strives to meet their needs. Job Service now has dedicated business service consultants in our 17 offices across North Dakota. The consultant's job is to connect with businesses to discern their workforce needs, identify services that may help meet those needs and then work with the business to do what we can to help it grow and prosper through efficient and productive workforce management. By understanding the workforce needs of business, we are better able to prepare job seekers for the good jobs available.

In our program year 2004, almost 4,000 North Dakota businesses listed jobs on our web site at jobsnd.com. Our business consultants contact thousands of businesses every year to make them aware of the programs and services we provide – things like Workforce 2000, on-the-job training, the North Dakota New Jobs Training Program, WorkKeys, and the Work Opportunity Tax Credit.

We are continually evaluating our processes and are developing meaningful performance measures so that we can learn what kind of direct impact our efforts are having on the state's business community.

### **Workplace Skills Certification**

This is a program that is just getting underway, but has tremendous potential. It will provide an innovative, powerful tool for businesses and workers, alike. Using a program developed by ACT, the same people who administer the college admission tests, Job Service is able to identify a worker's skill level in nine different skills. If the worker achieves a given proficiency in a combination of skills, the worker can earn a bronze, silver or gold certificate.

The worker can present the certificate to a business in the application process. It shows the business that the worker is skilled at a certain level and is able to learn and succeed at a job. It is a powerful tool in the application process and in boosting a worker's self-worth.

From a business's perspective, the certification is objective, credible evidence that a worker or applicant has the skills necessary to be successful at the available job.

We believe this program has tremendous potential and we are excited to fully launch it. In the next legislative session, I hope to return here and report to you that thousands of workers are certified and that the business community considers this a valuable service that saves them time and money in recruitment and retention.

### **Labor Availability Studies**

In partnership with the Department of Commerce's Workforce Development Division, Job Service has been conducting labor availability studies throughout the state. The Workforce Development Division provides partial funding, with the local community providing the rest. Studies have been completed in 33 areas across the state. As a quick success story, I give you the city of Williston, which used its labor availability study to demonstrate to a prospective new business that there was an adequate available labor source in the area. As a result, the company located in Williston.

### **Skills Survey**

Also in cooperation with the Workforce Development Division, Job Service is in the midst of conducting skills surveys for targeted industries in the state. So far, we have completed surveys for the Manufacturing and Energy industries. We are sharing the results with the education community, which will use the results to better prepare students for North Dakota's dynamic 21<sup>st</sup> century workforce by helping them develop the skills they need to succeed. The information gathered will also help businesses

understand their current and available workforces more completely. More surveys are planned in other industries for the next year.

### **Online Unemployment Insurance Services**

We are nearly ready to launch new online unemployment insurance services for businesses and claimants. The state's businesses will be able to file their quarterly employment reports and make payments online. Claimants will be able to use our web site to file new claims, reopen existing claims, and certify their weekly eligibility for benefits.

### **Enhanced Online Services for Recruitment and Job Seeking**

In January 2004, Job Service launched an enhanced edition of its web site at [jobsnd.com](http://jobsnd.com). The new version provided our online customers with services that allowed them to take more control of their recruitment or job seeking experience.

For example, the new services allow businesses to post their own job openings, receive applications electronically, and search the system for resumes that match the qualifications they seek. Businesses may even set up the system to automatically conduct the searches for them and send notification when suitable candidates are found.

Similarly, job seekers may post their own resumes, apply for jobs electronically, search the system for job openings that match their criteria, and set up the system to conduct the searches for them and send notification when suitable job openings are found.

Of course, customers may also receive personal service, if they require it. But our new online services give customers the freedom and convenience to take as much control over their recruitment or job seeking experiences as they choose.

### **Operation: Workforce**

Job Service North Dakota has been a state leader in helping both businesses and workers cope with the challenges that result from the large-scale deployment of the state's National Guard troops. In partnership with Employer Support for the Guard and Reserve (ESGR) and the North Dakota National Guard, Job Service launched Operation: Workforce. We have contacted every business affected by the deployments to help them make the adjustments necessary to get through this challenging period in our nation's and state's history.

In addition, we work with returning veterans, providing career services to help them transition back into the working world.

## State of the Workforce Report

Job Service's Workforce Solutions Area created the State of the Workforce Report for the Governor's Workforce Summit. The report combines the Workforce Solutions Area's information with that from a wide variety of sources to provide insight for decision-makers on the state's economy.

## IV. ACCOMPLISHMENTS & RECOGNITION

Next, Mr. Chairman, I would like to share with you some of the agency's major accomplishments and recognition we have received over the last two years.

- A recent U.S. Department of Labor study showed that North Dakota had the third highest rate in the nation of entered employment for people who registered with its job-seeking services.
- Successfully implemented electronic workflows and use of electronic document storage and management in the Unemployment Insurance Area.
- Ranked first through third nationally on 7 of 13 federal unemployment insurance performance standards during the last annual measurement period (calendar 2003).
- As one of the partners of the Workforce Investment Act, Job Service helped North Dakota meet all of the federal WIA Performance Measures and qualify for a \$750,000 incentive award in both years of the 2003-05 biennium.
- Launched a new customer service model that defines business as the agency's primary customer. Job Service designs all of its services to enhance the ability of North Dakota businesses to find and employ properly skilled and motivated workers prepared to meet the challenges of the 21<sup>st</sup> century business environment.
- Job Service's Labor Market Information Center won the first place award for best special publication from the National Association of State Workforce Agencies (NASWA) for *The Balancing Act*. The LMI Center was also awarded an honorable mention as best business publication for *North Dakota's Labor Market Advisor*.
- Key player in planning the Governor's Workforce Summit.

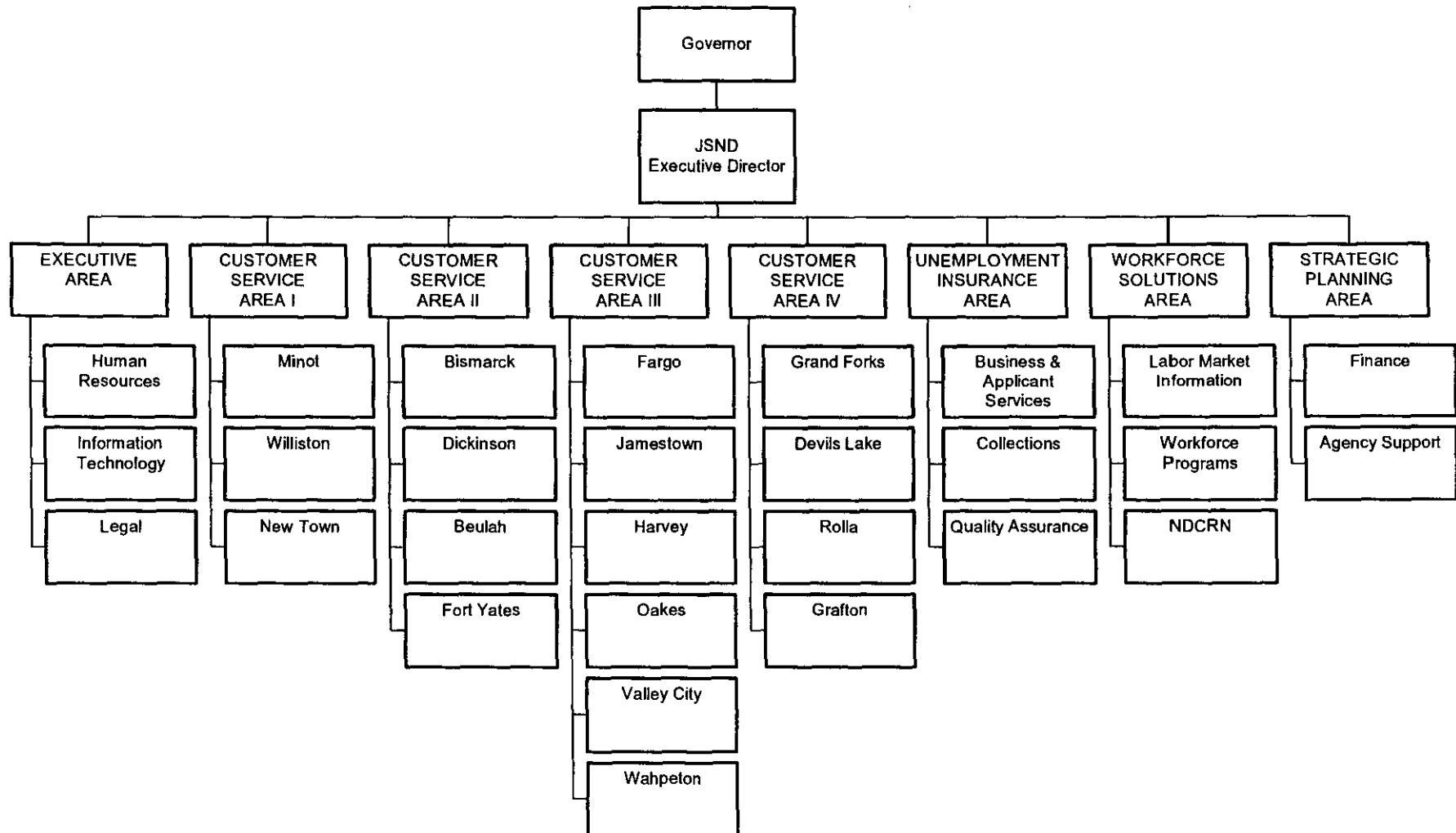
## **V. CONTINUING APPROPRIATION**

Section 34 of Senate Bill 2015 (2003) requires each executive branch agency to report during its budget presentation on any statutory provisions authorizing the spending of funds pursuant to a continuing appropriation. The Job Service report on continuing appropriation funding is included in Tab 9 of this packet.

## **CLOSING**

Mr. Chairman, thank you again for this opportunity to tell you about the exciting ways Job Service North Dakota is working to propel the state's economy to a more successful future. We are honored to work with you and all our other partners in creating an exciting future for North Dakota's businesses and workers.

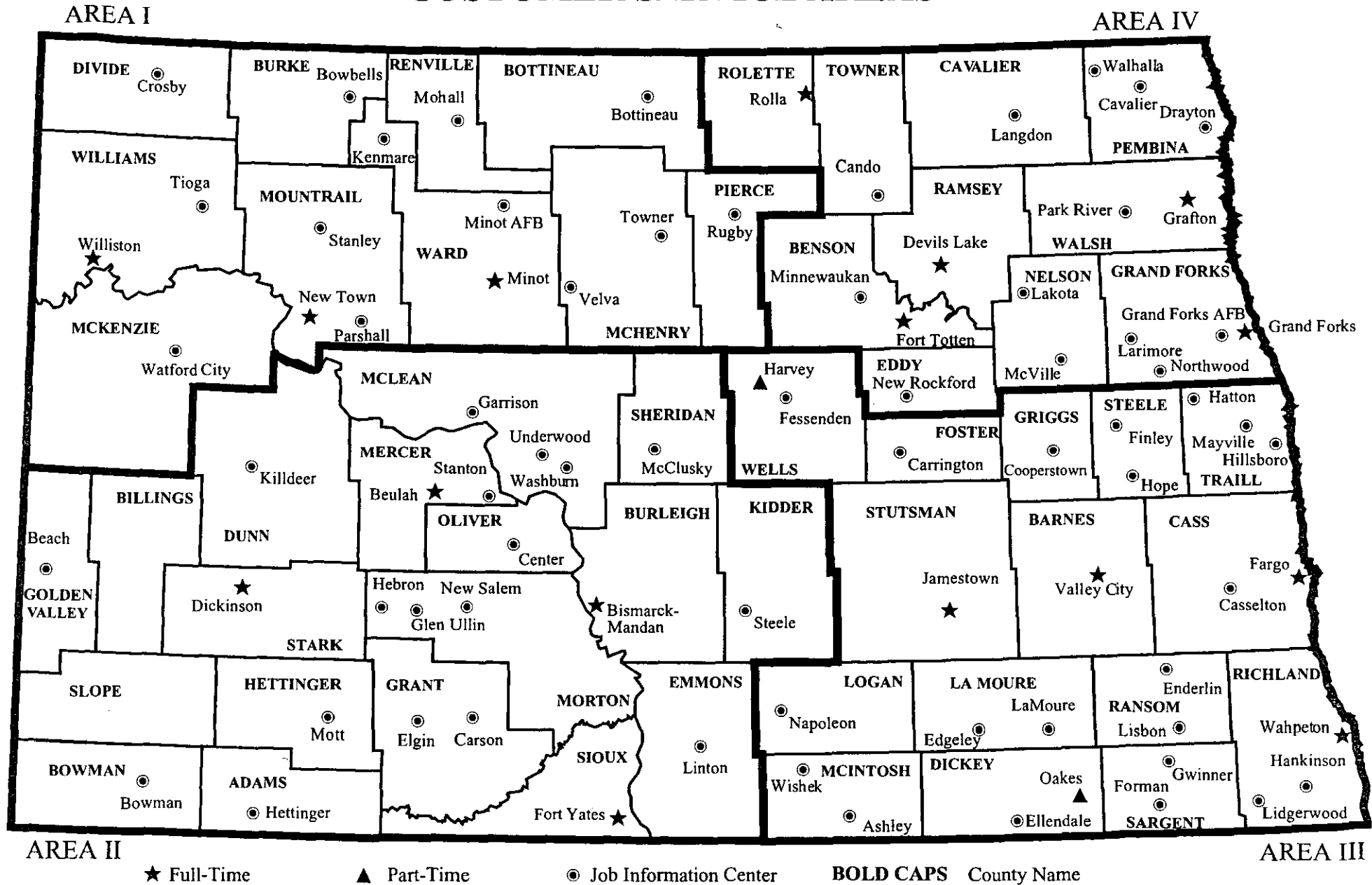
# JOB SERVICE NORTH DAKOTA



06/04

# Job Service North Dakota Office Locations

## CUSTOMER SERVICE AREAS



WORKFORCE PROGRAMS  
JSND-6045 (R. 1-01)

Job Service North Dakota is a Proud Member of America's Workforce Network.<sup>SM</sup>  
We are an Equal Opportunity Employer/Program Provider. Auxiliary Aids  
and Services are Available Upon Request.



## JSND Report Card December 2004

### A. Unemployment Insurance

#### 1) Trust Fund Activity (10-1-2004 through 11-30-2004)

Measurement	Actual	Projected	Difference
UI Benefits Paid	2,905,837.81	3,141,000.00	235,162.19
Income Received	12,454,171.88	12,334,000.00	120,171.88
Trust Fund Balance	63,524,648.94	62,904,299.47	620,349.47

#### 2) Claims Center Metrics

Standard	December 2004		November 2004		December 2003	
	Volume	Time	Volume	Time	Volume	Time
Average Speed Of Answer	8278	0:0:20	6308	0:0:19	9667	0:0:32
Average Talk Time	8278	0:6:01	6308	0:6:23	9667	0:6:39

### B. Workforce Investment Act (Report Data as of 9/30/2004)

Quarterly Performance for PY 2004 First Quarter

WIA Negotiated Performance Measures Summary Performance for PY 2004 – First Quarter									
Standard	Older youth			Adult			Dislocated Worker		
	Target	(#s) Actual	Success Rate	Target	(#s) Actual	Success Rate	Target	(#s) Actual	Success Rate
Entered Employment	64.5%	(20/24) 83.3%	129.1%	72.5%	(62/86) 72.1%	99.4%	78.5%	(31/37) 83.8%	106.8%
Retention	80.0%	(24/28) 85.7%	107.1%	84.0%	(99/137) 72.3%	86.1%	87.0%	(51/61) 83.6%	96.1%
6 months earnings change/replacement	\$2,542	\$4,074	160.3%	\$2,240	\$1,513	67.5%	86.0%	76.5%	89.0%
Employment and Credential Rate	39.0%	(19/38) 50.0%	128.2%	48.0%	(18/31) 58.1%	121.0%	49.0%	(10/16) 62.5%	127.6%
Average				100%		93.5%	100%		104.8%
Participant Satisfaction	Target	78.0	Actual	76.2	Success Rate	97.7%			
Employer Satisfaction	Target	77.0	Actual	80.9	Success Rate	105.1%			
Average	Target	100.0%			Success Rate	101.4%			

NOTE: The Entered Employment results include exiters from 10/1/2003 – 12/31/2003. The Retention and Six months Earnings Change/Replacement results include exiters from 4/1/2003 – 6/30/2003. The Customer Satisfaction results include exiters and employers with closed job orders from 1/1/2004 – 3/31/2004.

### C. Workforce 2000 (Through December 2004)

Appropriation for the Biennium \$1,250,000									
Target	New			Expanding			Existing		
	50% or greater of total expended								
	Amount	# of Firms	# of Individuals/ Average Cost	Amount	# of Firms	# of Individuals/ Average Cost	Amount	# of Firms	# of Individuals/ Average Cost
Obligated (includes expended)	\$177,388.08	13	388/\$457	\$316,672.17	34	854/\$370	\$351,693.11	71	912/\$385
Expended	\$96,478.08	9	272/\$354	\$270,632.77	24	798/\$339	\$221,762.16	54	430/\$515
Unexpended Balance	\$196,221.15						\$341,569.84		

Return On Investment (ROI) for Workforce 2000 – During the 2001-2003 biennium, wages of employees trained under Workforce 2000 increased an average of \$1.93 per hour. The cost per trainee during the 2001-2003 biennium averaged \$436.72. Depending upon an employee's tax bracket and spending habits, on average it will take the state 1.80 to 2.58 years to recover the funds spent on each individual trained with Workforce 2000 dollars. This calculation does not consider increased property taxes, motor vehicle excise taxes, fuel taxes, or other excise taxes an individual may incur as a result of higher wages.

### D. Labor Exchange (Quarter ending 9-30-04)

Measurement	Number	Actual Performance Level	Target Performance Level	Success Rate
Entered Employment (EER)	<u>23,730</u> 31,368	76%	70%	108.6%
Retention (ERR)	<u>23,282</u> 26,622	87%	80%	108.75%
Jobseeker Satisfaction		77.1**	N/A	N/A
Employer Satisfaction		80.6**	N/A	N/A

\*\*Job Seeker Satisfaction and Employer Satisfaction figures are rounded on ETA9002C. The figures reported here are actual figures from an internal report.

### E. Employment Statistics in North Dakota

#### NORTH DAKOTA LABOR FORCE DATA

	November 2004	October 2004	November 2003
Unemployment Rate	3.0%	2.5%	3.5%
Unemployed	10,430	8,657	11,837
Employed	337,958	343,630	330,723
Labor Force	348,388	352,287	342,560

**UNEMPLOYMENT RATES – Plains States**

	November 2004	October 2004	November 2003
South Dakota	3.0%	2.9%	3.6%
Minnesota	3.8%	3.8%	4.6%
Iowa	4.4%	4.2%	4.2%
Kansas	4.6%	4.7%	5.2%
Missouri	5.5%	5.2%	5.1%
Nebraska	3.1%	3.2%	3.6%
<b>U.S.</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.9%</b>
<b>UNEMPLOYMENT RATE</b>			

*The employed and unemployed above are persons by place of residence.*

*The unemployment rate is the ratio of people actively seeking work compared to those in the labor force (employed plus unemployed).*

*The U.S. rate is seasonally adjusted; all others are not seasonally adjusted.*

Source of Data: Local Area Unemployment Statistics (December 2004)

**NORTH DAKOTA EMPLOYMENT**

	Employment
Annual Average 2003	314,273
Annual Average 2002	311,808
Difference	2,465
Percent Change	0.8%

Source of Data: Quarterly Census of Employment (through December 31, 2003)

**NORTH DAKOTA ANNUAL AVERAGE WAGE**

	Ann. Avg. Wage
2003	\$ 27,629
2002	\$ 26,550
Difference	\$ 1,079
Percent Change	4.1%

Source of Data: Quarterly Census of Employment (through December 31, 2003)

# NORTH DAKOTA NONFARM EMPLOYMENT

	NOVEMBER 2004	OCTOBER 2004	Change		NOVEMBER 2003	Change	
<b>Statewide</b>							
Total Nonfarm	339,600	341,000	(1,400)	-0.4%	337,900	1,700	0.5%
Natural Resources & Mining	3,600	3,600	-	0.0%	3,300	300	9.1%
Construction	16,700	18,400	(1,700)	-9.2%	16,400	300	1.8%
Manufacturing	23,700	23,800	(100)	-0.4%	23,500	200	0.9%
Wholesale Trade	18,200	18,200	-	0.0%	17,950	250	1.4%
Retail Trade	42,300	41,100	1,200	2.9%	42,200	100	0.2%
Trans, Warehouse, Utilities	13,450	13,350	100	0.7%	13,250	200	1.5%
Information	7,750	7,650	100	1.3%	7,750	-	0.0%
Financial Activities	18,650	18,550	100	0.5%	18,550	100	0.5%
Professional and Business Services	24,000	24,300	(300)	-1.2%	23,900	100	0.4%
Health Svcs, Social Svcs, Private Educ Svcs	48,150	47,850	300	0.6%	47,700	450	0.9%
Leisure and Hospitality	29,550	30,350	(800)	-2.6%	29,750	(200)	-0.7%
Other Services	15,350	15,500	(150)	-1.0%	15,300	50	0.3%
Government	78,200	78,400	(200)	-0.3%	78,300	(100)	-0.1%
<b>Bismarck MSA</b>							
Total Nonfarm	54,650	54,600	50	0.1%	53,900	750	1.4%
<b>Fargo Moorhead MSA</b>							
Total Nonfarm	108,350	108,350	0	0.0%	107,900	450	0.4%
<b>Grand Forks MSA</b>							
Total Nonfarm	52,150	51,650	500	1.0%	52,250	(100)	-0.2%

Source of Data: Current Employment Statistics program (December 2004)

## Talking Points for December 2004 Report Card

### A. Unemployment Insurance

1. Trust Fund Activity
2. Call Center Metrics

### B. Workforce Investment Act (WIA)

One of the fundamental principles of WIA is increased accountability. Programs funded under this legislation should increase employment, retention in employment, and the earnings of program participants; in doing so, it should improve the quality of the workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency. To monitor these results, WIA identifies core indicators of performance that include the following:

**Entered Employment Rate** measures the degree to which participants are getting jobs.

**Employment Retention Rate** indicates whether participants who find employment stay employed.

**Earnings Change/Replacement in Six Months** compares earnings of individuals before and after program participation.

**Employment and Credential Rate** measures attainment of a recognized credential relating to achievement of educational or occupational skills for individuals who enter employment.

**Customer Satisfaction** is measured through surveys. The surveys are to include, at a minimum, the three questions included in the American Customer Satisfaction Index (ACSI) developed by the University of Michigan. These questions address overall satisfaction with service, the degree to which services met expectations, and the extent to which services were consistent with the respondents' definition of "ideal" services. Customer satisfaction is reported on a 1-100 scale.

The DOL TEGL 8-99 explains failure to perform as it relates to the federal incentive and sanctions process that applies to states. The TEGL states:

"It is understood that as part of a continuous improvement strategy, states may wish to emphasize improvement on a particular measure (e.g., entered employment) which may have a slightly adverse effect on other measures in the same program area. To allow for these strategies, and to avoid considerations of sanctions for only missing their negotiated goal by a few percentage points, states will not trigger the [federal] sanctions process as long as they have achieved 80% of their negotiated performance levels for each measure."

One measure, the Adult earnings change measure, is below this trigger point. Because the performance measure targets are based on a year cycle, the first quarter's results are not a reliable indicator of the final measure. The performance as of December 31, 2004, will provide a better indicator of this measure. The performance information as of December 31, 2004, will be available on or before February 15, 2005. If the Adult earnings change measure has not improved to the trigger point at that time, an analysis and appropriate action will be performed.

### C. Workforce 2000

We are on target both regarding expending 50% or more for new and expanding businesses and also for overall expenditures.

### D. Labor Exchange

The Wagner-Peyser Act became law in 1933 and the nationwide public employment service was established. This program is a federally funded labor exchange developed to match employers with

qualified applicants. It is linked to the unemployment compensation program, helping applicants filing for unemployment benefits to find new employment opportunities.

The Labor Exchange has specified accountability outcomes that include rates of gaining employment (or shorter durations of search/unemployment), retention (or low turnover) rates and customer satisfaction rate. Job Service North Dakota's excellent rates in these areas are related to the ability of those using the public Labor Exchange to find and hold jobs/employees.

#### **E. Employment in North Dakota**

##### **Labor Force**

- North Dakota's November 2004, nonseasonally adjusted unemployment rate was tied with South Dakota for the lowest in the nation at 3.0%.
- Vermont, Nebraska and Virginia all had rates of 3.1%, followed by New Hampshire at 3.2%.
- The state's November rate has been higher than the October rate every year since 1957.
- The unemployment rates for the U.S. and most of the Plains states are down from their 2003 levels, continuing the trend we've seen throughout 2004.

##### **Annual Average Employment**

- North Dakota's annual average employment for 2003 was released in July 2004.
- Employment was up 2,465 in 2003 over 2002, an increase of 0.8%
- The Healthcare and Social Assistance industry had the largest numeric increase with 1,000 (2.3%), followed by the Construction industry with 820 (5.5%).

##### **Annual Average Wage**

- North Dakota's annual average wage for 2003 was released in July 2004.
- The annual average wage in 2003 was \$27,629, a 4.1% increase over 2002.

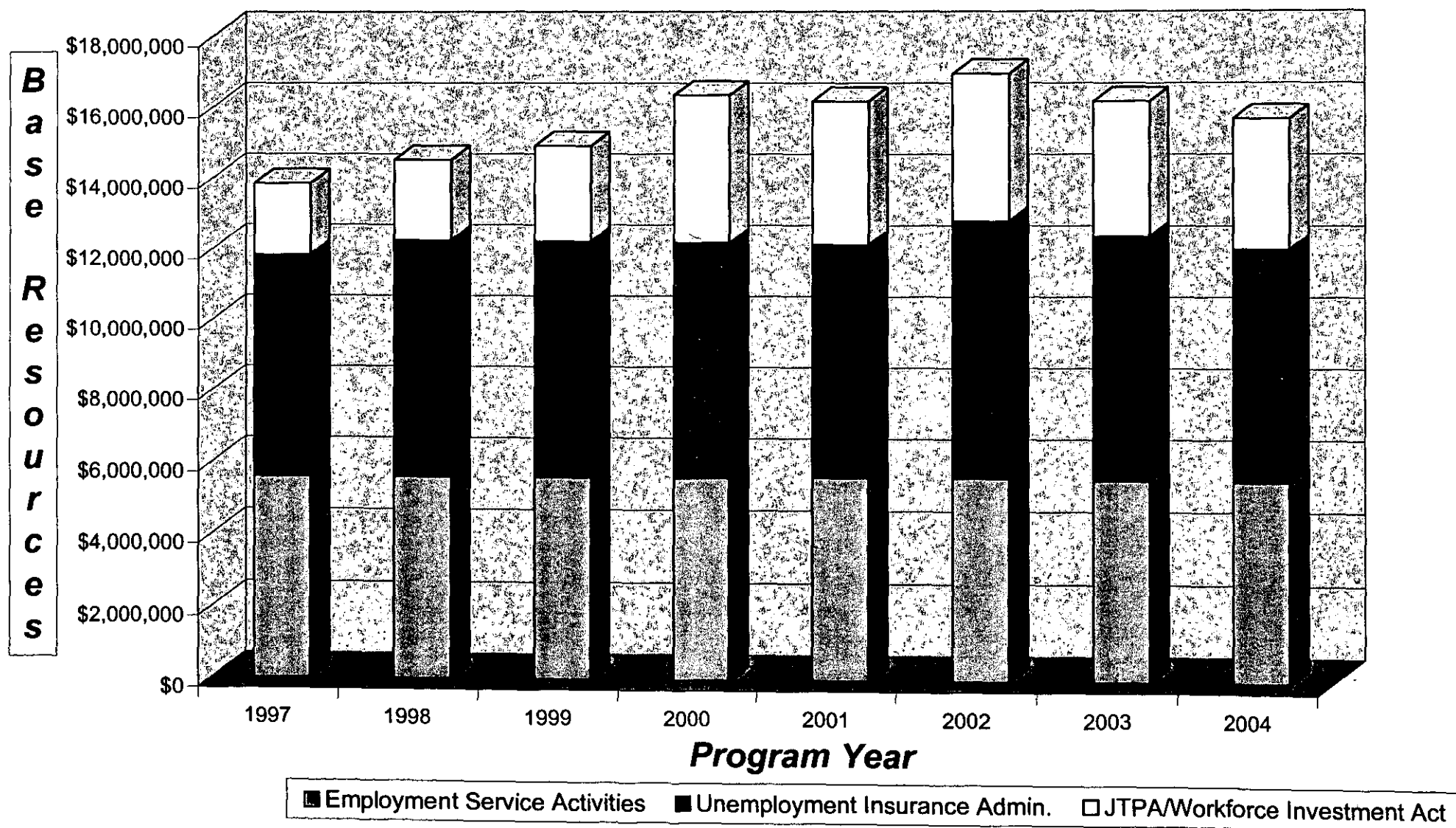
##### **Monthly Employment**

- Overall, employment is up 1,700 from the same month a year ago, a 0.5% increase.
- Nearly all industries contributed to the overall increase, with Health Services climbing the most.
- Natural Resources and Mining grew by 300 over 2003 levels, showing the effects of high oil prices and increasing production in the state.
- The decrease in total employment from October to November is fairly normal and demonstrates the state's seasonality, as Construction, Manufacturing (food processing), and Leisure and Hospitality fell the most.

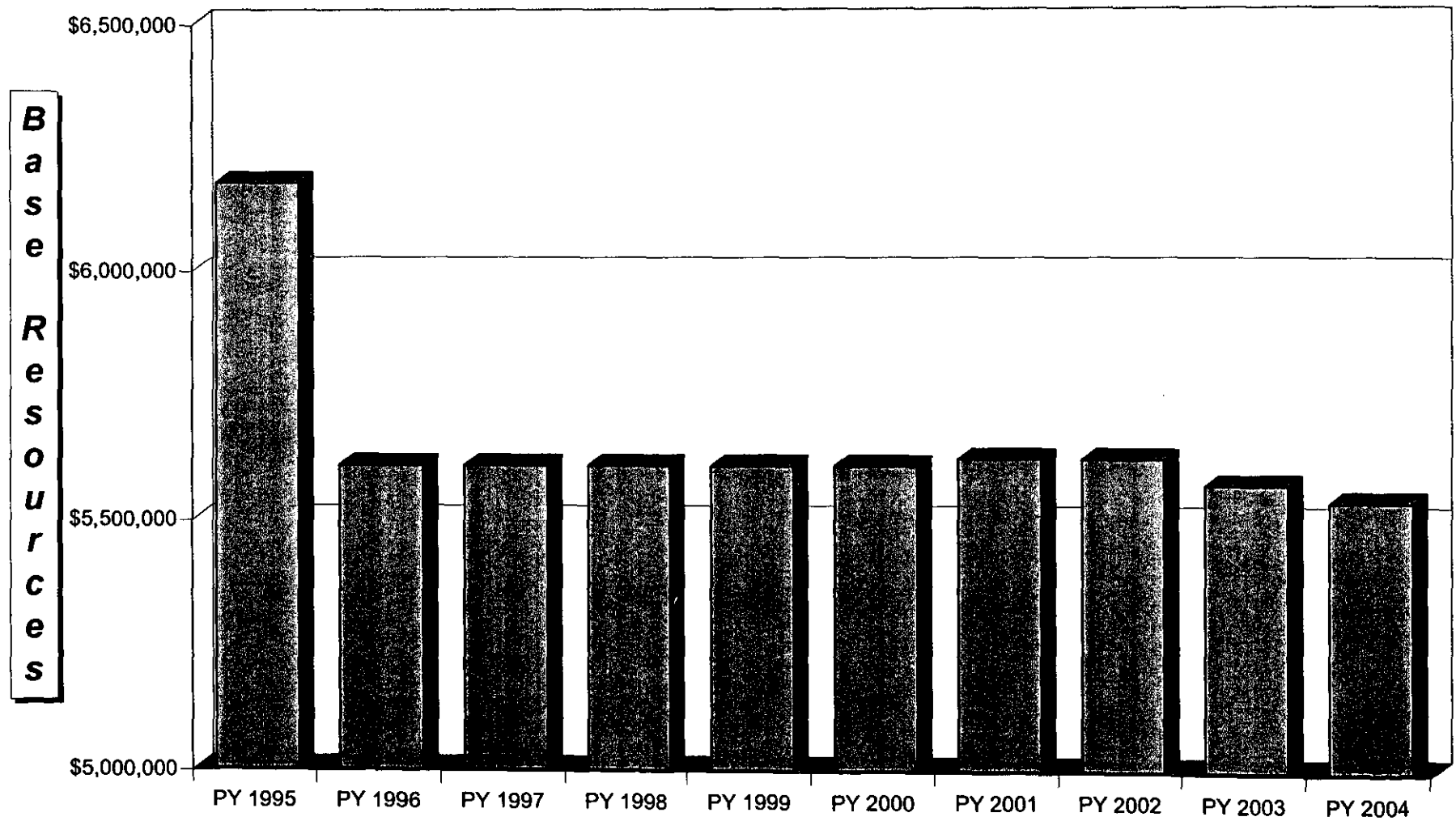
#### **F. Exception Report**

No information

## Job Service North Dakota Major Federal Funding Sources for Customer Services

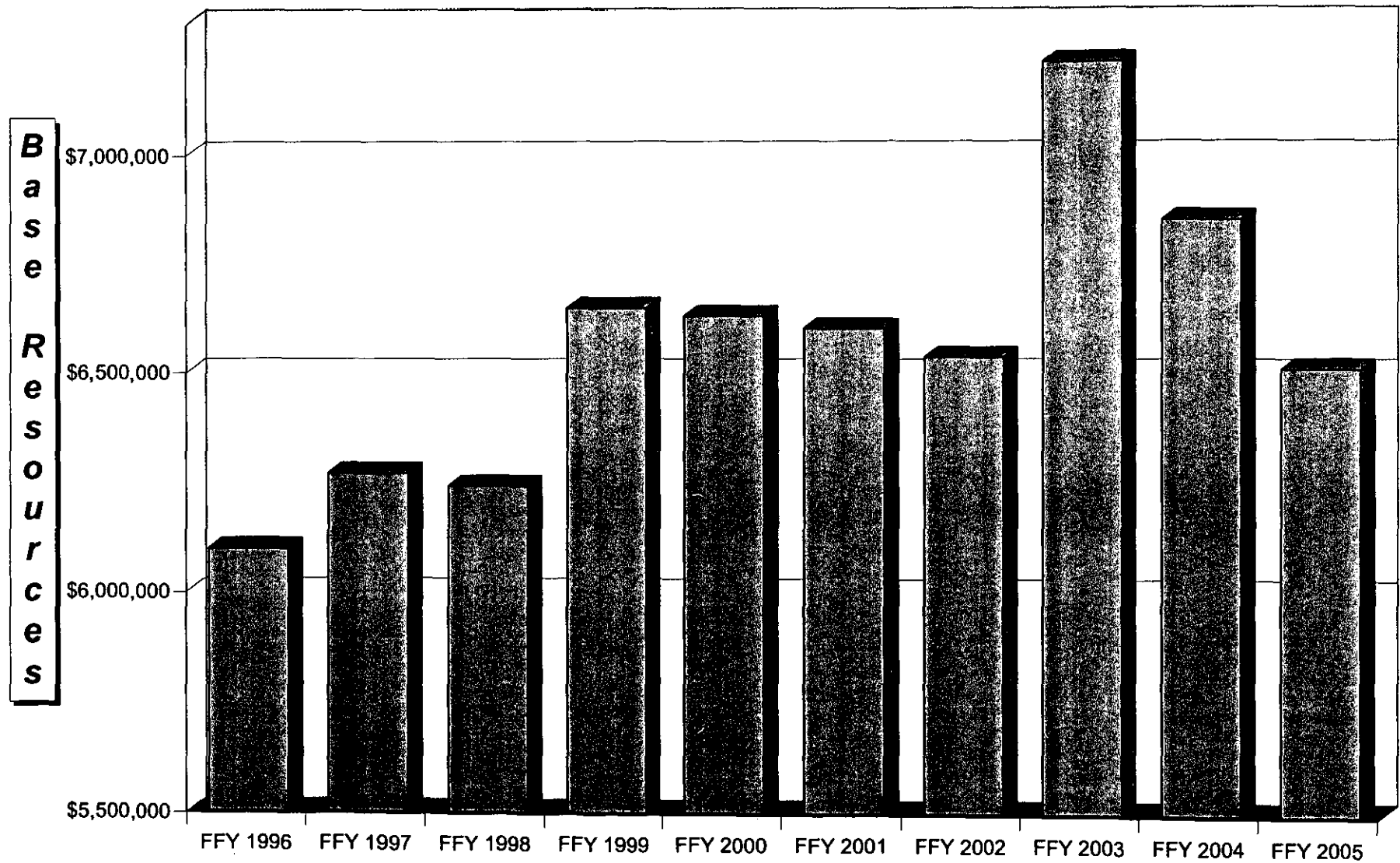


## *Job Service North Dakota Employment Service Activities*

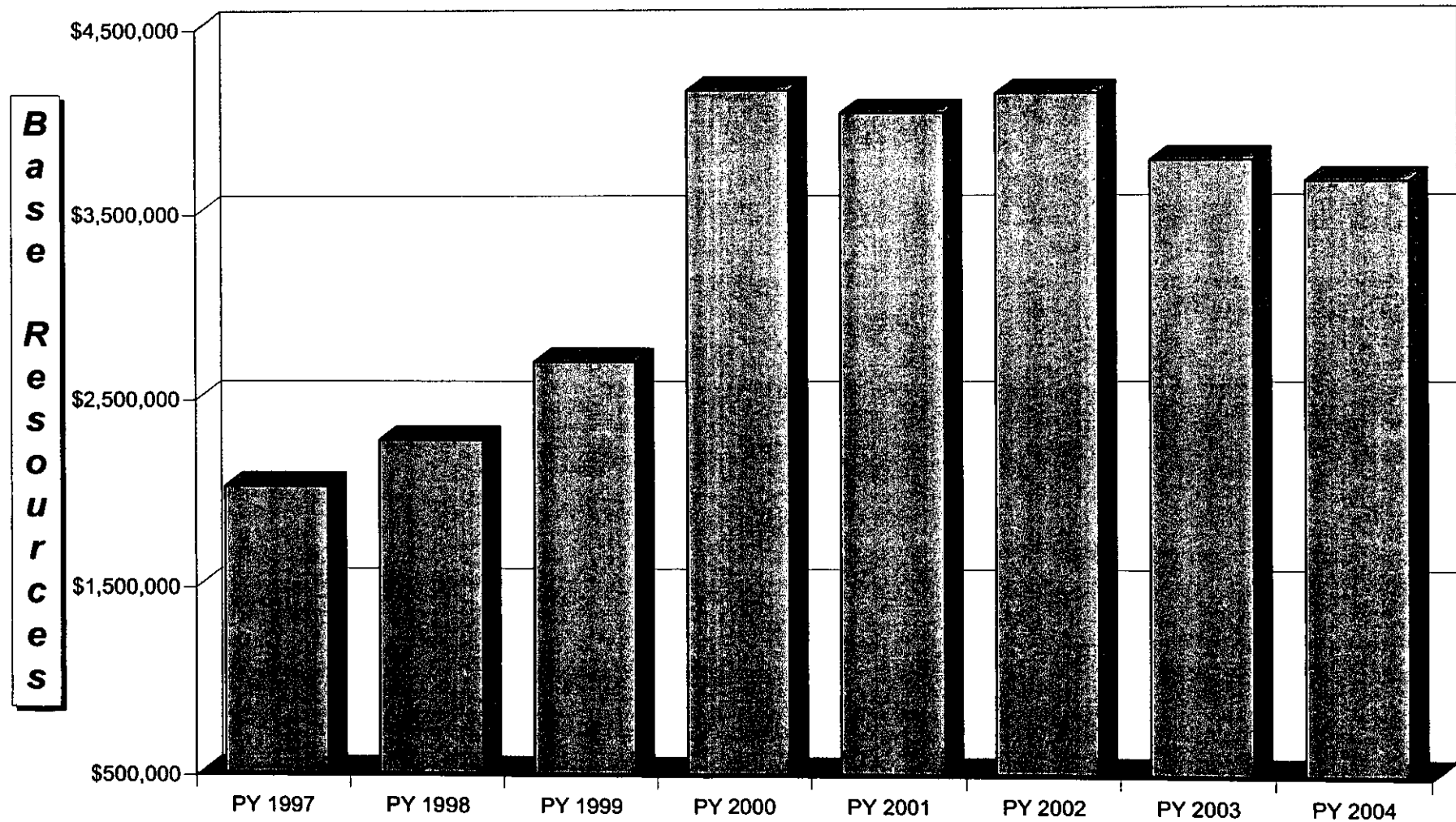




***Job Service North Dakota  
Unemployment Insurance Administration***

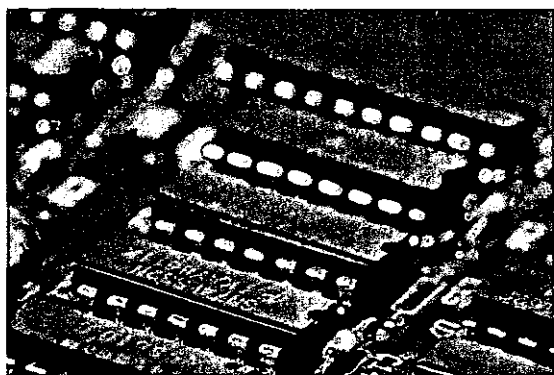


***Job Service North Dakota  
JTPA/Workforce Investment Act***



# WORKFORCE 2000

Biennium Report  
July 2001 – June 2003



Prepared by Job Service North Dakota  
September 10, 2004

## **North Dakota's Workforce 2000 Training Program Background**

In 1991, the North Dakota Legislative Assembly enacted the Workforce 2000 Training Program to assist North Dakota employers in training and upgrading workers' skills. This state funded training program was designed to fill gaps left by federally funded training programs that generally target long term-unemployed individuals, dislocated workers, and other disadvantaged groups.

In the last 20 years, rapid advances in technology, global competition, and introduction of new work methods has placed an ever-increasing burden upon North Dakota's employers. As employers in North Dakota implement new technology and work methods, the need for highly skilled workers continues to increase. This is where the Workforce 2000 Program can assist employers. The Workforce 2000 Program offers employers the ability to access training programs through project grants that are used to fund the training of the workers needed to compete in today's technologically advanced and global economy.

Workforce 2000 can provide funding assistance to employers for current workers and new employees. First, companies can access assistance to help upgrade the skills of current workers when new technologies and/or new production work methods are introduced. Second, it is available to companies that are expanding or locating to the state to help with training new employees. The objective of Workforce 2000 is to help communities attract and retain companies and make North Dakota a better place to work, live, and do business.

During the 2001 – 2003 biennium, many segments of the economy were languishing throughout the nation. With the decline in the equity markets and the terror attacks on September 11, 2001, many businesses were left wondering what the future would hold. Even North Dakota was not immune to the economic conditions during this time. In July 2001, North Dakota had an unemployment rate of 2.6%. In July 2003, the unemployment rate had grown to 3.6%. However, at the same time, workforce training in North Dakota remained a critical component of our economic success and the Workforce 2000 Program was able to help 75 companies raise the skill levels of 4,061 North Dakotans.

Workforce 2000 provided employers with \$1,703,394.00 in training funds during the 2001 – 2003 biennium. Those funds financed training that may not have otherwise been there for employers. In addition, despite the economic conditions, the valuation of the employers' in-kind match was \$12.24 for every dollar received from Workforce 2000. This is strong evidence that employers are committed to North Dakota as the business location of choice. Please see the chart at the top of page 4 for more detail.

Budget constraints and workforce development will continue to be issues for North Dakota. However, with the efforts of private and public organizations promoting North Dakota's business environment and the signs pointing to general economic improvement, North Dakota appears poised to be more economically competitive. One indication of North Dakota's improving economy is the July 2004 unemployment rate. The July 2004 rate was 2.9%, down 0.7% from a year ago.

## **Workforce 2000 Advisory Committee Membership**

Maren Daley, Executive Director  
Job Service North Dakota  
P.O. Box 5507  
Bismarck, North Dakota 58506-5507

### **State Agency Representatives**

Jim Hirsch  
North Dakota Department of Commerce

Don Roloff  
State Board for Vocational and Technical  
Education

Beth Zander  
Job Service North Dakota

### **Private Sector Representatives**

Dave MacIver  
Greater North Dakota Association

Pamela Lavin  
Rural Electric Cooperative Association

Bill Butcher  
National Federation of Independent Business

### **Local Economic Development Representatives**

Tony Grindberg  
NDSU Research & Technology Park, Inc.

### **Organized Labor Representatives**

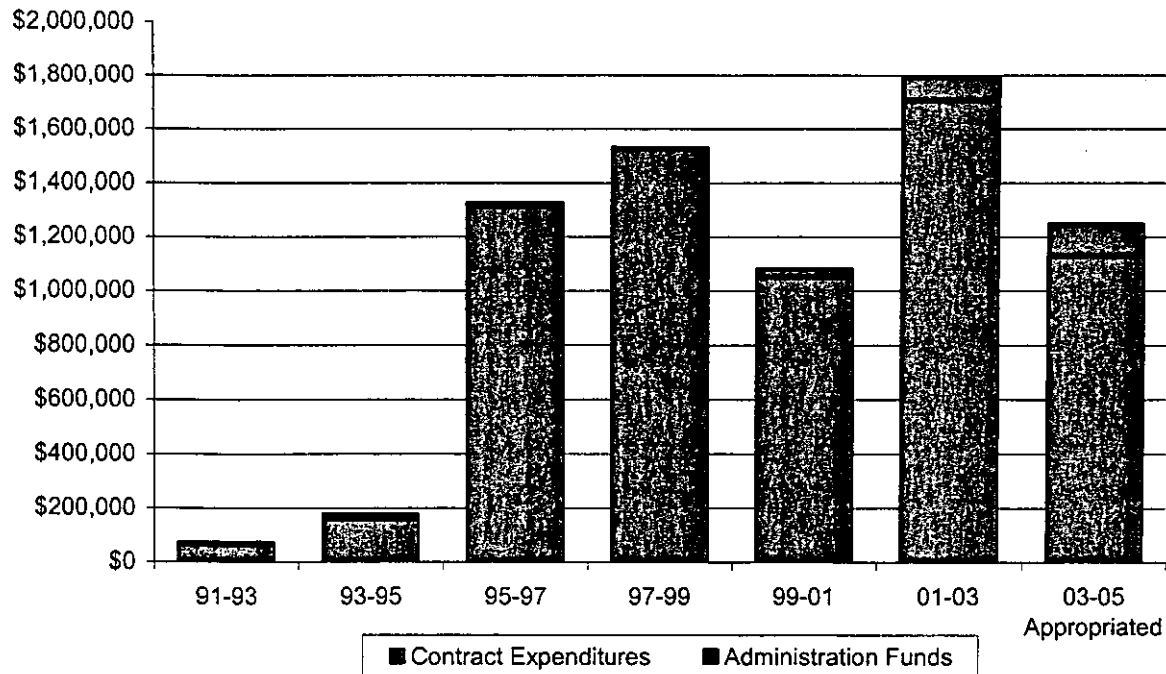
Al Austad  
North Dakota AFL-CIO

### **Non-voting Administrative Staff**

Randy Spitzer  
Job Service North Dakota

Donna Stoltz  
Job Service North Dakota

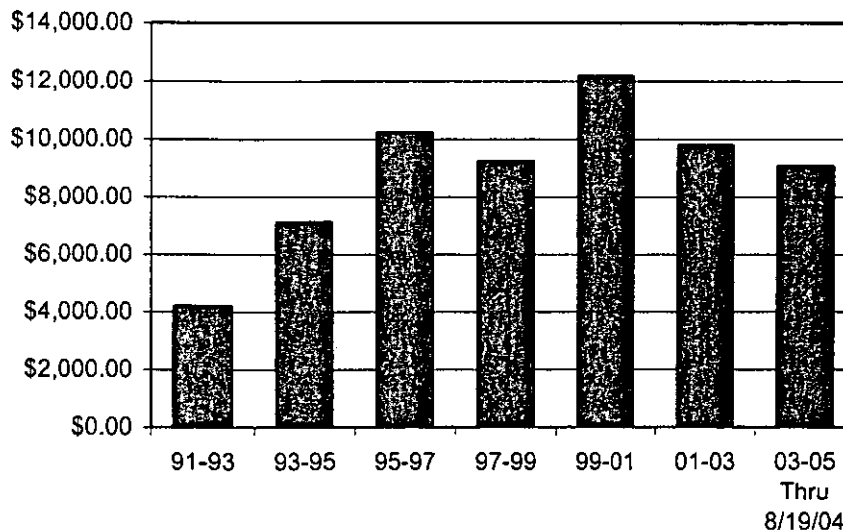
## Workforce 2000, Funds Expended; Historical Overview 1991 – 2005



### Comment

The North Dakota Legislative Assembly appropriates Workforce 2000 Program funds. Unspent funds at the end of a biennium are returned to the North Dakota General Fund. For the 2003-2005 biennium, the amount presented is the total funds appropriated for the biennium. Through August 19, 2004, for the 2003 – 2005 biennium, \$711,226.03 has been obligated to 84 contracts.

## Workforce 2000, Average Contract Grant Awarded; Historical Overview 1991 – 2005



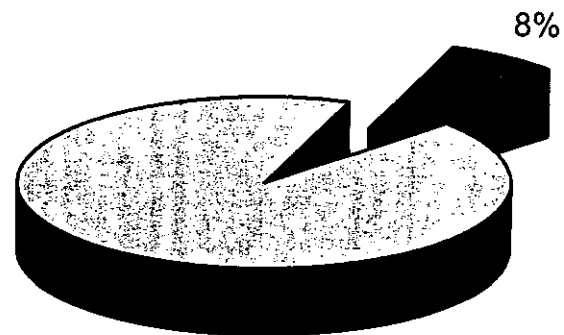
### Comment

Costs of technology and training associated with implementation of new equipment and changing work methods continue to increase every year for North Dakota employers.

During the 2001 – 2003 biennium, the Workforce 2000 Program was able to help defray the cost of employee training by awarding employers with grants ranging from \$240.00 to \$292,141.00.

## Workforce 2000, Value of Matching Contributions by Employers; 2001 – 2003

Source	Funds
Workforce 2000 Funds	\$1,703,394.00
Employer In-kind Match	\$20,851,429.00
<b>Total Training Funds</b>	<b>\$22,554,823.00</b>

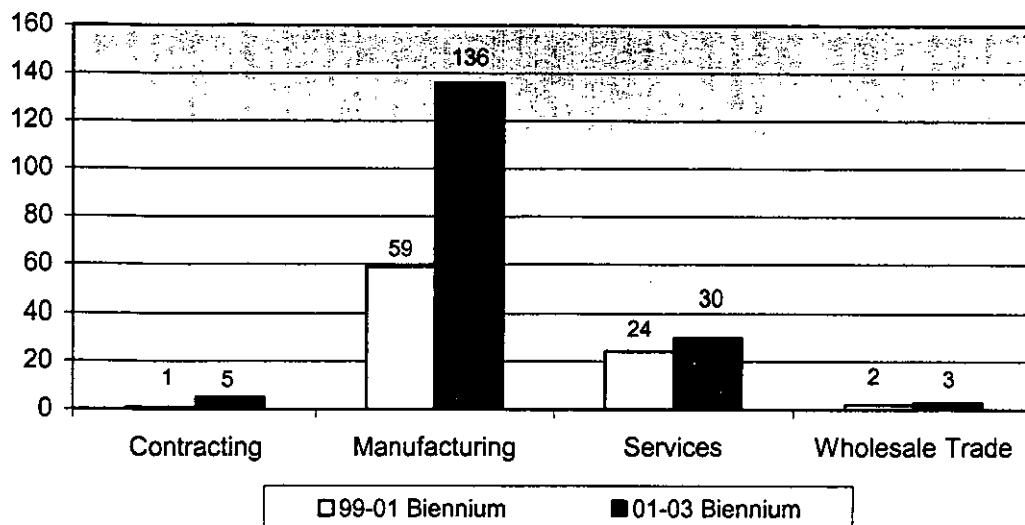


### Comment

North Dakota Century Code Section 52-08.1.04 requires encouragement of companies to participate with in-kind contributions. All contracts for the 2001 - 2003 biennium are closed and follow-up with the employers has been completed.

Despite the economic conditions during the 2001 – 2003 biennium, employers were able to increase the amount of the employer's match over the 1999 – 2001 biennium. For the 2001 – 2003 biennium, employers matched at a level of \$12.24 for every grant dollar received from Workforce 2000. Employers' matching monetary funds are used for the employees' wages and benefits paid during training, and portions of the training fees not covered by Workforce 2000 grants. In addition, the matching funds include valuation of in-kind contributions of training space, training equipment, training supplies, purchases of new equipment, and technical assistance.

## Workforce 2000, Contracts Awarded by Industry; 2001 - 2003



### Comment

Workforce 2000 funds are awarded to businesses and industries that bring new revenue to the state by selling a majority of their products and services outside of North Dakota. Businesses that sell products or services in the local area are also eligible for Workforce 2000 funding. However, these businesses need to demonstrate a compelling economic benefit to the community or state. As depicted here, the business sector with the most potential for bringing in new revenue from out of state has been the manufacturing sector for the last two bienniums. The 174 projects funded during the 2001 – 2003 biennium exceeded the number of funded projects from every other biennium of the program history.

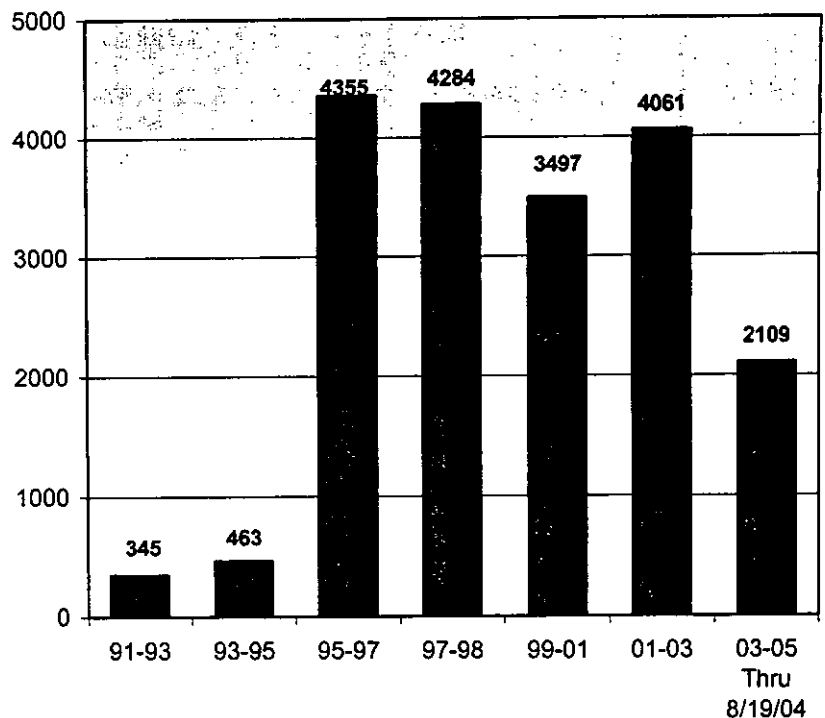
## Workforce 2000, Employees Trained; Historical Overview 1991 – 2005

### Comment

The amount of funding available each biennium does have some impact on the number of employees who receive training. However, the number of employees trained each biennium is much more dependent upon the economic viability of the proposals received from employers.

With the large quantity of proposals competing for limited dollars, the selection of employers who will receive grants goes beyond just training a large volume of employees. The overall economic impact must be considered. Such as wages, generation of out-of-state revenue, and other economic benefits to the community or state.

Through the biennium ending June 30, 2003, 17,005 employees have received training using funds from the Workforce 2000 Program.

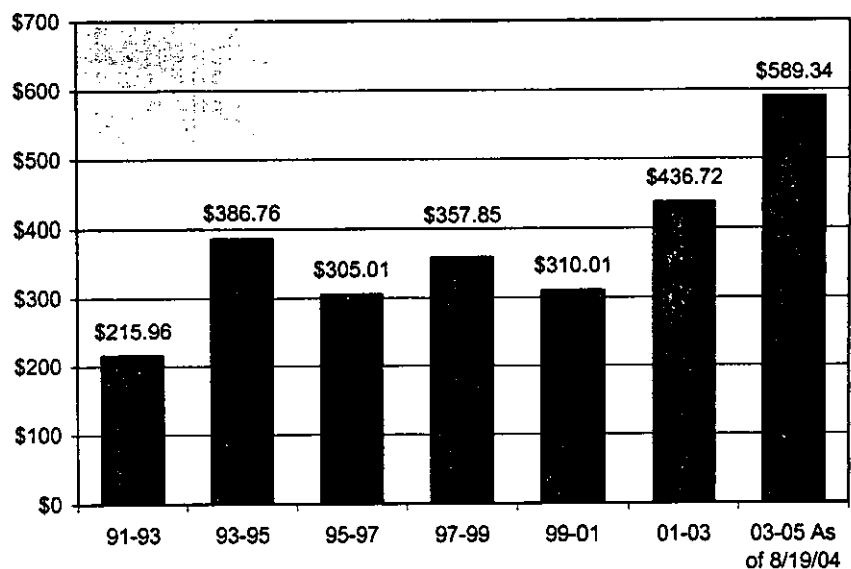


## Workforce 2000, Cost per Employee; Historical Overview 1991 – 2005

### Comment

Cost per employee can vary from year to year based on the amount of Workforce 2000 funds expended, the number of employees trained, and the rising cost of education.

However, compared to other states with similar new employee and incumbent worker training programs, North Dakota's spending appears reasonable. Please see **Appendix A** for a comparison of how North Dakota's spending compares to other states.





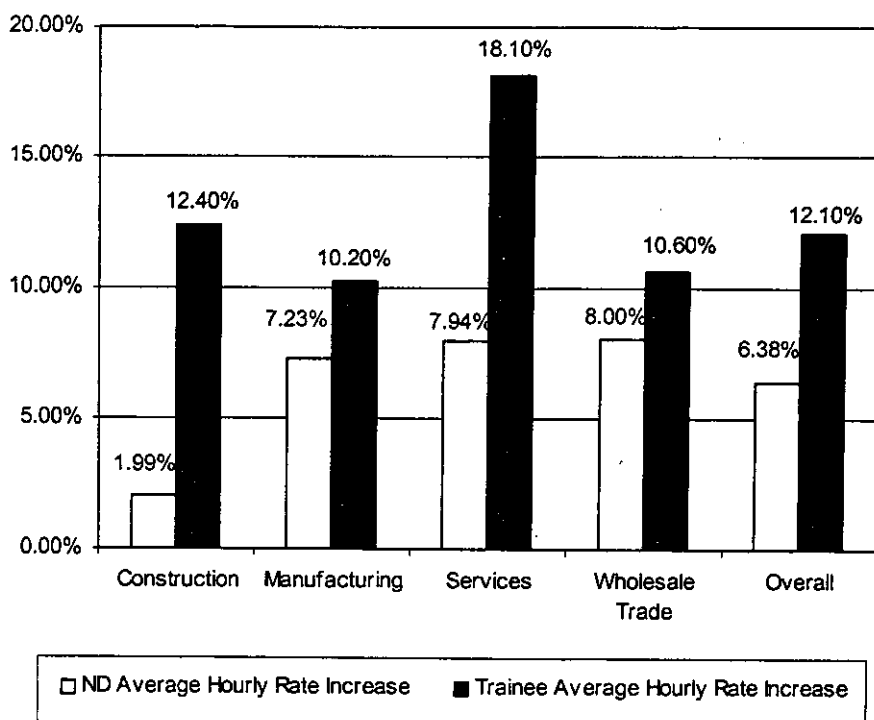
## Workforce 2000, Average Hourly Wage Rate Increases by Industry; 2001 - 2003

### Comment

Hourly wage rates are collected prior to training and one year after training. The chart at the left shows how employees receiving training had average hourly wage rate increases at levels exceeding North Dakota's statewide industry average increases from 2001 to 2003.

North Dakota Century Code Section 52-08.1-02 requires Workforce 2000 to provide customized, retraining, and upgrade training in occupations that pay not less than 200% of the federal and state minimum wage. Two hundred percent of the federal and state minimum wage is \$10.30 per hour.

The average pre-training hourly wage of all companies receiving funding was \$15.94 per hour for 4,061 employees. One year after training, the average hourly wage for the 3,122 employees still retained by the same employer was \$17.87.



Source: North Dakota Workforce 2000 Program follow-up monitoring reports and Job Service North Dakota's Labor Market Information publications; *North Dakota Employment & Wages; 2001 Annual Wages*, and *North Dakota Employment & Wages; 2003 Annual Wages*

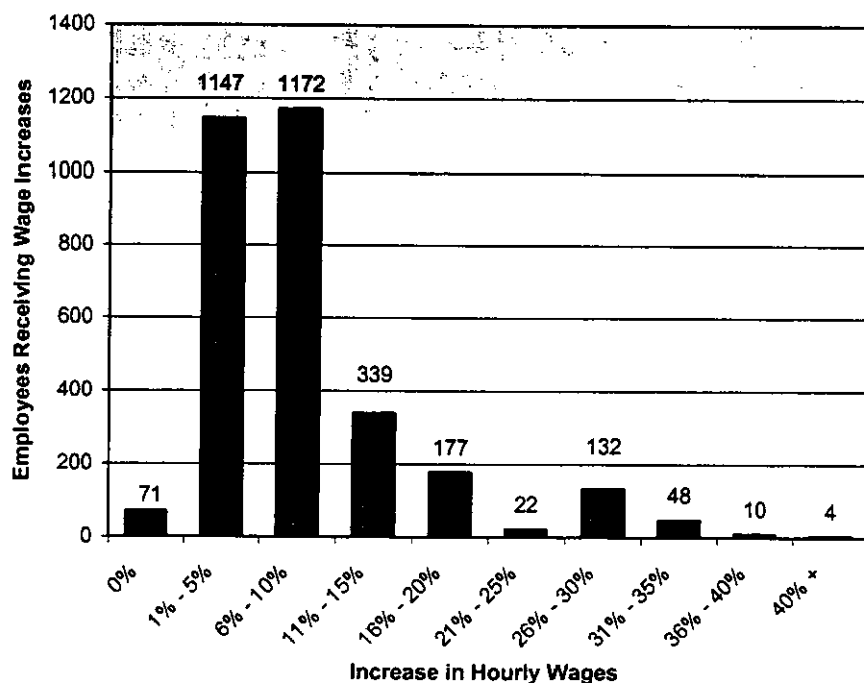
## Workforce 2000, Distribution of Pay Raises One Year After Training; 2001 - 2003

### Comment

Out of the 174 contracts granted during 2001 - 2003, 156 (89.7%) reported an increase in hourly wages for the 3,122 employees retained one year after training.

Of those contracts reporting increases, 141 (90%) reported average increases of 1 to 25 percent and 15 (10%) reported average increases of 26 percent or more.

Only 71 (2.5%) employees, from 18 different contracts, retained one year after training had not received an increase in hourly wages. However, the average wage of these 71 employees was \$15.40 an hour. For 2003, the North Dakota average hourly wage was \$13.28.



---

## **Effect of the Workforce 2000 Program On North Dakota's Economy; 2001 - 2003**

### **Employee Wage Increases and Retention**

Measuring the effect of the Workforce 2000 Program in North Dakota, to say the least, is a complex undertaking. However, the worth of the Workforce 2000 Program can be measured by wages and employee retention. During the 2001-2003 biennium, information provided by the employers shows the trained employees' wages increased an average of \$1.93 per hour and employers retained 76.9% (3,122/4,061) of the employees one year after training. Despite 23.1% of the employees leaving within one year after training, the majority of these individuals went on to jobs within North Dakota paying equivalent wages or improved wages as a result of the training received.

Since North Dakota Unemployment Insurance wage record data at the time of this report was not available for all employers at the one-year period after training, a wage and retention analysis was performed on a sample of 2,138 trained employees at six months after training. This sample amounted to 52.6% of all employees who received training. After six months, 511 (23.9%) of the trainees were identified by employers as no longer employed, and of these 511 trainees, 134 did not have North Dakota wages at six months after training. However, only 30 of the individuals without wages at 6 months after training were collecting North Dakota unemployment insurance. The remaining 104 individuals either did not qualify for unemployment, moved to another state, retired, did not re-enter the workforce, or returned to work in a later quarter.

A wage review of the employees not retained by the employers was performed at six months after training. Out of the 511 employees no longer employed with the same employer at six months, 377 (73.8%) were found to have North Dakota wages. The average wage for these reemployed trainees was \$15.26 an hour, an increase of 10.9%. The average pretraining wage for these trainees had been \$13.76.

### **Economic Impact on North Dakota**

The cost per trainee during the 2001-2003 biennium averaged \$436.72. One way to calculate the effectiveness of the program, or a rate of return on investment, is to project the increased North Dakota income tax and sales tax collections that result from higher wages. However, one needs to remember these projections are based on the average wage increases of 4,061 individuals trained under one of 174 contracts, and still employed with the same employer at one year after training. The cumulative average wage increase for trainees after training was 12.1%. However, pay raises given by each individual employer ranged from 0.0% to 61.6%.

As wages go up, North Dakota should expect increased state income tax collections. During the 2001-2003 biennium, the average Workforce 2000 trainee received an average hourly pay raise of \$1.93. An employee working a full-time job (2,080 hours) and receiving the average pay raise of \$1.93 would earn an additional \$4,014.40 per year. Assuming this employee is married and falls into North Dakota's first tax bracket of 2.1%, the increased wages nets North Dakota an extra \$84.30 ( $\$4,014.40 \times 2.1\%$ ) in state income tax each year. If this same employee fell into North Dakota's second tax bracket of 3.92%, the increased tax collection would be \$157.36 per year ( $\$4,014.40 \times 3.92\%$ ). The extra tax collections are based on the new North Dakota tax rate structure that took effect in 2001.

In addition, let's assume this same person has 20% withheld for payroll taxes. After taxes, the employee has an estimated \$3,394.56 of extra disposable income. Assuming this individual spends at least 50% of the disposable income on taxable sales and services, the state will stand to collect an additional \$84.86 through the 5% sales tax.

Depending upon an employee's tax bracket and spending habits, on average it will take North Dakota 1.80 ( $\$436.72/(\$157.36 + \$84.86)$ ) to 2.58 ( $\$436.72/(\$84.30 + \$84.86)$ ) years to recover the funds spent on each individual trained with Workforce 2000 dollars. This calculation does not even consider increased property taxes, motor vehicle excise taxes, fuel taxes, state fees, or other excise taxes an individual may incur as a result of higher wages.

The 1.8 to 2.58 years needed for North Dakota to break-even on its investment are actually conservative figures. A preliminary review of the North Dakota Unemployment Insurance wage records indicate employees are actually taking home higher wages than what the employers are reporting. Why would the wages reported for North Dakota Unemployment Insurance be greater than what is reported by the employers? Because, Workforce 2000 only requires employers to report an hourly wage rate for each employee and not gross wages for a quarter, or year. When employers report wages for North Dakota Unemployment Insurance, they are reporting employee quarterly gross wages. When reporting wages for Unemployment Insurance, employers include overtime pay, performance bonuses, and commissions in addition to an employee's base wage. Since many of the employees trained were in the manufacturing sector, actual wages earned will be greater when overtime, bonuses, and commissions are factored in.

In addition to the state getting a monetary return on its investment in the short-term, the bigger picture should be the long-term contribution of the trained individual to the state's economy. Having a highly trained labor force not only means higher taxable wages, but can also serve as an incentive for new or out-of-state businesses to locate in North Dakota. Knowing trained employees are available in North Dakota could entice some businesses to take a second look at our state.

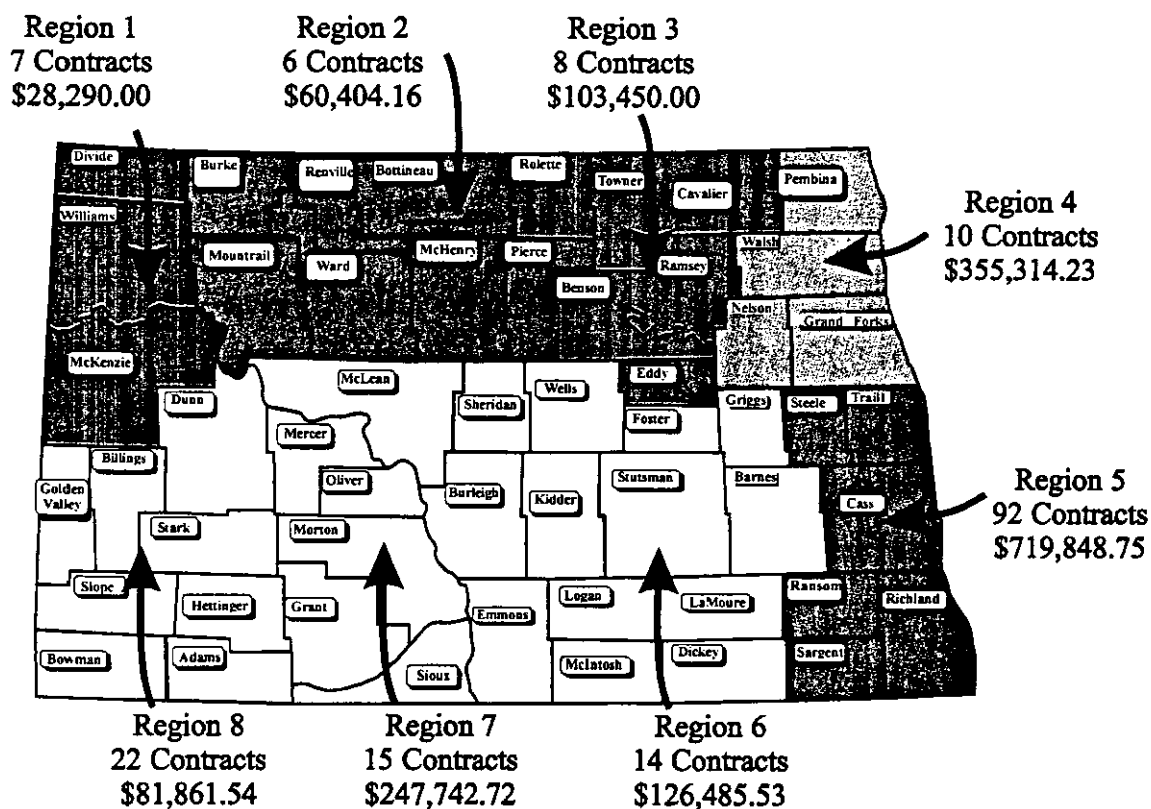
This space is intentionally left blank.

## Geographical Distribution Workforce 2000 Grants; 2001 - 2003

### Comment

This graph depicts the geographical distribution of Workforce 2000 funds for the 2001 – 2003 biennium. This biennium is highlighted because it is the most recent biennium for which all contracts are closed and future fund adjustments are not required.

The importance of the geographical distribution is based on a mandate to spend at least \$150,000.00 during the biennium in rural areas. Rural areas are defined as areas that are not within five miles of any city with a population of more than eight thousand. During the 1999-2001 biennium \$601,422.53, four times what was required, was distributed in areas designated as rural. See **Appendix B** for a complete listing of contracts funded in rural areas.



---

## Other Indicators Relating to the Effectiveness of the Workforce 2000 Program

### Comment

The effectiveness of a program goes beyond just measuring the increased numbers of businesses and employees benefiting from the program. The effectiveness of a program can also be gauged by comments of those customers using the program. The following employer comments attest to the success of the Workforce 2000 Program during the 2001 – 2003 biennium.

#### Contract WF-06-02

*"We brought in 2 new business units, utilizing several different network systems & processing work for thousands of agents and policy owners. Continue the wonderful service & support we received from Donna Stoltz!"*

#### Contract WF-16-02

*"New software technologies allowed us to bring in out of state sales."*

#### Contract WF-20-02

*"The turn around on this request was exceptional. Donna is very responsive to our needs."*

#### Contract WF-25-02

*"We feel the Workforce 2000 Program is an extremely valuable asset to our operation and have been very satisfied with the assistance and support of the program and its staff."*

#### Contract WF-39-02

*"This is the first time we utilized the Workforce 2000 Program. It was a reasonable process. The paperwork was not difficult to complete, the personnel involved in the process were helpful. We found out about the program right before we began the training so our initial proposal was reviewed immediately because a committee meeting was scheduled for the next day. The program is wonderful and is beneficial to a company and its personnel. Thank you."*

#### Contract WF-98-02

*"The program was conducted very successfully and promptly – on schedule – with positive feedback from the employees."*

#### Contract WF-170-02

*"We were extremely pleased with the training provided. Thanks so much for your assistance with this program. I feel that we have planted a seed that will continue to grow and make us more competitive in the marketplace."*

## Appendix A

### Workforce 2000; How North Dakota Spending Compares to Other States

State	Name of Program	Program Year	Expenditures	Trainees	Cost Per Trainee
<sup>1</sup> Nebraska	Worker Training Program	2002 - 2003	\$1,824,359.00	16,732	\$109.03
<sup>2</sup> Ohio	The Ohio Investment in Training Program	2002 - 2003	\$12,341,516.00	74,809	\$164.97
<sup>3</sup> Florida	Florida's Incumbent Worker Training Program	2002 - 2003	\$2,633,661.00	11,257	\$233.96
<sup>4</sup> Kentucky	Grant-in-Aid	2002 - 2003	\$3,438,905.73	12,002	\$286.53
<sup>5</sup> West Virginia	Governor's Guaranteed Work Force Program	2002 - 2003	\$4,018,600.00	11,063	\$363.25
<b>North Dakota</b>	<b>Workforce 2000</b>	<b>2001 - 2003</b>	<b>\$1,793,152.93</b>	<b>4,061</b>	<b>\$441.55</b>
<sup>6</sup> Kansas	Kansas Industrial Training (KIT) & Kansas Industrial Retraining (KIR)	2002 - 2003	\$3,600,000.00	7,148	\$503.64
<sup>7</sup> Vermont	The Vermont Training Program	2002 - 2003	\$663,685.00	1,243	\$533.94
<sup>8</sup> Hawaii	Employment and Training Fund Program	2001 - 2002	\$4,835,917.00	8,966	\$539.36
<sup>9</sup> Massachusetts	Workforce Training Fund	2002 - 2003	\$18,800,000.00	29,500	\$637.29
<sup>10</sup> Indiana	Incumbent Worker Training Fund	2002 - 2003	\$5,423,801.56	5,422	\$1,000.33
<sup>11</sup> Texas	Skills Development Fund	2002 - 2003	\$13,500,000.00	12,939	\$1,043.36
<sup>12</sup> California	Employment Training Panel Program	2002 - 2003	\$82,700,000.00	72,600	\$1,139.12
<sup>6</sup> Kansas	Investments In Major Projects and Comprehensive Training	2002 - 2003	\$5,579,739.00	2,515	\$2,218.58

<sup>1</sup>Nebraska Workforce Development, Department of Labor; Worker Training Program Annual Report July 2002 - June 2003

<sup>2</sup>Department of Development's Ohio Investment in Training Program Annual Report; FY 2003

<sup>3</sup>Florida's Incumbent Worker Training Program; Annual Report FY 2002-2003

<sup>4</sup>Annual Report 2002 - 2003; Bluegrass Skills Corporation, Kentucky Cabinet for Economic Development

<sup>5</sup>Governor's Guaranteed Work Force Program; Annual Report for PY 2003

<sup>6</sup>Kansas Department of Commerce & Housing, 2003 Annual Report

<sup>7</sup>ThinkVermont.Com; Vermont Department of Economic Development

<sup>8</sup>2002 Annual Report; Employment and Training Fund Program

<sup>9</sup>The Massachusetts Workforce Training Fund; Annual Report Fiscal Year 2003

<sup>10</sup>Training Indiana's Workforce, 2002-2003, A report to the Indiana General Assembly; December 1, 2003

<sup>11</sup>Texas Workforce Commission Skills Development Fund; Annual Report Fiscal Year 2003

<sup>12</sup>Employment Training Panel; Annual Report 2002-03, November 30, 2003

## Appendix B

### Workforce 2000, Funding in Rural Areas; 2001 - 2003

CONTRACT	Region	PROJECT	AMOUNT
WF-08-02	Region 3	START UP	\$ 6,000.00
WF-11-02	Region 4	AUTO CAD TRAINING	\$ 253.04
WF-16-02	Region 6	PROFESSIONAL CLIENT	\$ 16,235.00
WF-17-02	Region 4	MECHANICAL DESK TOP	\$ 901.45
WF-18-02	Region 4	APICS CERTIFICATION	\$ 7,572.41
WF-19-02	Region 3	LEAN 101	\$ 7,000.00
WF-23-02	Region 8	INFO SYSTEM SECURITY	\$ 1,827.50
WF-25-02	Region 8	IPC-A-600	\$ 4,341.00
WF-26-02	Region 3	LEAN 101	\$ 5,250.00
WF-27-02	Region 6	ROBOTIC WELDING	\$ 4,500.00
WF-32-02	Region 5	START UP	\$ 16,384.00
WF-39-02	Region 6	ROBOTIC OPERATING	\$ 12,593.00
WF-56-02	Region 1	BAKING ADVANCES	\$ 2,200.00
WF-58-02	Region 1	BUHLER EQUIPMENT	\$ 2,925.00
WF-62-02	Region 3	LEAN 101	\$ 12,250.00
WF-67-02	Region 2	ROBOTIC WELDING	\$ 1,790.52
WF-83-02	Region 8	IPC-J-STD-001	\$ 5,590.00
WF-88-02	Region 5	LEAN MANUFACTURING	\$ 6,250.00
WF-94-02	Region 3	LEAN 101	\$ 18,800.00
WF-99-02	Region 5	LEAN 101/VALUE STREAM	\$ 48,750.00
WF-103-02	Region 8	BGA (BALL GRID ARRAY)	\$ 2,400.00
WF-105-02	Region 3	LEAN 101, VALUE STREAM	\$ 14,500.00
WF-109-02	Region 5	MAXIMO RELEASE 5.0	\$ 8,750.00
WF-110-02	Region 4	UPGRADE TRAINING	\$ 292,141.09
WF-127-02	Region 5	DEMAND FLOW TECH.	\$ 20,000.00
WF-130-02	Region 1	SOFTWARE DEV.	\$ 1,280.00
WF-136-02	Region 5	JOB METHODS	\$ 495.00
WF-145-02	Region 3	LEAN 101/VALUE STREAM	\$ 14,750.00
WF-147-02	Region 7	START UP	\$ 9,557.86
WF-153-02	Region 5	LEAN 101	\$ 22,750.00
WF-154-02	Region 7	DANGEROUS GOODS BY AIR	\$ 950.00
WF-158-02	Region 8	DIT-MCO TESTER TRNG.	\$ 2,101.00
WF-160-02	Region 6	CAM/CAD SOFTWARE	\$ 1,600.00
WF-167-02	Region 3	TMMC TECHNOLOGY UPGRADE	\$ 24,900.00
WF-172-03	Region 6	CERT. WELDER INSTRUCTOR	\$ 1,884.66
WF-174-02	Region 8	IPC-A-610 CERTIFIED INSTRUC.	\$ 1,950.00
			\$ 601,422.53

\*A minimum of \$150,000 must be committed to rural projects.

## **ND New Jobs Training Program Reported Through December 31, 2003**

---

### **North Dakota New Jobs Training Program Background**

The 1993 Legislative Assembly enacted the North Dakota New Jobs Training Program into law. This state-funded workforce training program provides a mechanism for primary-sector businesses and industries to secure funding to help offset the cost of training new employees. Primary-sector business means an individual, corporation, limited liability company, partnership, or an association, which through the employment knowledge or labor adds value to a product, process, or service that results in the creation of new wealth.

To qualify, an employer must meet the qualifying criteria: 1.) Be a new employer locating in North Dakota with a minimum of five new jobs; 2.) Be an existing business expanding its base employment level by a minimum of one new job; 3.) An employer must not be closing or reducing its operation in one area of the state and relocating substantially the same operation to another area of the state; and 4.) Employees in the eligible new positions must be paid a minimum of \$7.50 per hour plus benefits by the end of the first year of employment in the new position created.

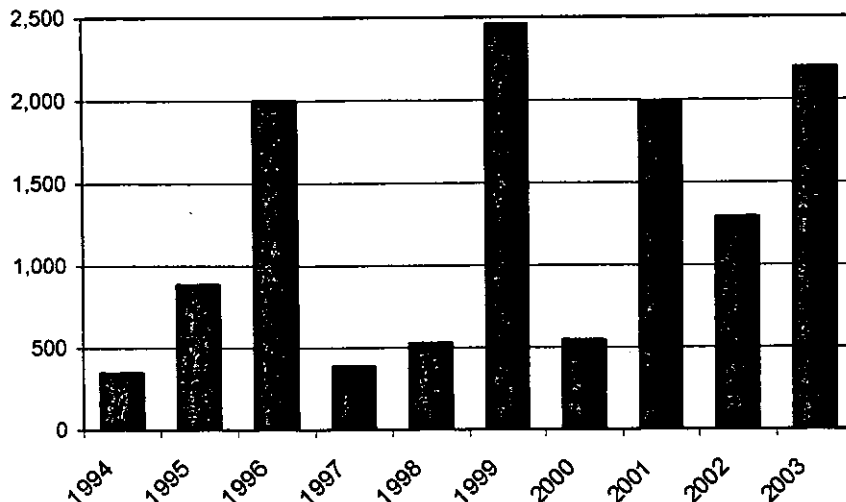
In order to apply for assistance to cover the cost of training new employees under the North Dakota New Jobs Training Program, an employer must first obtain funds in the form of a loan, grant, or self-financing option. The loan, repayable grant, or self-financing are then repaid through the capture of the state income tax withholding generated from the permanent, full-time new positions that are created. Under the self-financing option, only sixty percent of the allowable state income tax withholding can be reimbursed directly to the participating business. Employer may use the state income tax withholding credits for up to ten years or until the loan is repaid, or the self-financing or grant obligations have been met, whichever comes first.

Between 1994 and 2003, approximately 12,626 new positions have been created through 134 North Dakota New Jobs Training projects. During this same time period, the North Dakota State Tax Department has issued \$7.05 million in North Dakota state income tax withholding credits to employers.

Job Service North Dakota  
North Dakota New Jobs Creation Program  
1000 E. Divide Avenue  
PO Box 5507  
Bismarck, North Dakota 58506-5507  
Telephone: (701) 328-3358  
Fax: (701) 328-4894  
TTY: (800) 366-6888



## New Jobs Training Program, Projected New Positions; 1994 – 2003



### Comment

These figures represent the projected number of new positions to be created by employers who enter into New Jobs Training Agreements with Job Service North Dakota. The actual number of new positions created can fluctuate. During the life of an agreement, amendments to the agreement can increase or decrease the projected number of new positions.

Employers report the actual number of new positions filled each quarter when they claim their North Dakota income tax withholding credit from the North Dakota State Tax Department. Since North Dakota state income tax is not normally

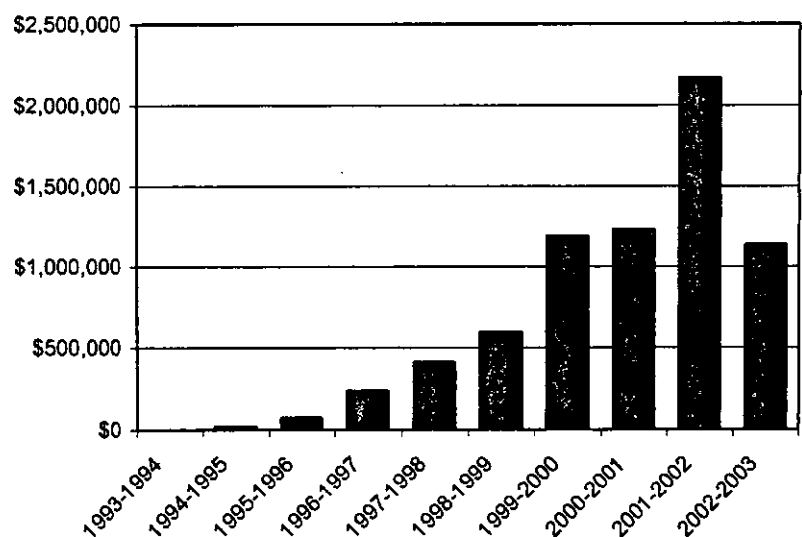
withheld from the payroll of out-of-state residents, employers are not allowed to claim a credit for positions filled by out-of-state residents.

## New Jobs Training Program, Tax Credits Claimed by Employers; July 1, 1993 to June 30, 2003

### Comment

The amount of state income tax withholding credit available to an employer is based on the following criteria:

- The number of permanent, full-time new positions created.
- The wage rate paid to individuals filling new positions.
- An income tax withholding rate provided by the ND State Tax Department is applied to the actual annual salary of the new jobs being created.
- The ND income tax-withholding rate is applied to the annual gross wages of the new jobs created, and is then multiplied by the number of new positions in each pay category.
- This figure is then multiplied by 10 (the maximum number of years of the program) to establish the maximum state income tax withholding credit available under a ND New Jobs Training Program.



Under a ND New Jobs Training agreement, an employer has up to 10 years from the effective date of the agreement to claim the North Dakota income tax withholding credit. Employers claim their income tax withholding credits through filing quarterly reports with the ND State Tax Department. From 1994-2003, the ND State Tax Department has issued income tax withholding credits totaling \$7.05 million to employers. For this same time frame, \$16.1 million has been projected to be available to employers participating in the North Dakota New Jobs Training Program. In some cases, employers will not claim their full projected income tax withholding credit. This can occur when the employer falls short on the projected number of new positions created, the employer fails to file required documents, or upon the early termination of a New Jobs Training agreement.

# North Dakota's Workforce Investment Act

Negotiated Performance Measures Summary

For Program Years 2002 and 2003

**WORKFORCE INVESTMENT ACT**  
**Negotiated Performance Measures Summary**  
**For Program Years 2002 and 2003**

Program Year 2002			Program Year 2003			Program Year 2004
Negotiated	Actual	Level Achieved	Negotiated	Actual	Level Achieved	Negotiated

**Adult Program Results At-A-Glance**

Exit Period Covered by Measures: Oct 01 to Sept 02

Entered Employment Rate <sup>1</sup>	72.0%	77.2%	107.2%	72.0%	72.4%	100.6%	72.5%
Employment Retention Rate <sup>2</sup>	83.0%	77.8%	93.7%	83.0%	85.0%	102.4%	84.0%
Average Earnings Change <sup>2</sup>	\$2,816.00	\$2,297.00	81.6%	\$2218.00	\$2251.00	101.5%	\$2,240.00
Employment & Credential Rate <sup>1</sup>	47.0%	56.4%	120.0%	47.5%	54.7%	115.2%	48.0%
<b>Average</b>	100.0%		100.6%	100.0%		104.9%	

**Dislocated Worker Program Results At-A-Glance**

Exit Period Covered by Measures: Oct 01 to Sept 02

Entered Employment Rate <sup>1</sup>	79.0%	86.7%	109.7%	78.0%	82.5%	105.8%	78.5%
Employment Retention Rate <sup>2</sup>	90.0%	85.8%	95.3%	86.0%	93.5%	108.7%	87.0%
Earnings Replacement Rate <sup>2</sup>	94.0%	107.1%	113.9%	96.0%	101.0%	105.2%	86.0%
Employment & Credential Rate <sup>1</sup>	48.0%	58.9%	122.7%	49.0%	63.4%	129.4%	49.0%
<b>Average</b>	100.0%		110.4%	100.0%		112.3%	

**Older Youth Results At-A-Glance**

Exit Period Covered by Measures: Oct 01 to Sep 02

Entered Employment Rate <sup>1</sup>	62.0%	71.7%	115.6%	63.5%	81.2%	127.9%	64.5%
Employment Retention Rate <sup>2</sup>	78.0%	75.5%	96.8%	79.0%	85.9%	108.7%	80.0%
Average Earnings Change <sup>2</sup>	\$3,321.00	\$2,815.00	84.8%	\$2,529.00	\$2,529.00	100.0%	\$2,542.00
Employment & Credential Rate <sup>1</sup>	38.0%	39.0%	102.6%	38.0%	42.3%	111.3%	39.0%

**Younger Youth Results At-A-Glance**

Exit Period Covered by Measures: July 02 to Jun 03

Skill Attainment Rate <sup>3</sup>	68.0%	63.8%	93.8%	69.0%	71.9%	104.2%	70.0%
Diploma or Equivalent Attainment <sup>3</sup>	57.0%	68.1%	119.5%	62.0%	75.0%	121.0%	63.0%
Retention Rate <sup>4, 2</sup>	74.0%	68.3%	92.3%	67.0%	74.7%	111.5%	68.0%
<b>Total Youth Average</b>	100.0%		100.8%	100.0%		112.1%	

**Customer Satisfaction**

Exit Period Covered by Measures: July 02 to Jun 03

Participant Satisfaction <sup>5</sup>	66.0%	81.9%	124.1%	77.0%	81.4%	105.7%	78.0%
Employer Satisfaction <sup>5</sup>	64.0%	82.1%	128.3%	76.0%	81.1%	106.7%	77.0%
<b>Average</b>	100.0%		126.2%	100.0%		106.2%	

1. PY 03 Exit Period Covered – October 02 to September 03

2. PY 03 Exit Period Covered – April 02 to March 03

3. PY 03 Exit Period Covered – April 03 to March 04

4. PY 02 Exit Period Covered – October 01 to September 02

5. PY 03 Exit Period Covered – January 03 to December 03

Performance Measures are calculated as follows:

**Adult Entered Employment Rate**

*Of those who are not employed at registration:*

# of adults who have entered employment by the end of the 1<sup>st</sup> Qtr. after exit

---

# of adults who exit during the quarter

**Adult Employment Retention Rate**

*Of those who are employed at registration or in 1<sup>st</sup> Qtr. after exit:*

# of adults who are employed in 3<sup>rd</sup> Qtr. after exit

---

# of adults who exit during the quarter

**Adult Earnings Change**

*Of those who are employed at registration or in 1<sup>st</sup> Qtr. after exit:*

[Total Post-Program Earnings (earnings in Qtr 2 + Qtr 3 after exit)] - [Pre-Program Earnings (earnings in Qtrs 2 + 3 prior to registration)]

---

# of adults who exit during the quarter

**Adult Employment and Credential Rate**

*Of those enrolled in training:*

# of adults who were employed in the 1<sup>st</sup> Qtr. after exit and received a credential by the end of 3rd quarter after exit

---

# of adults who exited services during the quarter

*Dislocated Worker Measures*

**Dislocated Worker Entered Employment Rate**

# of dislocated workers who have entered employment by the 1<sup>st</sup> Qtr. after exit

---

# of dislocated workers who exit during the quarter

**Dislocated Worker Retention Rate**

*Of those who are employed in the 1<sup>st</sup> Qtr. after exit:*

# of dislocated workers who are employed in 3<sup>rd</sup> Qtr. after exit

---

# of dislocated workers who exit during the quarter

**Dislocated Worker Earnings Replacement Rate**

*Of those who are employed in the 1<sup>st</sup> Qtr. after exit:*

Total Post-Program Earnings (earnings in Qtr 2 + Qtr 3 after exit)

---

Pre-Dislocation Earnings (earnings in Qtrs 2 + 3 prior to dislocation)

(For dislocated workers with no date of dislocation, Qtrs. 3 + 4 prior to registration will be used)

**Dislocated Worker Employment and Credential Rate**

*Of those enrolled in training:*

# of dislocated workers who were employed in the 1<sup>st</sup> quarter after exit and received credential by the end of 3rd quarter after exit

---

# of dislocated workers who exit during the quarter

*Older Youth (19-21 years old) Measures*

**Older Youth Entered Employment Rate**

*Of those who are not employed at registration and do not move on to post-secondary education or advanced training:*

# of older youth who have entered employment by the end of the 1<sup>st</sup> Qtr. after exit

---

# of older youth who exit during the quarter

**Older Youth Employment Retention Rate**

*Of those who are employed at registration or in 1<sup>st</sup> Qtr. after exit and who do not move on to post-secondary education or advanced training:*

# of older youth who are employed in 3<sup>rd</sup> Qtr. after exit

---

# of older youth who exit during the quarter

**Older Youth Earnings Gain Rate**

*Of those who are employed at registration or in 1<sup>st</sup> Qtr. after exit and who do not move on to post-secondary education or advanced training:*

[Total Post-Program Earnings (earnings in Qtr 2 + Qtr 3 after exit)] - [Pre-Program Earnings (earnings in Qtrs 2 + 3 prior to registration)]

---

# of older youth who exit during the quarter

**Older Youth Credential Rate**

# of older youth who were in employment/post-secondary education/advanced training by the end of the first Qtr. after exit and received a credential by the end of 3rd Qtr. after exit

---

# of older youth who exited during the quarter

*Younger Youth (14-18 years old) Measures*

**Younger Youth Skill Attainment Rate**

Total # of attained basic skills + # of attained WR skills + # of attained Occ. skills

---

Total # of basic skills goals + # of WR skills goals + # of Occ. skills goals

**Younger Youth Diploma or Equivalent Attainment Rate**

*Of those who register without a diploma or equivalent:*

# who attained secondary school diploma or equivalent during the quarter

---

# who did not attain diploma/equivalent and who exited during the quarter (except those still in secondary school)  
+ # who have attained diploma/equivalent during the quarter

**Younger Youth Retention Rate**

# of participants found in one of the following in the 3<sup>rd</sup> Qtr. after exit:

- post secondary education
- advanced training
- employment
- military service
- qualified apprenticeships

---

# of younger youth who exited during the quarter (except those still in secondary school)

**Customer Satisfaction**

To meet the customer satisfaction measurement requirements of WIA, the Department will use customer satisfaction surveys. The Department will use the American Customer Satisfaction Index (ACSI) that is the most widely used index currently in practice. The ACSI is a single score created by combining scores from three specific questions that address different dimensions of customers' experience.

# *Work First*



Connecting  
Skilled &  
Experienced  
Workers

*with Business*

---

## FOREWORD

Job Service is experiencing decreasing resources while customer needs are constant or increasing, and the agency's Planning and Policy Team recognizes that action is needed to launch a significant reemployment effort. We believe that if legislators invest in this reemployment activity, a positive impact to the Unemployment Insurance Trust Fund can be realized through a combination of administrative improvements and increased business and job seeker customer services. In addition to the anticipated savings to the UI Trust Fund, the project will result in increased General Fund revenues through the added income and sales tax payments generated due to the employment of UI claimants who will receive paychecks earlier. Savings to the UI Trust Fund will result in a positive UI tax rate for North Dakota businesses. The project will demonstrate the economic impact from the work done to involve businesses to reemploy claimants.

## **Work First: Connecting Skilled and Experienced Workers With Business**

### **History**

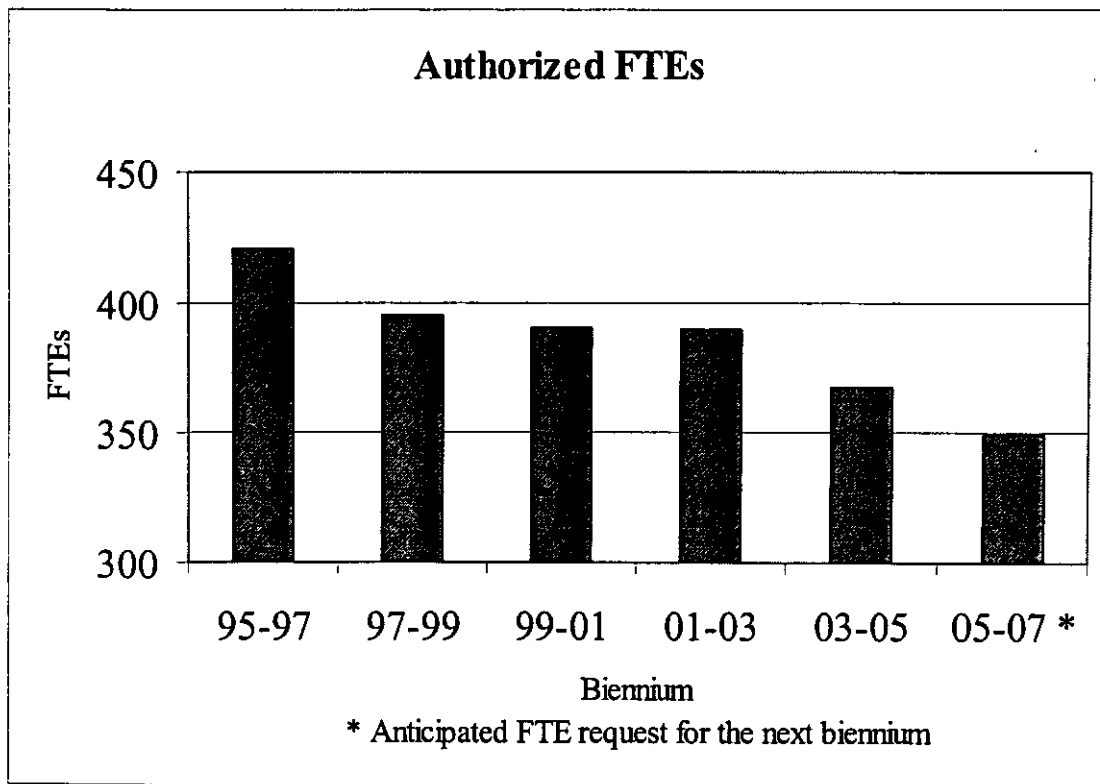
Job Service North Dakota is primarily a federally-funded, state agency responsible for administering federal and state workforce programs, such as Unemployment Insurance, Wagner-Peyser labor exchange services, and the Workforce Investment Act. Job Service contracts with the Department of Human Services to provide workforce services for Temporary Assistance for Needy Families (TANF) clients. Other programs are administered to provide labor market information, certify alien workers, and help workers displaced through foreign competition find new employment. Job Service collects unemployment insurance taxes, processes and pays unemployment insurance benefits to claimants, and helps claimants become reemployed, businesses find workers, job seekers find jobs, and workers improve their skills to meet ever-changing job needs.

The first labor exchange services were funded in the early 1900s to meet significant national employment needs. Unemployment Insurance has its roots in the Social Security Act of 1935 as part of an employment security system designed to provide an economic safety net during the height of the Depression. Since then, other programs have been created to help businesses find the skilled and experienced workers they need. Job Service has been at the center of helping businesses meet these needs through the efforts of its well-trained and experienced staff.

### **Background**

Funding for Wagner-Peyser, which in part provides reemployment services for claimants, has remained flat for more than a decade. Flat funding is effectively declining funding given the increasing cost of labor and investment in technology. The President's Workforce Investment Act (WIA) reform proposal calls for consolidating the Wagner-Peyser program and the WIA youth, adult, and dislocated worker programs into a single funding source. Program resources are expected to decline nationally due to an anticipated savings in program administrative costs. In North Dakota, since the programs are already consolidated, the savings would be minimal at best. The net effect of continued program funding reductions will be to reduce Job Service's efforts to reemploy claimants. The bar graph on the following page illustrates the reduction in the Job Service staffing pattern since the 1995-1997 biennium:





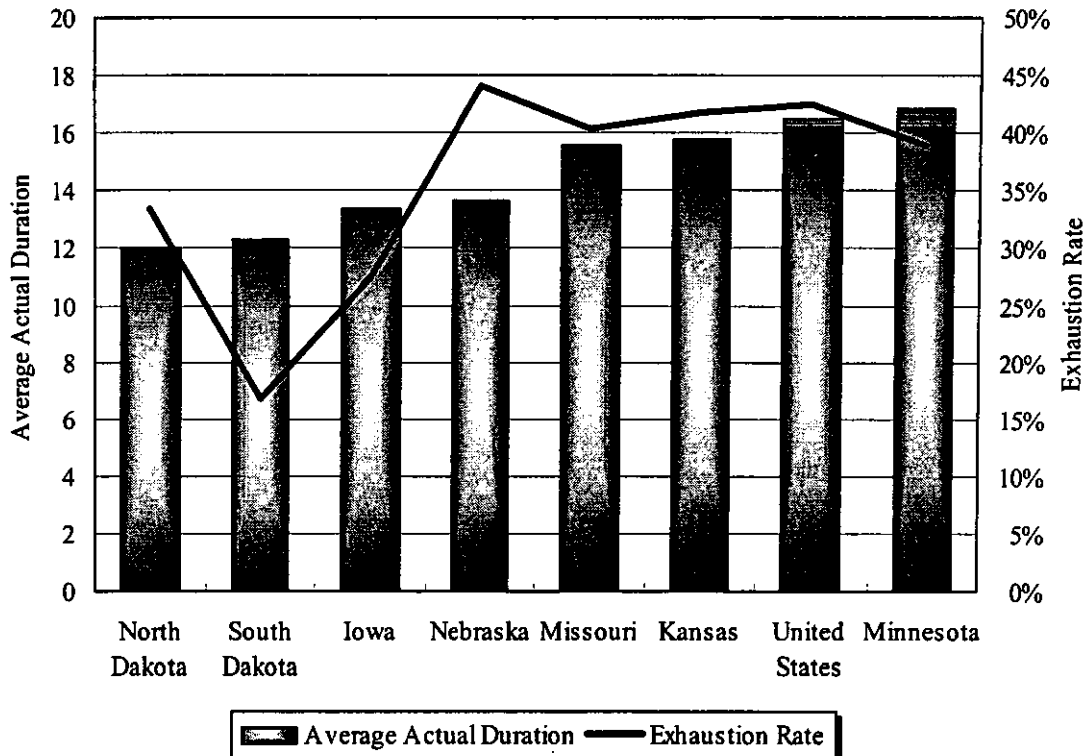
Job Service North Dakota has made critical investments in technology to meet increasing customer needs in the face of declining fiscal and staff resources. Although some technology grants have been received, the major portion of technology improvements have been funded from existing agency resources. In general, the federal government does not separately fund technology development.

#### **Statement of Need**

At the same time, claimant reemployment needs are increasing. Skills needed in the job market are constantly changing and businesses require a more rapid response at finding and training workers. Job Service's experienced and skilled staff members bridge the gap between businesses and claimants.

Statistics demonstrate that Job Service North Dakota is a consistently high-performing state. National Unemployment Insurance (UI) performance standards consistently show North Dakota to be among the top three states in the nation in meeting the performance measures of the Unemployment Insurance program. North Dakota claimants return to work four and one-half weeks sooner than the national average, and exhaust benefits at significantly less than the national average. The graphic below compares North Dakota's exhaustion rate and average annual claim duration to comparable data from the nation and selected states.

**Average Actual Duration & Exhaustion Rate**



**Average Actual Duration and Exhaustion Rate Table**

	North Dakota	South Dakota	Iowa	Nebraska	Missouri	Kansas	United States	Minnesota
Average Actual Duration	12.0	12.3	13.4	13.7	15.6	15.8	16.5	16.9
Exhaustion Rate	33.4%	16.7%	27.4%	44.1%	40.4%	41.9%	42.5%	39.0%

Job Service North Dakota believes, however, that improvements can be made to reemploy claimants even faster, and will take the lead to make that happen. However, current resources are not sufficient to bring about the needed improvements.

## **Purpose**

The purpose of the project is to have a positive bottom-line impact on the Trust Fund and unemployment insurance taxes by evaluating and improving the effectiveness of claimant return to work strategies and business account management strategies.

The project will:

- Implement and measure selected reemployment practices that will generate a positive return-on-investment and motivate and assist claimants to return to work earlier.
- Assess the impact of existing legislation and regulation on claimant return to work rates and make recommendations for legislative changes, if needed.
- Serve as a catalyst to connect skilled workers with business needs.

## **National Funding (Reed Act)**

As part of an economic stimulus legislation package in March 2002, the federal government distributed \$8 billion to the states to be used for unemployment insurance (UI) programs. This money comes from the trust funds created by the Federal Unemployment Tax Act (FUTA).

Pursuant to the Reed Act, a portion of the taxes collected is intended to be returned to the states to be used for purposes related to the Unemployment Insurance or Wagner-Peyser programs. However, Congress has limited distributions from that portion to keep the deficit down. Thus, the portion of the FUTA federal trust funds available for distribution to the States has ballooned in recent years.

With the recent recession, Congress decided to make a large, lump-sum Reed Act distribution to the states. North Dakota received \$15.2 million dollars in this distribution.

Reed Act funds are distributed to the States for paying benefits, or, with specific legislative appropriation, can be used for improving Unemployment Insurance and Wagner-Peyser employment services. Job Service North Dakota believes there is now an opportunity to use these funds for service improvement purposes.

## **Job Service North Dakota Mission and Philosophy**

Job Service North Dakota strives to sustain and grow the economy of North Dakota by providing customer-focused services to meet the current and emerging workforce needs of the state. This is accomplished through the many programs and services provided to the businesses and citizens of North Dakota. A year ago Job Service North Dakota adopted a new customer service model.

The basic tenets of this model are:

- ❑ Job Service recognizes the workforce investment system, including unemployment insurance, as an economic development system with social benefits, and not as a social services system with economic benefits.
- ❑ North Dakota businesses are the primary customers of workforce services, providers of training, and leaders and policy setters in the management of local workforce programs.
- ❑ Job Service is a demand-driven system. Businesses create jobs; Job Service meets their demands by providing skilled workers to fill those jobs quickly.

#### **Pilot Sites and Baseline Services**

The study and control sites will be located in Minot, Bismarck, Fargo, and Grand Forks Customer Service Offices. These sites account for 60 percent of the total statewide claimant base. The study group will be identified by the last digit of the claimant's social security number.

Job Service provides a baseline array of services for individuals receiving unemployment insurance benefits. It is funded by the resources received from FUTA and Wagner-Peyser funds. For purposes of this project, Job Service will establish a study group and a control group. The study group will receive baseline services plus the additional services detailed in this project proposal for comparison with the control group that will continue to receive baseline services. Baseline services are:

- Orientation to reemployment program (group or one-on-one)
- One-on-one assessment,
- Development of employment plans,
- Periodic reemployment reviews (at least every 4 weeks)

#### **Scope of Project**

In preparation for describing the scope of this project, the project team attended a national conference and reviewed the literature on reemployment practices. The most persuasive national studies have demonstrated that by utilizing early intervention coupled with progressive services, a reduction in the average duration and exhaustion rates for claimants can be realized. This will result in reductions in benefit expenditures from the UI Trust Fund. The project emulates best practices to build on proven results from other states.

The additional resources proposed for this pilot project will provide intensive services which cannot, given the constrained resources, now be provided.

### **Project Initial Activities**

Upon notification of a claim filed by a member of the study group, a reemployment specialist will immediately initiate contact to begin the reemployment process. During the initial contact the claimant will be oriented on the temporary nature of unemployment benefits, scheduled for an early face-to-face appointment, and required to complete at least one on-line resume within five days of filing the initial claim. Claimants market themselves and make themselves available to the largest number of businesses seeking workers through completion of on-line resumes.

### **Employability Skills Development**

Study group claimants will be required to participate in a successive series of workshops and seminars that build upon the employability skills learned in the previous workshops. Workshops and seminars having the goal of rapid employment of the claimants will stress the "better off working" (Work First) philosophy. Claimants will develop skills that help them identify barriers to employment, identify and improve their skills, and end a continuous pattern of repeated unemployment.

The subject matter of these workshops will include, but not be limited to, dealing with loss of employment; unemployment benefits as temporary subsistence while securing new employment; an emphasis on a "better off working" philosophy; motivation; the job application; basic employability skills presentations modeled after jobs in the labor market; making effective use of on-line means of securing employment; developing effective resumes; making well informed job choices; and overall job readiness preparations.

Reemployment specialists will see the study group claimants in person at least every ten days. The interview will include: a review and discussion of progress to achieve employability goals; action taken by the claimant to overcome any identified employment obstacles; a review of the results of the claimant's job contacts made since the last review; and a review of continued eligibility for UI benefits. The reemployment specialist will coach and counsel the claimant on job search activities during each of the subsequent visits.

During each successive interview the reemployment specialist will utilize professional judgment and knowledge of labor conditions to determine the availability and suitability of work for the claimant.

## **Verifications**

Due primarily to the seasonality of labor conditions in North Dakota 64 percent of the claimant population are categorized as returning to their previous employer. A random sample of those claimants will be verified for both job attachment and expected duration of unemployment. Claimants with excessive projected periods of unemployment and those who are found not to be returning to their previous employers will be required to participate in reemployment activities, including participation in the study group if selected.

A number of participation requirements will be imposed upon study group claimants during the period of unemployment. Failure to meet these requirements will result in loss of weekly benefits during each week in which the failure(s) occurs. The "Work First" project will verify a sample of the required job contacts made by study group claimants. If the employer denies that the job contact was made, Job Service staff will stop payment of benefits to that claimant, until a substitute job contact is reported. These actions can be appealed by the claimant.

## **Connecting with Businesses**

In keeping with the basic tenet that business is the primary customer of workforce services, Job Service partners with business to provide a well-qualified workforce.

While in contact with business, Business Service consultants market and promote claimants as an excellent source of ready-to-work, well-qualified workers. Job Service is the first to know when skilled, experienced workers become available through layoff. Special emphasis will be placed on introducing study group claimants to the Business Service consultants in the project sites. Business service consultants will promote hiring of well-qualified claimants as economically valuable to those businesses.

Communication of initiatives, progress, and results to customers and Job Service staff is vital to the success of the project. Customers include businesses, claimants, workforce partners, and legislators.

A marketing presentation promoting the full array of solutions and benefits to businesses will be developed by Business Service consultants and delivered to customers. Communication efforts will be accomplished through visits to businesses and presentations to community service clubs, professional organizations, Chambers of Commerce, the Workforce Investment Board, and legislators.

## Project Risks

While the risk of not meeting desired outcomes is inherent in a pilot project, additional risks have been identified that could cause the desired outcomes not to be achieved or skew the results so that the project outcomes could not be evaluated. A Risk Matrix describing the identified risks and mitigation strategies is set out below:

Risk Event	Risk Probability	Risk Impact	Mitigation	Corrective Action	Responsible Individuals
Cost/Time overruns	Low	Medium	Prepare solid budget and let all project participants know its parameters. Monitored by Project Team Leaders	Project Team will adjust the scope of the project to stay within the budget	Project Team Leaders
Loss of key project personnel.	Low	Medium	Project Team is fully knowledgeable about all aspects of the project and thus able to fill in for other team members	Assign key staff responsibilities to other project team member(s)	Project Team Leaders
Inability to serve all study group participants with project resources.	Low	High	Monitored by Project Team Leaders	Expand scope of project, keeping accurate accounting of the additional costs.	Project Team Leaders
Study group participants object to participation.	Low	Medium	Seek legislative approval of the denomination of a study group.	Adequately explain the purpose and intent of the project to convince participant of value of participating.	Project Team and CSO Managers
Technology Changes / Issues, System Down, Hardware Failure	Low	Medium	Monitor by IT and Project Team Leaders.	Repair and restart the system. Delay change in technology until project is over if risk of problems is too high.	JSND IT ; Project Team Leaders.
Project activities are not common at all project sites, thus limiting the ability to understand the cause of the final outcome.	Medium	High	Monitoring by Project Team and CSO Managers.	Possible delay of project while practices are brought into sync.	Project Team Leaders.
Downturn in the State's economy or the economy at a project site.	Low	High	Project has a control group which should equally reflect the impact of significant economic changes.	May be beyond the control of JSND – Statewide economic development will help prevent.	Economic Development system.
Employers objecting to project verification activities.	Low	Low	Communicate with employers in advance regarding the coming verification activities and the reasons for them.	Communicate with objecting employers explaining the project's goals and objectives.	Project Team.

## Outcomes

The major project outcomes desired of this study are:

1. Quantifiable savings to the UI Trust Fund attributable to this project.
2. To generate an increase in wages earned.
3. To document customer satisfaction of business and job seeker customers as evidenced by positive testimonials.

## Performance Measures

The following assumptions are used in the study:

- 17,417.....Total claimants for 12 months (May 2003 to April 2004)
- 10,384.....Number of claimants in the study sites.
- 6,357.....Number of claimants statewide that are not returning to their previous employer.
- 3,687 .....Number of claimants in study sites that are not returning to their previous employer.
- 1,078.....Number of claimants in the bullet above whose SSNs end in 3, 5, or 9.
- \$222.30.....Average Weekly Benefit Amount (AWBA)
- \$523.42.....Average Weekly Wage for ND Workers During 2003

**1) UI Trust Fund Savings for Study Group**

If a reduction of one week in claim duration is achieved, \$240,000 will be saved in the Trust Fund. This is obtained by multiplying the average weekly benefit amount by the number of claimants in the study ( $\$222.30 \times 1,078$ .)

**2) UI Trust Fund Savings for All Claimants Statewide Who Are Not Returning to Their Previous Employer**

If a reduction of one week in claim duration is achieved for all claimants in the state who are not returning to their previous employer, \$1,400,000 in savings to the Trust Fund would be realized ( $\$222.30 \times 6,357$ .)

**3) Projected Wages Generated Statewide for Study Group**

If a reduction of one week is achieved in claim duration, \$564,000 in wages will be generated. This is obtained by multiplying the average weekly wage in ND by the number claimants in the study ( $\$523.42 \times 1,078$ .)



4) **Projected Wages Generated Statewide for All Claimants Who Are Not Returning to Their Previous Employer**

If a reduction of one week is achieved in claim duration, \$3,300,000 in wages will be generated statewide for all claimants who are not returning to their previous employer. This is obtained by multiplying the average weekly wage in ND by the number claimants statewide (\$523.42 x 6,357.)

5) **Customer Satisfaction** will result from claimants returning to work sooner. Customers will also benefit from a savings to the trust fund, increased earnings, and a reduction in duration of unemployment. Job Service North Dakota staff will solicit testimonials from claimants and business customers impacted as a result of return to work activities. The testimonials will be included in the final report of the project.

**Timelines**

- A. Develop and approve the program goals, design, and funding requirements by June 30, 2004.
- B. Request a UI Trust Fund Reed Act funds appropriation from the 2005 Legislature.
- C. Implement and conduct the program between July 1, 2005 and June 30, 2006.
- D. Evaluate program results by July 31, 2006.
- E. Final report to 2007 Legislature.

**Work First**  
**7/1/2005 - 06/30/2006**  
**Job Service North Dakota**

**A. DIRECT COSTS:**

1. Staff Salaries	-----	\$	149,160
2. Fringe Benefits for Staff (BARS - 10% benefit rate)	-----	\$	14,916
3. Staff Travel and Per Diem	-----	\$	2,500
4. Consultant Fees	-----	\$	-
5. Consultant Travel and Per Diem	-----	\$	-

6. Rent (Office Space)

Total No. Square Feet	Cost Per Month (include utilities and custodial services)*	% of Time Space is Used by Project Staff	No. of Months	Duration of Lease
(1)	(2)	(3)	(4)	(5)
				From To

\*Check items below included in rent. IF NOT INCLUDED, SHOW ESTIMATED COST PER YEAR

<input type="checkbox"/> a. Heat	-----	\$	-
<input type="checkbox"/> b. Light	-----	\$	-
<input type="checkbox"/> c. Water	-----	\$	-
<input type="checkbox"/> d. Janitorial and Maintenance Services	-----	\$	-
TOTAL RENT COST PER YEAR (Plus Utilities) (Budget Item A.6) > \$			

7. Insurance

Liability Amount (Coverage Amount)	Cost for Duration of Contract	**Covers damage done to other persons or to property other than that of contractor
\$ -	\$ -	

8. Bonding

Fidelity Bond (Coverage Amount)	Number of Staffmembers Covered	Cost for Duration of Contract >	\$
\$ 100,000	Blanket Bond		-

9. Advertising - Media Campaign	-----	\$	-
10. Communications	-----	\$	-
a. Telephone	-----	\$	-
b. Telegraph	-----	\$	-
c. Postage	-----	\$	-
11. Equipment	-----	\$	-
12. Training Materials and Supplies	-----	\$	-
13. Printing - Handouts for Group Presentation	-----	\$	-
14. Program Payments - Training and Support	-----	\$	-
15. Subcontract Costs	-----	\$	-
16. Staff Training	-----	\$	-
	-----	\$	-
TOTAL ESTIMATED DIRECT COSTS > \$			

166,576

**B. OVERHEAD AND INDIRECT COSTS:**

1. Overhead (Grant J996) at	11.45	% of	\$ 149,160	\$	17,077
2. Indirect (G&A) (Grant J997) at	14.65	% of	\$ 149,160	\$	21,852
3. Indirect Information Technology (Grant J998) at	21.84	% of	\$ 149,160	\$	32,577
4. Indirect Business Support (Grant J999) at	4.86	% of	\$ 149,160	\$	7,249
5. Indirect Severance/Term. Leave (Grant J995) at	3.13	% of	\$ 149,160	\$	4,669
TOTAL ESTIMATED INDIRECT COSTS > \$					

83,424

**C. TOTAL ESTIMATED DIRECT AND INDIRECT COSTS**

**D. FIXED FEE**

**E. TOTAL ESTIMATED COST INCLUDING FIXED FEE (if applicable)**

\$ 250,000

\$ -

\$ 250,000

---

**Continuing Appropriations Narrative**

00380 JOB SERVICE NORTH DAKOTA

Page 1 of 1

Date:

12/14/2004

Time: 13:44:33

Version 2005B0100380

Project 1 Federal Advance Interest Repayment

---

**CONTINUING APPROPRIATION JUSTIFICATION**

The Federal Advance Interest Repayment Account contains the penalty and interest revenue collected on delinquent Unemployment Insurance contribution reports. These revenues are used to pay any interest due on federal and nonfederal obligations of the Unemployment Insurance Trust fund. In addition, North Dakota Century Code 52-04-22 authorizes specific other purposes for which these revenues may be expended.

Session 2005B0100380 Number 1

Description Federal Advance Interest Repayment

Statutory authority 52-04-22

Special fund number and name Federal Advance Interest Repayment Fund

	Actual 1999-2001	Actual 2001-03	2003-05 As Of 3/31/04	Estimated 2003-05	Estimated 2005-07
Beginning balance	1,883,075	1,413,012	1,346,355	1,346,355	1,302,940
Revenues	607,479	495,738	173,609	555,290	557,018
Total available	2,490,554	1,908,750	1,519,964	1,901,645	1,859,958
Expenditures	1,077,542	562,395	99,584	598,705	327,040
Ending balance	1,413,012	1,346,355	1,420,380	1,302,940	1,532,918

Use the narrative button to explain the justification for continuing the statutory authority for this continuing appropriation.

---

**Continuing Appropriations Narrative**

00380 JOB SERVICE NORTH DAKOTA

Page 1 of 1

Date:

Version 2005B0100380

12/14/2004

Time: 13:45:02

Project 2 Unemployment Insurance Trust Fund

---

**CONTINUING APPROPRIATION JUSTIFICATION**

The purpose of the Unemployment Compensation Fund is to collect employer taxes and pay state unemployment benefits. In addition, any federally authorized unemployment benefit program administered by Job Service uses this fund for the federal revenue and federal benefit expenses.

Number 2005B0100380 Number 2

Description Unemployment Insurance Trust Fund

Statutory authority 52-03-04

Special fund number and name Unemployment Compensation Fund

	Actual 1999-2001	Actual 2001-03	2003-05 As Of 3/31/04	Estimated 2003-05	Estimated 2005-07
Beginning balance	31,109,808	33,512,220	54,421,960	54,421,960	64,546,074
Revenues	88,302,044	128,148,500	27,071,169	111,200,367	122,710,000
Total available	119,411,852	161,660,720	81,493,129	165,622,327	187,256,074
Expenditures	85,899,632	107,238,760	39,489,037	101,076,253	123,391,431
Ending balance	33,512,220	54,421,960	42,004,092	64,546,074	63,864,643

Use the narrative button to explain the justification for continuing the statutory authority for this continuing appropriation.

---

**Continuing Appropriations Narrative****00380 JOB SERVICE NORTH DAKOTA****Version 2005B0100380****Project 3 Job Task Analysis**

---

**Page 1 of 1****Date:**

12/14/2004

**Time: 13:45:35****CONTINUING APPROPRIATION JUSTIFICATION**

Job Service North Dakota provides job task analysis services to employers that request such services. Fees collected for providing such services are used to pay the expenses related to the activity.

n 2005B0100380
 Number 3
 Description Job Task Analysis
 Statutory authority 52-08-13
 Special fund number and name Job Task Analysis

	Actual 1999-2001	Actual 2001-03	2003-05 As Of 3/31/04	Estimated 2003-05	Estimated 2005-07
Beginning balance	0	0	0	0	0
Revenues	0	11,109	3,248	0	0
Total available	0	11,109	3,248	0	0
Expenditures	0	11,109	3,248	0	0
Ending balance	0	0	0	0	0

Use the narrative button to explain the justification for continuing the statutory authority for this continuing appropriation.



Maren Daley, Executive Director  
Job Service North Dakota

Handout #51-2  
Job Service  
North Dakota

3-21-05

SB2016

Rep Wald

SB 2016**Fax****To:** Rep. Frank Wald**From:** Maren Daley, JSND**Fax:** 328-1271**Pages:** 1**Phone:** 328-2836**Date:** 3/9/2005**Re:** Workforce 2000 biennial funding levels**CC:** [Click here and type name]☐ Urgent☒ For Review☐ Please Comment☐ Please Reply☐ Please Recycle**• Comments:** Prior biennium funding levels for Workforce 2000:

1991-1993 \$74,731

1993-1995 \$185,000

1995-1997 \$1,500,000

1997-1999 \$1,850,734

1999-2001 \$1,250,676

2001-2003 \$2,100,356

2003-2005 \$1,250,300