



# North Dakota Legislative Council

Prepared for the Legislative Task Force  
on Government Efficiency  
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## WORKFORCE PROGRAMS SURVEY RESULTS

This memorandum provides information regarding the results of a survey of workforce programs administered by state agencies.

### PROGRAM FUNDING

The following is a summary of program funding reported by state agencies in survey responses:

Agency	2023-25 Biennium				2025-27 Biennium			
	FTE Positions	General Fund Expenditures	Other Funds Expenditures	Total Expenditures	FTE Positions	General Fund Budgeted	Other Funds Budgeted	Total Budgeted
201 - Department of Public Instruction <sup>1</sup>	59.00	\$5,000,000	\$3,086,819	\$8,086,819	59.00	\$5,500,000	\$1,356,564	\$6,856,564
215 - North Dakota University System	31.55	2,500,000	12,540,099	15,040,099	37.55	3,250,000	21,625,325	24,875,325
270 - Department of Career and Technical Education	0.63	3,872,014	96,108,786	99,980,800	0.65	5,250,000	5,710,836	10,960,836
325 - Department of Health and Human Services (DHHS)	90.00	8,603,005	37,222,481	45,825,486	90.00	11,513,673	47,730,060	59,243,733
380 - Job Service North Dakota	84.07	2,369,222	27,698,872	30,068,094	85.07	2,625,190	37,308,594	39,933,784
530 - Department of Corrections and Rehabilitation	31.00	200,000	21,349,943	21,549,943	31.00	200,000	30,782,296	30,982,296
540 - Adjutant General	1.00	183,500	0	183,500	2.00	3,069,102	0	3,069,102
601 - Department of Commerce	7.52	19,474,749	13,946,302	33,421,051	6.25	18,862,637	9,543,422	28,406,059
Total	304.77	\$42,202,490	\$211,953,302	\$254,155,792	311.52	\$50,270,602	\$154,057,097	\$204,327,699

<sup>1</sup>The Department of Public Instruction reported that in addition to the 59 full-time employees included above, an additional 40 part-time employees contribute to workforce-related programs.

### **PROGRAM SIMILARITIES AND AGENCY COLLABORATIONS**

The surveys submitted by state agencies included the following information regarding potential similarities and collaborative efforts among workforce programs administered by other agencies:

1. The Department of Public Instruction reported the agency works with Job Service North Dakota, the Department of Commerce, DHHS, and Workforce Safety and Insurance for adult education and Workforce Innovation and Opportunity Act programs, the Displaced Homemaker Program, and integrated education and training programming.
2. The University System reported no specific organization in North Dakota has this same mission and educational role to provide customized workforce training; however, tuition assistance and wraparound services to participate in TrainND are provided in part by Job Service North Dakota, the Department of Commerce, DHHS' Vocational Rehabilitation, adult learning centers, the Department of Veterans' Affairs, and the University System.
3. Regarding Vocational Rehabilitation programs, DHHS reported Job Service North Dakota also offers Workforce Innovation and Opportunity Act adult and youth services but different requirements surround their services. Participants are co-enrolled when possible and the agency staff collaborate on service funding to avoid duplication of services.
4. Regarding the Supplemental Nutrition Assistance Program (SNAP), DHHS reported similar programs include the Temporary Assistance for Needy Families education and training program, the Parental Responsibility Initiative for the Development of Employment Program, and unemployment compensation registration requirements. These programs satisfy the approved work activity requirements for SNAP participants who are required to participate at least 20 hours per week to continue receiving SNAP benefits beyond 3 months in 36 months.
5. Regarding the Department of Corrections and Rehabilitation's Financial Literacy Program, the department reported the Bank of North Dakota has a similar program offered online. The department currently uses printed materials but hopes to utilize Bank resources in the future.
6. Regarding the Military Ready Program, the Adjutant General reported the Junior Reserve Officer Training Corps Program is similar in that they both contain curriculum on developing character in leadership and the importance of physical fitness. The Adjutant General noted the programs are different in that the Military Ready Program is not specific to the Army and there is curriculum designed to assist students in increasing their Armed Services Vocational Aptitude Battery scores and eligibility requirements for military careers of interest.
7. The Department of Commerce reported that the Office of Management and Budget offers an internal internship program for state agencies to hire interns, which differs from the department's Operation Intern Program that provides incentives for private sector businesses to hire interns in targeted industries in order to fill in-demand occupations in the state.
8. The Department of Commerce reported there are no other similar state programs to the Global Talent Office and that the closest program would be services offered by the Office of Refugee Services within DHHS, which is federally funded and serves a small subset of the immigrant population. The Global Talent Office focuses on recruiting, retaining, and integrating the immigrant population at large to fill jobs in North Dakota.
9. Regarding the Technical Skills Training Grant Program, the Department of Commerce reported the Workforce Education Innovation Fund provided by the University System was created during the 2025 legislative session. This program covers upfront costs for the creation of degree programs aligned with in-demand occupations. The Technical Skills Training Grant Program is designed for new and expanding

accelerated, nondegree training programs that prepare trainees for new jobs. The difference is the Workforce Education Innovation Fund creates degree programs while the Technical Skills Training Grant creates nondegree training programs.

10. House Bill No. 1018 (2019) included a one-time appropriation of \$800,000 from the general fund for a Nonresident Nurse Employment Recruitment Program and required the Department of Commerce to provide up to \$4,000 in incentives for each nonresident licensed nurse who signs a written agreement to work at least 4 years in a North Dakota licensed health care facility. Any licensed health care facility receiving funds from the program was required to provide \$2 of incentive matching funds for each \$1 provided by the department.

The Department of Commerce reported that after implementation of the program, the department learned DHHS has a program that recruits and provides loan forgiveness to registered nurses in the state and those moving to the state.

Funding for the Nonresident Nurse Employment Recruitment Program was continued into the 2021-23 and 2023-25 bienniums, but no additional appropriations were provided for the program.

11. The Indian Affairs Commission reported the agency does not have funding budgeted for direct workforce programs and that the role of the agency is to serve as a liaison between the tribes, tribal members, and the State of North Dakota. The Indian Affairs Commission noted the agency focuses on building partnerships with other agencies and connecting tribal members and nations to existing programs and resources. The Indian Affairs Commission noted agency resources are allocated for contracted services, such as consultants or contractors hired to conduct studies, facilitate requests for proposals, or complete specific project deliverables.