	2023-25 Biennium								2	025-27	Bienniui	n										
No. Agency	Workforce Program Name	Statutory Authority or Other Legislative Authorization	Program Inception Date	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program		from	Actual Expenditures from Federal Funds	Carryover -		Actual Expenditures from 2021-23 Biennium Carryover - Federal Funds	Total Actual Expenditures, Including Funding from Carryover	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Funding Budgeted from the General Fund	Funding Budgeted from Special Funds	Funding Budgeted from Federal Funds	Funding Continued from the 2023-25 Biennium -	Funding Continued from the 2023-25 Biennium - Special Funds	Funding Continued from the 2023-25 Biennium - Federal Funds	Carryover	Total Funding Available for the Biennium, Including Carryover
1 201 - Department of Public Instruction	Adult Education  Workforce Innovation and Opportunity Ad (WIOA) Title II	n-WIOA Title II- Adult Education I and Family ct Literacy Act	1967	59 FT + 40 PT	\$6,287,611	\$5,000,000				\$0	\$0		59 FT + 40 PT	\$3,254,223		_	\$1,134,046	\$0	\$0	\$7,989		
2	Displaced Homemaker Program	NDCC Chapter 14-06.1	HB 1921 (1979)	Reflected above- could add 2 here in place of above	168,011	0	199,609	0	0	0	0		Reflected above- could add 2 here in place of above	117,150	0	160,000	0	0	26,391	0	160,000	186,391
3	Integrated Education and Training Programming		biennium, federal Elementary and		35,672	0	471,862	0	0	0	0	471,862	0.00	0	0	0	0	0	28,138	0	0	28,138
4 215 - North Dakota University System	Skilled Workforce Scholarship (North Dakota Career Builders)	NDCC Section 15-10-38.2	8/1/2019	0.08	11,700	0	1,125,351	0	0	0	0	1,125,351	0.08	11,700	0	0	0	0	3,907,149	0	0	3,907,149
5	Skilled Workforce Loan Repayment (North Dakota Career Builders)	NDCC Section 15-10-38.1	8/1/2019	0.08	11,700	0	700,219	0	0	0	0	700,219	0.08	11,700	0	0	0	0	4,699,781	0	0	4,699,781
6	TrainND	NDCC Sections 52-08-08 through 52-08-11; State Board of Higher Education policy 350.2		31.40	7,262,524	2,500,000	10,600,037	0	0	114,492	0	13,214,529	37.40	8,659,000	3,250,000	13,018,395	0	0	0	0	16,268,395	16,268,395
7	North Dakota University System certificate programs	See program purpose explanation																				
8 270 - Department of Career and Technical Education	TrainND	SB 2019 (2025)	7/1/1999	0.03	9,522	2,500,000	0	473,920	0	0	0	2,973,920	0.05	20,553	3,250,000	250,000	0	0	0	0	3,500,000	3,500,000
9	Work-based Learning Coordinator Grant	SB 2019 (2025)	7/1/2023	0.50	190,444	1,372,014	0	0	0	0	0	1,372,014	0.50	205,534	2,000,000	0	0	0	0	0	2,000,000	2,000,000
10	Career and Technical Education Capital Project	SB 2019 (2025)	7/1/2021	0.10	38,089	0	26,500,000	0	0	0	69,134,866	95,634,866	0.10	41,107	0	0	0	0	0	5,460,836	0	5,460,836
11 325 - Department of Health and Human Services	Vocational Rehabilitation	NDCC Section 50-06.1-17	4/4/1905	86.00	17,253,596	7,024,783	127,621	23,476,545	0	0	0	30,628,949	86.00	20,668,341	8,524,955	1,263,328	32,043,589	0	0	0	41,831,872	41,831,872
12	Supplemental Nutrition Assistance Program (SNAP) Employment & Training (BEST, ND WORKS)	7 CFR 273	8/22/1996	1.00	223,450	100,847	0	1,074,527	0	0	0	1,175,374	1.00	230,168	1,296,038	0	1,500,465	0	0	0	2,796,503	2,796,503

							2023-	25 Bien	nium							2	025-27 I	Bienniu	m			
No. Agency	Workforce Program Name	Statutory Authority or Other Legislative Authorization	Program Inception Date	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Actual Expenditures from the General Fund	from	Actual Expenditures from Federal Funds	from 2021-23 Biennium Carryover -	from 2021-23 Biennium Carryover -	Actual Expenditures from 2021-23 Biennium Carryover - Federal Funds	Expenditures, Including Funding from	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Funding Budgeted from the General Fund	Funding Budgeted from Special Funds	Funding Budgeted from Federal Funds	Funding Continued from the 2023-25 Biennium - General Fund	Funding Continued from the 2023-25 Biennium - Special Funds	Funding Continued from the 2023-25 Biennium - Federal Funds	Total Budgeted Funding, Not Including Carryover Funding	Total Funding Available for the Bienniur Including Carryover
13	Temporary	NDCC Chapter 50-09, 45 CFR Part 260		1.50		0	4,672,207	5,525,625	O O	0	0	10,197,832	1.50		0	6,951,947		0	O O	0	10,328,178	10,328,1
	Loan Repayment Program - Dentists	NDCC Chapter 43-28.1	7/1/1994	0.75	151,723	225,200	336,426	0	0	0	0	561,626	0.75	171,890	225,200	360,000	0	0	0	0	585,200	585,2
15	Loan Repayment Program -	NDCC Chapter 43-29.1	7/1/2008	0.00	0	451,227	0	0	0	0	0	451,227	0.00	0	480,000	0	0	0	0	0	480,000	480,
16	Veterinarian Loan Repayment Program - Health Care Professional	NDCC Chapter 43-12.3	7/1/1994	0.00	0	800,948	175,646	0	0	0	0	976,594	0.00	0	987,480	234,500	0	0	0	0	1,221,980	1,221,
17	Federal State Loan Repayment Program	Federally authorized under the Public Health Service Act, Title III, Section 338I(a)-(i) (42 U.S.C. 254q- 1(a)-(i)). American Rescue Plan Act of 2021 (P.L. 117-2), Section 2602	9/1/1987	0.75	151,723	0	0	1,833,884	0	0	0	1,833,884	0.75	171,890	0	0	2,000,000	0	0	0	2,000,000	2,000,0
Job Service	Workforce Innovation Opportunity Ac (Adult)	WIOA was signed into US Public Law 113- 128, July 2014. US DOL ETA 20CFR 676,677,678 US DOE 34CFR 361,463	7/1/2014	8.19	1,784,261	192,335	0	3,410,785	0	0	2,199,447	5,802,567	8.19	1,940,752	180723	0	4,405,714	0	0	1,329,527	4,586,437	5,915,9
	Workforce Innovation Opportunity Ac (Youth)	WIOA was signed into US Public Law 113-128, July 2014. US DOL ETA 20CFR 676,677,678 US DOE 34CFR 361,463	7/1/2014	8.00	1,704,238	189,286	0	2,541,426	0	0	2,559,485	5,290,197	8.00	1,848,870	173,965	0	4,603,064	0	0	2,101,338	4,777,029	6,878,3
	Workforce Innovation Opportunity Ad (Dislocated Worker)	WIOA was signed into US Public Law 113-128, July 2014. US DOL ETA 20CFR 676,677,678 US DOE 34CFR 361,463	7/1/2014	1.69	419,582	56,908	0	558,159	0	0	368,825	983,892	1.69	443,654	42,211	0	1,925,948	0	0	586,696	1,968,159	2,554,8
			7/1/2014	38.10	8,721,177	999,344	0	4,075,245	0	0	5,809,682	10,884,271	38.10	9,453,747	812,004	0	10,066,076	0	0	6,253,775	10,878,080	17,131,8
	H2A/H2B/ Foreign Labor Certification		1952/H2A	6.00	1,013,524	389,122	0	861,259	0	0	0	1,250,381	7.00	1,406,634	679,838	0	1,041,004	0	0	0	1,720,842	1,720,8

							2023	-25 Bien	nium							2	2025-27	Bienniu	m			
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23	Work Opportunity and Tax		1/1996	0.60		0	0	134,316	0	0	46,980	181,296	0.60	140,932		0	132,000	General Fund	opecial i alias	T cacrair and	145,412	
24	Credits (WOTC) Jobs For Veterans Grant	Public Law 107- 1: 288	1/7/2002	4.50	932,399	0	0	887,936	0	0	253,988	1,141,924	4.50	825,622	83,037	0	973,840	0	0	0	1,056,877	1,056,877
25	(JVSG) Job Opportunity	Contracted with 7/DHHS	/1/1997	5.00	978,716	0	0	1,083,155	0	0	49,885	1,133,040	6.00	1,047,277	0	0	1,084,800	0	0	0	1,084,800	1,084,800
26	and Basic Skills (JOBS) CrossRoads	Contracted with 4	1/2012	0.40	78,297	0	0	115,025	0	0	5,297	120,322	0.40	100,539	0	0	104,141	0	0	0	104,141	104,141
	Employment Program	Contracted with 10 DHHS	0/1/2023	3.10	480,002	0	0	609,004	0	0	0	609,004	2.10	683,461	0	0	620,974	0	0	0	620,974	620,974
28	(NAEP) Job Placement Partnership Program (JP3)	Contracted with 7/DHHS	/1/2023	1.48	340,000	542,227	0	0	0	0	0	542,227	1.48	340,000	640,000	0	0	0	0	0	640,000	640,000
29	Basic Employment Skills Training (BEST)/Cass and Burleigh	Contracted with 7/DHHS	1/2000	0.96	155,845	0	0	200,000	0	0	0	200,000	0.96	107,253	0	0	200,000	0	0	0	200,000	200,000
30	Counties only Parental Responsibility In the Development o Employment (PRIDE)	Contracted with 7/DHHS	1/2004	5.85	966,464	0	0	936,444	0	0	63,337	999,781	5.85	1,271,062	0	0	1,000,000	0	0	0	1,000,000	1,000,000
31	New Jobs Training Program	NDCC Chapter 52-01.1; North Dakota Administrative Code Article 27-04	/1/1998	0.20	46,983	0	48,200	0	0	856,279	24,713	929,192	0.20	43,662	0	48,200	0	0	831,497	0	48,200	879,697
Department of Corrections and	Roughrider Industries	NDCC Chapter 1/ 12-48	/1/1975	30.00	5,481,687	0	21,049,943	0	0	0	0	21,049,943	30.00	5,944,291	0	30,777,846	0	0	C	0	30,777,846	30,777,846
Rehabilitation 33	The Last Mile	6/	17/2020	1.00	64,733	200,000	C	0	0	0	0	200,000	1.00	64,733	200,000	0	0	0	0	0	200,000	200,000
	Occupational Safety and Health Administration (OSHA) 10	4	/4/2019	0.00	0	0	C	0	0	0	0	0	0.00	0	0	2,950	0	0	0	0	2,950	2,950
	ServSafe Food Handler Certification	2/	14/2020	0.00	0	0	C	0	0	0	0	0	0.00	0	0	1,500	0	0	0	0	1,500	1,500
36	Financial Literacy	8/	21/2019	0.00	0	0	C	0	0	0	0	0	0.00	0	0	0	0	0	0	0	0	
	Commercial Driver's License and Crane/Rigger Certification	10	0/1/2022	0.00	0	0	C	300,000	0	0	0	300,000	0.00	0	0	0	0	0	0	0	0	O
	Military Ready Program	HB 1016 (2025) 7/	1/2025	0.00	0	0	0	0	0	0	0	0	1.00	230,000	230,000	C	0	0	C	0	230,000	230,000
General 39	Tuition Assistance Program	HB 1016 (2025) 3/	/1/1985	1.00	183,500	183,500	0	0	0	0	0	183,500	1.00	193,785	193,785	0	0	2,645,317	0	0	193,785	2,839,102
40 601 - Department of	Area Health	SB 2018 (2025) 8/	15/2013	0.05	11,590	443,996	0	0	0	0	0	443,996	0.05	12,737	444,000	(	0	0	C	0	444,000	444,000
	Operation Intern: Continuing Appropriation	SB 2018 (2025) 7/	1/2007	0.50	115,899	0	1,053,712	0	0	0	0	1,053,712	0.75	191,051	3,000,000	0.00	0	0	0	0	3,000,000	3,000,000
42		SB 2018 (2025) 7/	/1/2013	0.15	34,770	459,582	0.00	0	0	0	0	459,582	0.15	38,210	750,000	0.00	0	0	0	0	750,000	750,000

							2023	-25 Bien	nium							2	025-27 I	Bienniui	n			
No. Ager	Workforce Program ncy Name	Statutory Authority or Other Legislative Authorization	Program Inception Date	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Actual Expenditures from the General Fund	from	Actual Expenditures from Federal Funds	Actual Expenditures from 2021-23 Biennium Carryover - General Fund	from 2021-23 Biennium Carryover -	from 2021-23 Biennium Carryover -	Total Actual Expenditures, Including Funding from Carryover	Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Funding Budgeted from the General Fund	Funding Budgeted from Special Funds	Funding Budgeted from	Funding Continued from the 2023-25 Biennium -	Funding Continued from the 2023-25 Biennium -	Funding Continued from the 2023-25 Biennium - Federal Funds	Total Budgeted Funding, Not Including Carryover Funding	Total Funding Available for the Biennium Including Carryover
43	Beyond Visual Line of Sight (BVLOS) Uncrewed Aircraft System (UAS) Training Program - Carryover only		/2021	0.01	2,318	0	0.00		115,153	0	0	115,153	0.00	0	0	0.00			0	0	0	0
44	Find the Good Life - Marketing	HB 1018 (2023) 7/1	/2023	0.05	25,614	4,347,101	0.00	0	0	0	0	4,347,101	0.05	29,230	0	0.00	0	1,652,899	0	0	0	1,652,899
45	Find the Good Life - Programming	HB 1018 (2023) 7/1	/2023	1.00	201,493	916,733	0.00	0	0	0	0	916,733	1.00	229,561	0	0.00	0	5,083,267	0	0	0	5,083,267
46		SB 2018 (2025) 7/1.	/2023	2.00	403,900	693,422	0.00	0	0	0	0	693,422	2.00	491,321	1,000,000	0.00	0	1,306,578	0	0	1,000,000	2,306,578
47	New Americans Workforce Training Grant	HB 1018 (2023) 7/1	/2023	0.25	80,753	270,046	0.00	0	0	0	0	270,046	0.25	96,054	0	0.00	0	1,729,954	0	0	0	1,729,954
48	Regional Workforce Impact Program	SB 2018 (2025) 11/	/15/2021	1.50	289,216	11,737,791	0.00	0	0	0	7,826,406	19,564,197	0.70	143,843		5,000,000.00	0	762,209	0	2,866	5,000,000	5,765,075
49	Technical Skills Training Grant	SB 2018 (2025) 7/2	20/2020	0.50	60,630	185,083	0.00	0	0	0	1,516,931	1,702,014	0.30	61,647	1,000,000	0.00	0	1,825,418	0	1,298,505	1,000,000	4,123,923
50	North Dakota Workforce Innovation	SB 2345 (2021) 11/	/15/2021	0.50	60,630	0	0.00	0	0	0	929,513	929,513	0.00	0	0	0.00	0	0	0	0	0	C
51	Grant AmeriCorps CSG (State Commission on National and Community Service)	SB 2018 (2025) 2/3	3/2002	0.99	279,914	101,842	0.00	181,270	0	0	0	283,112	0.99	315,606	108,312	0.00	235,580	0	0	0	343,892	2 343,892
52	AmeriCorps Investment/ Training	SB 2018 (2025) 2/3	3/2002	0.00	51,464	0	0.00	229,924	0	0	0	229,924	0.00	58,131	0	0.00	406,471	0	0	0	406,471	406,471
53	AmeriCorps Grants	SB 2018 (2025) 2/3	3/2002	0.00	0	0	0.00	2,208,546	0	0	0	2,208,546	0.00	0		0.00	2,600,000	0	0	0	2,600,000	2,600,000
54		HB 1018 (2019) 7/1	/2019	0.01	2,318	0	0.00	0	4,000	0	0	4,000	0.00	0	0	0.00	0	0	0	0	0	0
55	Literacy Grant	SB 2018 (2025) 7/1	/2019	0.01	2,670	200,000	0.00	0	0	0	0	200,000	0.01	3,100	200,000	0.00	0	0	0	0	200,000	200,000

				Program Purpose or Mission		
			No. 1	No. 2 Who Does the Program Serve? Please Provide Information Regarding	No. 3	No. 4
No.	Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	the Number of Individuals or Businesses Served During the 2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
	201 - Department of Public Instruction	Adult Education-Workforce Innovation and Opportunity Act (WIOA) Title II	programs at no cost that help individuals over the age of 16 obtain be academic and educational skills to be productive workers, family member and citizens. The Workforce Innovation and Opportunity Act program where the same continuous statements are not continuous.	have a high school diploma, are mandated by state law, may lack mastery of basic educational skills, and/or can't speak, read, or write the English language. 8 adult learning center main programs, 4 satellites to correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, and corrections sites.  https://insights.nd.gov/Education/State/AdultEd  and  AW-	school diploma, mandated by state law, may lack mastery of be n educational skills; and/or can't speak, read, or write the e English langues, and lawfully present.	Workforce partners are Job Service North Dakota, the Department of asic commerce, the Department of Health and Human Services Vocational Rehabilitation Division, Workforce Safety and Insurance, the Office of Refugee Resettlement, and the Global Talent Office. We collaborate to meet individuals' needs, skill them up, connect them with post-secondary and/or employment opportunities, but we all cover different parts of the services.
	201 - Department of Public Instruction	Displaced Homemaker Program	program and its components of counseling and guidance, job readin training, and services for displaced homemakers to enjoy independe and economic security, which is vital to a productive life and to improve	have a high school diploma, are mandated by state law, may lack mastery of basic educational skills, and/or can't speak, read, or write the English language. 8 adult learning center main programs, 4 satellites orth 5 correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, and corrections sites.	school diploma, mandated by state law, may lack mastery of be educational skills; and/or can't speak, read, or write the English langue, and lawfully present. Per legislative rule (NDCC 14-06.1), the regional and learning centers provide services to individuals who qualify year	are
_	201 - Department of Public Instruction	Integrated Education and Training Programming	Subpart D. An IET program must meet the definition and requirements forth in Workforce Innovation and Opportunity Act and the final regulation as established by the Department of Education on August 19, 2016 in	have a high school diploma, are mandated by state law, may lack mastery of basic educational skills, and/or can't speak, read, or write the English language. 8 adult learning center main programs, 4 satellites adult 5 correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, & corrections sites. cific and wing	school diploma, mandated by state law, may lack mastery of banded educational skills; and/or can't speak, read, or write the English langual, and lawfully present. An EIT program is a service approach that provided adult education and literacy activities concurrently and contextually workforce preparation activities and workforce training for a specific specifi	Workforce partners are Job Service North Dakota, the Department of Commerce, the Department of Health and Human Services Vocational Rehabilitation Division, Office of Refugee Resettlement, and Global Talent Office. We collaborate to meet individuals' needs, but we all cover different parts of the services. An IET program is implemented specifically through adult education, but does allow a career pathway of working toward a general educational development diploma and credentialing in an in-demand job. Due to not receiving funding this biennium, we have limited offerings, but still trying to provide these opportunities as able.
	215 - North Dakota University System	Skilled Workforce Scholarship (Nort Dakota Career Builders)	Retain talent in the state in in-demand occupations. This program is partnership with business in that one dollar of private-sector funds required for each dollar of state funds issued.	Students attending programs within North Dakota that lead to in-demand occupations.	Attending qualifying programs of study within the state. Enrolled full-time according to degree plan. Hold a 2.5 minimum grade point average for disbursement. Have matching funds to the state dollars. Agree to live within North Dakota or within 50 miles of the border, a work in an in demand occupation within North Dakota for 3 years follow programs completion.	
	215 - North Dakota University System	Skilled Workforce Loan Repayment (North Dakota Career Builders)	Retain talent in the state in in-demand occupations. This program i partnership with business in that one dollar of private-sector funds required for each dollar of state funds issued.	is a Graduates who work in North Dakota within in-demand occupations.	Graduate from a program of study. Hold a non-defaulted balance on a student loan. Live in North Dakota or within 50 miles of the border. Work in an in-demand occupation within North Dakota. Loan repayment is issued over a 3-year period with no more than \$5, issued per year, depending on outstanding principal balance at time application.	
	215 - North Dakota University System	TrainND	by four regional community colleges to provide customized and op	both individuals and businesses. Businesses typically request training on a specific topic(s), select individuals for participation, and pay the training fees for the course(s).  2023-2024 Individuals Served (unduplicated): 11,686 2024-2025 Individuals Served (unduplicated): 11,369 inNL ege 2023-2024 Individuals Served (duplicated): 16,544 2024-2025 Individuals Served (duplicated): 15,171 eral s to and overk ing, By	in programs like certified nursing assistant. Most frequent client consumer is a local business. The local business is instrumenta assessing which individuals within their organization are eligible recommended) for a specific course. Eligibility varies by course. M	No specific organization in North Dakota has this same mission and educational role to provide customized workforce training; however, tuition assistance and wrap-around services to participate in TrainND are provided in part by Job Service of North Dakota, the Department of Commerce, Vocational Rehabilitation, adult learning centers, the Department of Veteran Affairs, and the North Dakota University System.

			Program Purpose or Mission		
No. Agency	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	No. 3  Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
7 215 - North Dakota University System	North Dakota University System certificate programs	There are several hundred certificate programs across all 11 North Dakota University System institutions. They are at the undergraduate, graduate and professional levels. I'm uncertain as to how to parse out staff and faculty time spent on one of several credentials awarded at a departmental level. Our schools also issue diplomas, associate, baccalaureate, masters doctoral level credentialswith faculty and staff all supporting more that one level or credential. Similarly, I am certain that budgeting is not distributed or available down to a specific credential level within a department. We are willing to have continue discussion about reporting revenues and expenses at a more granular level.	e, d al s, n ot a		
8 270 - Department of Career and Technical Education	TrainND	TrainND provides organizational and employee training which allow businesses to further develop internal talent. TrainND works with business and industry providing an assessment to determine each organization's needs, then provide courses to meet those identified needs and builds a program that's right for the continued development of employees increasing employee and organizational productivity. These funds are past through dollars to the four community colleges TrainND divisions.	s 11,369 employees received training (unduplicated) fiscal year 2025 a 1,621 employers provided training fiscal year 2024 s, 11,686 employees received training (unduplicated) fiscal year 2024		
9 270 - Department of Career and Technical Education	Work-based Learning Coordinator Grant		17 work based learning coordinators were funded in 2023-25 c-225 employer partnerships created		
10 270 - Department of Career and Technical Education	Career and Technical Education Capital Projects Grant	career and technical education opportunities through the establishment of	y 13 Grants were awarded in the 2021-23 biennium, serving approximately 100 school districts.  Enrollment data is currently being gathered, now that all projects are complete or nearing completion. All facilities are operational.	Capital Projects Fund, it must meet all of the following criteria: 1. The capital project invests in capital assets designed to directly enable work, education, and health monitoring. 2. The capital project is designed to	-
11 325 - Department of Health and Human Services	Vocational Rehabilitation	with disabilities to improve their employment opportunities and help businesses fill vacancies and with solving disability-related issues Vocational Rehabilitation provides individualized services to prepare for gain, retain, or advance in career pathways. Vocational Rehabilitation	Vocational Rehabilitation Serves individuals who have disabilities and are available for and want to work. We are able to provide services throughout the life span including transition 2 services to youth as young as 14 to adults through retirement. In addition, under Workforce Innovation and Opportunity Act, we are to make available services to potentially eligible transition students who have not yet applied and been found eligible for the Vocational Rehabilitation. In the 2023-25 biennium, we provided services to 8,492 individuals. We also provide services to businesses, helping them fill vacancies, maintain current employees who have new or worsening disabilities, provide training on disability etiquette and consult on American with Disabilities Act questions. We provided services to 2,684 businesses.	substantial impediment to employment and requires Vocational Rehabilitation services to obtain, maintain, or advance in employment.	
12 325 - Department of Health and Human Services	Supplemental Nutrition Assistance Program (SNAP) Employment & Training (BEST, ND WORKS)	Training Program, a mandatory component of the Program, support participants in achieving greater self-sufficiency. The program help individuals overcome barriers to employment, develop essential skills access training and work experience, and engage in activities that improve their job readiness. The program strengthens North Dakota's workforce by	In addition, the program offers job retention support for up to 90 days after participants secure employment and exit the SNAP program  During the 2023-25 biennium, the program served 805 individuals.		Similar programs include the Temporary Assistance for Needy Families (TANF) education and training program, the Parental Responsibility Initiative for the Development of Employment (PRIDE) 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 three months in 36 months.

				Program Purpose or Mission		
			No. 1	No. 2	No. 3	No. 4
				Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the		Please Describe Any Similar Programs You are Aware of in State
٠.	Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Government, How They Are Similar, and How They Differ.
	325 - Department of Health and Human Services	Temporary Assistance for Needy Families (TANF), Employment and Training (Job Opportunities and		JOBS: The JOBS Program serves work-eligible individuals—both those required and those who volunteer to participate—and provides up to six months of job retention support after employment and TANF exit.	JOBS: Work-eligible individuals in receipt of TANF.  PRIDE: Court-ordered or administratively referred participants.	JOBS and PRIDE: Similar programs include the SNAP E&T Program Unemployment Compensation Registration requirements.
		Basic Skills (JOBS) Program, Parental Responsibility Initiative for	(TANF). Its primary goal is to help families move toward long-term self sufficiency by providing employment preparation, training, and	During the 2023-25 biennium, the program served 1,258 individuals.		
		the Development of Employment (PRIDE)	opportunities for meaningful work experience. The JOBS Progran operates statewide through three community partners:	PRIDE: The PRIDE Program serves non-custodial parents who are court-		
			<ul> <li>Job Service North Dakota</li> <li>Community Options</li> </ul>	ordered or administratively referred to participate in work activities.		
			Turtle Mountain Employment and Training	During the 2023-25 biennium, the program served 4,454 individuals.		
			Through these partnerships, participants gain access to job readiness			
			support, skill development, and direct connections to employment. These			
			services help reduce reliance on TANF, increase workforce participation and strengthen economic stability for families across North Dakota.	,		
			PRIDE: The PRIDE program is a partnership among TANF, Child Support			
			Job Service ND, and North Dakota district courts. It allows non-custodia			
			parents with past-due child support to be court-ordered or administratively referred to participate in work activities.			
			Goal: To help parents obtain employment or overcome underemploymen so they can consistently meet their child support obligations.	t		
			Purpose: To provide meaningful employment opportunities for non custodial parents at risk of becoming delinquent, reducing child suppor			
			arrears and strengthening family financial stability.			
	325 - Department of Health and Human	Loan Repayment Program - Dentist	Dental Loan Repayment Program:	Dentists in the State of North Dakota are eligible to apply for the funding.	The applicant must:	None operated by the state of North Dakota that we are aware of.
	Services		The mission of the Primary Care Office (PCO) within the Department of	f During the 2023-2025 biennium, the PCO made 4 awards with one award	1. Be fully licensed to practice in North Dakota and available to begin by	
			Health and Human Services is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and	being less than the \$100,000 allowed due to one applicant not needing the	July 1;	
			coordinating activities related to improving access and delivery of primary	, , ,	2. Accept Medicare and Medicaid patients; and	
			· · · · · · · · · · · · · · · · · · ·	During the 2024 application cycle, the PCO made 6 awards with 2 awards		
			providers.	being less than the \$100,000 allowed due to the applicants not needing the		
			The North Dakota Health Service Corps comprises four individua	' ' '	settings, no more than 8 hours of a full-time provider's weekly hours will be spent on administrative duties.	
			statewide support-for-service programs that provide financial support to		spent on autimistrative duties.	
			selected health care providers who work with underserved communities	s	4. A dentist selected for loan repayment who practices within fifteen miles	
			and populations.		[24.14 kilometers] of the city limits of one of the three largest cities in the	
					state must:	
			The Department of Health and Human Services reviews all applications	S	i. Have received dental medical payments of at least twenty thousand	
			with a focus on underserved areas. The applicants are reviewed and	s d	i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or	
			with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it	s d f	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or</li> <li>ii. Have practiced at least two full workdays per week at a public</li> </ul>	
			with a focus on underserved areas. The applicants are reviewed and	s d f	i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or	
	325 -	Loan Repayment Program -	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it	Veterinarians in the State of North Dakota are eligible to apply for the	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or         <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> </ul>	
	325 - Department of Health and Human Services	Loan Repayment Program - Veterinarian	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and	Veterinarians in the State of North Dakota are eligible to apply for the funding.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or         <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> </ul>	
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.	i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or     ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.  The applicant must:  Have graduated from an accredited college of veterinary medicine;	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.	i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or     ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.  The applicant must:	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North</li> </ul>	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North Dakota; and</li> <li>Be employed full-time in a private practice veterinary medicine clinic and commit to two, three, or four years of service in one or more selected.</li> </ul>	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual statewide support-for-service programs that provide financial support to	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North Dakota; and</li> <li>Be employed full-time in a private practice veterinary medicine clinic and</li> </ul>	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North Dakota; and</li> <li>Be employed full-time in a private practice veterinary medicine clinic and commit to two, three, or four years of service in one or more selected.</li> </ul>	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual statewide support-for-service programs that provide financial support to selected health care providers who work with underserved communities.	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North Dakota; and</li> <li>Be employed full-time in a private practice veterinary medicine clinic and commit to two, three, or four years of service in one or more selected.</li> </ul>	None operated by the state of North Dakota that we are aware of.
	Department of Health and Human	, ,	with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.  Veterinarian Loan Repayment Program:  The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual statewide support-for-service programs that provide financial support to selected health care providers who work with underserved communities and populations.	Veterinarians in the State of North Dakota are eligible to apply for the funding.  During the 2023-2025 biennium, the PCO made 3 awards.  During the 2024 application cycle, the PCO made 3 awards.	<ul> <li>i. Have received dental medical payments of at least twenty thousand dollars in the form of medical assistance reimbursement; or <ul> <li>ii. Have practiced at least two full workdays per week at a public health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> <li>The applicant must: <ul> <li>Have graduated from an accredited college of veterinary medicine;</li> </ul> </li> <li>Be fully licensed to practice food animal veterinary medicine in North Dakota; and</li> <li>Be employed full-time in a private practice veterinary medicine clinic and commit to two, three, or four years of service in one or more selected.</li> </ul>	None operated by the state of North Dakota that we are aware of.

				Program Purpose or Mission		
No	Agoney	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	No. 3  Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
<b>No.</b> 16 325	Agency	Loan Repayment Program - Health	·	Healthcare Professionals in the state of North Dakota are eligible to apply	<u> </u>	None operated by the state of North Dakota that we are aware of.
Dep	partment of Health and Human rvices	Care Professional	The mission of the PCO is to improve primary care service delivery and workforce availability. This mission is accomplished by facilitating and coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.	for the funding.  During the 2023-2025 biennium, the PCO made 16 awards with 2 awards being less than the full amount allowed due to the applicants not needing the full amount to finish paying off their student loans.  During the 2024 application cycle, the PCO made 14 awards with 2 awards being less than the full amount allowed due to the applicants not needing the full amount to finish paying off their student loans.	1. Practice in a specialty that is needed in the area for which they have applied and be available to begin by July 1 of the contract year; 2. Accept Medicare and Medicaid assignments; 3. Be employed full-time providing direct patient care in the appropriate settings, no more than 8 hours of a full-time provider's weekly hours will be spent on administrative duties, and/or serving as a clinical preceptor; and	
					A behavioral analyst (BA)"	
Ser	partment of Health and Human rvices	Federal State Loan Repayment Program	coordinating activities related to improving access and delivery of primary care services and the recruitment and retention of critical health care providers.  The North Dakota Health Service Corps comprises four individual statewide support-for-service programs that provide financial support to selected health care providers who work with underserved communities and populations.  The Department of Health and Human Services reviews all applications with a focus on underserved areas. The applicants are reviewed and prioritized based on personal statement, letters of recommendation, and it they are practicing in areas of greatest need.	During the 2023-2025 biennium, the PCO made 23 awards with 1 awards being a continuation from a previous award.  During the 2024 application cycle, the PCO made 25 awards.	Providers are considered eligible if they:  1. Are a United States citizen or United States Natural.  2. Are not under a current service obligation (currently part of a loan repayment program).  3. Have unpaid government or commercial loans for school tuition, reasonable educational expenses and reasonable living expenses, and are segregated from all other debts.  4. Are within an eligible discipline.  Provider Disciplines Eligible: Primary Care Physicians (MD, DO) Advanced Practice (NP, CNM, PA) Dentists (DDS, DMD) Dental Hygienist (RDH) Registered Nurses (RN) Pharmacists (PharmD) Clinical Psychologist (PsyD or PhD) Licensed Professional Counselor (LPC) Licensed Clinical Social Worker (LCSW) Marriage and Family Therapist (MFT) Licensed Addiction Counselor (LAC)	
18 380 Job	O - o Service North Dakota	Workforce Innovation Opportunity Ad (Adult)	The Workforce Innovation and Opportunity Act (WIOA) program is aimed at improving employability, expanding earning potential, and helping adult participants find and retain a job by providing a variety of job training education, and employment services.	t biennium - 898	An individual shall be eligible to participate in the WIOA adult program if: i) Age 18 or older; ii) Eligible to work in the United States including a citizen of the United States, a United States national, permanent resident alien, lawfully admitted refugee, parolee, or other individual authorized to work in the United States; iii) In compliance with Selective Service System registration (applies to males only); and iv) Meets priority of service.  Priority of Service: The Workforce Development Council supports the WIOA priority of service while under limited funding for eligibility. These categories are: • low-income adults (WIOA Sec 3(36)) • adults who are receiving public assistance • basic skills deficient (WIOA Sec 3(5))	

T			Program Purpose or Mission	1 N A	
		No. 1	No. 2 Who Does the Program Serve? Please Provide Information Regarding	No. 3	No. 4
o. Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	the Number of Individuals or Businesses Served During the 2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Please Describe Any Similar Programs You are Aware of in Sta Government, How They Are Similar, and How They Differ.
380 -		act The WIOA youth program is designed to deliver a comprehensive array of			None we are aware of.
Job Service North Dakota	(Youth)	services to youth to prepare them for post-secondary education and employment opportunities through education and training.	albiennium - 432	<ul><li>(a) Not attending any school (as defined under State law);</li><li>(b) Not younger than age 16 or older than age 24 at time of enrollment;</li></ul>	
		lemployment opportunities through education and training.		and	
				(c) One or more of the following: (1) A school dropout; (2) A youth who is	
				within the age of compulsory school attendance, but has not attended	
				school for at least the most recent complete school year calendar quarter;	
				(3) A recipient of a secondary school diploma or its recognized equivalent	
				who is a low-income individual and is either basic skills deficient or an	
				English language learner; (4) An offender; (5) A homeless individual, a homeless child or youth, or a runaway; (6) An individual in foster care or	
				who has aged out of the foster care system or who has attained 16 years	
				of age and left foster care for kinship guardianship or adoption, a child	
				eligible for assistance under sec. 477 of the Social Security Act (42 U.S.C.	
				677), or in an out-of-home placement; (7) An individual who is pregnant or	
				parenting; (8) An individual with a disability; (9) A low-income individual	
				who requires additional assistance to enter or complete an educational	
				program or to secure or hold employment.  An In-School Youth is an individual who is:	
				(a) Attending school (as defined by State law), including secondary and	
				postsecondary school	
				(b) Not younger than age 14 or (unless an individual with a disability who is	
				attending school under State law) older than age 21 at time of enrollment	
				(c) A low-income individual	
				(d) One or more of the following: (1) Basic skills deficient; (2) An English language learner; (3) An offender; (4) A homeless individual, a homeless	
				child or youth, or a runaway; (5) An individual in foster care or who has	
				aged out of the foster care system or who has attained 16 years of age and	
				left foster care for kinship guardianship or adoption, a child eligible for	
				assistance under sec. 477 of the Social Security Act (42 U.S.C. 677), or in	
				an out-of-home placement; (6) An individual who is pregnant or parenting;	
				(7) An individual with a disability; (8) An individual who requires additional	
				assistance to complete an educational program or to secure or hold employment	
0 1200	Markforce Imposetion Opportunity A	at The MICA program is simply at improving ampleyability, expanding cornin	a Individuals area 10.1 Total participants conved over the 2002 of		Nene we are aware of
0 380 - Job Service North Dakota	(Dislocated Worker)	ct The WIOA program is aimed at improving employability, expanding earning potential, and helping individuals who have been dislocated from a job fine		<ul> <li>Has been terminated or laid off through no fault of his/her own, or who had</li> </ul>	None we are aware of.
Job Service North Dakota	(Dislocated Worker)	and retain a job by providing a variety of job training, education, and		received a notice of termination or layoff from employment,	
		employment services.		and	
				• Is eligible to receive or has exhausted entitlement to unemployment	
				compensation as documented by a copy of the JB500, or screen prints	
				from UIICE, in the participant's file. (The claimant does not have to be	
				receiving a payment but must be eligible to receive a payment with all	
				issues resolved.)	
				has been employed for a duration sufficient to demonstrate, to the	
				appropriate entity at a one-stop center, attachment to the workforce, but is	
				not eligible for unemployment compensation due to insufficient earnings or	
				having performed services for an employer that were not covered under a	
				state unemployment compensation law;	
				•Is unlikely to return to a previous industry or occupation.	
1 1000	144		(D. III. )		
1 380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers	The Wagner-Peyser/Employment Service focuses on providing a variety of employment related labor exchange services including, but not limited to		Individuals must be eligible to work in the United States	None we are aware of.
Job Service North Dakota	Seasonal Farmworkers	job search assistance, job referral, and placement assistance for job			
		seekers, re-employment services to unemployment insurance claimants			
		and recruitment services to employers with job openings. Services are			
		delivered in one of three modes including self-service, facilitated self-help			
		services and staff assisted service delivery approaches. Depending on the	e		
		needs of the labor market, other services such as job seeker assessmen			
		of skill levels, abilities, and career guidance when appropriate, job search	n		
i e		workshops, and referral to training may be available.			1

				Program Purpose or Mission		
No.	Agency	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
22	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	This program aids both agricultural (H2A) and non-agricultural (H2B employers who anticipate a shortage of domestic workers to bring non-immigrant foreign workers to the United States on a temporary or seasona basis. Job Service North Dakota staff review each request for federa required compliance and inspect housing for all H2A workers across North Dakota before the United States Department of Labor approves the application.	H2A and H2B applications during fiscal year 2023.	A U.S. employer or an association of agricultural producers who has full time work that needs to be performed on a temporary or seasonal basis may apply to the Office of Foreign Labor Certification for an H 2A temporary labor certification. To participate in the H2A program:  • The employer must have a place of business physically located in the United States, possess a valid Federal Employer Identification Number (FEIN); and have the ability to hire, pay, fire, supervise, or otherwise control the work of the workers.  • The work to be performed must consist of agricultural labor or services, such as the planting, raising, cultivating or horticultural commodity; harvesting, or production of any agricultural commodity.  • The work must be full-time, at least 35 hours (or more) per work week; and,  • The need for the work must be seasonal or temporary in nature and tied to a certain time of the year by a recurring event or pattern, such as an annual growing cycle, normally lasting 10 months or less.	
23	380 - Job Service North Dakota	Work Opportunity and Tax Credits (WOTC)	employing individuals from certain targeted groups who face significan barriers to employment.	t year 23/12,957 applications, and fiscal year 24/13,062. The top 3 targeted	WOTC targeted groups include: 1) Qualified IV-A ("TANF") recipient; 2) Qualified Veteran; 3) Qualified Ex-Felon; 4) Designated Community Resident; 5) Vocational Rehabilitation Referral; 6) Summer Youth Employee; 7) SNAP; recipient; 8) Supplemental Security Income (SSI) recipient; 9) Long-term Family Assistance (Long-term TANF) recipient; and 10) Qualified Long-term Unemployment recipient.	
24	380 - Job Service North Dakota	Jobs For Veterans Grant (JVSG)	training, and career services to veterans and eligible persons experiencing significant barriers to employment.	eligible veterans or eligible persons (including spouses) who are experiencing at least one qualifying year barrier, or are members of additional populations who are eligible for disabled veteran outreach	Served on active duty for a period of more than 180 days and was discharged with other than a dishonorable discharge. Discharged or released from active duty because of a service-connected disability, or was a member of reserve component under an order to active duty who served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized; discharged or released from active duty by reason of a sole survivorship discharge.	
25	380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers	program for work eligible individuals receiving TANF with the primary goa to assist families with achieving self-sufficiency. Temporary Assistance fo	support or care, meaning a parent is absent due to divorce, separation death, or one or both parents are aged or disabled. 1,908 for 2023-2025 biennium. (includes duplicates cases-ongoing from month to month) A more accurate reflection would be an average of 80 cases per month.		
26	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	with short- and long-term goals to complete their education while working to develop key tools to become self-supporting in the future. The program	number of cases: 200 for 2023-2024. The 108 for 2023 and the 92 for 2024 is a total case load each month added together. Many are duplicate cases from month to month. A more accurate reflection would be an average case load: 2023- 8 students per month. 2024- 9 students per month.		
27	380 - Job Service North Dakota	New American Employment Program (NAEP)	NAEP is a program to help newcomers and refugees enter the workforce Trained career navigators and case managers work directly with employers and individuals.  Support for Employers includes connection to work-authorized jok applicants, translation and interpretation support, and consultation or cultural and language questions. Support for Individuals includes skil assessment, training and skill development, job certification and licensing help, job placement guidance, resume and interview coaching, Soft skills training, connection to community resources (English as a second language, etc.)  This program is delivered in Bismarck, Fargo, and Grand Forks JSNE Workforce Centers.	612 for fiscal year 2023-2024.	Individuals are referred by the Health and Human Services Office of Refugee Services. Eligibility is determined Office of Refugee Services staff.	

				Program Purpose or Mission		
			No. 1	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the	No. 3	No. 4  Please Describe Any Similar Programs You are Aware of in State
о.	Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Government, How They Are Similar, and How They Differ.
28 3 J	380 - Job Service North Dakota	Job Placement Partnership Program (JP3)	employment services to gain and maintain employment and to become sel		referral by the Department of Corrections and Rehabilitation:	
	380 - Job Service North Dakota	Basic Employment Skills Training (BEST)/Cass and Burleigh Counties only	BEST is a program to help recipients of SNAP benefits gain skills and work experience to obtain regular employment. This program is delivered in Bismarck and Fargo Job Service North Dakota workforce centers.		Individuals are referred by the Department of Health and Human Service Human Service Zones. Participation is voluntary but must be referred by the Human Service Zone staff.	
30 3	380 - Job Service North Dakota	Parental Responsibility In the Development of Employment (PRIDE)	maintaining employment to meet child support obligations and attain self-sufficiency.		<ul> <li>District court, as a result of action to determine that an individual should be found in contempt for non-payment of child support; or</li> <li>Tribal court, as a result of action to determine that an individual should be found in contempt for non-payment of child support; or</li> <li>Child support, as a result of enforcement action and as an effort to provide assistance to non-custodial parents who contact Child Support indicating they are having a difficult time meeting their child support obligation for employment reasons.</li> </ul>	
31 3	380 - Job Service North Dakota	New Jobs Training Program				None we are aware of.
32 5	530 -	Roughrider Industries	Prison industries program that provides job skill development. Furniture	Male adults in custody. During the 2023-25 biennium, Roughrider	High school diploma or general educational development diploma along	I am not aware of any other iob skills training programs that work w
	Department of Corrections and Rehabilitation	. toagraoi madotiloo	fabrication, metal fabrication, sign / laser engraving / graphic arts, license plate manufacturing, paint / powder coat / sand blasting, sewing upholstery, plastic bag production, welding, livestock / land management sandbag production, warehouse / delivery / installation, commissary.	Industries had 250 active program participants enrolled in our program.	with good institutional behavior.	individuals while they are incarcerated. Vocational Rehabilitation may I the closest state program but their program enrollees are much different nor do they work in a manufacturing setting.
	530 - Department of Corrections and Rehabilitation	The Last Mile	Program goal is to break the generational cycle of incarceration with education and career training opportunities. The curriculum provides software development training in two six month cohorts. Web development fundamentals and mongoDB, express, react, and node (MERN development. In addition to the curriculum, The last mile program will support the Department of Corrections and Rehabilitation residents upor release with continued education, personal and professional development and job placement opportunities. The Department of Corrections and Rehabilitation partnered with Department of Commerce and Job Service North Dakota to fund the program via the Workforce Innovation and Opportunity Act. Moving forward the Department of Corrections and Rehabilitation will assume funding responsibility.		The Last Mile has a screening process. A specific amount of time left on sentence and completing an interview.	Not aware of any other state programs.
	530 - Department of Corrections and Rehabilitation	Occupational Safety and Health Administration (OSHA) 10	10 hour course for construction or general industry that introduces employees to the essential practices of identifying, reducing, eliminating and reporting hazards associated with their work. Students receive a laminated United States Department of Labor card upon completion. (Other OSHA classed have been provided upon resident request, i.e.: Fork lift operator safely course)	g a r	Should have a history or desire to work in construction or industry.	Not aware of any other state programs.
	530 - Department of Corrections and Rehabilitation	ServSafe Food Handler Certification	Residents earn a food handler card.	25 individuals	Should have a history or desire to work in food service.	Not aware of any other state programs.

				Program Purpose or Mission		
No.	Agency	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	No. 3  Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
36	530 - Department of Corrections and Rehabilitation	Financial Literacy	Instruction regarding cash flow, bank accounts, budgeting, debt, credit scores, protecting financial interests, insurance, home ownership mortgages, real estate, investments, and retirement planning. Curriculum developed using grant funds, course is delivered by Department of Corrections and Rehabilitation education staff.	n, n	Any incarcerated person can request to join class.	The Bank of North Dakota has an online program. We are hoping to also utilize that but right now we continue to use printed materials.
37	530 - Department of Corrections and Rehabilitation	Commercial Driver's License and Crane/Rigger Certification	Partnership with Bismarck State College (and Veritas Crane) to provide training and certification of a class A driver's license  Partnership with Veritas Crane to provide 10 day training and certification to operate a crane.	25 individuals	Students need to have a valid driver license and be able to obtain a class A permit. Eligible students are reviewed for their ability to be in the community.  A screening process looking for people that have worked or are planning to work in this career.	
38	530 - Department of Corrections and Rehabilitation	Flagger	Flagger training is Department of Transportation approved and recommended for anyone who performs flagger duties or is involved in the supervision of flagger in North Dakota. 45 minute on-line training course.		Free online training that anyone interested in road construction can do.	Not aware of any other state programs.
39	530 - Department of Corrections and Rehabilitation	Career Readiness	Month long course that goes over resumes, cover letter, interview skills, job searching tips, Job Service North Dakota as a resource, Work Opportunity Tax Credit, and soft skills on the job. Class is either taught by Department of Corrections and Rehabilitation education staff or in partnership with Job Service North Dakota for the JP3 program.	y t	Need to be within a window of their release date	This is a partnership with Job Service North Dakota.
40	540 - Adjutant General	Military Ready Program			High school students in North Dakota.	Junior Reserve Officer Training Corps - Similar in that they both contain curriculum on developing character in leadership and the importance of physical fitness. Different in that the military ready program is not specific to the Army and there is curriculum designed to assist students increase their armed services vocational aptitude battery scores and eligibility requirements for military careers of interest.  Arkansas Military Service and Security Pathway - Like the North Dakota Center for Distance Education military preparation course (online course with topics that include the role of the military and challenges and opportunities in the 21st century. Different in that the military ready program provides not just historical context, but instruction and information to prepare students to interact with a service recruiter and what will enable them to be qualified to serve.
41	540 - Adjutant General	Tuition Assistance Program		il e y		Program. Most have similar requirements like passing classes with appropriate grade and be in good standing with the military. Some difference based on availability per level of education and if their program is applicable to specific institutions and programs.
42	601 - Department of Commerce	Area Health Education Centers (AHEC)	Provide matching funds (to a federal grant) to an organization assisting in recruitment, distribution, and supply, and enhancing the quality and efficiency of personnel providing health services in rural areas of the state.	participants: 1,028; Businesses served: 54	An organization dedicated to provide access to student/trainee healthcare professionals with rural placement/clinical rotation opportunities/promotion of health occupations throughout North Dakota. The contract will only be provided to the extent that the organization has secured matching funds from non-state sources on a dollar-for-dollar basis.	
43	601 - Department of Commerce	Operation Intern: Continuing Appropriation	The program's primary focus is employers in the state's targeted industries energy, advanced manufacturing, value-added agriculture, tourism healthcare, technology based-businesses and autonomous systems and those hiring interns into in-demand occupations. Internships provide a valuable way for students to make connections with businesses and identify career options in North Dakota.	d a	Must be a registered business in North Dakota. Positions must be related to the student's program of study to qualify unless they are a high school student. Specific learning objectives must be listed on the application to help determine the eligibility of the internship positions. These objectives should be tied to a specific project or workforce skill to be mastered during the internship. The intern's work must also be performed in North Dakota. 1:1 match up to \$4,000.	opportunity that is offered to state agencies for interns.
	601 - Department of Commerce	Tribal College Grant	may be used at the discretion of the college: a) To develop or enhance programs that assist in providing certificates or degrees to North Dakota	2023-25 biennium: Awarded to Turtle Mountain Community College - 43 enrolled, 18 graduated, 27 placement	, degrees to North Dakota students attending the college that qualify the tstudent to obtain jobs for which applicants are being sought within the	

				Program Purpose or Mission		
			No. 1	No. 2	No. 3	No. 4
				Who Does the Program Serve? Please Provide Information Regarding	9	Places Describe Any Similar Programs Voy are Aware of in State
).	Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	the Number of Individuals or Businesses Served During the 2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
	601 -	<u> </u>	·	tion TrainND Northwest; 6 students in BVLOS, 14 students in BVLOS	<u> </u>	<u> </u>
	Department of Commerce	Uncrewed Aircraft System (UAS)	of workforce training related to beyond visual line of sight unman		opportunities, training, and education related to the beyond visual line of	
	·	Training Program - carryover only	aircraft system industry.		sight unmanned aircraft system industry1:1 match	
. 6	601 -	Find the Good Life - Marketing	The find the good life brand and marketing campaign was developed	d to The program serves all employers and communities across North Dakota	 	None
_	Department of Commerce	i ina ina asaa zira inamaing		ate. By increasing awareness, marketing amplifies the success of loca		
			The marketing showcases the lifestyle, communities, recreat			
			entertainment and culture of our state to encourage nonresidents to t	rake		
			action to learn more about moving to North Dakota.			
	601 -	- ,		in Find the Good Life serves communities that are hoping to attract resident		
[	Department of Commerce	Uncrewed Aircraft System (UAS)		n to and workers, jobseekers outside of North Dakota and upcoming colleg		
		Training Program - carryover only		mon graduates in and outside of North Dakota, and employers across a		
				s. It industries that are hiring. Find the Good Life has lead to movers in the pilonare relocation opportunity for outstanding talent (ROOT) grant program serve		
				ors. employers with in-demand or hard to fill critical jobs. From May 2025		
				to June 30, 2025, 11 employers were awarded for relocation cost-matching		
			evaluate and promote their community as a place to live which supp	·		preference when first entering the pipeline. The infrastructure of
			employer recruitment and retention. This strategy supports exis	<b>□  </b>		pipeline helps identify the most ideal locations for each individual based
			businesses that have jobs to fill or opportunities to grow limited by			their profiles. If requested, leads are connected to community champic
			workforce available, and supports new businesses interested in opera	91		the community that they match to which sets this program apar automated or information only structures.
			in North Dakota and requiring local workforce to do so. The programm structure is developed in conjunction with a comprehensive marke			automated of information only structures.
			strategy that generates awareness and interest and ultimately leads.			
	601 - Department of Commerce	Global Talent Office (formerly the Office of Legal Immigration)	integrate talent from around the world, fostering a robust and diversity workforce for North Dakota. The Global Talent Office was mandated create a Grant Program. The key objectives of the office include;  Attract and Retain Global Talent: Develop a comprehensive plan recruiting and retaining highly skilled immigrants, both those already in U.S. and those seeking new opportunities.  Empower Businesses and Communities: Advise and sup businesses in navigating the legal immigration process for hiring glotalent. Collaborate with communities to develop welcoming environment for newcomers.  Foster Integration: Design pilot programs that assist businesses integrating work-authorized immigrants into their workforce and expenses the programs of the program	resources, talent pipelines, and tools to recruit retain, and integrate foreign born talent.  The Global Talent Office has directly facilitated connections that have resulted in approximately 50 adults being placed in jobs across Nort Dakota. This number reflects only the workers themselves—not the families and children who have also relocated to the state and now can North Dakota home. While these direct placements are significant, the overall impact of our work reaches far beyond them. To better capture these broader outcomes, we plan to conduct a survey at the end of the year, inviting our partners to share how the resources and support we provided have made a difference within their organizations.	interested in hiring foreign-born workers, community and municipal organizations that provide or support employers and community services, and un/underemployed foreign-born work authorized jobseekers are indirectly served through pipelines to talent developed in partnership with the Global in Talent Office and local or national partners for employers to participate in.	Talent Office. The closest possibility would be the Office of Refug- Services within the Department of Health and Human Services, but th are federally funded and are only able to serve a small subset of t immigrant population. The Global Talent Office focuses on recruitir
49 (	601 - Department of Commerce	New Americans Workforce Training Grant	participation and integration of New Americans and Immigrants in the N Dakota workforce. Helping employers implement strategies to retain upskill foreign-born workers, increasing community engagement	The grant program is open to employers, new American and immigrar orth serving nonprofit organizations, and community/municipal organizations and Final reporting for current awards are due 10/15/2025. To date wit progress reporting, over 1,000 people including foreign born workers have been directly impacted by the funding awarded.	foreign-born workers in North Dakota. Track B and C are required to be an incomposition of the community organizations that provide services to or for the community organizations that provide services to or for the community organizations.	activities are separate and provided by other state and local ageno though partnership to support entry into the workforce or connection

				Program Purpose or Mission		
No.	Agency	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	No. 3  Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
50		Regional Workforce Impact Program	led solutions to one of the state's greatest challenges. Workforce needs vary by region throughout North Dakota, so a one size fits all approach is unrealistic and would not adequately address challenges in all parts of the state. By creating a regional funding mechanism to support workforce initiatives, local and regional partners have the opportunity to articulate their needs and the ability to access funding to address them. The Department of Commerce aims to increase participation in the workforce statewide by equipping communities with resources to invest in initiatives that are catered to the needs of employers in their region.		feedback on the program.  During the 2023-25 biennium, the projects eligibility was:  To qualify, proposals must fall under at least one of the following categories:  • Talent attraction marketing and locally implemented strategies for business, industry, and communities that leverages existing statewide assets like Find the Good Life platform and pipeline to recruit employees nationwide and retain students and recent graduates cap of \$250,000.00	workforce impact program. This program is unique and was developed in response to countless requests for funding support for locally-led workforce solutions. Stakeholders identified this as a gap in program/resource availability.

_				Program Purpose or Mission	<u> </u>	
<b>No.</b>	Agency	Workforce Program Name	No. 1  Please Describe the Purpose or Mission of the Program.  The technical skills training grant is designed to support eligible training.	No. 2 Who Does the Program Serve? Please Provide Information Regarding the Number of Individuals or Businesses Served During the 2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	No. 4  Please Describe Any Similar Programs You are Aware of in State Government, How They Are Similar, and How They Differ.
51	601 - Department of Commerce	Technical Skills Training Grant	providers and employers in their efforts to design and launch rapid, non- degree re-skilling and upskilling programs (with occupations listed on the in		businesses, eligible training providers, non-profit organizations, city/county municipals, and/or trades organizations/associations in North Dakota.  -Note: Degree programs are not eligible for funding under this grant.  • Applicants must be registered and in good standing with the Secretary of State's office.	University System was created during the 2025 legislative session. Thi program covers up-front costs for the creation of degree programs aligne with in-demand occupations. The technical skills training grant program i designed for new and expanding accelerated, <a href="non-degree">non-degree</a> training programs that prepare trainees for new jobs. The difference would be the workforce education innovation fund creates degree programs an technical skills training grant can create non-degree training programs.
	Department of Commerce	North Dakota Workforce Innovation Grant	industry led solutions and inject innovation into the way we address ou workforce challenges in a post-pandemic economy. Innovation may be demonstrated through community collaborations that broadly support workforce in one or more of the eligible industries, initiatives that support in migration of workers, offsetting costs for companies pursuing international talent attraction, hiring fairs in areas of high unemployment in North Dakota and throughout North America, and more. Companies must demonstrate direct impact of the COVID-19 pandemic, including supply chain issues and how grant dollars will be used to mitigate pandemic-related challenges moving forward.		r o Private businesses r • Economic development organizations (that run separate of city government) • Industry-specific associations • Eligible industries for talent attraction and hiring events include manufacturing, healthcare, tourism, energy, transportation and logistics, and childcare • Projects must take place in North Dakota and support North Dakota businesses Eligible grant fund expenses: • Recruitment of workers in eligible industries include manufacturing, healthcare, tourism, energy, transportation and logistics, and childcare (excludes the use of funds for bonuses, sign-on incentives, etc. as funds cannot go directly to individuals) • Career counseling and coaching services • Project-related marketing • Training and/or certification of new workers • Contracted services specific to the proposed project(s) • Travel and lodging - for applicants (business representatives) to attend hiring events	
				e e		

				Program Purpose or Mission		
			No. 1	No. 2 Who Does the Program Serve? Please Provide Information Regar the Number of Individuals or Businesses Served During the	~ I	No. 4  Please Describe Any Similar Programs You are Aware of in State
No.	Agency	Workforce Program Name	Please Describe the Purpose or Mission of the Program.	2023-25 Biennium.	Please Describe Eligibility Requirements of the Program.	Government, How They Are Similar, and How They Differ.
	601 - Department of Commerce	AmeriCorps Investment/ Training	· · · · · · · · · · · · · · · · · · ·	15 member board; staff to run the AmeriCorps Program, and Americ	ervice An AmeriCorps "commission investment grant" is a federal grant provide Corps to state service commissions, not directly to individuals or local nonprofit Commissions, in turn, use this funding for training, technical assistance and support for the AmeriCorps programs operating within their states.	ts.
	601 - Department of Commerce	AmeriCorps Grants	programs that use volunteers to address critical community needs in areas like education, public safety, health, and environmental stewardship, thereby strengthening communities and improving lives across the country.	Dakota. fiscal year 2023 6 Projects, 157 AmeriCorps members, 90,000 total number of hours, \$483,670 - Total amount of educassistance awarded to AmeriCorps members (Segal education award) fiscal year 2024 6 programs	North Over cation must be registered in the system for award management and a uniquentity identifier is required. Public or private nonprofit organization including labor organizations; faith-based and other communiorganizations; institutions of higher education; government entities with states or territories (e.g., cities, counties); Indian tribes; or a partnership consortia consisting of the previously mentioned are eligible to apply. The is a minimum overall grantee match of 24 percent.	ats ue as, ity ain or
	601 - Department of Commerce	Non-resident Nursing Employment Relocation Program - Carryover funding	Incentivizing employment provides a valuable way for employees to make a career decisions based on locating and residing to specific areas in North Dakota. The nonresident nurse employment recruitment program is a grant program, designed to attract and retain highly-qualified nurses to North Dakota. The focus of the program is to assist in incentivizing the healthcare industry as a shortage in nursing is one of the state's targeted industries. Priority will be given to rural facilities, facilities who have never participated in the program, and the hiring of diverse nursing specialties, i.e. behavioral health nurses, geriatric health nurses, intensive care specialized nurses.		j, v	Human Services has a program that recruits and provides loan forgivenes to registered nurses in the state and those moving to the state. Nurse loan is repayment program through the primary care office.
	601 - Department of Commerce	Literacy Grant	The purpose of the North Dakota literacy and math intervention grant is to T provide matching funds to an organization providing research-based literacy and math intervention services to students below grade four who score below proficient in reading, for the biennium. The department may spend the appropriated funds only as authorized in this section.	The program serves 1 AmeriCorps program and 60 AmeriCorps mem	An organization providing research-based literacy and math intervention services to students below grade four who score below proficient in reading and below grade 9 who score below proficient in math.	

			Program Outcomes a	nd Measurements	
No.	Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
	201 - Department of Public Instruction		programs at no cost that help individuals over the age of 16 obtain basic academic and educational skills to be productive workers, family members and citizens. The Workforce Innovation and Opportunity Act program which is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match	400 purchased property services, 500 other purchased services, 600 supplies and materials, 700 property and equipment, 800 other objects, 900 other use of funds, unobligated.	school credential and 13,000 adults who do not speak English well or at all. This skills gap contributes to the labor market shortages we see today. colleges and employers recognize high school equivalency-general educational development nationwide. We assist in taking individuals off of state assistance programs and transition them into family-sustaining jobs to help our economy. 59% of the individuals that we served last fiscal year went into the workforce a year after exiting our programs. On average,
	201 - Department of Public Instruction	Displaced Homemaker Program	Same criteria as above if national reporting system participants		This funding comes from divorce fees that are collected and allocated to adult education.
3	201 - Department of Public Instruction	Integrated Education and Training Programming	To be able to offer across the state, reduce employment barriers, and skill individuals up. We have successfully seen credentials being earned by some of our adults while earning a general educational development. We followed up with adult learning centers on sharing outcomes of those enrolled in their integrated education and training programs, reports wher receiving funding, those receiving credentials, and those employed because of those credentials (using Job Service North Dakota in-demand job list and Labor Market Information). We were building momentum, but without receiving funding this past biennium, we are more limited. Local programs are trying to continue, but have had to cut some areas. The federal landscape is moving more into workforce preparation and credentialing areas.	and end of the fiscal year report.	The Department of Public Instruction also provided information related to the choice ready program (Appendix A) and grow your own programs (Appendix B)
4	215 - North Dakota University System	Skilled Workforce Scholarship (North Dakota Career Builders)	Students are monitored for 3 years following program completion to determine if they meet the residency and work requirements.  Current retention is 87%.		The amounts listed under funding and expenditures only reflects the state portion of the award. In all cases, a match to the state dollars is required. Also, it is important in looking at the expenditures to note that students might be paid out over the course of several years. Therefore, state dollars might be "earmarked" for a student but not yet reflected in the biennial payments as they have not yet been disbursed.
	215 - North Dakota University System	Skilled Workforce Loan Repayment (North Dakota Career Builders)	Employees are monitored prior to each scheduled payment to determine in they meet residency and work requirements. The majority of the businesses that recipients work at are also the donor. If employment is severed, the recipient no longer qualifies for payment unless a new employer picks up the requirement to provide donor funds. Current retention is 85%.		The amounts listed under funding and expenditures only reflects the state portion of the award. In all cases, a match to the state dollars is required. Also, it is important in looking at the expenditures to note that recipients are paid out over a 3-year period once they have met residency and work requirements. Therefore, state dollars might be "earmarked" for a recipient but not yet reflected in the biennial payments as they have not yet been disbursed. The North Dakota University System provided information regarding the North Dakota Career Builders program in Appendix C.

			Program Outcomes a	nd Measurements	
<b>No.</b>	Agency 215 - North Dakota University System	Workforce Program Name TrainND	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.  Program success among the four TrainND quadrants is assessed by annually tracking/reporting the number of businesses that receive training, the number of companies served with less than 50 employees, number of employees receiving training (both duplicated and unduplicated), number and percent of businesses requesting repeat or additional training, the level of satisfaction with training events, level of satisfaction of companies with responsiveness of training provided, total contact hours of training provided, and revenue generated from training fees.  Success Metrics for the 2023-205 biennium are as follows: Number of businesses in the region receiving training: 3,133 Number of employees receiving training (unduplicated): 23,055 Number of employees receiving training (duplicated): 31,715 Number of businesses requesting repeat or additional training: 1,945 Percent of businesses requesting repeat or additional training: 60.5% Levels of satisfaction with training events based on results provided by employers and employees receiving training: 99% Level of satisfaction of companies with responsiveness of training provided: 99% Total contact hours of training provided: 408,676 hours Revenue generated from training fees: \$8,982,152	Coding and Timeframes Used.  Only one of the smaller regions uses a modified version of PeopleSoft. All others use third party vendors designed for customized registration scheduling, billing, tracking and reporting.	Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.  North Dakota Century Code
7	215 - North Dakota University System	North Dakota University System certificate programs			
8	270 - Department of Career and Technical Education	TrainND	Number of companies served with less than 50 employees Number of employees receiving training (duplicated and unduplicated)	712070 Account 27073 Class Fund 001 Dept 2500	This program is a pass through to the community colleges.
9	270 - Department of Career and Technical Education	Work-based Learning Coordinator Grant	Number of schools served Number of students placed on a work based learning experience	712075 Account 27062 Class Fund 001 Dept 2200	The grant for work based learning coordinator is \$50,000 per FTE coordinator position. The local school district or career and technical education center must provide the remainder of the cost of the program.
10	270 - Department of Career and Technical Education	Career and Technical Education Capital Projects Grant	Number of career and technical education programs delivered Number of students enrolled Number of career and technical education concentrators (Completing 2 courses in the same program area)	712075 Fund 27064 Class Fund I1913 Federal Fund 393 strategic investment and improvements fund (SIIF) Dept 2125 Federal Dept 2126 SIIF	This grant program is currently closing out. There are currently only two open grants, with approximately \$1.6 million to distribute.

		Program Outcomes and Measurements	
No. Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.  No. 6  No. 6  How Do You Measure Program Success? Please Include Actual Success  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
No. Agency  11 325 - Department of Health and Human Services	Vocational Rehabilitation	Vocational Rehabilitation tracks and reports metrics to our federal partners and also report the outcomes of our annual performance indicators. These are the common performance indicators across Workforce Innovation and Opportunity Act partners and are measured for all Vocational Rehabilitation agencies. The attachment shows the national average over North Dakota's performance. Vocational Rehabilitation also tracks agency selected performance measurements to monitor regional and state progress monthly.  For the 2023-25 biennium, expenses charged to Dept IDs 5010, 5111 5203, 5206, 5102, 5116, 5008, 5014, 5015, 5016, 5011, 5012, 5021-5028 5105, 5051, 5058, 5101, 5112, 5113, 5115, 5117, and 5009.  For the 2025-27 biennium, Expenditures coded to Department IDs numbered between 5001 and 5051.  Funding sources would be general, federal, and other	The Department of Health and Human Services also provided information, related to Workforce Innovation and Opportunity Act-related program performance measures (Appendix F).
12 325 - Department of Health and Human Services	Supplemental Nutrition Assistance Program (SNAP) Employment & Training (BEST, ND WORKS)	To measure the success of E&T, SNAP creates specific outcome measures tailored to each component. These outcome measures are aligned with the federal fiscal year, ensuring consistency and relevance. Each year, SNAP prepares and submits an annual outcome report to the United States Food and Nutrition Service. This data serves to bridge the gap between projections outlined in the state plan and the actual results reported in the Food and Nutrition Service 583 Report. By assessing program outcomes following participant exit, we can identify areas for improvement and innovation within the E&T program. See attachment for component outcome measures and prior metrics.	related to SNAP program performance measures ( <u>Appendix G</u> ).
13 325 - Department of Health and Human Services	Temporary Assistance for Needy Families (TANF), Employment and Training (Job Opportunities and Basic Skills (JOBS) Program, Parental Responsibility Initiative for the Development of Employment (PRIDE)	How we measure program success: The TANF JOBS program tracks both federally required and state-level performance indicators focused on employment, training, and self-sufficiency outcomes. Key performance metrics include: • Federal work participation rate (WPR) requirement: ≥ 9.2% • North Dakota's current WPR for state fiscal year (2023–24): 43.33 • In state fiscal year (2023-24), the average number of new employed individuals is 45 • 45% of TANF JOBS participants are engaged in unsubsidized employment  Evaluation and post-award monitoring process: 1. The TANF program uses a multi-pronged evaluation and monitoring strategy, which includes monthly and quarterly contractor reporting for: • Participant enrollment and engagement • Work activities and hours • Specialized referrals • Employment outcomes • Supportive service issuance 2. Quarterly randomized case audits to verify: • Use of motivational interviewing (MI) • Adherence to trauma-informed care practices • Accuracy of case documentation and service delivery 3. Corrective action plans Required if any deficiencies are identified in reporting or practice. These must include a timeline and follow-up review to confirm resolution.	

			Program Outcomes a	nd Measurements	
No.	Agency	Workforce Program Name	No. 5  How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
14	325 - Department of Health and Human Services	Loan Repayment Program - Dentists	· · · · · · · · · · · · · · · · · · ·	For the 2023-25 biennium, expenditures were coded to department 4501. For the 2025-27 biennium, expenditures will be coded to department 4541. We charge to account 712030 and we pay the lending business directly.	
15	325 - Department of Health and Human Services	Loan Repayment Program - Veterinarian		Funding sources would be general and special.  For the 2023-25 biennium, expenditures were coded to department 4501.  For the 2025-27 biennium, expenditures will be coded to department 4541.  We charge to account 712030 and we pay the lending business directly.	
16	325 - Department of Health and Human Services	Loan Repayment Program - Health Care Professional	Number of applications; Providers who complete commitment vs. default on commitment. In 2024, a report/eval was completed on the loan repayment program. Will send report via email.	Funding sources would be general and special.  For the 2023-25 biennium, expenditures were coded to department 4501.  For the 2025-27 biennium, expenditures will be coded to department 4541.  We charge to account 712030 and we pay the lending business directly.  Funding sources would be general and special.	
17	325 - Department of Health and Human Services	Federal State Loan Repayment Program	on commitment. Complete the federal required annual progress and performance reports (includes demographics, employment status, primary discipline, key services or specialty areas, etc.)	For the 2023-25 biennium, expenditures were coded to department 4501. For the 2025-27 biennium, expenditures will be coded to department 4541.	
18	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Adult)	every 2 years with United States Department of Labor. Job Service North	for the program are coded under 712180 account code. Fund/Project coding: J5023 (7/1/23-6/30/26), J5024 (7/1/24-6/30/27), J5025 (7/1/25-6/30/28), J5026 (7/1/26-6/30/29)	As the State Workforce Agency (SWA) Job Service North Dakota is required to administer this Federal Title I program. In October 2024, Job Service North Dakota conducted an in-depth study of educational training programs eligible for funding and found WIOA program participants in training were twice as likely to complete Associate degree programs or less rather than 4 year degree programs. As a result of this study, policies/procedures were updated to restrict eligible programs to associate degree or less with increased standards of completion rates of at least 70% to remain in on the Eligible Training Provider list.

		Program Outcomes a	nd Measurements	
No. Agency	/ Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
19 380 - Job Service North Dak		1	for the program are coded under 712180 account code. Fund/Project coding: J5123 (7/1/23-6/30/26), J5124 (7/1/24-6/30/27), J5125 (7/1/25-6/30/28), J5126 (7/1/26-6/30/29)	As the SWA, Job Service North Dakota is required to administer this federal Title I program. A study conducted in April 2025 using three years of data (April 2022 through March 2025) shows WIOA participants (all WIOA programs) who attended training gained an average annual increase in wages of \$21,000. WIOA participants who did not attend training gained an average annual increase in wages of \$17,000.

			Program Outcomes a	nd Measurements	
No.	Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
20	Job Service North Dakota	Workforce Innovation Opportunity Act (Dislocated Worker)		for the program are coded under 712180 account code. Fund/Project coding: J5223 (7/1/23-6/30/26), J5224 (7/1/24-6/30/27), J5225 (7/1/25-6/30/28), J5226 (7/1/26-6/30/29)	As the SWA, Job Service North Dakota is required to administer this federal Title I program. Job Service North Dakota data for the biennium shows 65.25% of WIOA participants retain employment with the same employer at least one year after they exit our programs.  Over the biennium, 18,195 unduplicated individuals registered to use our online job search system who did not become program participants. These individuals receive assistance from staff to a lesser extent than those who become participants. Job Service North Dakota is required to report basic information to United States Department of Labor for these individuals.

			Program Outcomes a	nd Measurements	
			No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any	Please Provide Any Other Information You Think Would Be Helpful
No.	Agency	Workforce Program Name	Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
21	380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers	WIOA programs report success annually with required targets negotiated	Line items include salaries, benefits, software expenses, operating, and travel. Project coding: J1823 (7/1/23-6/30/26), J1824 (7/1/24-6/30/27), J1825 (7/1/25-6/30/28), J1826 (7/1/26-6/30/29)	As the SWA, Job Service North Dakota is required to administer this federal Title III program. Job Service North Dakota is required to assure equitable services to migrant and seasonal farmworkers compared to all other job seekers. For program year 2024, Job Service North Dakota exceeded all required areas with one exception - staff assisted job search activities to migrant/seasonal farmworkers is .7% lower than all other job seekers. All other equitable services were equal or higher for these job seekers - Basic career services, Individual career services, Staff assisted career guidance services, unemployment insurance claim assistance, Referred to employment, Referred to federal training, Referred to other federal or state assistance.  Job Service North Dakota serves many North Dakota citizens who are not included as participant numbers to United States Department of Labor. During calendar year 2024, 31,963 individuals were served during outreach events. 10,024 job seekers attended job fairs and hiring events.  Employers received over 58,000 services from Job Service North Dakota. Services include assistance posting jobs, using the online system to search for applicants, on-the-job wage reimbursements for eligible employment, tax credit opportunities, assistance with registered apprenticeship training costs etc.
22	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	1,315 and 190, and fiscal year 25, those numbers increased to 1,354 and	coding: Federal funds J3823 (10/1/22-9/30/25), J3824 (10/1/23-9/30/26), J3825 (10/1/24-9/30/27), J3826 (10/1/25-9/30/28), J3827 (10/1/26-9/30/29); General Funds 001-J3923 (7/1/23-6/30/25), 001-J3925 (7/1/25-6/30/27)	federal program.
23	380 - Job Service North Dakota	Work Opportunity and Tax Credits (WOTC)		coding: J3623 (10/1/22-9/30/25), J3624 (10/1/23-9/30/26), J3625 (10/1/24-9/30/27), J3626 (10/1/25-9/30/28), J3627 (10/1/26-9/30/29)	t As the SWA, Job Service North Dakota is required to administer this federal program.

	Program Outcomes and Measurements						
No.	Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.		
24	380 -	Jobs For Veterans Grant (JVSG)	The JUST grant is negotiated with United States Department of	The WOTC program processed: fiscal year 22/14,548 applications, fiscal	JUST grant staff serve many additional veterans who do not become a		
	Job Service North Dakota		Labor/VETS every three years. Our reportable services are produced from	year 23/12,957 applications, and fiscal year 24/13,062. The top 3 targeted groups certified are designated community resident, SNAP recipients, and Ex-felon for which employers are able to receive a tax credit.	participant in the program but might need a light touch for services. These staff provide services directly to employers. Staff make referrals to veterans and employers to assist with employment services. Finally, staff visit organizations and attend events to assist employers and veterans. Many of these contacts are not counted in federal reporting.		
25	380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers					
26	380 - Job Service North Dakota	CrossRoads		J3421 (7/1/21-6/30/23), J3423 (7/1/23-6/30/25), J3424 (7/1/24-6/30/26), J3426 (7/1/26-6/30/28)	As youth enrolled in CrossRoads approach graduation from high school, they are introduced to WIOA and possible post secondary training opportunities.		

	Program Outcomes and Measurements					
<b>No.</b> 27	Agency 380 - Job Service North Dakota		Dakota Office of Refugee Resettlement. Job Service North Dakota begar this program 10/1/2023 and has reported metrics (ORR report) for 1.5 years. The 1.5 year's data indicate 75.33% of participants gained employment with an average wage of \$18.15/hour. Grand Forks and Fargo data combined: 65.77% gained employment with an average wage of 18.93/hr. Bismark did not have a staff person until January 2025-no ORF	Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.  Line items include salaries, benefits, and support services. Project coding: J3124 (10/1/23-9/30/25), J3126 (10/1/25-9/30/26)	Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.  Refugees and new arrivals who are funded through the Office of Refugee Resettlement and within 5 years of their arrival date are the only refugee/new arrivals eligible for this program. New arrivals/refugees who fall outside of this category and seek assistance with employment are assisted in our resource area.	
28	380 - Job Service North Dakota	Job Placement Partnership Program (JP3)	report. Those individuals enrolled in WP or WIOA are subject to the monitoring and auditing processes of WIOA.  Since the inception of this program in July 2023 through 9/18/2025 396 individuals have been served. 69% are successfully employed Individuals who complete the program successfully earn an average or \$20,773/year more than those who do not complete the program, and \$19,246.24 more than those who did not enroll in the program. Individuals controlled in WP or WIOA are subject to monitoring and auditing processes of WIOA.	, Line items include salaries, benefits, and support services. Project coding: 001-J1523 (7/1/23-6/30/25), J1525 (7/1/25-6/30/27) f	The following criteria is established to identify appropriate individuals for referral by the Department of Corrections and Rehabilitation:  • Must be within 90 days of release  • Must attend career readiness classes provided by the Bismarck workforce center or a career readiness workshop provided by the Fargo workforce center.  • Must have identification documents (Social Security card, birth certificate, driver's license/state ID) at time of release to satisfy employment (I-9) requirements  • Referrals will be made regardless of an individual's parole and/or probation status  • Referrals will be made when an individual is being released to a border state if:  - The individual will be residing within approximately 15 miles of the North Dakota border, or the metro area, for example, of Fargo-Moorhead; and  - The individual will be seeking work in North Dakota or within approximately 15 miles of North Dakota border, or the metro area, for example, of Fargo-Moorhead.	
29	380 - Job Service North Dakota	Basic Employment Skills Training (BEST)/Cass and Burleigh Counties only				
30	380 - Job Service North Dakota	Parental Responsibility In the Development of Employment (PRIDE)				

	Program Outcomes and Measurements				
No.	Agency	Workforce Program Name	No. 5  How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
31	380 - Job Service North Dakota		2023 - 2025 Biennium  Agreements completed/closed in biennium: 12 Indicated jobs created on closed agreements: 782 Agreement totals: \$8,895,751  New agreements added: 5 Proposed new jobs created: 95 Agreement totals: \$315,138  Current active agreements: 44 Current proposed new jobs created: 2,165 Agreement totals: \$10,290,800	6/30/25), J1025 (7/1/25-6/30/27)	The 1993 Legislative Assembly enacted into law the North Dakota New Jobs Training Program. The program provides a mechanism for businesses to secure funding to help offset the cost of training new employees by the capture of state income tax withholding generated from newly created jobs. Funding is to help a business with the known costs created when new job positions are created. The authority for establishing guidelines for administration of the North Dakota New jobs training in the state of North Dakota is provided in chapter 52-02.1 of the North Dakota Century Code, and in Article 27-04 in the Administrative Code. Job Service North Dakota (Job Service North Dakota) has responsibility for the administration of the North Dakota new jobs training.
32	530 - Department of Corrections and Rehabilitation	Roughrider Industries	Data and tracking statistics are very limited. Roughrider Industries tracks one year recidivism rates on an annual basis and is a three year lookback. In 2020, our one year recidivism rate was 8.6%. There were 667 total program participants released and 57 of those returning to prison.		Roughrider Industries is a program that reduces cost to the North Dakota taxpayer by way of lower recidivism rates. North Dakota Century Code allows Roughrider Industries to sell their products to governmental agencies, non-profit organizations, and wholesale and retail outlets that possess a valid sales tax permit. In order for Roughrider Industries to complete our mission, Roughrider Industries relies on its clientele to commission work with them. This allows employability skills training to be conducted.
	530 - Department of Corrections and Rehabilitation	The Last Mile	Tracking job attainment	Paid out of the Department of Corrections and Rehabilitation appropriation bill.	The Last Mile is working with graduates and has a reentry program.
	530 - Department of Corrections and Rehabilitation	Occupational Safety and Health Administration (OSHA) 10	Not tracking any program success.	Paid out of Adult Education and Family Literacy Act grant through the United States Department of Education.	This is nationally recognized and gives people a leg up in employment.
	530 - Department of Corrections and Rehabilitation	ServSafe Food Handler Certification	Not tracking any program success.	Paid out of Adult Education and Family Literacy Act grant through the United States Department of Education.	This is nationally recognized and gives people a leg up in employment.
	530 - Department of Corrections and Rehabilitation	Financial Literacy	Not tracking any program success.	Paid out of Adult Education and Family Literacy Act grant through the United States Department of Education.	A number of people coming into prison list money issues as a life struggle. We hope to serve as many as we can to help give strategy and build skill.
	530 - Department of Corrections and Rehabilitation	Commercial Driver's License and Crane/Rigger Certification	All completed and still tracking job attainment.	United States Department of Education and the Department of Public Instruction. Figuring out how to fund this in the 2025-27 biennium.  Was paid with an integrated education and training grant through the United States Department of Education and the Department of Public Instruction. Not funded by the Legislative Assembly for the 2025-27 biennium. Figuring out how to fund this in the 2025-27 biennium.	We need funding to continue this program. We had it listed in our appropriation bill hoping that the integrated education and training funding coming through Department of Public Instruction would be there. This gets people into jobs upon release in an industry that needs people. How can we continue this? We have a wonderful partner with Bismarck State College.  We need funding to continue this program. We had it listed in our appropriation bill hoping that the integrated education and training funding coming through Department of Public Instruction would be there. This gets people into jobs upon release in an industry that needs people. How can we continue this? We have a wonderful partnership with Veritas Crane.

	Program Outcomes and Measurements					
<b>No.</b> 38	Agency	Workforce Program Name Flagger	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.  No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and An Other Applicable Details. If Coding Has Changed, Please Include Coding and Timeframes Used.  Not tracking any program success.	Please Provide Any Other Information You Think Would Be Helpful		
	Department of Corrections and Rehabilitation			a job with this bit of additional training.		
39	530 - Department of Corrections and Rehabilitation	Career Readiness	Not tracking any program success.  No expenses.	We know a number of people in prison struggle with getting and keeping a job. We hope that offering this class and partnering with Job Service North Dakota allows people to reach out to Job Service North Dakota for assistance.		
40	540 - Adjutant General	Military Ready Program	Program success will be demonstrated through collaborative partnerships with school districts to integrate in-person instruction into their existing career and technical education programs. We aim to establish program availability within all career and technical education locations statewide, beginning with initial implementation in Fall 2026.			
41	540 - Adjutant General	Tuition Assistance Program	We measure success on a semester basis by the total amount of state tuition assistance applications. We compare the execution of federal tuition assistance compared to state tuition assistance. Postaward is evaluated by the number of collegiate graduates and positive feedback from thankful soldiers and airmen. Biennium stats such as use of the program per year, for the 3 semesters (Fall, Spring and Summer) show about 1,050 members use the program. Total amount of state tuition assistance reimbursed to students was \$2.2M, amount of army federal tuition assistance spent was \$2.16M. This data is useful as well to measure effectiveness.	· · · · · · · · · · · · · · · · · · ·		
42	601 - Department of Commerce	Area Health Education Centers (AHEC)	Bi-annual reporting; reporting metrics; recent May 2025 metrics provided in attached document.  Department 4200 Fund 001 Line 60160 Project BD42000 Activity 12 C 60160	This state funding matches the federal match requirement for the program. Please see <u>Appendix</u> <u>H</u> for additional information provided by the Department of Commerce.		
43	601 - Department of Commerce	Operation Intern: Continuing Appropriation	Continual increase of applicants from year to year, and level of participation among targeted industries. Since the inception of the program, the program has supported 525 businesses (some businesses have utilized the program for more than one program year), and 3,852 interns supported.  2022 - 58 awarded companies; 198 interns 2023 - 62 awarded companies; 218 interns (+ 65 businesses listed on the waitlist)  With the partnership of the Information Technology Department, we are able to report the retention of the intern participants for up to 5 years post-program year. The attached chart shows the number of program participants, their student enrollment status after participating in the program, and their employment status each year after program completion for up to 5 years.	This program is very popular and funds are allocated within 1 business day of the application portal opening. As of today, there are almost as many applicants still on the waiting list as those that have been awarded. Please see <a href="#">Appendix</a> I for additional information provided by the Department of Commerce.		

			Program Outcomes and Measurements			
No.	Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	Please Provide Any Other Information You Think Would Be Helpful	
	601 - Department of Commerce	Tribal College Grant	We measure success through program enrollment goals and actual enrollment; graduation goals and actual graduation numbers; job placements Enrollment goal 112; Actual 43 Graduation goal 39; Actual 18 Job placement goal 25; Actual 27	Department 4200 Fund 001 Project BD42000 Activity 07 Line 60160	The only time program was in the executive budget was in 2015-2017, with \$6M in one-time funding to provide grants to the five tribally controlled colleges. It was funded at \$3 million from the student loan trust fund. The Department of Commerce has not included this program in our budget requests; it has been legislatively added each biennium after 2015-2017.	
45	601 - Department of Commerce	Beyond Visual Line of Sight (BVLOS) Uncrewed Aircraft System (UAS) Training Program - carryover only	Program ended June 2023 - no new applicants/funding for the 2023-25 biennium	Department 2500 Fund 001 Project BD25008 Line 60160	The continuation of this program was transferred to the Department of Career and Technical Education.	
46	601 - Department of Commerce		There are dozens of success metrics being constantly reviewed to elevate the results of the find the good life marketing campaign.  The primary success metric for the paid media campaign is the total number of individuals who entered the lead pipeline and ultimately relocated to North Dakota.  To evaluate campaign performance, we analyze marketing outcomes based on:  *Reach: The total number of people who were exposed to the campaign.  * Engagement: The number of individuals who interacted with the campaign content.  * Lead Generation: The number of people who expressed interest by fillir out a form to be contacted about relocating to North Dakota.  These results are monitored using the following metrics:  1. Website traffic driven by paid media sources  2. Click-through rates from ads to the landing page  3. Engagement metrics such as time on site, pages per session, and bounce rate  4. Lead form submissions, indicating active interest  5. Conversion rates from form submissions to relocation confirmations (when available)  Paid Media Campaign Results:  Total users: 856,288 (reach)  Engaged users: 181,181 (engagement)  90%+ of traffic is attributable to marketing efforts  Total form submission (Leads): 7,607  Site Traffic by Audience Segment  Targeted awareness: 532,173 users  Young family: 211,603 users  Boomerang (ties to ND): 207,432 users  Graduates: 73,675 users  Skilled trades: 35,488 users  Healthcare (Nursing): 29,201 users		While there are many workforce programs across the state, the lack of awareness about North Dakota decreases the effectiveness of these programs. We have not invested enough to market our state which combined with our geographic location, small population and reputation for poor weather puts us at a competitive disadvantage to attracting new workforce to support a growing economy. This lack of awareness will take several years and increased investment to correct.	

			Program Outcomes a	nd Measurements	
No.	Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	Provide the Line Items, Funding Sources, Project Codes, and Any	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
			Relocation Form Submission by Audience Segment Targeted Awareness: 104 submissions Young Family: 215 submissions Boomerang (ties to ND): 454 submissions Graduates: 44 submissions Skilled Trades: 67 submissions Healthcare (Nursing): 117 submissions Healthcare (Nursing): 117 submissions Relocation Form Submission by Audience Segment (Estimated due to privacy) Targeted awareness: 176 submissions Young family: 309 submissions Boomerang (ties to ND): 621 submissions Graduates: 44 submissions Skilled Trades: 67 submissions Healthcare (Nursing): 120 submissions Healthcare (Nursing): 120 submissions Paid Campaign Top Line Metrics DIGITAL Impressions: 118,309,004 Clicks: 426,701 Click through rate: 0.36% (0.25% benchmark) Video Completions: 19,244,185 Video completions: 19,244,185 Video completion rate: 86.71% (75% benchmark) Email Opens: 872,819 Email open rate: 17.58% (11.5% benchmark) SOCIAL Impressions: 43,106,990 Clicks: 680,816 Click through rate: 1.58% (0.89% benchmark) Video Completions: 4,172,773 Semper Forward (Veterans/Military) Metrics Total Leads (as of September 5, 2025): -Veterans in Pipeline: 294 -Active Duty in Pipeline: 92 Referrals sent: Trinity, Sanford Employer Partnerships: RDO Equipment, Microsoft, Sanford These metrics are reviewed regularly to ensure best possible results. Often these metrics insight adjustments we make to marketing messaging, visuals, subject lines, website content, media channels and targets.		

Program Outcomes and Measurements				
No. Agency	Workforce Program Name	No. 5 How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting Documentation, as Necessary.	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All Coding and Timeframes Used.	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.
47 601 - Department of Commerce	Find the Good Life - Programming	Develop and implement a pilot grant program that increases and improves participation and integration of New Americans and Immigrants in the North Dakota workforce. Helping employers implement strategies to retain and upskill foreign-born workers, increasing community engagement and access to services that support integration, at work and in the community. Grant launched in July 2024.	Department 4200 Fund 001 Project BD47000 Line 60163	In March 2025, a relocation cost-matching pilot grant was also implemented to measure the success and develop a toolkit for employers that demonstrates the value that relocation assistance has when filling critical high-demand jobs. This pilot will give us the ability to measure other barriers to moving including access to housing, childcare, licensure, etc., that contribute to the length of time it takes to relocate or jobs being filled in certain communities due to resources and capacity. This pilot program launched in May 2025. Healthcare and skilled trade positions are currently the most common employer types and positions being applied for. Applicants are from urban and rural communities and are awarded for 2-20 positions per worksite based on vacancies and total number of employees. To date- 17 employers have been awarded for cost-matching 193 positions at \$843,500. Data that will be collected include- length of job posting opening, number of applicants, miles candidate relocated, additional family members that moved and if any are also working in North Dakota, and more information may be requested as identified.
48 601 - Department of Commerce	Global Talent Office (formerly the Office of Legal Immigration)	We completed the mandated statewide study in early 2024, which has served as our roadmap for throughout the rest of the 2023-25 biennium and beyond. The study helped us identify the most impacted sectors, the populations and visa pathways most suitable to fill the open jobs, and recommendations on how to not only recruit but retain and integrate global talent. Since the completed of the report, we've built creative strategies and pilot programs around eligible populations, pathways, and employer needs. This has resulted in over 50 direct jobs filled, with more in process, and the families of those working individuals also relocating to North Dakota and building a home here. The impact that our education and facilitated connections between North Dakota employers and viable pipelines goes well beyond our recorded numbers. We have engaged over 200 organizations from around the state and none of them are required to report their outcomes to us. However, we intend to conduct an end of year survey to send to all of our partners to gather their feedback and outcomes.  Another notable success has been our working relationship with the University of North Dakota. In the early days of Global Talent Office (formerly the Office of Legal Immigration), we were approached by a group of students from the University of North Dakota who were interested in immigration law but had no professor or courses available to them. The Global Talent Office elevated this request and played a key role in the development of the immigration law clinic that has now started at the University of North Dakota as of fall 2025.	2025-2027 Biennium: Department 4400 Fund 001 Line 60163	The Global Talent Office does not provide legal consultation or recruitment services. The Office does help identify new and existing legal pathways that directly benefit industries and employers in North Dakota, provide or facilitate subject matter expert education opportunities, provide English language learning platform for employers and jobseekers to improve English proficiency as a workforce skill. After only a year of operation, the office and team were recognized as leading the national conversation around state-led solutions that incorporate work-authorized foreign born workers and jobseekers and implementing pragmatic strategies to integrate, skill, and upskill workers to address critical workforce shortages.

	Program Outcomes and Measurements				
Ma	•	Moulefours Duo sussus Nomes	No. 5  How Do You Measure Program Success? Please Include Actual Success Metrics for the 2023-25 Biennium and Actual Success Metrics for the Life of the Program. Please Describe Your Agency's Evaluation or Postaward Monitoring Process and Results of the Program. Please Provide an Explanation of Any Attached Supporting	No. 6  How Are Expenditures Coded in Peoplesoft for this Program? Please Provide the Line Items, Funding Sources, Project Codes, and Any Other Applicable Details. If Coding Has Changed, Please Include All	No. 7  Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better
No	Agency	Workforce Program Name	Additionally, in May 2024, the Global Talent Office (formerly The Office of Legal Immigration) was named a "best practice office" by the United States Citizenship and Immigration Office. The Office has met with over a dozen other states interested in adapting to a workforce model or standing up an office, and national organizations recognizing the pragmatic approach to state-led workforce solutions that leverage foreign-born workers as a part of the workforce shortage and talent solutions- This includes being highlighted at multiple national and international conferences related to talent attraction, immigration, and workforce strategies from 2024-present. North Dakota establishing this office has made North Dakota a leader in shaping the national and international conversations around foreign-born workers.		Understand Your Programs.
49	601 - Department of Commerce	New Americans Workforce Training Grant	Due to 4 different tracks that can be applied for, there are different demonstrations of success.  Track A- employers implementing English language learner opportunities for foreign-born workers and providing cultural training for new and existing employees to improve integration.  Track B- Website and print material development for non-profits to increase awareness and utilization of their services and programs.  Track C- Community organizations to implement cultural activities that foster integration and understanding at a local level.  Track D- the development of community integration plans that include immigrants and foreign-born workers and other newcomers to determine capacity, resources, community engagement, and identify gaps in services or amenities. of the 11 grants awarded in 2024-2025, 4 just closed and the remaining close on 9/30/2025. All projects are required to report final narratives, quantitative data related to the number of people impacted or served directly, impact the funds have had the organization activities, and provide financial documentation for all awarded and match funds. Progress updates are also provided as work is completed during the grant period. Most projects are quick or single implementation of language learning or website and material development. Because we are in the pilot phase with reporting due in October, this will be used to determine what success measures can be used long-term.		Each of the grant tracks are designed for the applicants to implement sustainable programs and strategies such as English language learning/materials for the worksites, increasing community engagement that may support non-profit fundraising in the future and making nonprofit service providers more marketable to employers and others that can pay for services as part of their business funding models (fee for services). The development of integration plans that stakeholders can use to implement recommendations or use to secure other implementation funding as the results of these plans, can vary widely depending on the community and region. All of the Track B and C awardees provide job readiness, English language learning, community acclimation and navigation services that improve the entrance and retention of immigrant workforce and integration into their communities and are able to partner with employers to provide worksite specific language and translation services. Final reports for all projects are not due until 10/15/2025 with more quantitative data. Through aggregated progress reports, and with \$446,841.50 awarded thus far, there are over 500 community members that have engaged, over 200 jobseekers/employees served, 8 nonprofits creating sustainable funding streams and increasing utilization of their services, and 1 rural healthcare employer that implemented translation and English language learner to integrate new workers into the worksite.
50	601 - Department of Commerce	Regional Workforce Impact Program	program and the change to the grant guidance after the change from ARPA funding in the 2021-2023 biennium to general funds in the 2023-25	Activity 04 Line 60180 2023-2025 Biennium: Department 4200 Fund 001 Project BD48000 Activity 04 Line 60163	The regional workforce impact program has been updated to address the specific workforce needs of each region. The newest changes to the program focus on industry led solutions to focused on comprehensive strategic industry partnership plans that will allow regions to fully comprehend the needs of their workforce. proposed solution must be a sector strategy which will require each project to connect with a prominent

	Program Outcomes and Measurements			
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		families received childcare, 23,089,376 total impressions from talent attraction and retention projects, and 116,872 clicks from talent attraction and retention projects. Over the life of the grant program 2,627 childcare slots were added, 6,390 workers were impacted, 278 new workers were hired at childcares, 370 new families received childcare, 46,946,146 total impressions from talent attraction and retention projects, and 265,090 clicks from talent attraction and retention projects. We require all projects to provide progress narratives throughout the life of the grant and final progress narratives to share the success and challenges from the project as well as the required expense reporting. The required narrative is different for the variety of projects, but requests the quantitative and qualitative values of the projects successes.		industry that is in the region. This program will assist applicants in funding workforce initiatives through two separate tracks.  Track A: Sector Strategy Planning  Track B: Implementation of sector strategy plans that have been created in the last 5 years.  These sector strategies must promote economic stability and prosperity by addressing workforce challenges. The Department of Commerce encourages utilizing new and existing collaborations of regional partners and employers to leverage resources that foster the development of partnerships to implement sustainable workforce development solutions.  A sector strategy is a targeted plan that focuses on the development and growth of a specific industry or economic sector, aligning workforce development efforts with the current and future needs of employers in that field. Its primary purpose is to ensure a skilled and competitive workforce by bridging the gap between labor market demand and the available talent pipeline. Sector strategies are often informed by labor market data, employer input, and regional economic priorities. Workforce development initiatives that can be built into a sector strategy include industry-specific training programs, apprenticeship or internship opportunities, career pathway development, partnerships with educational institutions, upskilling and reskilling for incumbent workers, and support services that help individuals enter and remain in the workforce. These initiatives are designed to meet employer needs while also providing individuals with sustainable career opportunities.
51 601 - Department of Commerce	Technical Skills Training Grant	and the number of companies or training providers that have been impacted by these projects. During the 2023-25 biennium we had	2023-2025 & 2025-2027 Biennium Department 4200 Fund 001 Project BD48000 Activity 03 Line 60163	who are looking for applicants by providing entry-level training or assist with industry recognized certifications. Track B - This program has been

	Program Outcomes and Measurements					
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52	601 - Department of Commerce		We measured program success through multiple metrics as the projects varied. The metrics were through Hired Workers, Directly impacted/Direct contact with workers, Indirectly impacted workers through clicks, impressions, and job fair or events. Through this program 718 workers were hired, 6,763 workers were directly impacted or contacted, and 594,060 workers were indirectly impacted. Our agency evaluated this program through required progress narratives and reporting from the organizations. All projects are required to report the final results, successes, and challenges in detail in order to closeout their grant. Also through the life of the program projects were required to send progress narratives and expenditure reporting including invoices and proof of payment in order to request the awarded funding to verify they are spending the funds correctly and to make sure the projects were on path to closeout by the grant deadline.			
53	601 - Department of Commerce	on National and Community Service)	The program success is implementing the AmeriCorps Programs, holding State Commission meetings, and working with the Governor's Office to implement policy changes.  Department 4000 FUND A**** Class 60110/60130/60160 where applicable. We are running multiple grants of AmeriCorps at One time - Al are coded under department 4000 in our financials			
54	601 - Department of Commerce		Program is measured by implementing training and marketing for the AmeriCorps programs. Each year the funds are used to send program coordinators to national trainings to implement rules and regulations from criminal history checks, performance measure training, member management, recruitment, etc.			
55	601 - Department of Commerce		The AmeriCorps programs set their performance measures in the grant making process. On site and desk reviews are conducted to monitor the performance of the AmeriCorps Programs. During the 2023-24 grant year, 597 students received literacy services with 414 completing the programs. 122 students received math services with 105 completing the programs. 294 individuals received English learning services with 200 completing the course. 37 organizations received capacity building services. 41 participants received healthy behaviors services with 41 completing the program. The AmeriCorps programs recruited and managed 3,535 volunteers.			
56	601 - Department of Commerce	Non-resident Nursing Employment Relocation Program - Carryover funding	Program ended June 2023 - No new applicants for the 2023-25 biennium. Department 4200 Fund 001 Project BD42000 Activity 09 Class 60160	Although the Department of Commerce does have workforce recruitment programming, our team believed this program would have made more sense at the State Department of Health due to the Department of Commerce not requesting this program.		
57	601 - Department of Commerce	Literacy Grant	The Literacy Grant is monitored and reported with the AmeriCorps Department 4200 Fund 001 Project BD42000 Activity 11 Class 60160 Program.			