

No.	Agency	Workforce Program Name	Statutory Authority or Other Legislative Authorization	Program Inception Date	2023-25 Biennium								2025-27 Biennium										
					Number of FTE Positions Working on the Program	Biennial Salaries and Benefits of Employees Working on the Program	Actual Expenditures from the General Fund	Actual Expenditures from Special Funds	Actual Expenditures from Federal Funds	Actual Expenditures from 2021-23 Biennium Carryover - General Fund	Actual Expenditures from 2021-23 Biennium Carryover - Special Funds	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 - 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	Total Funding Available for the Biennium, Including Carryover
1	201 - Department of Public Instruction	Adult Education Workforce Innovation and Opportunity Act (WIOA) Title II	WIOA Title II- Adult Education and Literacy Act and North Dakota Century Code (NDCC) Chapter 15.1-26	1967	59 FT + 40 PT	\$6,287,611	\$5,000,000	\$0	\$2,415,348	\$0	\$0	\$0	\$7,415,348	59 FT + 40 PT	\$3,254,223	\$5,500,000	\$0	\$1,134,046	\$0	\$0	\$7,989	\$6,634,046	\$6,642,035
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	199,609	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	HB 1013 (2021)	In the 2021-23 biennium, federal Elementary and Secondary School Emergency Relief (ESSER) Funds, then state funds approved for the 2023-25 biennium. No funding available for the 2025-27 biennium.	Reflected above- could add 1 here in place of above.	35,672	0	471,862	0	0	0	471,862	0.00	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	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	700,219	0.08	11,700	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	1999	31.40	7,262,524	2,500,000	10,600,037	0	0	114,492	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	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	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 Projects Grant	SB 2019 (2025)	7/1/2021	0.10	38,089	0	26,500,000	0	0	69,134,866	95,634,866	0.10	41,107	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	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	1,175,374	1.00	230,168	1,296,038	0	1,500,465	0	0	0	2,796,503	2,796,503	

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13		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)	NDCC Chapter 50-09, 45 CFR Part 260	8/22/1996	1.50	335,175	0	4,672,207	5,525,625	0	0	0	10,197,832	1.50	345,252	0	6,951,947	3,376,231	0	0	0	10,328,178	10,328,178
14		Loan Repayment Program - Dentists	NDCC Chapter 43-28.1	7/1/1994	0.75	151,723	225,200	336,426	0	0	0	561,626	0.75	171,890	225,200	360,000	0	0	0	0	585,200	585,200	
15		Loan Repayment Program - Veterinarian	NDCC Chapter 43-29.1	7/1/2008	0.00	0	451,227	0	0	0	0	451,227	0.00	0	480,000	0	0	0	0	0	480,000	480,000	
16		Loan Repayment Program - Health Care Professional	NDCC Chapter 43-12.3	7/1/1994	0.00	0	800,948	175,646	0	0	0	976,594	0.00	0	987,480	234,500	0	0	0	0	1,221,980	1,221,980	
17		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	1,833,884	0	0	0	1,833,884	0.75	171,890	0	0	2,000,000	0	0	0	2,000,000	2,000,000	
18	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (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	180,723	0	4,405,714	0	0	1,329,527	4,586,437	5,915,964
19		Workforce Innovation Opportunity Act (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	6,878,367
20		Workforce Innovation Opportunity Act (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	2,554,855
21		Wagner-Peyser/Migrant and Seasonal Farmworkers	Wagner-Peyser Act of 1933, Public Law 73-30, 20CFR 651	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	17,131,855
22		H2A/H2B/ Foreign Labor Certification	US DOL Program	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	1,720,842

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23		Work Opportunity and Tax Credits (WOTC)	US DOL Program	7/1/1996	0.60	138,528	0	0	134,316	0	0	46,980	181,296	0.60	140,932	13,412	0	132,000				145,412	145,412
24		Jobs For Veterans Grant (JVSG)	Public Law 107-286	11/7/2002	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		Job Opportunity and Basic Skills (JOBS)	Contracted with DHHS	7/1/1997	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		CrossRoads	Contracted with DHHS	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
27		New American Employment Program (NAEP)	Contracted with DHHS	10/1/2023	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		Job Placement Partnership Program (JP3)	Contracted with DHHS	7/1/2023	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 Counties only	Contracted with DHHS	7/1/2000	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		Parental Responsibility In the Development of Employment (PRIDE)	Contracted with DHHS	7/1/2004	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	7/1/1998	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
32	530 - Department of Corrections and Rehabilitation	Roughrider Industries	NDCC Chapter 12-48	1/1/1975	30.00	5,481,687	0	21,049,943	0	0	0	21,049,943	30.00	5,944,291	0	30,777,846	0	0	0	0	0	30,777,846	30,777,846
33		The Last Mile		6/17/2020	1.00	64,733	200,000	0	0	0	0	200,000	1.00	64,733	200,000	0	0	0	0	0	0	200,000	200,000
34		Occupational Safety and Health Administration (OSHA) 10		4/4/2019	0.00	0	0	0	0	0	0	0	0	0.00	0	0	2,950	0	0	0	0	2,950	2,950
35		ServSafe Food Handler Certification		2/14/2020	0.00	0	0	0	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	0	0	0	0	0	0	0.00	0	0	0	0	0	0	0	0	0
37		Commercial Driver's License and Crane/Rigger Certification		10/1/2022	0.00	0	0	0	300,000	0	0	0	300,000	0.00	0	0	0	0	0	0	0	0	0
38	540 - Adjutant General	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	0	0	0	0	0	230,000	230,000
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 Commerce	Area Health Education Centers (AHEC)	SB 2018 (2025)	8/15/2013	0.05	11,590	443,996	0	0	0	0	443,996	0.05	12,737	444,000	0	0	0	0	0	0	444,000	444,000
41		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		Tribal College Grant	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

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43		Beyond Visual Line of Sight (BVLOS) Uncrewed Aircraft System (UAS) Training Program - Carryover only	SB 2018 (2021)	7/1/2021	0.01	2,318	0	0.00	0	115,153	0	0	115,153	0.00	0	0	0.00	0	0	0	0	0	0	0	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	4,347,101	0.05	29,230	0	0.00	0	1,652,899	0	0	0	0	0	0	0	1,652,899	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	916,733	1.00	229,561	0	0.00	0	5,083,267	0	0	0	0	0	0	0	5,083,267	5,083,267	
46		Global Talent Office (formerly the Office of Legal Immigration)	SB 2018 (2025)	7/1/2023	2.00	403,900	693,422	0.00	0	0	0	693,422	2.00	491,321	1,000,000	0.00	0	1,306,578	0	0	1,000,000	0	0	1,000,000	2,306,578	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	270,046	0.25	96,054	0	0.00	0	1,729,954	0	0	0	0	0	0	1,729,954	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	7,826,406	19,564,197	0.70	143,843	5,000,000.00	0	762,209	0	2,866	5,000,000	0	2,866	5,000,000	5,765,075	5,765,075			
49		Technical Skills Training Grant	SB 2018 (2025)	7/20/2020	0.50	60,630	185,083	0.00	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	0	1,298,505	1,000,000	4,123,923	4,123,923		
50		North Dakota Workforce Innovation Grant	SB 2345 (2021)	11/15/2021	0.50	60,630	0	0.00	0	0	929,513	929,513	0.00	0	0	0.00	0	0	0	0	0	0	0	0	0	0	0	
51		AmeriCorps CSG (State Commission on National and Community Service)	SB 2018 (2025)	2/3/2002	0.99	279,914	101,842	0.00	181,270	0	0	283,112	0.99	315,606	108,312	0.00	235,580	0	0	0	0	0	0	343,892	343,892	343,892		
52		AmeriCorps Investment/ Training	SB 2018 (2025)	2/3/2002	0.00	51,464	0	0.00	229,924	0	0	229,924	0.00	58,131	0	0.00	406,471	0	0	0	0	0	0	406,471	406,471	406,471		
53		AmeriCorps Grants	SB 2018 (2025)	2/3/2002	0.00	0	0	0.00	2,208,546	0	0	2,208,546	0.00	0	0	0.00	2,600,000	0	0	0	0	0	0	2,600,000	2,600,000	2,600,000		
54		Non-resident Nursing Employment Relocation Program - Carryover funding	HB 1018 (2019)	7/1/2019	0.01	2,318	0	0.00	0	4,000	0	4,000	0.00	0	0	0.00	0	0	0	0	0	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	200,000	0.01	3,100	200,000	0.00	0	0	0	0	0	0	0	0	200,000	200,000	200,000	
					304.77	\$57,244,055	\$42,083,337	\$67,060,833	\$53,132,343	\$119,153	\$970,771	\$90,789,355	\$254,155,792	311.52	\$61,685,273	\$35,264,960	\$58,068,666	\$69,453,943	\$15,005,642	\$9,492,956	\$17,041,532	\$162,787,569	\$204,327,699	\$204,327,699	\$204,327,699	\$204,327,699		

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.
1	201 - Department of Public Instruction	Adult Education-Workforce Innovation and Opportunity Act (WIOA) Title II	Mission: The Department of Public Instruction promotes and supports 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 employers with the skilled workers they need to compete in the global economy.  Title II-AEFLA- <a href="https://www.dol.gov/agencies/eta/Workforce%20Innovation%20and%20Opportunity%20Act">https://www.dol.gov/agencies/eta/Workforce Innovation and Opportunity Act</a> & <a href="https://www.govinfo.gov/content/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf">https://www.govinfo.gov/content/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf</a> & <a href="https://ndlegis.gov/cencode/t15-1c26.pdf">https://ndlegis.gov/cencode/t15-1c26.pdf</a>	Individuals are at least 16 years of age, not enrolled in high school, do not 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, 5 correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, and corrections sites.  <a href="https://insights.nd.gov/Education/State/AdultEd">https://insights.nd.gov/Education/State/AdultEd</a>	At least 16 years of age, not enrolled in high school, do not have a high school diploma, mandated by state law, may lack mastery of basic educational skills; and/or can't speak, read, or write the English language and lawfully present.	Workforce partners are Job Service North Dakota, the Department of 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.
2	201 - Department of Public Instruction	Displaced Homemaker Program	In 1979, HB 1921 provided the parameters of the displaced homemaker program and its components of counseling and guidance, job readiness training, and services for displaced homemakers to enjoy independence and economic security, which is vital to a productive life and to improve the health and welfare of this ever-growing population of citizens. The North Dakota Department of Public Instruction, adult education program, has been granted the authority under NDCC 14-06.1 to provide funding to the adult learning centers, which provide services to individuals who qualify for academic and career-related services. NDCC 14-06.1.	Individuals are at least 16 years of age, not enrolled in high school, do not 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, 5 correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, and corrections sites.	At least 16 years of age, not enrolled in high school, do not have a high school diploma, mandated by state law, may lack mastery of basic educational skills; and/or can't speak, read, or write the English language and lawfully present. Per legislative rule (NDCC 14-06.1), the regional adult learning centers provide services to individuals who qualify year as "displaced homemakers", an ever-increasing number of persons who find themselves "displaced" through separation, divorce, death or disability of a spouse, or other loss of support. As a consequence, these individuals are very often without any source of income and are sometimes ineligible for categorical welfare assistance.	Workforce Innovation and Opportunity Act partners are Job Service North Dakota, 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. We work to minimize employment barriers and assist individuals to get into the workforce and meet personal goals.
3	201 - Department of Public Instruction	Integrated Education and Training Programming	Integrated Education and Training (IET) Guide 34 CFR Part 463 Subpart D. An IET program must meet the definition and requirements set forth in Workforce Innovation and Opportunity Act and the final regulations as established by the Department of Education on August 19, 2016 in the Federal Register. An IET program is a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement (§463.35). An IET program must include the following three components: adult education and literacy activities, workforce preparation activities, and workforce training (§463.36).	Individuals are at least 16 years of age, not enrolled in high school, do not 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, 5 correctional sites covering the 8 regions in our state. Host entities: local education agency's, community colleges, & corrections sites.	At least 16 years of age, not enrolled in high school, do not have a high school diploma, mandated by state law, may lack mastery of basic educational skills; and/or can't speak, read, or write the English language and lawfully present. An EIT program is a service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement (§463.35).	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.
4	215 - North Dakota University System	Skilled Workforce Scholarship (North Dakota Career Builders)	Retain talent in the state in in-demand occupations. This program is a partnership with business in that one dollar of private-sector funds is 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, and work in an in demand occupation within North Dakota for 3 years following programs completion.	
5	215 - North Dakota University System	Skilled Workforce Loan Repayment (North Dakota Career Builders)	Retain talent in the state in in-demand occupations. This program is a partnership with business in that one dollar of private-sector funds is required for each dollar of state funds issued.	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 \$5,667 issued per year, depending on outstanding principal balance at time of application.	
6	215 - North Dakota University System	TrainND	TrainND is North Dakota's statewide workforce training network, managed by four regional community colleges to provide customized and open-enrollment training for businesses and individuals to enhance skills, productivity, and competitiveness. Its purpose is to build and retain the North Dakota workforce by connecting companies with quality instructors and innovative training solutions, thereby expanding economic opportunities for both employees and employers across the state. TrainND operates through four regions, with each region served by a local college within the North Dakota University System. It offers flexible training options, from specific courses tailored to a company's needs to general professional development and technical skills training. TrainND aims to enhance employee performance, boost productivity, reduce turnover, and help companies stay competitive in the global market. The network provides training across diverse industries, including manufacturing, healthcare, computer technology, and professional development. By providing relevant and timely training, TrainND helps North Dakota businesses grow, innovate, and adapt to evolving workforce demands.	Eligibility to participate in TrainND educational opportunities is available to 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  2023-2024 Individuals Served (duplicated): 16,544 2024-2025 Individuals Served (duplicated): 15,171  2023-2024 Businesses Served: 1,621 2024-2025 Businesses Served: 1,512	Traditionally serving working adults but have some high school enrollment in programs like certified nursing assistant. Most frequent client or consumer is a local business. The local business is instrumental in assessing which individuals within their organization are eligible (or recommended) for a specific course. Eligibility varies by course. Many courses are appropriate for a general audience with interest in workforce related topics.	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						
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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 credentials--with faculty and staff all supporting more than 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.			
8	270 - Department of Career and Technical Education	TrainND	TrainND provides organizational and employee training which allows 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 pass through dollars to the four community colleges TrainND divisions.	The program primarily serves employers, providing customized training. 1,512 employers provided training fiscal year 2025 11,369 employees received training (unduplicated) fiscal year 2025 1,621 employers provided training fiscal year 2024 11,686 employees received training (unduplicated) fiscal year 2024		
9	270 - Department of Career and Technical Education	Work-based Learning Coordinator Grant	The intent of the grant funding is to reimburse the costs of a work-based learning program. Allowable expenses may include the following: 1. work-based learning coordinator salary and fringe 2. Travel related to work-based learning employer visits 3. Travel related to work-based learning visits to school districts and agency partners 4. Travel related to work-based learning coordinator training meetings/conferences 5. Supplies utilized by the work-based learning coordinator program.	Eligible recipients are school districts and area career and technology centers. Preference is to be provided to work-based learning programs serving multiple school districts. 17 work based learning coordinators were funded in 2023-25 225 employer partnerships created 5,856 students placed in a work-based learning experience	Eligible recipients are career and technical education centers and school districts. A work based learning coordinator must complete work based learning coordinator training, offered by the Department of Career and Technical Education, and endorsed by the Education Standards and Practices Board.	
10	270 - Department of Career and Technical Education	Career and Technical Education Capital Projects Grant	To provide funding as a resource for school districts to increase access to career and technical education opportunities through the establishment of additional career and technology centers and facilities. The programs may incorporate virtual or distance learning methods of instruction along with traditionally delivered methods.	Eligible recipients are school districts, career and technical education centers or foundations in partnership with a school district or a center. 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.	For a capital project to be eligible for funding from the federal Coronavirus 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 address a critical need that resulted from or was made apparent or exacerbated by the COVID-19 public health emergency. 3. The capital project is designed to address a critical need of the community to be served by it.	
11	325 - Department of Health and Human Services	Vocational Rehabilitation	Vocational Rehabilitation is an eligibility program which assists individuals with disabilities to improve their employment opportunities and helps 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 supports businesses find and retain employees, including on the job training, job site recommendations, tax credits, and more.	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.	An individual needs to have a documented disability that creates a substantial impediment to employment and requires Vocational Rehabilitation services to obtain, maintain, or advance in employment.	Job Service North Dakota also offers Workforce Innovation and Opportunity Act adult and youth services but there are different requirements surrounding their services. There are co-enrolled participants when possible and the agency staff work together to collaborate on the service braiding funding to avoid duplication of services.
12	325 - Department of Health and Human Services	Supplemental Nutrition Assistance Program (SNAP) Employment & Training (BEST, ND WORKS)	The Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program, a mandatory component of the Program, supports participants in achieving greater self-sufficiency. The program helps 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 improving participants' long-term employment prospects, promoting participants' pathways to stable and sustainable employment, and contributing to economic stability across communities.  In North Dakota, the education and training program is administered through Job Service North Dakota, which operates the BEST (Basic Employment Skills Training) program in Burleigh, Cass, and Morton counties, and Community Options Inc., which operates the NDWORKS program statewide to expand access and serve rural populations effectively.	The SNAP Employment and Training program is available to any work-eligible SNAP participant who chooses to participate. Certain SNAP participants are required to work or participate in an approved activity for at least 20 hours per week to receive SNAP benefits beyond three months within a 36-month period.  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.	Work-eligible individuals in receipt of SNAP.	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						
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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)	<p>JOBS: The TANF Employment and Training Program, known as the Job Opportunities and Basic Skills (JOBS) Program, is a requirement for work-eligible individuals receiving Temporary Assistance for Needy Families (TANF). Its primary goal is to help families move toward long-term self-sufficiency by providing employment preparation, training, and opportunities for meaningful work experience. The JOBS Program operates statewide through three community partners:</p> <ul style="list-style-type: none"> <li>• Job Service North Dakota</li> <li>• Community Options</li> <li>• Turtle Mountain Employment and Training</li> </ul> <p>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.</p> <p>PRIDE: The PRIDE program is a partnership among TANF, Child Support, Job Service ND, and North Dakota district courts. It allows non-custodial parents with past-due child support to be court-ordered or administratively referred to participate in work activities.</p> <p>Goal: To help parents obtain employment or overcome underemployment so they can consistently meet their child support obligations.</p> <p>Purpose: To provide meaningful employment opportunities for non-custodial parents at risk of becoming delinquent, reducing child support arrears and strengthening family financial stability.</p>	<p>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.</p> <p>During the 2023-25 biennium, the program served 1,258 individuals.</p> <p>PRIDE: The PRIDE Program serves non-custodial parents who are court-ordered or administratively referred to participate in work activities.</p> <p>During the 2023-25 biennium, the program served 4,454 individuals.</p>	<p>JOBS: Work-eligible individuals in receipt of TANF.</p> <p>PRIDE: Court-ordered or administratively referred participants.</p>	<p>JOBS and PRIDE: Similar programs include the SNAP E&amp;T Program and Unemployment Compensation Registration requirements.</p>
14	325 - Department of Health and Human Services	Loan Repayment Program - Dentists	<p>Dental Loan Repayment Program:</p> <p>The mission of the Primary Care Office (PCO) within the Department of Health and Human Services 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.</p> <p>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.</p> <p>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 if they are practicing in areas of greatest need.</p>	<p>Dentists in the State of North Dakota are eligible to apply for the funding.</p> <p>During the 2023-2025 biennium, the PCO made 4 awards with one award being less than the \$100,000 allowed due to one applicant not needing the full amount to finish paying off their student loans.</p> <p>During the 2024 application cycle, the PCO made 6 awards with 2 awards being less than the \$100,000 allowed due to the applicants not needing the full amount to finish paying off their student loans.</p>	<p>The applicant must:</p> <ol style="list-style-type: none"> <li>1. Be fully licensed to practice in North Dakota and available to begin by July 1;</li> <li>2. Accept Medicare and Medicaid patients; and</li> <li>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.</li> <li>4. A dentist selected for loan repayment who practices within fifteen miles [24.14 kilometers] of the city limits of one of the three largest cities in the state must: <ul style="list-style-type: none"> <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 health clinic or a nonprofit dental clinic that uses a sliding fee schedule for patient billing.</li> </ul> </li> </ol>	<p>None operated by the state of North Dakota that we are aware of.</p>
15	325 - Department of Health and Human Services	Loan Repayment Program - Veterinarian	<p>Veterinarian Loan Repayment Program:</p> <p>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.</p> <p>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.</p> <p>A subcommittee of the North Dakota Department of Agriculture - Board of Animal Health reviews all applications and provides the PCO with the annual selections.</p>	<p>Veterinarians in the State of North Dakota are eligible to apply for the funding.</p> <p>During the 2023-2025 biennium, the PCO made 3 awards.</p> <p>During the 2024 application cycle, the PCO made 3 awards.</p>	<p>The applicant must:</p> <ul style="list-style-type: none"> <li>Have graduated from an accredited college of veterinary medicine;</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 communities.</li> </ul>	<p>None operated by the state of North Dakota that we are aware of.</p>

Program Purpose or Mission						
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16	325 - Department of Health and Human Services	Loan Repayment Program - Health Care Professional	<p>Healthcare Professional Loan Repayment Program:</p> <p>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.</p> <p>The ND 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.</p> <p>The North Dakota 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 if they are practicing in areas of greatest need.</p>	<p>Healthcare Professionals in the state of North Dakota are eligible to apply for the funding.</p> <p>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.</p> <p>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.</p>	<p>Healthcare Professionals - The applicant must:</p> <ol style="list-style-type: none"> <li>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;</li> <li>2. Accept Medicare and Medicaid assignments;</li> <li>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 telehealth providers must live in North Dakota;</li> <li>4. Be physically present and provide services on at least a half-time basis at one entity that meets the site requirements and provide telehealth services to a second entity meeting the site requirements. Services at both entities combined must meet the full-time requirement defined above.</li> </ol> <p>ELIGIBLE PROFESSIONS</p> <p>Physicians (MD/DO) Family Medicine, Internal Medicine, Pediatrician, Obstetrics &amp; Gynecology Primary Care Nurse Practitioner (DNP, NP), Physician Assistant (PA), Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA) Clinical Psychologist (PhD) Registered Nurse (RN) A behavioral health professional means an individual who practices in the behavioral health field and is: A licensed addiction counselor (LAC) A licensed professional counselor (LPC) A licensed social worker (LSW) A registered nurse (RN) A specialty practice registered nurse A behavioral analyst (BA)"</p>	None operated by the state of North Dakota that we are aware of.
17	325 - Department of Health and Human Services	Federal State Loan Repayment Program	<p>Federal State Loan Repayment Program:</p> <p>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.</p> <p>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.</p> <p>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 if they are practicing in areas of greatest need.</p>	<p>Healthcare Professionals in the State of North Dakota are eligible to apply for the funding.</p> <p>During the 2023-2025 biennium, the PCO made 23 awards with 1 award being a continuation from a previous award.</p> <p>During the 2024 application cycle, the PCO made 25 awards.</p>	<p>Healthcare Professionals: Providers are considered eligible if they:</p> <ol style="list-style-type: none"> <li>1. Are a United States citizen or United States Natural.</li> <li>2. Are not under a current service obligation (currently part of a loan repayment program).</li> <li>3. Have unpaid government or commercial loans for school tuition, reasonable educational expenses and reasonable living expenses, and are segregated from all other debts.</li> <li>4. Are within an eligible discipline.</li> </ol> <p>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)</p>	None operated by the state of North Dakota that we are aware of.
18	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (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.	Individuals ages 18+. Total participants served over the 2023-25 biennium - 898	<p>An individual shall be eligible to participate in the WIOA adult program if :</p> <ol style="list-style-type: none"> <li>i) Age 18 or older;</li> <li>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;</li> <li>iii) In compliance with Selective Service System registration (applies to males only); and</li> <li>iv) Meets priority of service.</li> </ol> <p>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))</p>	None we are aware of.

**Program Purpose or Mission**

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19	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Youth)	The WIOA youth program is designed to deliver a comprehensive array of services to youth to prepare them for post-secondary education and employment opportunities through education and training.	Individuals ages 14-24. Total Participants served over the 2023-25 biennium - 432	<p><b>An Out-of-School Youth is an individual who is:</b></p> <p>(a) Not attending any school (as defined under State law);</p> <p>(b) Not younger than age 16 or older than age 24 at time of enrollment; and</p> <p>(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.</p> <p><b>An In-School Youth is an individual who is:</b></p> <p>(a) Attending school (as defined by State law), including secondary and postsecondary school</p> <p>(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</p> <p>(c) A low-income individual</p> <p>(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</p>	None we are aware of.
20	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Dislocated Worker)	The WIOA program is aimed at improving employability, expanding earning potential, and helping individuals who have been dislocated from a job find and retain a job by providing a variety of job training, education, and employment services.	Individuals ages 18+. Total participants served over the 2023-25 biennium - 17	<p>Individual who:</p> <ul style="list-style-type: none"> <li>• Has been terminated or laid off through no fault of his/her own, or who has received a notice of termination or layoff from employment, and</li> <li>• 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.)</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>• 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;</li> </ul> <p>and</p> <ul style="list-style-type: none"> <li>• Is unlikely to return to a previous industry or occupation.</li> </ul>	None we are aware of.
21	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, 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 needs of the labor market, other services such as job seeker assessment of skill levels, abilities, and career guidance when appropriate, job search workshops, and referral to training may be available.	Participants served over the 2023-25 biennium - 5,724	Individuals must be eligible to work in the United States	None we are aware of.

Program Purpose or Mission						
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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 seasonal basis. Job Service North Dakota staff review each request for federal required compliance and inspect housing for all H2A workers across North Dakota before the United States Department of Labor approves the application.	Employers/Agriculture producers; Job Service North Dakota received 4,395 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: <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>The work must be full-time, at least 35 hours (or more) per work week; and,</li> <li>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.</li> </ul>	None we are aware of.
23	380 - Job Service North Dakota	Work Opportunity and Tax Credits (WOTC)	WOTC is a federal tax credit available to employers for hiring and employing individuals from certain targeted groups who face significant barriers to employment.	The WOTC program processed: fiscal year 22/14,548 applications, fiscal 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.	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.	None we are aware of.
24	380 - Job Service North Dakota	Jobs For Veterans Grant (JVSG)	The Jobs for Veterans program provides individualized employment, training, and career services to veterans and eligible persons experiencing significant barriers to employment.	Individuals eligible for disabled veteran outreach program services, are 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 program services. Over the last two program years the program has served 764, with 60% employed one year after exit.	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.	None we are aware of.
25	380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers	Job opportunities and basic skills (JOBS) Program is the mandatory work program for work eligible individuals receiving TANF with the primary goal to assist families with achieving self-sufficiency. Temporary Assistance for Needy Families participants with work readiness (job search skills, a resume, interviewing skills and soft skills), skills training and job placement services. The JOBS Program offers supportive services that assist with costs associated with care of incapacitated household members, child care, housing/ shelter, job readiness, license, certification and examination fees, relocation assistance, tools for employment, transportation assistance, tuition assistance and vehicle repair and insurance. Job Service North Dakota provides this program throughout region five of the state.	TANF/JOBS helps families with children who are deprived of parental 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.	Individuals are referred by the Department of Health and Human Service Human Service Zones. Eligibility is determined by Human Service Zone staff.	None we are aware of.
26	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	Crossroads assists young parents up to age 21 who are attending school 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 is intended to support these young parents in a way that keeps them from dropping out of school. Upon graduation they will already have a connection to work and skill training that will assist them in being self sufficient. They will have job readiness skills to include a resume, job searching and soft skills. This program is provided throughout region five.	School aged parents up to 21 who are enrolled in school or college. total 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.	Individuals are referred by the Department of Health and Human Service Human Service Zones. Eligibility is determined by Human Service Zone staff.	None we are aware of.
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 job applicants, translation and interpretation support, and consultation on cultural and language questions. Support for Individuals includes skill 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 JSND Workforce Centers.	Office of Refugee Resettlement eligible Refugees total number of cases 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.	None we are aware of.

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28	380 - Job Service North Dakota	Job Placement Partnership Program (JP3)	JP3 is designed to support justice-involved individuals with a variety of employment services to gain and maintain employment and to become self-sufficient. This program is delivered in Bismarck and Fargo Job Service North Dakota workforce centers.	Individuals connected or soon-to-be released from several Department of Corrections and Rehabilitation facilities in North Dakota. Over the last two program years the program has served 764, with 60% employed one year after exit.	The following criteria is established to identify appropriate individuals for referral by the Department of Corrections and Rehabilitation: <ul style="list-style-type: none"> <li>• Must be within 90 days of release</li> <li>• Must attend career readiness classes provided by the Bismarck workforce center or a career readiness workshop provided by the Fargo workforce center.</li> <li>• Must have identification documents (Social Security card, birth certificate, driver's license/state ID) at time of release to satisfy employment (I-9) requirements</li> <li>• Referrals will be made regardless of an individual's parole and/or probation status</li> <li>• Referrals will be made when an individual is being released to a border state if: <ul style="list-style-type: none"> <li>- The individual will be residing within approximately 15 miles of the North Dakota border, or the metro area, for example, of Fargo-Moorhead; and</li> <li>- 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.</li> </ul> </li> </ul>	None we are aware of.
29	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.	The BEST program served 509 SNAP recipients over the biennium with 79% engaged in work or training.	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.	None we are aware of.
30	380 - Job Service North Dakota	Parental Responsibility In the Development of Employment (PRIDE)	PRIDE is a program designed to assist child support obligors in finding and maintaining employment to meet child support obligations and attain self-sufficiency.	The PRIDE program served 358 child support obligors, with results showing a 59% increase in child support payments.	Participation is dependent on a referral from one of the following: <ul style="list-style-type: none"> <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>	None we are aware of.
31	380 - Job Service North Dakota	New Jobs Training Program	The New jobs training 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 new jobs training program provides incentives to primary sector businesses that are creating new employment opportunities within North Dakota.	Primary sector businesses that are creating new employment opportunities within North Dakota.	None we are aware of.
32	530 - Department of Corrections and Rehabilitation	Roughrider Industries	Prison industries program that provides job skill development. Furniture 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.	Male adults in custody. During the 2023-25 biennium, Roughrider Industries had 250 active program participants enrolled in our program.	High school diploma or general educational development diploma along with good institutional behavior.	I am not aware of any other job skills training programs that work with individuals while they are incarcerated. Vocational Rehabilitation may be the closest state program but their program enrollees are much different nor do they work in a manufacturing setting.
33	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 upon 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.	15 individuals	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.
34	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 safety course)	25 individuals	Should have a history or desire to work in construction or industry.	Not aware of any other state programs.
35	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.

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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.	127 individuals	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.	15 individuals  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.	No other state programs do this.
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.	30 individuals	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.	331 individuals	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	To build and sustain a pipeline of qualified military ready students by bridging the gap between education, training, and service, ultimately enhancing military recruiting and applicant preparedness.	Center for Distance Education Department of Career and Technical Education Department of Public Instruction North Dakota high school students and faculty Military recruiting agencies  This is a new program for the 2025-27 biennium.	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	The purpose of the program is to recognize the vital role of the North Dakota National Guard in the State. While the National Guard is subject to federal control during periods of national emergency, it is organized, trained and equipped to perform military functions and to aid civil authorities in the protection of life and property while it is subject to the control of the state. The intent of this program is to encourage voluntary membership in the National Guard, improve the educational level of its members, and thereby benefit the state as a whole.	All colleges in the state of North Dakota as this program helps retain students within the state. North Dakota citizen soldiers and airmen (4,000 members) within the Army and Air National Guard branches of service.	Be a member of either the North Dakota Army National Guard or the North Dakota Air National Guard. Service members must be in good standing. Army National Guard members must use federal tuition assistance as their primary source of tuition assistance if eligible. Students must pass classes with a 'C' letter grade for undergraduate level courses or a 'B' letter grade for graduate level courses in order to receive state reimbursement. Out of state tuition assistance students must submit their transcripts and school invoices within 25 days of the last day of the semester in order to receive their reimbursement.	Every state with the exception of Puerto Rico has a state tuition assistance Program. Most have similar requirements like passing classes with appropriate grade and be in good standing with the military. Some differ 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.	Student/trainee healthcare professionals in rural areas; Number of 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.	Private sector business; 127 businesses and 437 interns	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.	The Office of Management and Budget has an internal internship opportunity that is offered to state agencies for interns.
44	601 - Department of Commerce	Tribal College Grant	A grant awarded under North Dakota Century Code Section 54-60.2-01 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 students attending the college that qualify the student to obtain jobs for which applicants are being sought within the state, as identified by the department of commerce, job service North Dakota, or any of the federally recognized Indian tribes within North Dakota. b) To assist any North Dakota student attending the college to establish, or to assist in establishing, a new business within North Dakota that will employ North Dakota citizens; or c) To develop or enhance career and technical education programs.	Eligible institutions are the tribally controlled community colleges in the state: Cankdeska Cikana Community College in Fort Totten; Nueta, Hidatsa and Sahnish College in New Town; Sitting Bull College in Fort Yates; Turtle Mountain Community College in Belcourt; United Tribes Technical College in Bismarck  2023-25 biennium: Awarded to Turtle Mountain Community College - 43 enrolled, 18 graduated, 27 placement	To develop or enhance programs that assist in providing certificates or degrees to North Dakota students attending the college that qualify the student to obtain jobs for which applicants are being sought within the state, as identified by the Department of Commerce, Job Service North Dakota, or any of the federally recognized Indian tribes within North Dakota.	

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45	601 - Department of Commerce	Beyond Visual Line of Sight (BVLOS) Uncrewed Aircraft System (UAS) Training Program - carryover only	This program was created to support the development and implementation of workforce training related to beyond visual line of sight unmanned aircraft system industry.	TrainND Northwest; 6 students in BVLOS, 14 students in BVLOS, 22 students in Part 107 prep, and 6 students in drone spraying	Recipient had to be an organization dedicated to expanding workforce opportunities, training, and education related to the beyond visual line of sight unmanned aircraft system industry 1:1 match	None
46	601 - Department of Commerce	Find the Good Life - Marketing	The find the good life brand and marketing campaign was developed to increase awareness of the careers and job opportunities across our state. The marketing showcases the lifestyle, communities, recreation, entertainment and culture of our state to encourage nonresidents to take action to learn more about moving to North Dakota.	The program serves all employers and communities across North Dakota. By increasing awareness, marketing amplifies the success of local, regional and company specific programs.		None
47	601 - Department of Commerce	Beyond Visual Line of Sight (BVLOS) Uncrewed Aircraft System (UAS) Training Program - carryover only	Provide infrastructure to increase and track individuals interested in relocation to live and work in North Dakota. The program connects them to community information, champions, employers, and answer common questions about moving including transferring licensure and amenities. It has created and supports a network of community champions that share the lived experience of North Dakota residents and act as ambassadors. Create tools and resources for community leaders and members to evaluate and promote their community as a place to live which supports employer recruitment and retention. This strategy supports existing businesses that have jobs to fill or opportunities to grow limited by the workforce available, and supports new businesses interested in operating in North Dakota and requiring local workforce to do so. The programmatic structure is developed in conjunction with a comprehensive marketing strategy that generates awareness and interest and ultimately leads.	Find the Good Life serves communities that are hoping to attract residents and workers, jobseekers outside of North Dakota and upcoming college graduates in and outside of North Dakota, and employers across all industries that are hiring. Find the Good Life has lead to movers in the pilot relocation opportunity for outstanding talent (ROOT) grant program serves employers with in-demand or hard to fill critical jobs. From May 2025-June 30, 2025, 11 employers were awarded for relocation cost-matching for 110 positions with extensions to 6/30/2026.	Jobseekers that complete the Find the Good Life help-desk forms are eligible for connection to community champions, receiving information that is tailored based on their industry, occupation, hobbies/interests, and desired community types. Communities receive resources, guidance, and marketing of their jobs, industries, and amenities. Employers with in-demand or hard to fill positions due to expertise requirements or rural locations are able to access the pilot ROOT grant program until all allocated funds are obligated.	There are a limited number of local and regional branding initiatives that plug in to the statewide talent strategy. The statewide program provides additional value to rural communities, ensuring awareness of them as an opportunity to live and work. The statewide approach ensures that rural and small communities get exposed to jobseekers interested in relocating to North Dakota while also connecting jobseekers to more well known and larger communities as well. The majority of leads do not have a community preference when first entering the pipeline. The infrastructure of the pipeline helps identify the most ideal locations for each individual based on their profiles. If requested, leads are connected to community champion in the community that they match to which sets this program apart of automated or information only structures.
48	601 - Department of Commerce	Global Talent Office (formerly the Office of Legal Immigration)	The Global Talent Office leads a statewide strategy to attract, retain, and integrate talent from around the world, fostering a robust and diverse workforce for North Dakota. The Global Talent Office was mandated to create a Grant Program. The key objectives of the office include; <b>Attract and Retain Global Talent:</b> Develop a comprehensive plan for recruiting and retaining highly skilled immigrants, both those already in the U.S. and those seeking new opportunities. <b>Empower Businesses and Communities:</b> Advise and support businesses in navigating the legal immigration process for hiring global talent. Collaborate with communities to develop welcoming environments for newcomers. <b>Foster Integration:</b> Design pilot programs that assist businesses in integrating work-authorized immigrants into their workforce and equip communities with resources to support newcomers. Partner with other state agencies to ensure seamless integration services. <b>Statewide Coordination:</b> Serve as a central hub for immigration-related activities, connecting stakeholders across state agencies, the governor's office, and the legislative body. The office will provide ongoing support and participation in the North Dakota Global Talent Task Force.	The Global Talent Office serves businesses, communities and community based organizations, nonprofit organizations, inter-state agencies, industry associations, and higher education. The Global Talent Office has engaged over 200 entities from the above categories, connecting them with 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 North Dakota. This number reflects only the workers themselves—not the families and children who have also relocated to the state and now call 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.	Employers based and doing business in North Dakota that hire or are interested in hiring foreign-born workers, community and municipal organizations that provide or support employers and community services, un/underemployed foreign-born work authorized jobseekers are indirectly served through pipelines to talent developed in partnership with the Global Talent Office and local or national partners for employers to participate in.	To my knowledge there are no other similar state programs to the Global Talent Office. The closest possibility would be the Office of Refugee Services within the Department of Health and Human Services, but they are federally funded and are only able to serve a small subset of the immigrant population. The Global Talent Office focuses on recruiting, retaining, and integrating the immigrant population at large to fill jobs in North Dakota.
49	601 - Department of Commerce	New Americans Workforce Training Grant	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.	The grant program is open to employers, new American and immigrant serving nonprofit organizations, and community/municipal organizations. Final reporting for current awards are due 10/15/2025. To date with progress reporting, over 1,000 people including foreign born workers, American co-workers, and community members have been directly impacted by the funding awarded.	Track A- required to be an employer based in North Dakota and employing foreign-born workers in North Dakota. Track B and C are required to be non-profits and community organizations that provide services to or for immigrants and new Americans to integrate in the workforce and communities. Track D is for community and municipal based organizations responsible for stakeholder engagement and facilitation to develop community/regional/population based integration plans.	None to our knowledge. Job training, social services, and resettlement activities are separate and provided by other state and local agencies though partnership to support entry into the workforce or connection to employers is in place.

Program Purpose or Mission						
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50	601 - Department of Commerce	Regional Workforce Impact Program	The goal of the Regional Workforce Impact Program is to empower locally 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.	The program served North Dakota based organizations that addressed workforce challenges utilizing new and existing collaborations of regional partners to leverage resources that foster the development of partnerships to implement sustainable workforce development solutions. Applicants could apply for one of the following categories per applications: 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, retention, infrastructure investments that directly relate to the proposed workforce solution, infrastructure investments that expand a childcare center. Note: the childcare center must be a center and cannot be a home-based or in a site that can be repurposed for housing. This program awarded 47 projects in the 2023-2025 biennium.	The eligibility in 23-25 shifted due to the change in funding level and to 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: <ul style="list-style-type: none"> <li>• 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</li> <li>• Retention - cap of \$250,000.00</li> <li>• Infrastructure investments that directly relate to the proposed workforce solution – cap of \$500,000</li> <li>• Infrastructure investments that expand a childcare center – cap of \$500,000 -The childcare must be a center and cannot be home-based or in a site that can be repurposed for housing 2 of 13</li> <li>• Capital investments, capital purchases for new or renovated space to support the applicant's proposed program must be able to show direct influence on the workforce solution- cap of \$500,000.</li> </ul> <p>Applicants must apply within only one of the two tracks listed below per application. All applications in track A and B are eligible for up to \$150,000.</p> <p>The eligibility changed in the 2025-27 biennium due to change in funding level and feedback. Below is the eligibility for the 2025-27 biennium.</p> <ul style="list-style-type: none"> <li>• <b>Track A:</b> Comprehensive Strategic Planning <ul style="list-style-type: none"> <li>- This application must include partnership with at least one, and no more than two, industries which the sector strategy will benefit.</li> <li>- Industry partners must be a part of the project team.</li> <li>- The plan must be completed by a 3rd party consultant of disinterest</li> <li>- The deliverable from Track A projects must include the sector's strategic plan with the final narrative</li> <li>- All projects require more than one partner within the selected industry for which the applicant is applying. Single business solutions are not eligible.</li> </ul> </li> <li>• <b>Track B:</b> Implementation of a Sector Strategy developed with the last five years. <ul style="list-style-type: none"> <li>- The established strategy must be included in the grant application.</li> <li>- Applicants are required to have a sector strategy plan established within the last 5 years in order to apply for implementation</li> <li>- Implementation strategies can include, talent attraction marketing, retention, and other strategies that were analyzed within the plan for attracting and retaining workers</li> <li>- If strategies include talent attraction marketing or retention those applications must leverage the existing statewide talent attraction platform and pipeline to recruit employees nationwide and retain students and recent graduates.</li> <li>- Industry partners must be a part of the project team.</li> <li>- Skill Development can be apart of the plan, but can not be a part of the implementation phase as this may be funded through other funding opportunities (i.e. Technical Skills Training Grant, etc.)</li> <li>- All projects require more than 1 partner in each industry the applicant is applying for. This is not a single business solution.</li> </ul> </li> </ul>	To my knowledge there are no other similar state programs to the regional 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.

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51	601 - Department of Commerce	Technical Skills Training Grant	The technical skills training grant is designed to support eligible training providers and employers in their efforts to design and launch rapid, non-degree re-skilling and upskilling programs (with occupations listed on the in-demand occupations list), or expand capacity in existing programs.	The program is designed for businesses, colleges and universities, eligible training providers and others to address their efforts to design and launch re-skilling and upskilling programs. This program has served and awarded 38 projects in the 2023-25 biennium.	Eligible applicants include North Dakota colleges and universities, businesses, eligible training providers, non-profit organizations, city/county municipalities, 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. • Training must take place in North Dakota. • Majority of program participants must reside and intend to work in North Dakota. • If tuition or training costs are part of the proposed application, the applicant may not pay those funds directly to the individuals receiving the education or training; the funds must be paid to the organization providing the education or training. • Jobs for which workers are being trained must be on the in-demand occupations List This program has three tracks, each focused on developing or expanding a highly skilled workforce: - Track A reflects the initial intent of this grant program and is designed for new and expanding accelerated, non-degree training programs that prepare trainees for new jobs. - Programs in track A may be eligible for up to \$200,000. - Programs in track A are not for incumbent workers. - Track B is designed for companies wishing to provide internal upskilling opportunities for their existing staff to promote movement and advancement throughout the organization, create more comprehensive onboarding and new worker training programs, and/or provide safety training for employees. - Programs in track B may be eligible for up to \$100,000 with a dollar-for-dollar match throughout the lifetime of the grant program. - Track C is designed to support workforce automation enhancement including but not limited to training and/or upskilling existing employees related to automation that has been implemented prior to the funding period; or to new or enhanced strategies, not to include the actual purchase of automation equipment. - Programs in track C may be eligible for up to \$200,000 for training and or upskilling existing workforce related to automation. -Applicants for track C may apply for up to \$100,000 for a feasibility study, related to automation.	Workforce education innovation fund provided by the North Dakota University System was created during the 2025 legislative session. This program covers up-front costs for the creation of degree programs aligned with in-demand occupations. The technical skills training grant program is designed for new and expanding accelerated, <u>non-degree</u> training programs that prepare trainees for new jobs. The difference would be the workforce education innovation fund creates degree programs and technical skills training grant can create non-degree training programs.
52	601 - Department of Commerce	North Dakota Workforce Innovation Grant	The goal of the workforce innovation grant is to empower business and industry led solutions and inject innovation into the way we address our 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 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.	The program served North Dakota based organizations that either addressed immediate workforce challenges that were caused or exacerbated by the pandemic or for hiring events in new markets and/or areas of high unemployment throughout the United States. The eligible industries for talent attraction and hiring events include: manufacturing, healthcare, tourism, energy, transportation & logistics, and childcare. This program served and awarded 10 North Dakota organizations	Eligible applicants include the following North Dakota based organizations: • Private businesses • 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	This program is no longer available.
53	601 - Department of Commerce	AmeriCorps CSG (State Commission on National and Community Service)	The AmeriCorps state commissions support grant provides states with funds to establish and operate an independent, bipartisan State Service Commission. These commissions then develop state-level service plans, assist in the application process for other AmeriCorps grants, oversee funded AmeriCorps programs within their state, and implement service programs to meet critical community needs, such as education and disaster services.	The North Dakota State Commission on National and Community Service 15 member board; staff to run the AmeriCorps Program, and AmeriCorps Programs.	An organization must meet specific eligibility criteria, including being a State Service Commission or an authorized alternative entity for a State, being a public or nonprofit organization, registering with the system for award management, and having a financial management system. Applicants must also submit a complete application package, demonstrating their capacity and cost-effectiveness, and commit to a matching fund requirement that increases over time.	None to our knowledge.

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54	601 - Department of Commerce	AmeriCorps Investment/ Training	AmeriCorps commission investment fund (also referred to as commission investment grants) is to provide training and technical assistance to state service commissions to enhance their capacity to implement their duties, which include administering and overseeing the AmeriCorps state programs and subgrants within their states. These funds support commission staff development, training events, and collaborative activities, ultimately aiming to strengthen the state commissions' ability to effectively manage national service programs and support AmeriCorps members and volunteers in their communities	The North Dakota State Commission on National and Community Service 15 member board; staff to run the AmeriCorps Program, and AmeriCorps Programs.	An AmeriCorps "commission investment grant" is a federal grant provided to state service commissions, not directly to individuals or local nonprofits. Commissions, in turn, use this funding for training, technical assistance, and support for the AmeriCorps programs operating within their states.	None to our knowledge.
55	601 - Department of Commerce	AmeriCorps Grants	AmeriCorps state grants provide funding to local organizations to run 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. These grants support organizations in recruiting, training, and supervising AmeriCorps members who receive a living allowance and an education award upon completion of their service.	The program serves non profits and other public entities across North Dakota. fiscal year 2023 6 Projects, 157 AmeriCorps members, Over 90,000 total number of hours, \$483,670 - Total amount of education assistance awarded to AmeriCorps members (Segal education award) fiscal year 2024 6 programs, 190 AmeriCorps members, over 90,000 hours.	For an AmeriCorps grant, an eligible organization must be a public or private nonprofit, faith-based, educational, or government entity. Applicants must be registered in the system for award management and a unique entity identifier is required. Public or private nonprofit organizations, including labor organizations; faith-based and other community organizations; institutions of higher education; government entities within states or territories (e.g., cities, counties); Indian tribes; or a partnership or consortia consisting of the previously mentioned are eligible to apply. There is a minimum overall grantee match of 24 percent.	None to our knowledge.
56	601 - Department of Commerce	Non-resident Nursing Employment Relocation Program - Carryover funding	Incentivizing employment provides a valuable way for employees to make 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.	North Dakota licensed healthcare facilities; 7 facilities awarded; 11 nurses relocated	The primary focus of the nonresident nurse employment recruitment program is to recruit and relocate eligible licensed nurses to sign a written agreement to work at least four years in a North Dakota licensed healthcare facility. Any licensed healthcare facility receiving funds from this program must provide two dollars of incentive matching funds for every dollar provided by the Department of Commerce.	After implementation it was learned that the Department of Health and Human Services has a program that recruits and provides loan forgiveness to registered nurses in the state and those moving to the state. Nurse loan repayment program through the primary care office.
57	601 - Department of Commerce	Literacy Grant	The purpose of the North Dakota literacy and math intervention grant is to 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 members.	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.	None to our knowledge.

**Program Outcomes and Measurements**

No.	Agency	Workforce Program Name	<p align="center"><b>No. 5</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p align="center"><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
1	201 - Department of Public Instruction	Adult Education-Workforce Innovation and Opportunity Act (WIOA) Title II	<p>Mission: The Department of Public Instruction promotes and supports 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 employers with the skilled workers they need to compete in the global economy.</p> <p>Title II-AEFLA-<a href="https://www.dol.gov/agencies/eta/Workforce%20Innovation%20and%20Opportunity%20Act">https://www.dol.gov/agencies/eta/Workforce Innovation and Opportunity Act</a> &amp; <a href="https://www.govinfo.gov/content/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf">https://www.govinfo.gov/content/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf</a> &amp; <a href="https://ndlegis.gov/cencode/t15-1c26.pdf">https://ndlegis.gov/cencode/t15-1c26.pdf</a></p>	We do not utilize PeopleSoft for our grants, and instead use the department's Web Grants system for all grants. People and organizations, awards, funding opportunities, submitted applications, reports, expended and unexpended funds, place claims and amendments. This holds a historical view and current view of all grants, budgets, ledgers, 110 salaries certified personnel, 120 salaries noncertified personnel, 200 employee benefits, 300 purchased professional and tech services, 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.	In North Dakota, there are over 27,300 working-age adults without a high 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, wage earnings increase by \$9,000 to \$10,000 for GED exam completers.
2	201 - Department of Public Instruction	Displaced Homemaker Program	Same criteria as above if national reporting system participants	Same as above. Reports are submitted quarterly, and federal reports are completed twice a year.	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 when 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.	Same as above. Reports are submitted with past grants; midyear report and end of the fiscal year report.	The Department of Public Instruction also provided information related to the choice ready program ( <a href="#">Appendix A</a> ) and grow your own programs ( <a href="#">Appendix B</a> )
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%.	N/A - administered in the North Dakota state aid management portal system.	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.
5	215 - North Dakota University System	Skilled Workforce Loan Repayment (North Dakota Career Builders)	Employees are monitored prior to each scheduled payment to determine if 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%.	N/A - Administered in the North Dakota state aid management portal system.	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 <a href="#">Appendix C</a> .

**Program Outcomes and Measurements**

No.	Agency	Workforce Program Name	<p align="center"><b>No. 5</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p align="center"><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
6	215 - North Dakota University System	TrainND	<p>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.</p> <p><b>Success Metrics for the 2023-205 biennium are as follows:</b>                      Number of businesses in the region receiving training: 3,133                      Number of companies served with less than 50 employees: 1,763                      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</p>	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.	<p>North Dakota Century Code  <a href="https://ndlegis.gov/cencode/t52c08.pdf#nameddest=52-08-08">https://ndlegis.gov/cencode/t52c08.pdf#nameddest=52-08-08</a></p> <p>State Board of Higher Education Policy  <a href="https://ndusbpos.sharepoint.com/:w:/s/NDUSPoliciesandProcedures/EROf-kTpYz5MrVDmzeztOQB1bzSPQfnwVY0wnPXo2l8Cw?e=ou0pqH2026-2027%20Business%20Plan%20(includes%20fiscal%20year%202023-2027%20data)">https://ndusbpos.sharepoint.com/:w:/s/NDUSPoliciesandProcedures/EROf-kTpYz5MrVDmzeztOQB1bzSPQfnwVY0wnPXo2l8Cw?e=ou0pqH2026-2027 Business Plan (includes fiscal year 2023-2027 data)</a></p> <p>2023-24 TrainND Annual Report (with metrics)  <a href="https://ndusbpos.sharepoint.com/:b:/s/NDUSLegislative/Eb58XC909ERPIXXXr7c6BmwBUyZ6pDN2EYrEZ7nHi0Uk1g?e=DoVIMg">https://ndusbpos.sharepoint.com/:b:/s/NDUSLegislative/Eb58XC909ERPIXXXr7c6BmwBUyZ6pDN2EYrEZ7nHi0Uk1g?e=DoVIMg</a></p> <p>2024-25 TrainND Annual Report (with metrics)  <a href="#">(Appendix D)</a></p> <p>2026-2027 Business Plan (including revenues, expenses and funding sources from fiscal year 2023-2025) <a href="#">(Appendix E)</a></p>
7	215 - North Dakota University System	North Dakota University System certificate programs			
8	270 - Department of Career and Technical Education	TrainND	Number of business served Number of companies served with less than 50 employees Number of employees receiving training (duplicated and unduplicated) Number and percent of employers requesting repeat training Satisfaction levels Total contact hours	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 employer partnerships 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 schools served 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 11913 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**

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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.	<p>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.</p> <p>For the 2025-27 biennium, Expenditures coded to Department IDs numbered between 5001 and 5051.</p> <p>Funding sources would be general, federal, and other</p>	The Department of Health and Human Services also provided information related to Workforce Innovation and Opportunity Act-related program performance measures ( <a href="#">Appendix F</a> ).
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.	<p>In the 2023-25 biennium, these expenditures would be in Dept IDs 3062 and 3063. The expenditures would be charged to line item 32530 and 32560 in accounts 621xxx and 712xxx (respectively). Project would be S027 or S27%.</p> <p>In the 2025-27 biennium, the budget would be within Dept ID 3064.</p> <p>Funding sources would be general and federal.</p>	The Department of Health and Human Services also provided information related to SNAP program performance measures ( <a href="#">Appendix G</a> ).
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)	<p>How we measure program success:</p> <p>The TANF JOBS program tracks both federally required and state-level performance indicators focused on employment, training, and self-sufficiency outcomes.</p> <p>Key performance metrics include:</p> <ul style="list-style-type: none"> <li>• Federal work participation rate (WPR) requirement: ≥ 9.2%</li> <li>• North Dakota's current WPR for state fiscal year (2023–24): 43.33</li> <li>• In state fiscal year (2023-24), the average number of new employed individuals is 45</li> <li>• 45% of TANF JOBS participants are engaged in unsubsidized employment</li> </ul> <p>Evaluation and post-award monitoring process:</p> <ol style="list-style-type: none"> <li>1. The TANF program uses a multi-pronged evaluation and monitoring strategy, which includes monthly and quarterly contractor reporting for: <ul style="list-style-type: none"> <li>• Participant enrollment and engagement</li> <li>• Work activities and hours</li> <li>• Specialized referrals</li> <li>• Employment outcomes</li> <li>• Supportive service issuance</li> </ul> </li> <li>2. Quarterly randomized case audits to verify: <ul style="list-style-type: none"> <li>• Use of motivational interviewing (MI)</li> <li>• Adherence to trauma-informed care practices</li> <li>• Accuracy of case documentation and service delivery</li> </ul> </li> <li>3. Corrective action plans</li> </ol> <p>Required if any deficiencies are identified in reporting or practice. These must include a timeline and follow-up review to confirm resolution.</p>	<p>In the 2023-25 biennium, these expenditures would be in Dept IDs 3048, 3053, 3054 and 3055. The expenditures would be charged to line item 32530 and 32560 in accounts 621xxx and 712xxx (respectively). Project would be S114.</p> <p>In the 2025-27 biennium, the budget would be within Dept ID 3047.</p> <p>Funding sources would be federal and other</p>	

**Program Outcomes and Measurements**

			<p align="center"><b>No. 5</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p align="center"><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
No.	Agency	Workforce Program Name			
14	325 - Department of Health and Human Services	Loan Repayment Program - Dentists	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.	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.	
15	325 - Department of Health and Human Services	Loan Repayment Program - Veterinarian	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.	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.	
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.	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	Number of applications; Providers who complete commitment vs. default 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. We charge to account 712030 and we pay the lending business directly.  Funding sources would be general and special.	
18	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Adult)	<p>WIOA programs report success annually with required targets negotiated every 2 years with United States Department of Labor. Job Service North Dakota consistently exceeds required target percentages. Total participants served over the biennium - 898, wages 2nd quarter after exiting the program - 101.4%, wages 4th art after exiting the program - 107.9%, median earnings - \$10,500/quarter - 127.2%, credential attainment - 97.2%, measurable skills gain - 114.5%.</p> <p>Job Service North Dakota conducts annual evaluations for adjustments to improve the program, and monitors source data quarterly for accuracy and consistency. Results of monitoring/auditing show very few errors, typically 5%-10%. We attribute this to the mechanisms put in place by state level staff who consistently review records for inaccuracies and anomalies and notify case managers that records need attention. Case managers are required to respond they have reviewed procedures where errors have been determined, reporting this has been done to the state level staff who conducted the internal monitoring/audit.</p> <p>United States Department of Labor Education &amp; Training Administration conducted an onsite review and desk monitoring of WIOA programs 8/14-30/2023. There were concerns which were subsequently addressed with the audit officially closed 2/7/2024.</p> <p>In addition to internal audits and federal oversight audits, Job Service North Dakota contracts with Brady, Martz, and Associates to conduct financial audits in August annually. These audits include expenditures of all WIOA programs. These audits have been officially closed successfully.</p>	Line items include salaries, benefits, software expenses. Support services 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 and Measurements**

No.	Agency	Workforce Program Name	<p align="center"><b>No. 5</b></p> <p><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
19	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Youth)	<p>WIOA programs report success annually with required targets negotiated every 2 years with United States Department of Labor. Job Service North Dakota consistently exceeds required target percentages. Total participants served over the biennium - 432, wages 2nd quarter after exiting the program - 107.3%, wages 4th quarter after exiting the program - 108.8%, median earnings - \$8,395/quarter, credential attainment - 98.0%, measurable skills gains - 114.2%.</p> <p>Job Service North Dakota conducts annual evaluations for adjustments to improve the program, and monitors source data quarterly for accuracy and consistency. Results of monitoring/auditing show very few errors, typically 5%-10%. We attribute this to the mechanisms put in place by state level staff who consistently review records for inaccuracies and anomalies and notify case managers that records need attention. Case managers are required to respond they have reviewed procedures where errors have been determined, reporting this has been done to the state level staff who conducted the internal monitoring/audit.</p> <p>United States Department of Labor Education and Training Administration conducted an onsite review and desk monitoring of WIOA programs 8/14-30/2023. There were concerns which were subsequently addressed with the audit officially closed 2/7/2024.</p> <p>In addition to internal audits and federal oversight audits, Job Service North Dakota contracts with Brady, Martz, and Associates to conduct financial audits in August annually. These audits include expenditures of all WIOA programs. These audits have been officially closed successfully.</p>	<p>Line items include salaries, benefits, software expenses. Support services 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)</p>	<p>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.</p>

**Program Outcomes and Measurements**

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20	380 - Job Service North Dakota	Workforce Innovation Opportunity Act (Dislocated Worker)	<p>WIOA programs report success annually with required targets negotiated every 2 years with United States Department of Labor. Job Service North Dakota consistently exceeds required target percentages. Total Participants served over the biennium - 17, Wages 2nd quarter after exiting the program - 100.2%, Wages 4th quarter after exiting the program - 111.6%, Median earnings - \$14,962/quarter, Credential attainment - 120.6%, Measurable skills gains - 127.2%.</p> <p>Job Service North Dakota conducts annual evaluations for adjustments to improve the program, and monitors source data quarterly for accuracy and consistency. Results of monitoring/auditing show very few errors, typically 5-10%. We attribute this to the mechanisms put in place by state level staff who consistently review records for inaccuracies and anomalies and notify case managers that records need attention. Case managers are required to respond they have reviewed procedures where errors have been determined, reporting this has been done to the state level staff who conducted the internal monitoring/audit.</p> <p>United States Department of Labor Education &amp; Training Administration conducted an onsite review and desk monitoring of WIOA programs 8/14-30/2023. There were minor concerns which were subsequently addressed with the audit officially closed 2/7/2024.</p> <p>In addition to internal audits and federal oversight audits, Job Service North Dakota contracts with Brady, Martz, and Associates to conduct financial audits in August annually. These audits include expenditures of all WIOA programs. These audits have been officially closed successfully.</p>	Line items include salaries, benefits, software expenses. Support services 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)	<p>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.</p> <p>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.</p>

**Program Outcomes and Measurements**

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21	380 - Job Service North Dakota	Wagner Peyser/ Migrant and Seasonal Farmworkers	<p>WIOA programs report success annually with required targets negotiated every 2 years with United States Department of Labor. Job Service North Dakota consistently exceeds required target percentages. Participants served over the biennium - 5,724, Wages 2nd quarter after exiting the program - 105.2%, Wages 4th quarter after exiting the program - 102.5%, Median earnings - \$8,731/quarter</p> <p>Job Service North Dakota conducts annual evaluations for adjustments to improve the program, and monitors source data quarterly for accuracy and consistency. Results of monitoring/auditing show very few errors, typically 5-10%. We attribute this to the mechanisms put in place by state level staff who consistently review records for inaccuracies and anomalies and notify case managers that records need attention. Case managers are required to respond they have reviewed procedures where errors have been determined, reporting this has been done to the state level staff who conducted the monitoring/audit.</p> <p>United States Department of Labor Education &amp; Training Administration conducted an onsite review and desk monitoring of WIOA programs 8/14-30/2023. There were concerns which were subsequently addressed with the audit officially closed 2/7/2024.</p> <p>In addition to internal audits and federal oversight audits, Job Service North Dakota contracts with Brady, Martz, and Associates to conduct financial audits in August annually. These audits include expenditures of all WIOA programs. These audits have been officially closed successfully.</p>	<p>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)</p>	<p>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.</p> <p>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.</p> <p>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.</p>
22	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	<p>Job Service North Dakota received 1,097 H2A applications and 155 H2B applications in fiscal year 23. In fiscal year 24 those numbers increased to 1,315 and 190, and fiscal year 25, those numbers increased to 1,354 and 198. The number of H2A housing inspections Job Service North Dakota staff completed were: fiscal year 2023/1,524; fiscal year 2024/2,003, and fiscal year 25/2,054. The number of workers that were requested for fiscal year 2023 H2A/3,572 and H2B/2,737; fiscal year 2024 4,321/2,924; fiscal year 2025 4,375/3,150. For this program to be successful, we must provide a timely and quality housing inspection of the agriculture producers facilities and not be late with any United States Department of Labor compliance timeline responsibilities.</p>	<p>Line items include salaries, benefits, software expenses, and travel. Project 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)</p>	<p>As the SWA, Job Service North Dakota is required to administer this federal program.</p>
23	380 - Job Service North Dakota	Work Opportunity and Tax Credits (WOTC)	<p>The WOTC program processed: fiscal year 22/14,548 applications, fiscal 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. The WOTC coordinator conducts a review of certifications and denials to assure correct determination, allowing employers access to every tax credit they are entitled.</p>	<p>Line items include salaries, benefits, software expenses, and travel. Project 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)</p>	<p>As the SWA, Job Service North Dakota is required to administer this federal program.</p>

**Program Outcomes and Measurements**

No.	Agency	Workforce Program Name	<p align="center"><b>No. 5</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p align="center"><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
24	380 - Job Service North Dakota	Jobs For Veterans Grant (JVSG)	<p>The JUST grant is negotiated with United States Department of Labor/VETS every three years. Our reportable services are produced from our system and then reported back to United States Department of Labor VETS on a quarterly basis. Over the last two program years the program has served 764, with 60% employed one year after exit. Job Service North Dakota conducts annual evaluations for adjustments to improve the program, and monitors source data for accuracy and consistency. Results of monitoring/auditing show very few errors, typically 5-10%. We attribute this to the mechanisms put in place by state level staff who consistently review records for inaccuracies and anomalies and notify case managers that records need attention. Case managers are required to respond they have reviewed procedures where errors have been determined, reporting this has been done to the state level staff who conducted the internal monitoring/audit.</p> <p>The federal VETS administration conducted an audit of the program and plans for JUST funded personnel. The final audit report issued 5/2/2025 included a couple of findings, those issues were resolved quickly with audit officially closed on 6/26/2025.</p> <p>The federal VETS administration conducted an audit 3/9/23 through 4/10/23 to determine compliance of JUST funded staff and services to nonveterans. All issues were resolved with audit officially closed 6/16/2023.</p> <p>In addition to internal audits and federal oversight audits, Job Service North Dakota contracts with Brady, Martz, and Associates to conduct financial audits in August annually. These audits include expenditures of all WIOA programs. These audits have been officially closed successfully.</p>	The WOTC program processed: fiscal year 22/14,548 applications, fiscal 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.	JUST grant staff serve many additional veterans who do not become a 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	Job opportunities and basic skills (JOBS) Program is the mandatory work program for work eligible individuals receiving TANF with the primary goal to assist families with achieving self-sufficiency. Temporary Assistance for Needy Families participants with work readiness (job search skills, a resume, interviewing skills and soft skills), skills training and job placement services. The JOBS Program offers supportive services that assist with costs associated with care of incapacitated household members, child care, housing/ shelter, job readiness, license, certification and examination fees, relocation assistance, tools for employment, transportation assistance, tuition assistance and vehicle repair and insurance. Job Service North Dakota provides this program throughout region five of the state.	Line items include salaries, benefits, and support services. Project coding: 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)	All JOBS participants are introduced to the training opportunities available through WIOA. Many become controlled JOBS and WIOA.
26	380 - Job Service North Dakota	CrossRoads	This program provides services to youth parents referred by the Department of Health and Services. In 2023 100% of participants attended school or post-secondary training and 75% were employed while attending school/post-secondary training. In 2024 100% of participants attended school or post-secondary training and 77% were employed while attending school/post-secondary training. Job Service North Dakota does not conduct auditing or monitoring for the program.	Line items include salaries, benefits, and support services. Project coding: 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**

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27	380 - Job Service North Dakota	H2A/H2B/ Foreign Labor Certification	Job Service North Dakota prepares a semiannual report for the North Dakota Office of Refugee Resettlement. Job Service North Dakota began 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 ORR report. Those individuals enrolled in WP or WIOA are subject to the monitoring and auditing processes of WIOA.	Line items include salaries, benefits, and support services. Project coding: J3124 (10/1/23-9/30/25), J3126 (10/1/25-9/30/26)	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)	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 of \$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)	The following criteria is established to identify appropriate individuals for referral by the Department of Corrections and Rehabilitation: <ul style="list-style-type: none"> <li>• Must be within 90 days of release</li> <li>• Must attend career readiness classes provided by the Bismarck workforce center or a career readiness workshop provided by the Fargo workforce center.</li> <li>• Must have identification documents (Social Security card, birth certificate, driver's license/state ID) at time of release to satisfy employment (I-9) requirements</li> <li>• Referrals will be made regardless of an individual's parole and/or probation status</li> <li>• Referrals will be made when an individual is being released to a border state if: <ul style="list-style-type: none"> <li>- The individual will be residing within approximately 15 miles of the North Dakota border, or the metro area, for example, of Fargo-Moorhead; and</li> <li>- 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.</li> </ul> </li> </ul>
29	380 - Job Service North Dakota	Basic Employment Skills Training (BEST)/Cass and Burleigh Counties only	The BEST program served 509 participants over the biennium with 79% engaged in work or training. Job Service North Dakota prepares monthly and annual reports for this program to Department of Health and Human Services. Department of Health and Human Services and the federal entity overseeing this program audit the program every year. Those controlled in WP or WIOA are subject to monitoring and auditing processes of WIOA.	Line items include salaries and benefits. Project coding: J3223 (10/1/22-9/30/23), J3224 (10/1/23-9/30/24), J3225 (10/1/24-9/30/25), J3226 (10/1/25-9/30/26), J3227 (10/1/26-9/30/27)	During the biennium, federal regulations changed so SNAP recipients were no longer required to participate in this program but rather could volunteer to participate.
30	380 - Job Service North Dakota	Parental Responsibility In the Development of Employment (PRIDE)	The PRIDE program served 358 parents, with results showing a 59% increase in child support payments. Job Service North Dakota conducts a monthly audit of records against reports to ensure accuracy of reporting data. Those controlled in WP or WIOA are subject to monitoring and auditing processes of WIOA.	Line items include salaries, benefits, and support services. Project coding: J3321 (7/1/21-6/30/23), J3323 (7/1/23-6/30/25), J3324 (7/1/24-6/30/26), J3326 (7/1/26-6/30/28)	This program began as a collaboration/Pilot program between the Dickinson court system, child support and Job Service North Dakota Dickinson office in 2003 at the request of a Dickinson judge who wanted to see if child support obligors with large child support arrearages would be apt to get a job and pay child support if referred to Job Service North Dakota case managers for one on one service to help them find employment. After successful results in Dickinson, the program was expanded slowly across the state and finally statewide. The program is funded with TANF funds through a request for proposal process.

**Program Outcomes and Measurements**

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31	380 - Job Service North Dakota	New Jobs Training Program	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	Line items include salaries and benefits. Project coding: J1023 (7/1/23-6/30/25), 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.	PeopleSoft is not used. Cost accounting is conducted in Macola Software.	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.
33	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.
34	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.
35	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.
36	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.
37	530 - Department of Corrections and Rehabilitation	Commercial Driver's License and Crane/Rigger Certification	All completed and still tracking job attainment.	Was paid with an integrated education and training grant through the 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**

No.	Agency	Workforce Program Name	<p align="center"><b>No. 5</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 6</b></p> <p align="center"><b>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.</b></p>	<p align="center"><b>No. 7</b></p> <p align="center"><b>Please Provide Any Other Information You Think Would Be Helpful for the Legislative Task Force on Government Efficiency to Better Understand Your Programs.</b></p>
38	530 - Department of Corrections and Rehabilitation	Flagger	Not tracking any program success.	Free	This is a quick free training. We are looking to give people a chance to get 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.	Dept 1700, Fund 001, Class 54010, 100% General fund. This position was authorized during the 69th Legislative Assembly and the team member will be starting with the agency the middle of October 2025.	This program aims to demystify the military enlistment process for students, fostering informed decision-making and streamlining their path to service. By proactively educating students on the opportunities available within the armed forces and preparing them for a seamless application process, we intend to optimize the recruitment pipeline.
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.	Dept 3000, Fund 001, Class 54072.  Prior to the 2025-27 biennium, an FTE was coded to Dept 1700, Fund 001, Class 54010. Starting with the 2025-27 biennium, this position will also post to Dept 3000, Fund 001 and Class 54072.	Education benefits is the #1 reason people join the military. College education is very expensive which prohibits high school students from continuing their education. On the army side, federal tuition assistance only provides a small fraction of the cost of attendance and is only available if there is a budget for it. The Air National Guard currently does not have a budget for a federal tuition assistance program. Our military members rely very heavily on our state tuition assistance program to provide that assistance for them to obtain a higher level of education.
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 Class 60160	This state funding matches the federal match requirement for the program. Please see <a href="#">Appendix H</a> for additional information provided by the Department of Commerce.
43	601 - Department of Commerce	Operation Intern: Continuing Appropriation	<p>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.</p> <p>2022 - 58 awarded companies; 198 interns 2023 - 62 awarded companies; 218 interns 2024 - 67 awarded companies; 237 interns (+ 65 businesses listed on the waitlist)</p> <p>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.</p>	Department 4600 Fund 284 Project BD73000-02 Class 90170 Non appropriated funds.	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 I</a> for additional information provided by the Department of Commerce.

**Program Outcomes and Measurements**

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44	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	Find the Good Life - Marketing	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 filling 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	Department 3000 Fund 001 Project BD60067 Line 60163	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 and Measurements**

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			<p>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</p> <p>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</p> <p>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 completion rate: 86.71% (75% benchmark)                      Email Opens: 872,819                      Email open rate: 17.58% (11.5% benchmark)</p> <p>SOCIAL                      Impressions: 43,106,990                      Clicks: 680,816                      Click through rate: 1.58% (0.89% benchmark)                      Video Completions: 4,172,713</p> <p>Semper Forward (Veterans/Military) Metrics                      Total Leads (as of September 5, 2025):                      •Veterans in Pipeline: 294                      •Active Duty in Pipeline: 92</p> <p>Referrals sent: Trinity, Sanford                      Employer Partnerships: RDO Equipment, Microsoft, Sanford</p> <p>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.</p>		

**Program Outcomes and Measurements**

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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)	<p>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.</p> <p>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.</p>	2023-2025 Biennium: Department 4400 Fund 001 Class 60176 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**

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			<p>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.</p>		
49	601 - Department of Commerce	New Americans Workforce Training Grant	<p>Due to 4 different tracks that can be applied for, there are different demonstrations of success.</p> <p>Track A- employers implementing English language learner opportunities for foreign-born workers and providing cultural training for new and existing employees to improve integration.</p> <p>Track B- Website and print material development for non-profits to increase awareness and utilization of their services and programs.</p> <p>Track C- Community organizations to implement cultural activities that foster integration and understanding at a local level.</p> <p>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.</p>	Department 4200 Fund 001 Project BD46000 Line 60163	<p>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.</p>
50	601 - Department of Commerce	Regional Workforce Impact Program	<p>Due to the variety of projects eligible for the regional workforce impact 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 biennium we have a few ways we measure the programs success. The 2023-25 biennium program added 1,372 childcare slots, impacted 507 workers directly, 136 new childcare workers were hired, 265 new</p>	<p>2021-2023 Biennium: Department 4300 fund E7822 Project BD43000 Activity 04 Line 60180</p> <p>2023-2025 Biennium: Department 4200 Fund 001 Project BD48000 Activity 04 Line 60163</p>	<p>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</p>

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			<p>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.</p>	<p>2025-2027 Department 4200 Fund 493 Project BD48000 Activity 04 Line 60163</p>	<p>industry that is in the region. This program will assist applicants in funding workforce initiatives through two separate tracks.</p> <p>Track A: Sector Strategy Planning</p> <p>Track B: Implementation of sector strategy plans that have been created in the last 5 years.</p> <p>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.</p> <p>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.</p>
51	601 - Department of Commerce	Technical Skills Training Grant	<p>We measure program success through the number of participants trained and the number of companies or training providers that have been impacted by these projects. During the 2023-25 biennium we had 38 different projects awarded, with a training capacity of 835. During the biennium multiple cohorts were able to enroll and complete trainings. To date, a total of 940 have participated and completed training. There are still 13 project agreements from the 2023-25 biennium that are still open. Total number of participants trained since inception is 2,243. 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.</p>	<p>2021-2023 Biennium Department 4300 Fund E7822 Project BD43000 Activity 03 Line 60180</p> <p>2023-2025 &amp; 2025-2027 Biennium Department 4200 Fund 001 Project BD48000 Activity 03 Line 60163</p>	<p>For track A - training providers are able to meet the needs of employers who are looking for applicants by providing entry-level training or assist with industry recognized certifications. Track B - This program has been vital to companies that are trying to retain talent within there organization. The reskilling and upskilling has provided the value-added advantage they need for employment retention of skilled employees.</p>

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52	601 - Department of Commerce	AmeriCorps Investment/ Training	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.	2021-2023 Biennium Department 4300 Fund E7822 Project BD43000 Activity 03 Line 60180  2023-2025 & 2025-2027 Biennium Department 4200 Fund 001 Project BD48000 Activity 03 Line 60163	This program is no longer being offered.
53	601 - Department of Commerce	AmeriCorps CSG (State Commission 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 - All are coded under department 4000 in our financials	
54	601 - Department of Commerce	AmeriCorps Investment/ Training	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.	Department 4000 FUND A**** Activity 20 Class 60110/60130/60160 where applicable. We are running multiple grants of AmeriCorps at One time - All are coded under department 4000 in our financials	
55	601 - Department of Commerce	AmeriCorps Grants	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 program. 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.	Department 4000 FUND A**** Class 60110/60130/60160 where applicable. We are running multiple grants of AmeriCorps at One time - All are coded under department 4000 in our financials	
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 Program.	Department 4200 Fund 001 Project BD42000 Activity 11 Class 60160	