



2017-2019 Biennium Workforce Projects/Programs

The Workforce Leadership Team has developed the following document to lessen any confusion there may be on the various state and federally funded workforce development programs operating in North Dakota.

Program Name	Administrator	Final Neg.	Type
New Jobs Training Estimated from State Income Tax	Job Service ND	\$2,500,000	F
Workforce 20/20	Job Service ND	\$0	F
Workforce Enhancement Grant	Commerce	\$0	F D
Tribal College Grant	Commerce	\$500,000	D
Operation Intern	Commerce	\$950,000	D
Statewide Workforce Recruiting Campaign (Find the Good Life)	Commerce	\$0	E R
Area Health Education Center (AHEC)	Commerce	\$0 *discretionary funds	E D R
TrainND	CTE	\$2,000,000	T

Federally-Funded Programs			
Program Name	Administrator	Funding Amount	Type
Workforce Innovation and Opportunity Act (WIOA), Formerly Workforce Investment Act (WIA)	Job Service ND	\$4,883,896	F D E
Trade Adjustment Assistance (TAA)	Job Service ND	JSND Requests as Needed from DOL	F
Training for Regional Energy North Dakota (TREND)	Trade Adjustment Assistance Community College and Career Training	\$9,900,000 Federal	T D

Scholarships			I
	Targets		Allocation
Academic and Technical Education	High School Students Taking Advanced Coursework		\$12,016,749
Student Financial Assistance Grants	First-time Undergrads		\$21,917,306
Scholars Program	Upper 5% of ND ACT Test Takers		\$1,807,115
Native American Scholarships	ND Residents and Tribe Members		\$555,323
STEM Occupations Student Loan Program	Individuals with STEM-approved Occupations whom have GPAs of 2.5		\$500,000
Teacher Shortage Loan Forgiveness	Teachers in Designated Shortage Areas		\$2,103,393
Professional Student Exchange	Reciprocity to Students		\$3,699,342
Addiction Counseling Loan Program	Addiction Counseling Interns		\$200,000
Health Care Professional Student Loan Repayment Program	Medical Professionals, specifically Behavioral Health and Mid- level Physicians		\$723,640
Dental Loan Repayment Program & Practice Grant	Dentists		\$600,000

Available Tax Credits		I
		Administrator
Work Opportunity Tax Credit (WOTC)		Job Service ND
57-38-01.16. Income tax credit for employment of developmentally disabled or chronically mentally ill persons		Taxation
57-38-01.24. Internship employment tax credit		Taxation
57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions		Taxation

Related Workforce Programs			
Program Name	Administrator	Allocation	Type
Job Service North Dakota	Job Service ND		E
JobsND.com Spidering	Job Service ND	\$300,000	E
JobsND.com Mobile Accessibility	Job Service ND	\$100,000	E
Vocational Rehabilitation	DHS	Total: \$13,206,000 * Federal: \$10,394,000 State: \$ 2,812,000	E D
Adult Learning Centers	DPI	Total: \$2,572,411 * Federal: \$1,022,411 State: \$1,550,000	D
AmeriCorps	Commerce	Total: \$2,140,923 * Federal: \$1,933,923 State: \$ 207,000	D
Next Steps II	Cankdeska Cikana Community College	\$1,272,956	I

* - indicates the funding is for the federal year

Program Goal Type Basic Definitions

T - Training: Refers to providers offering training to incumbent workers, currently or previously engaged in workforce.

F - Training Funds: Refers to programs designed to provide dollars for skill set training.

D - Development: Refers to students, typically applicable for credit.

E - Employment: Refers to situations of connecting job seekers with available employment options.

R - Recruiting: Refers to situations where workforce from out-of-state are approached regarding in-state opportunities.

I - Incentive: Refers to workforce options rewarding individuals or employers.

Biennium Workforce Project Descriptions

New Jobs Training – State-funded training program which helps new or expanding primary-sector employers secure funding for worker education and training. Funds are generated by capturing employee income tax withholdings to repay loans, grants or self-financing options.

Applicants: Employers

Direct Beneficiaries: Employees and Employers

2013-2015 Biennium: \$3,800,000 in state individual income tax collected and redistributed to employers.

2015-2017 Biennium: \$3,800,000 state individual income tax collected and redistributed to employers.

2017-2019 Biennium: \$2,500,000 able to be collected and redistributed to employers.

Program Goal Type: Training Funds

<http://www.jobsnd.com/business/business-related-resources>

Tribal College Grant - Established during the 2013 Legislative Session and codified in 54-60.2 to assist tribally controlled community colleges in preparing students for the state's high demand jobs. The grant also allows the community colleges to assist students in establishing in-state businesses.

Applicable Applicants: Cankdeska Cinkana Community College (Fort Totten), Nueta Hidatsa Sahnish College(New Town), Sitting Bull College, Turtle Mountain Community College, United Tribes Technical College. Grant awards will be based on documented placement rates at each college.

Direct Beneficiaries: Tribal colleges expanding classrooms, offerings, and technology and students accessing technology to take to their future employment or assisting in the establishment of a business.

2013-2015 Biennium: \$5,000,000

2015-2017 Biennium: \$3,000,000

2017-2019 Biennium: \$500,000

Program Goal Type: Development

<http://www.workforce.nd.gov/workforce/tcg/>

Operation Intern – A state-funded program available to North Dakota employers managed by the Youth Office of the Dept of Commerce. Provides up to \$3,000 in matching funds per student/per term for a maximum of \$6,000 per student, and a maximum of \$30,000 per employer in a biennium.

Applicants: Employers who have an intern program.

Direct Beneficiaries: Students/Interns who gain experience. Employers who match dollars to have interns.

2013-2015 Biennium: \$1,500,000

2015-2017 Biennium: \$1,550,000, \$50,000 will go toward teacher externships

2017-2019 Biennium: \$950,000

Program Goal Type: Development

<http://operationintern.com/v1/>

Area Health Education Center Grant (AHEC): A federal match grant awarded to improve access to healthcare in rural and medically underserved areas. This is accomplished by forming academic and community partnerships that link the resources to address the healthcare workforce needs of rural communities. A key AHEC goal is to interest North Dakota's youth in healthcare occupations. ND AHEC reaches K-12 students through Health Scrubs Camps and Academies, Marketplace for Kids, HOSA-Future Health Professionals and related career enrichment activities.

2013-2015 Biennium: \$400,000

2015-2017 Biennium: \$200,000

2017-2019 Biennium: \$0 allocated from the legislature; \$300,00 provided from North Dakota Department of Commerce

Commissioner Discretionary Funds

Program Goal Type: Development, Employment, Recruitment

<https://www.ndahec.org/>

TrainND – State-supported program for the four designated training institutions of higher education (Lake Region State College, North Dakota State College of Science, Bismarck State College and Williston State College). Provides comprehensive, customized worker training to meet employer-defined needs. Designed to help North Dakota’s employers maximize productivity and excel in global competition. Note: While TrainND is operated through the four community colleges, its state funding allocation passes through the Department of Career and Technical Education. Their allocation is about 17% of their budget, with direct training fees coming from businesses (68%), and college contributions (15%) making up the remainder. Cost of training varies depending on employer needs.

Applicants: Employers looking for specific training that will be completed by outside trainer.

Direct Beneficiaries: Employers looking for skills, technical schools offering specific training, individuals who can receive additional training.

2013-2015 Biennium: \$4,000,000 (\$3 million + \$1 million one-time equipment funding)

2015-2017 Biennium: \$3,000,000

2017-2019 Biennium: \$2,000,000

Program Goal Type: Training

<http://trainnd.com/>

Federally-Funded Workforce Programs

Workforce Innovation and Opportunity Act (WIOA) – Training, support, other assistance, including funding, administered by Job Service North Dakota, are provided to applicants for employment preparation. Specific emphasis on sector strategies and partnering with other agencies for delivery of services.

Applicants: Economically disadvantaged youth, economically disadvantaged adults, and dislocated workers.

Direct Beneficiaries: Eligible applicants

Previous Workforce Investment Act (WIA) Federal Allocation: \$4,463,277

Current Federal Allocation: \$4,883,896

Program Goal Type: Training Funds, Development, Employment

<http://www.jobsnd.com/individuals/training>

Trade Adjustment Assistance (TAA) – Training, support, other assistance, administered by Job Service North Dakota, for reemployment. Funding is determined on an as needed basis from the Department of Labor.

Applicants: Employees who are being laid off due to foreign competition.

Direct Beneficiaries: Employees

Program Goal Type: Training Funds

<http://www.jobsnd.com/individuals/training>

Training for Regional Energy in North Dakota (TREND) – Grant from the U.S. Department of Labor, administered by the Trade Adjustment Assistance Community College and Career Training Grant Program, to expand consortium colleges' current energy-related programs through additional equipment, enhancement of career navigation services and creation of some new training programs with a focus on energy-related occupations, welding, CDL, and building and construction trades in western North Dakota.

Recipients: (2013-2015) Bismarck State College (Lead), Williston State College, Turtle Mountain Community College, Sitting Bull College and Fort Berthold Community College

(2015-2017) Bismarck State College (Lead), Williston State College, Turtle Mountain Community College & Sitting Bull College

Direct Beneficiaries: Colleges strengthening and expanding their offerings and student support services, updating curriculum and adding equipment, energy industry employers who are seeing shortages in specific skill sets.

2013-2015 Biennium: \$14,600,000 Federal Grant (Oct 12 – Sept 16)

2015-2017 Biennium: \$9,900,000 Federal Grant (Oct 14 – Sept 18)

2017-2019 Biennium: \$9,900,000 Federal Grant (Oct 14 – Sept 18)

Program Goal Type: Training, Development

<http://energy.bismarckstate.edu/nece/trend/>

Scholarships and Loan Forgiveness Programs

Academic and Technical Education Scholarships – Administered by the North Dakota University System and created to encourage and reward high school students for taking challenging coursework in preparation for attending an accredited public, private or tribal college, or university. Total value is \$6,000; \$750 per semester.

Applicants: Scholarships are renewable for full-time students who maintain GPAs of 2.75 or higher.

2013-2015 Biennium: \$10,000,000

2015-2017 Biennium: \$14,054,677

2017-2019 Biennium: \$12,016,749

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

Student Financial Assistance Grants (State Grant Program) – Administered by the North Dakota University System and provides non-repayable grants to first-time undergraduate students who attend state public, private or tribal colleges. Awards up to \$1,650 per academic year, based on enrollment status.

Applicants: North Dakota high school graduates or GED recipients who meet campus admission requirements and enroll in ND colleges or universities. Programs of study must be for at least one year.

2013-2015 Biennium: \$21,245,679

2015-2017 Biennium: \$25,634,276

2017-2019 Biennium: \$21,917,306

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

Scholars Program – This program administered by the North Dakota University System provides merit-based, full-tuition scholarships to North Dakota high school graduates who choose to earn undergraduate degrees in North Dakota. This full-tuition scholarship is renewable for up to three years to any tribal or private college or North Dakota University System college or university. Scholarships for students who attend private institutions equal the average tuition at a North Dakota University System research university.

Applicants: High school juniors who score in the upper fifth percentile of all North Dakota ACT test takers will be considered as a candidate for the Scholars award. Due to limited appropriation, not all students in the upper fifth percentile will be funded. Recipients must maintain cumulative GPAs of 3.5.

2013-2015 Biennium: \$2,113,584

2015-2017 Biennium: \$2,113,584

2017-2019 Biennium: \$1,807,115

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

Native American Scholarships – Based on scholastic ability and financial need, this program administered by the North Dakota University System grants between 150 and 175 scholarships to enrolled members of North Dakota Indian tribes. Scholarships range from \$800 to \$2,000 per academic year.

Applicants: Applicants must be North Dakota residents and enrolled members of federally recognized Indian tribe. They must be accepted for admission by a North Dakota institution of higher learning or state vocational education program and be enrolled as a full-time student. Recipients must maintain GPAs of 2.0 or higher.

2013-2015 Biennium: \$649,267

2015-2017 Biennium: \$649,267

2017-2019 Biennium: \$555,323

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

STEM Occupations Student Loan Program – Intended to reduce student loan debt for college graduates who work in STEM-related fields. Eligible graduates receive up to \$1,500 per year in student loan forgiveness for each year they are employed in an approved occupation. Individual benefits are capped at \$6,000. The number of loan reductions is contingent upon legislative appropriations, not all applicants are funded.

Applicants: College graduates who earned GPAs of at least 2.5 and have been employed in an approved occupation for a year. Qualified contracted teachers are eligible.

2017-2019 Biennium: \$500,000

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

Teacher Shortage Loan Forgiveness Program – Reduces student loan debt for specific teachers. Funding recipients are eligible for up to \$1,000, maximum of \$3,000, for each consecutive year they teach in a teacher shortage area. The number of loan reductions is contingent upon legislative appropriations so not all qualified applicants are assured funded.

Applicants: Individuals who teach at grade levels and/or in content areas identified as having teacher shortages.

2017-2019 Biennium: \$2,103,393

<http://ndus.edu/students/paying-for-college/grants-scholarships/>

Professional Student Exchange Program – Administered by the North Dakota University System, student exchange/reciprocity programs allow students to take advantage of academic programs which may not be available in their home states. These programs typically lower the amount of tuition that out-of-state students pay to attend public colleges or universities in participating states. Applications are dependent on available space and if the reciprocity agreement covers the program.

Applicants: Students who want to attend a program of study not offered in their home state. Currently agreements are in place with Minnesota as well as the Midwest Student Exchange Program (Illinois, Indiana, Kansas, Michigan, Minnesota, Missouri, Nebraska and Wisconsin).

2017-2019 Biennium: \$3,699,342

<https://www.ndus.edu/students/exchange-reciprocity-programs/>

Addiction Counseling Intern Loan Program – Administered by the Bank of North Dakota, an addiction counseling intern would be eligible to receive a loan from the Bank of North Dakota for a total of \$7,500 to assist in expenses accrued during the internship. Resulted from HB1149 in 2015 Legislative Session.

Applicants: Addiction counseling interns located in the state of North Dakota.

2017-2019 Biennium: \$200,000

<http://banknd.nd.gov/>

Health Care Professional Student Loan Repayment Program – Administered by the State Health Council to encourage specified medical professionals practice in North Dakota. Funding recipients are eligible to receive dollars, dependent on current profession, to repay acquired loans, a portion of which comes from the community with the remainder coming from the state.

Applicants: Physician, clinical psychologists, nurse practitioners, physical assistants and certified nurse midwives, addiction counselors, professional counselors, or licensed social workers who will graduate one year after submitting application and have graduated from an accredited training program in the U.S. or Canada and have not practiced full-time in North Dakota within three years of application date.

2017-2019 Biennium: \$723,640

<https://www.ndhealth.gov/pco/hcps.asp>

Dental Loan Repayment Program and Practice Grant – Administered by the State Health Council to encourage dentists who are licensed to practice in North Dakota and provide public health/nonprofit dental care. Funding recipients are eligible to receive \$100,000 over a five year period. Applicants are limited each year. Resulted from SB2205 in 2015 Legislative Session.

Applicants: ND licensed dentist with priority going to remote, underserved locations.

2017-2019 Biennium: \$600,000

<https://www.ndhealth.gov/pco/dentist.asp>

Available Tax Credits

Work Opportunity Tax Credit – Federally-funded tax credit program, administered by Job Service North Dakota, for private sector employers when hiring certain target groups of job seekers who face employment barriers. The requirements of this program are set by the IRS and the U.S. DOL.

Program Goal Type: Incentive

<http://www.jobsnd.com/wotc>

57-38-01.16. Income tax credit for employment of developmentally disabled or chronically mentally ill persons

Employers can qualify for tax credit for wages paid to a developmentally disabled or chronically mentally ill employee.

Under section: 57-38-30

Credit Amount: 5% of up to \$6,000 in wages paid during the first year for each employee

Limitations: Credits cannot exceed 50% of employer's liability

Program Goal Type: Incentive

<https://www.nd.gov/tax/user/businesses/exemptionsrefundscredits---businesses/income-tax-incentives/credit-for-employing-developmentally-disabled-or-chronically-mentally-ill-person>

57-38-01.24. Internship Employment Tax Credit

Employers can qualify for tax credit if they have an internship in North Dakota, where the supervised applicant is enrolled in a college/tech school and is receiving credit for the experience.

Under section: 57-38-30 or 57-38-30.3

Credit Amount: 10% of the stipend/salary paid to the intern

Limitations: No more than \$3,000 for all taxable years combined, cannot exceed 5 interns at the same time

Program Goal Type: Incentive

<https://www.nd.gov/tax/user/businesses/exemptionsrefundscredits---businesses/income-tax-incentives/internship-employment-credit>

57-38-01.25. Workforce recruitment credit for hard-to-fill employment positions

Employers can receive credit for costs to recruit/hire hard-to-fill positions that require extraordinary recruitment methods for positions that have not been promoted for 6 months. Qualifying positions include hiring a recruiter, posting on recruiting sites, advertising in professional publications, listing on a website, and using hiring incentives (relocation costs, sign-on bonus). Recruiting efforts must be unsuccessful for 6 consecutive months. These salaries must meet or exceed the state average wage as determined by Job Service North Dakota.

Under section 57-38-30 or 57-38-30.3

Credit Amount: 5% of the salary paid for the first year.

Limitations: The credit may not exceed an employer's liability for the taxable year. Any amount of unused credit may be carried forward for up to 4 years after initially claim year.

Program Goal Type: Incentive, Employment, Recruiting

<https://www.nd.gov/tax/user/businesses/exemptionsrefundscredits---businesses/income-tax-incentives/workforce-recruitment-credit>

Related Workforce Programs

Job Service North Dakota (JSND) – Provides an online labor exchange system and access to state and local labor market information; assistance from experts on employer and job seeker services. Job Service also administers federal programs that provide training assistance to individual job seekers.

Applicants: Job Seekers, employers, general public

Direct Beneficiaries: Job Seekers – receive information on jobs and if registered will access application instructions from employers who have the ability to list their jobs. General Public – can access labor market information (LMI) information via the website

Program Goal Type: Employment

<http://www.jobsnd.com/>

JobsND.com Spidering – Provided by the JSND website, an online tool that searches the internet for job postings and automatically posts them to the job list. These postings are captured from several sites including employer job boards/websites, CareerBuilder.com, government job boards, Indeed.com and Monster.com.

Applicants: NA

Direct Beneficiaries: Job seekers and employers who aren't able to designate specific time to list individual positions.

2013-2015 Biennium: \$300,000

2015-2017 Biennium: \$300,000

2017-2019 Biennium: \$300,000

Program Goal Type: Employment

JobsND.com Mobile Accessibility – updating Job Service North Dakota's website to enhance usability for users searching for jobs on mobile devices. Acknowledges a trend in technology changes and site usability.

Applicants: NA

Direct Beneficiaries: Job seekers and employers

2013-2015 Biennium: \$0

2015-2017 Biennium: \$109,500

2017-2019 Biennium: \$100,000

Program Goal Type: Employment

Department of Human Services, Vocational Rehabilitation – Rehabilitation to include counseling and guidance, mental and physical restoration, and training to include academic and on-the-job supports, such as job coaching and on-the-job training

Applicants: Persons with a physical or mental impairment that creates an impediment to employment

Direct Beneficiaries: Both employers and applicants

2013-2015 Biennium: \$25,677,814 (Federal = \$20,179,694 + State = \$5,498,120)

2015-2017 Biennium: \$25,678,904 (Federal = \$20,180,694 + State = \$5,498,210)

2017-2019 Biennium: \$13,206,000 (Federal = \$10,394,000 + State = \$2,812,000)

Program Goal Type: Development, Employment

<http://www.nd.gov/dhs/dvr/>

Department of Public Instruction, Adult Learning Centers – Promotes and supports adult education programs that serve adults who are at least 16 years of age; are not enrolled or required to be enrolled in a secondary school under state law; and who lack sufficient mastery of basic educational skills; do not have a secondary school diploma or its recognized equivalent; or cannot speak, read, or write the English language. Services available in each Adult Learning Center include: reading/writing, science, social studies, math, computer literacy and other basic academic skills, English language acquisition for adults who are unable to read, speak or write English, workplace and career planning and readiness, and GED test preparation.

Applicants: Adults who are at least 16 years of age

Direct Beneficiaries: Students needing GED or remediation for employment, post-secondary; English as a Second language(ESL) services; citizenship; employment assistance

2013-2015 Biennium: \$4,000,000 (Federal = \$1,900,000 + State = \$3,100,000)

2015-2017 Biennium: \$6,165,484 (Federal = \$1,965,484 + State = \$4,200,000)

2017-2019 Biennium: \$2,572,411 (Federal = \$1,022,411 + State = \$1,550,000)

Federal funds under the Workforce Investment Act Title II and state funds (NDCC 15.1-26)

Program Goal Type: Development

<https://www.nd.gov/dpi/Administrators/AdultEd/>

AmeriCorps – Federal grant program which supports volunteerism to fill unmet community needs while keeping individuals connected to their communities and providing them with educational assistance. The North Dakota Department of Commerce provides administrative support to the North Dakota State Commission on National and Community Service who governs the program.

Applicants: Nonprofits, school systems, government entities, faith based groups, etc.

Direct Beneficiaries: Individuals that are volunteering, qualified applicants, communities – who serve as the host to the programs and volunteers

2013-2015 Biennium: \$1,987,394 (Federal Project = \$1,389,149 + Federal Administrative = \$391,245 + State Administrative = \$207,000, required state match)

2015-2017 Biennium: \$2,140,923 (Federal Project = \$1,578,298 + Federal Administrative = \$355,625 + State Administrative = \$207,000, required state match)

2017-2019 Biennium: \$2,140,923 (Federal Project = \$1,578,298 + Federal Administrative = \$355,625 + State Administrative = \$207,000, required state match)

Program Goal Type: Development, Recruitment

<http://www.workforce.nd.gov/volunteer/Americorps/>

Next Steps II – Grant provided by the U.S. Department of Health and Human Services to Cankdeska Cikana Community College to provide education and training for TANF recipients and other low income individuals who are interested and committed to obtaining a certificate/license in the health care field.

Applicants: TANF or low income individuals interested in healthcare industry

Direct Beneficiaries: employers and applicants

Total program amount granted for disbursement/operational costs: \$1,272,956

<http://www.littlehoop.edu/nextsteps.html>