Performance Accountability

2013-2015 Biennium

The Division of Workforce Development developed and implements a system of performance and accountability measures for the state around workforce development, workforce training, and talent attraction. Each workforce development, workforce training, and talent attraction partner cooperates in providing the data necessary to implement these measures.

NDCC 54-60-19. Division of Workforce Development - Talent Strategy - Performance and Accountability

AmeriCorps:
- Fiscal Year 2014
  - 6 Projects
  - 129 AmeriCorps members
  - 77,735 Total number of hours
  - $205,463 Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)
- Fiscal Year 2015
  - 6 Projects
  - 132 AmeriCorps members
  - 70,016 Total number of hours
  - $193,397 Total amount of education assistance awarded to AmeriCorps members (Segal Education Award)

*numbers reported for projects and members may be duplications of re-funded projects

AmeriCorps is a Federal program that helps meet community needs. Helping members in career building and volunteer work to earn an education award to help pay for school.

New Jobs Training:
- 2013-15 Biennium
  - 630 New Positions Filled
  - $32,808 Avg. Annual Salary
  - 1 Year after training 630 employed with average annual salary of $47,695
  - After one year of being hired into a newly created position, employees showed an average wage increase of 45%.
  - The primary sector business employees within ND New Jobs Training positions have shown an average wage increase of 87% in the 10 years shown.
  *Reference: Training Program Bi-annual report

ROI Statement
State income tax withholding from new positions created can be captured for up to ten years or until the loan or self-financing option is repaid, whichever comes first. A North Dakota New Jobs Training Preliminary Agreement establishes the effective date for a project and must be signed and in place prior to the start date of any employees.

New Jobs Training Program assists primary sector businesses, secure funding to offset the costs of creating new employment opportunities. Job Service North Dakota and employers enter into agreements to provide
workers with education and training specifically required for jobs in new or expanding primary sector businesses in North Dakota.

**Operation Intern:**
- 2013-2015 Biennium
- 122 Companies
- 519 Internships
- 97 Interns hired since inception of program

*Self-reported information

Operation Intern is designed to expand the number of new internship, work experience and apprenticeship positions with North Dakota employers. The program’s primary focus is employers in the state’s targeted industries.

**Retention is based on wage records and do not include individuals that are self-employed or going to school full time**

**Workforce 2020:**
- 2013-2015 Biennium
- 81 New and expanding contracts
- 61 Existing contracts
- 1,290 Workers trained
- $2.33 per hour average increase in wages
- 1 year after training employees retained 78.3%

**ROI Statement**

Using the North Dakota income tax withholding calculator and the average hourly wage rate of $27.60 earned by the trainees one year after training, it takes North Dakota approximately 14 months, to recover the $978 Workforce 20/20 investment through state income tax withholdings from employees who received training.

Workforce 20/20 funding assistance is available to help upgrade current workers’ skills when new technologies and new production work methods are introduced. Companies that are expanding or locating to our state can receive new employee training assistance.

**TrainND:**
- 16,769 Number of employees trained 2013
- 18,491 Number of employees trained 2014
- 17,948 Number of employees trained 2015
- 11,908 Number of employees trained 2016
- Over 99% of the business and employees were satisfied with the trainings

**Workforce Investment Act (WIA):**
• Adult Program
  o 223 Enrolled in WIA training program year 2010
  o 140 Enrolled in WIA training program year 2011
  o 165 Enrolled in WIA training program year 2012
  o 185 Enrolled in WIA training program year 2013
  o 167 Enrolled in WIA training program year 2014
  o 163 Enrolled in WIA training program year 2015
  o 78% Entered Employment
  o 82% Employment Retention
  o $12,500 Average Earnings

• Dislocated Worker Program
  o 73 Enrolled in WIA training program year 2010
  o 19 Enrolled in WIA training program year 2011
  o 28 Enrolled in WIA training program year 2012
  o 24 Enrolled in WIA training program year 2013
  o 23 Enrolled in WIA training program year 2014
  o 39 Enrolled in WIA training program year 2015
  o 90% Entered Employment
  o 92% Employment Retention
  o $16,785 Average Earnings

• Youth (14-21)
  o 63 Enrolled in WIA training program year 2010
  o 64 Enrolled in WIA training program year 2011
  o 126 Enrolled in WIA training program year 2012
  o 109 Enrolled in WIA training program year 2013
  o 108 Enrolled in WIA training program year 2014
  o 123 Enrolled in WIA training program year 2015
  o 73% Placed in Employment or Education
  o 65% Attained Degree or Certificate
  o 38% Increased in Literacy or Numeracy

The Workforce Investment Act is a federally funded program that provides training assistance to adults, dislocated workers and youth. www.JobsND.com.
Adult Education:
2013-2015 Biennium

**Adult Education:**
- Served 1390 *English as a Second Language (ESL)*
- 1324 Entered Employment
- 2065 Retained employment
- 1552 Obtained GED
- 703 Received training or entered a Postsecondary program

* 12 or more hours
* Some crossover/duplication of numbers as students crossed over years

**Workforce Enhancement Grant:**
- 2013-2015 Biennium
- Total Awarded $1,882,867
- Projects included: Precision Agriculture, Automotive Technology, Advanced Manufacturing, Energy Industry Enhancement, Robotic Welding Technician Training, Oilfield Training
- Eligible institutions include Bismarck State College, Lake Region State College, Williston State College, North Dakota State College of Science
- 2013-2015 Biennium Metrics
  - 1,823* participants impacted by WEG funded programs
  - 773 students enrolled in post-secondary while in program
  - 1,400 participants employed while in program

*some crossover/duplication of numbers as some students were also employed while in the program

The Workforce Enhancement Grant Program provides funding for a demand driven response to workforce training needs through development of curriculum, purchase equipment and technology, recruitment of participants, training and certification for instructors (may not be used for supplant funding for current operations).
Tribal College Grant Program:

- 2013-2015 Biennium
- Total Awarded $5,000,000
- Projects included: renovations, equipment purchases, instructor salaries for new developed programs/certificates, curriculum development, instructor training.
- Eligible institutions include Turtle Mountain Community College, United Tribes Technical College, Cankdeska Cikana Community College, Nueta, Hidatsa Sahnish College, Sitting Bull College.
- 2013-15 Metrics
  - 486 students enrolled in TCG funded programs
  - 269 graduates
  - 39 placed in employment

Tribal College Grants were established during the 2013 Legislative Session and codified in NDCC Chapter 54-60.2 to assist North Dakota’s 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 businesses in North Dakota.