

WIOA ANNUAL REPORT

WORKFORCE INNOVATION & OPPORTUNITY ACT

PY 2022

NORTH
Dakota

Be Legendary.

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EXECUTIVE SUMMARY

North Dakota continues to experience low unemployment and a high labor participation rate. In June of 2023, labor participation reached 70.5% while unemployment remained one of the lowest in the nation at 2.3%¹. Despite economists predicting a slowdown in labor market activity, North Dakota has continued to experience a greater demand for talent as evidenced by the number of job openings across the state, which have consistently reflected between 14,000 to 17,000 open jobs over the last year².

Although there has been some normalization of the labor market following the pandemic, inflation and demographic shifts continue to create hiring challenges for employers. In his 2023 State of the State Address, North Dakota Governor Doug Burgum indicated that this shortage of workers is the number one barrier to economic growth, acknowledging that across the nation employers of all sectors are struggling to hire and retain talent. Governor Burgum reiterated the need to continue building a critical infrastructure including childcare, workforce training

"...businesses, governments, schools, churches, nonprofits and other employers are all struggling to hire and retain workers."

-Governor Doug Burgum

programs, and expanding educational and employment opportunities. In addition to investing in the retention of talent, he also recognized the need to recruit residents to the state.

The Workforce Development Council (The Council) established the framework for addressing the state's workforce challenges in 2018³. The framework continues to be relevant, and each year The Council renews its commitment to addressing these challenges. Through collaborative efforts of State Agencies, North Dakota is working on a sustainable long-term, multi-faceted approach in three categories:

1. Recruiting and Retention of Workers;
2. Addressing Opportunities for Populations with Barriers to Employment; and
3. Focusing on Career Exposure and the Technical Skills Gap.

Recruiting and Retention of Workers

1. *Find the Good Life* – The 68th Legislative Assembly approved additional funding to expand the Find the Good Life program to attract workers and support relocation to North Dakota.
2. *Statewide Virtual Job Fair* – Following the success of the first-ever Nationwide Virtual Job Fair, the State held a second nationwide virtual job fair which attracted job seekers from 29 states and 14 countries.
3. *New American Workforce Pilot Program* – The 68th Legislative Assembly appropriated funding to the Office of Legal Immigration to lead a study to inform the intent of a pilot program to support businesses pursuing or employing legal immigrants and to support communities to develop immigration integration plans and activities.

Addressing Opportunities for Populations with Barriers to Employment

North Dakota State agencies have again renewed their efforts to focus on populations who may have barriers to employment:

¹ [NDLMI - Labor Force and Unemployment Statistics Dashboard](#)

² [lmi_ojor_data_web.xlsx \(live.com\)](#)

³ [North Dakota WORKFORCE DEVELOPMENT COUNCIL Summary report \(nd.gov\)](#)

1. *Adult Education* – Adult Education received additional state funding through the 68th Legislative Assembly to continue integrated education and training (IET) programming which includes adult education and literacy activities, workforce preparation, and workforce training. Four locations within North Dakota implemented programs for high in-demand jobs including CNA, CDL drivers, and Welding.
2. *Refugee Resettlement* – With the continued influx of refugees from war-torn countries, statewide efforts continue through state agency collaboration to connect refugees to English as a Second Language classes and other education programs, as well as help them navigate available training and workforce opportunities.
3. *Customized and Supported Employment* – The 68th Legislative Assembly recognized the success of this program created through a partnership with the Department of Health and Human Services Vocational Rehabilitation and the North Dakota Tax Department by removing the sunset clause and the cap on the number of slots, allowing an unlimited number of employers and individuals to benefit from customized supported employment.
4. *Transition Services* – The Department of Health and Human Services Vocational Rehabilitation continues its strong advocacy for students with disabilities. During 2022, the department had 20 contracts with 71 North Dakota high schools serving 2,133 students with disabilities to help them transition to employment and post-secondary options.
5. *Justice Involved Workforce Services* – Job Service North Dakota has increased outreach to North Dakota correctional facilities by providing Career Readiness workshops and classes to individuals who are within 90 days of release. These career readiness courses include resume building, job searches, interviewing skills, and other courses to prepare individuals for the workplace upon release.
6. *Job Placement Pilot Program* – In recognizing an often-under-utilized talent pool, Job Service North Dakota secured funding through the 68th Legislative Assembly to initiate a Job Placement Pilot Program beginning in July of 2023 for those who are justice involved. The program was recommended by The Council and will provide intensive case management to individuals who are within 90 days of release to prepare them for the workforce, provide supportive services, and remove barriers to employment.
7. *Tribal Outreach* – With five federally recognized Native American tribes in North Dakota, Job Service expanded its tribal outreach to introduce high school and college students, as well as adults, to workforce training opportunities and technical education. These focused efforts also engage with individuals to identify and remove barriers to employment and provide career readiness classes to prepare them for the workforce.

Career Exposure and the Technical Skills Gap

The state continues to focus efforts in partnering with schools, universities, and employers to bring awareness to the need for earlier career exposure. The Career Builders Scholarship and the Technical Skills Training Grant described in prior reports continue to be fundamental programs to incentivize engagement for in-demand positions.

1. *Career and Technology Centers* – With the previous Legislative Assembly approving funding for Career and Technical Education Centers, the current Legislative Assembly approved funding for Work-Based Learning Coordinators at the schools and CTE Centers with the intent to serve multiple school districts.
2. *Work-Based Learning (WBL) Awareness* – Through a collaboration of state agencies an employer webinar was launched to bring awareness to Work-Based Learning, its value, integration with WIOA, and how to mitigate risks when working with students. Additionally, a focused effort was made to offer help and resources to employers through the training of subject matter experts.

3. *Apprenticeships* – The state renewed its efforts to expand the number of internships, work experiences, and apprenticeships through additional funding. Focus has also been placed on apprenticeships through the launch of a statewide Virtual Apprenticeship Expo reaching students across the state to share information on apprenticeships and available opportunities.
4. *Technical Skills Training Grant* – The 68th Legislative Assembly approved funding to support eligible training providers and employers in their efforts to design rapid, non-degree re-skilling and upskilling programs or expand capacity in existing programs beginning in July of 2023.
5. *Career Viewer* – Last year, the State introduced a virtual reality platform focusing on in-demand jobs which offers significant opportunities for the evolution of Career and Technical Education. The Career Viewer has now been made available to all schools through recently passed legislation.
6. *Computer Operations and Cybersecurity* – The state has allocated funding for a competitive grant process to offer computer operations and cybersecurity courses for adults.

In addition to these critical workforce areas, the State also renewed its commitment to community-led workforce programs by appropriating additional funding to the Regional Workforce Impact Program which is designed to support locally led workforce solutions through regional collaboration.

North Dakota remains committed to driving and advancing the initiatives outlined herein, and continues to partner with schools, employers, and other stakeholders across the state to address the ongoing workforce challenges.

One-Stop Career Center System

Job Service North Dakota (JSND) is the designated State Workforce Agency that provides services under Title I – Workforce Innovation & Opportunity Act, which serves adults, dislocated workers and youth and Title III – Wagner-Peyser services. Job Service has nine One-Stop Workforce Centers. In addition to the [physical locations](#), Job Service offers an online presence available 24/7 for the convenience of all individuals.

All customers, including businesses, students, job seekers, researchers, and public officials have access to all federally funded workforce development programs, as well as several state programs through the One-Stop System. Job Service North Dakota performs the One-Stop Operator responsibilities.

Programs and Services for One-Stop Workforce Centers include:

- Workforce Innovation & Opportunity Act (WIOA) Title I - Adults, Dislocated Workers, Youth
- Wagner-Peyser - Title III
- Unemployment Insurance
- Job Opportunities and Basic Skills (JOBS) (Cass and Richland Counties)
- Labor Market Information (LMI)
- Veterans Employment and Training Programs (VETS)
- Trade Adjustment Assistance
- Foreign Labor Certification
- Work Opportunity Tax Credit
- Parental Responsibility Initiative for the Development of Employment (PRIDE)

- Basic Employment Skills Training (BEST) (Burleigh and Cass Counties)
- North Dakota New Jobs Training

The One-Stop core and required system partners include:

- Job Corps
- Adult Education and Family Literacy Act
- Vocational Rehabilitation
- Motivation, Education and Training under National Farmworker Jobs Program
- Post-secondary Vocational Education under the Carl D. Perkins Act
- Experience Works, ND Senior Career Development and NICOA under the Senior Community Service Employment Program

North Dakota capitalizes on the strengths each partner brings to the system while reducing or eliminating duplication of products and services. The simplicity in the structure with defined partner roles and responsibilities allows case managers and providers to deliver the services necessary for North Dakota's growth and competitive edge. Program costs are based on the fair share allocation as determined by the State Memorandum of Understanding (MOU).

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 aptitudes, career guidance, when appropriate, job search workshops, and referral to training may be available.

The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for Job Fairs, assisting employers to analyze hard-to-fill job orders, assisting with job restructuring and helping employers deal with layoffs.

Jobsnd.com uses "job spidering", a powerful online tool that captures job listings from other sources including corporate websites, online newspaper listings, and other private job boards. Spidered jobs are added to Job Service's internal job listing which provides great efficiency advantages for employers. Employers who list job openings on a corporate website will automatically have their positions spidered to jobsnd.com and will not have to re-enter job order information.

Job seekers who are Veterans receive priority referral to jobs and training as well as special employment services and assistance. In addition, the system provides specialized attention and service to individuals with disabilities, migrant and seasonal farmworkers, ex-offenders, youth, minorities and older workers.

The One-Stop Workforce delivery system delivers services in the following manner:

- Basic Career Services – Online through self-service from remote locations or within the America's Job Center (AJC) resource area. Online through electronic media (e-mail) or telephone assistance for those who need minimum staff assistance with PC system tools,

identification of skills and qualifications, job order development, and assessment of need for other services. Job seekers receive services within the One-Stop AJC resource rooms.

- Individualized Career Services – Individuals who receive services customized to their needs in the form of skill assessment, qualification identification for available jobs, career counseling/promotion based on the state’s targeted industries and labor market information. In addition, short term industry specific skill training, and possible degree programs are options that are available to individuals using staff-assisted services.

Each One-Stop AJC has a resource area with computers available for self-service. Resource area staff promote tools to assist individuals in making career choices such as the RUMReadyND.com, resume writing software, myskillsmyfuture.org, and mynextmove.org. The resource areas also offer a wide variety of printed materials. Resource area staff is available to assist those who lack computer skills.

Informational resources are available 24 hours a day from FirstLink 2-1-1 with a direct link on the Job Service website, www.jobsnd.com. It connects people to community and volunteer resources online. FirstLink 2-1-1 provides appropriate information and referral of government services, behavior health, addiction, and financial resources to contacts and community members.

Skills-focused services delivered by Job Service staff, ultimately help the job seeker meet the increasing employer need for skilled workers. JSND provides the following individualized services:

- Skill assessment
- Staff address job search techniques, interviewing and résumés skills and basic computer skills one-on-one with individuals
- Referrals to skill development activities
- Promotion of high-wage/high-demand and target industries
- Referral possibilities to internal and external programs/partners
- Referrals to a veterans’ representative as appropriate

The One-Stop Centers offer a multitude of workshops for job-seekers that cover topics such as resume preparation, interview skills, application preparation, job scams, and an overview of our services. Employer workshops consist of Unemployment Insurance, Labor Market Information, and Wage and Hour topics.

Job Service staff participate in regional career expos. Career expos are designed to educate attendees about career opportunities and related training and education that will open doors to a chosen field. Employers exhibiting at a career expo are not there to immediately hire employees, but rather to educate and inspire their future workforce. These events connect Job Service, Career & Technical Education, employers, economic development professionals, teachers, students and parents to meet the regional employment demands. In addition to hands-on exhibits, the career expos feature break-out seminar sessions for students. Sessions feature topics in numerous career clusters.

Job Service assists in workforce recruitment efforts by offering space in the One-Stop centers for businesses to hold individual, on-site job fairs. Job seekers accessing One-Stop services on-site are invited to meet with business representatives. Social media outreach invites all job seekers statewide to these events. A wide array of businesses, ranging from retail, energy, trucking, manufacturing, and healthcare take advantage of this service.

Statewide Funding

Statewide funding is essential for the operation of federal programs JSND offers and for continued workforce development in our state. This funding is utilized for the North Dakota Workforce Development Council, One-Stop certification and monitoring, maintenance and development costs related to our Virtual One-Stop management information system and continued work on our Eligible Training Provider List (ETPL).

In cooperation with the North Dakota Department of Corrections (DOCR), statewide funds were used to provide a full-stack web development curriculum and will be taught to 48 residents of the state penitentiary over the next 24 months. The program includes equipment to train residents with industry-leading courses with remote instruction designed specifically for correctional facilities. This initiative supports the Workforce Development Council's (state board) recommendation for bridging the technical skills gap and supporting those with barriers to employment. The curriculum provides a certificate of completion in alignment with WIOA requirements.

Statewide funds were used to purchase twenty iPads for DOCR. These iPads are used by residents for job-searching, resume building, cover letters, and career readiness classes taught by One-Stop Center staff. Funds were also used to continue to fund the ETPL module from our vendor Geographic Solutions. This has enhanced the efficiency and accuracy of the ETPL, and ties it into our case management and labor exchange system allowing direct reporting into the PIRL.

Statewide funds were used to promote a virtual job fair highlighting high wage/high demand careers in ND. The promotion centered around recruitment for out-of-state job-seekers based on data we identified from our Virtual One-Stop System. We had job-seekers from 20 states and 5 different countries attended this virtual event. In addition, JSND purchased a virtual career headset and the software required to use the device. This headset is used in DOCR facilities, area schools, and colleges to promote 50 high wage/high demand occupations across ND.

Through the activities supported by these funds, North Dakota's One-Stop Delivery System provides high-quality, outcome-focused workforce development services consistent with our state's four-year plan, while tracking progress toward meeting strategic goals and implementing the Governor's vision for North Dakota's workforce system

Delivery of Program Services

The One-Stop system partners work collaboratively to remove barriers so each partner has access to appropriate records, accurate and timely information for federal reporting, and can improve services to the target population groups. One-Stop Career Centers deliver services with a customer-focused approach providing skill level assessments, evaluations of skill development, support service needs, and career counseling. This approach is used to determine service needs for:

- Individuals with disabilities
- Dislocated Workers, including trade impacted
- Displaced Homemakers
- Individuals with multiple challenges to employment
- JOBS participants
- Non-custodial parents

- Low-income individuals including recipients of public assistance
- Migrants and seasonal farm workers
- Minorities
- New Americans and others with limited English proficiency
- Older individuals
- School dropouts
- Veterans
- Ex-offenders
- Homeless individuals

WIOA adult funds are available to eligible low-income or basic skills deficient individuals enrolled into individualized career services and training.

Veterans and eligible spouses of Veterans - covered persons - will receive priority of service. 20 CFR Part 1010.110 adopts the term “covered person” to define those Veterans and spouses of eligible Veterans who are eligible for priority of service. The Jobs for Veterans Act does not change the requirement that individuals, to include Veterans and military spouses, must first qualify as eligible under the WIOA adult program before participation.

North Dakota coordinates Titles I, II, III, and IV at the state level through the administrative committee meetings of the Workforce Development Council. These meetings include discussions and reviews of policies and procedures for WIOA programs, annual narrative, and performance reports.

WIOA Career Services

Job seekers visiting a One-Stop Center receive skill assessment, career counseling, and labor market information. Job Service staff recommends on-site development tools to help improve individuals’ interviewing skills, soft skills, and computer skills. Staff also recommend short-term industry training or degree programs through WIOA services and other partner referrals.

Skill assessments, career guidance using labor market information, job search assistance, and access to WIOA assistance are available to all job seekers. Skill assessments help staff match job seekers to employers’ job openings and make appropriate training program referrals to WIOA core and required partners.

Online Services

Online services are available to individuals via self-service 24 hours a day, 7 days a week from anywhere internet access is available. Jobsnd.com links to the online labor exchange system for individual job searching and employer job posting activities. Job seekers can use jobsnd.com to create resumes and conduct automated job searches. Additionally, individuals can become aware of education and training programs available and view labor market information such as high-demand occupations, current wages and training required. Individuals can also explore in-demand career options, find direction to Veteran services, and access community resources.

North Dakota Unemployment Insurance claimants are required to have a resume on file with jobsnd.com. When a claimant files a claim online, information is interfaced to jobsnd.com and creates a partial registration. Jobsnd.com uses the partial registration data to automatically perform a job search and notify the claimant of suitable job openings.

The Labor Market Information Center's online NDLMI is accessible through jobsnd.com and serves as the state's premiere up-to-date workforce resource for our customers.

Adults and Dislocated Worker Services

Job Service One-Stop Career Centers provide career services to adults and dislocated Workers. Services include:

- Determinations of individuals' eligibility for WIOA assistance
- Outreach, intake, and orientation of services available
- Initial assessments of skill levels, abilities, and support service needs
- Job search assistance with career counseling as appropriate
- Labor market information
- In-Demand Occupations in ND and Eligible Training Provider information
- Information on support services and referrals to appropriate services
- Assistance establishing eligibility for financial aid for training and education
- Follow-up services

One-Stop Career Centers and partner programs provide individualized services to adults and dislocated workers who are unemployed or unable to obtain employment through basic services. For those needing additional assistance, individualized services are available to obtain or retain employment that allows for self-sufficiency. Individualized services include:

- Skill level and service needs assessments
- Employment plan development which includes setting employment goals, achievement objectives, and services needed to achieve the goals
- Group or individual counseling
- Career planning
- Case management for individuals seeking training services
- Short-term pre-vocational services

Individual Training Accounts (ITAs) are used by the State to provide classroom training only. Priority for awarding ITAs will be given as follows:

1. Classroom training services are provided through individual training accounts while On-the-Job training (OJT) is provided through a contract between the One-Stop WIOA program provider and the employer.
2. Career pathway information is available through career exploration activities.
3. Customer choice is supported by the provision of labor market information and through the occupations included on the North Dakota In-Demand Occupations list and ETPL

The ITA award amount for an individual will be based on the assessment and employment plan prepared for that individual. The assessment includes a financial determination of the individual's current resources and expenses, including financial aid from schools, WIOA partners and family support. Recipients will be required to apply for a Pell Grant and other alternative funding sources where appropriate.

Ongoing proactive efforts exist within the various areas of the state through cooperation between Job Service staff members and economic development. When a layoff is pending, opportunities to help transition impacted workers to expanding and new North Dakota businesses are effectively coordinated to retain a skilled workforce. For businesses in other

stages of the economic cycle, assistance from outside resources is offered as well as information on recruitment services, Unemployment Insurance, workforce training, WOTC, and the North Dakota New Jobs Training program.

Youth Services

The WIOA youth program incorporates all the requirements outlined in the Workforce Innovation and Opportunity Act, specifically, objective assessments, employment planning (individual service strategies) and referral processes. All youth services are accessible through the Job Service One-Stop Career Centers. Assessment follows the guidelines in WIOA, section 129, including a review of academic and occupational skills, interests, and supportive service needs. Assessments provide the needed information and data to complete employment plans that link employment, educational and career pathway goals with the service strategies necessary to reach employment goals.

Within the program foundation are the concepts of improving educational achievement, preparing for, and succeeding in employment, supporting youth, and offering services to develop our youth's leadership potential. Funds provide support, employment/employability assistance, and training to eligible participants aged 14 to 24 (out-of-school youth aged 16-24 and in-school youth must be aged 14-21 under WIOA).

Assessment information and individual service strategies for education or employment goals are shared with appropriate partners to encourage consistent and accurate information that helps foster a continuum of services.

Information and referral processes introduce youth to the wide array of available services through the One-Stop system. Applicants who do not meet the WIOA Youth program eligibility criteria are vital in filling the talent pipeline and One-Stop Career staff are available to assist with job searching, labor market information, and resumes.

Youth participants may participate in paid and/or unpaid work experience activities, including internships and job shadowing. These activities provide skills and experience and help youth understand what is associated with "real work" and employer requirements. Additionally, youth have access to services provided at the One-Stop Career Centers, including assistance with work search, resume writing, interviewing, career exploration, and job openings on jobsnd.com to learn of unsubsidized employment opportunities in the state.

Summer employment opportunities, paid and unpaid work experience, including internships, job shadowing, and occupational skills training are directed at preparing youth for successful North Dakota employment. Summer employment opportunities are directly linked to academic and occupational learning. In many rural areas in North Dakota, youth are initially introduced to jobs through summer employment opportunities. Activities for youth with significant barriers to employment focus on pre-employment and work maturity skills. Older youth will focus on occupational skills training and utilize ITA's. However, the individual plan of each youth focuses on the needs identified through the individualized assessment process.

Out-of-school youth with the interests in pursuing North Dakota-based post-secondary educational opportunities, including non-traditional training, are targeted for occupational skills training. Participants are supported in this process through tutoring services and study skills training which aid in the completion of secondary school. A focus is placed on preparing youth

for high-wage/high-demand occupations in target industries as well as in support industries, such as transportation and healthcare.

Job Service and the state apprenticeship office collaborate to establish and expand awareness of registered apprenticeship opportunities to older youth. Youth may receive work experience opportunities and those 18 and older may receive on-the-job training. These are excellent tools for workforce readiness and skill building.

Alternative secondary school services available through local school districts are vital to re-engage youth who have not responded to traditional school settings.

Youth are provided leadership development opportunities. Mentoring with caring adults is sought to provide consistent guidance and support. Activities and projects that provide citizenship skills, life skills training, community improvement skills, and increase positive social skills, are used to develop overall leadership qualities.

As many youth lack financial literacy skills, options for learning are available in various formats including resources online and made available by various financial institutions.

Entrepreneurial skills training and labor market information help youth transition to post-secondary education and training. Education offered concurrently with workforce preparation and training for specific occupations are all available to youth depending on their needs.

WIOA Youth coordinators provide ongoing case management for all youth participants. Based on the assessment, youth are referred to appropriate services, including career counseling and promotion, specialized counseling, guidance, and skill assessment. Information is shared with other partners involved in the assessment to help unify and enhance the guidance and counseling process.

Support services are provided to youth to assist them in completing their individual service strategies. All youth receive follow-up services for at least 12 months after participation ends. The intensity of follow-up services is based on individual need.

Service to youth is monitored to ensure the out-of-school youth spending requirement of 75% and the work-based learning requirement of 20% are met.

Youth with Significant Barriers to Employment

The program focuses on serving at-risk youth including youth in (and aging out of) foster care, homeless youth, runaway youth, dropouts, offenders, pregnant or parenting youth, youth with disabilities, and youth deficient in basic skills. A comprehensive assessment is conducted to assess the needs of all youth to determine what activities are most appropriate to assist the youth in employment and academic success. Job Service ensures that youth have access to the fourteen required program elements as needed, whether provided by Job Service, a partner program, or a contracted service provider.

Job Service continues to develop and grow relationships where youth partner service integration is strong. Partnerships include secondary schools and colleges, tribal youth programs, Job Corps, Youthworks, Vocational Rehabilitation, Adult Education, foster care including Chafee Independent Living programs, correctional/residential treatment facilities and the Crossroads program. WIOA Youth program staff may participate on state or regional Disability Transition

Community of Practice advisory committees. Services are coordinated with partner programs when co-enrolled.

Training Services

This table illustrates the comparison of training services by program over a three-year period.

INDIVIDUALS ENROLLED IN WIOA TRAINING

	PY 20	PY21	PY22
Adult	155	256	317
Dislocated Worker	68	24	7
Youth	77	84	119
Total	300	364	443

Individuals trained with WIOA funding during PY22 continue to support target industries and high-wage/high-demand occupations in North Dakota.

PY22 ACTIVE WIOA TRAINING ENROLLMENT NUMBERS WITHIN TARGETED INDUSTRIES AND HIGH-WAGE/HIGH-DEMAND OCCUPATIONS

	Adult		Dislocated Worker		Youth		Total Training	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Energy	14	4.42%	0	0.00%	18	15.13%	32	7.22%
Manufacturing	13	4.10%	1	14.29%	12	10.08%	26	5.87%
Technology	20	6.31%	0	0.00%	14	11.76%	34	7.67%
Healthcare	109	34.38%	0	0.00%	28	23.53%	137	30.93%
Transport	103	32.49%	0	0.00%	16	13.45%	119	26.86%
Support Occupations ¹	20	6.31%	3	42.86%	4	3.36%	27	6.09%
Other ²	38	11.99%	3	42.86%	27	22.69%	68	15.35%
Total	317	100%	7	100%	119	100%	443	100%

¹ Includes occupations supporting all targeted industries including financial, administrative, human resources, and marketing.

² Includes occupations such as social service workers, legal, law enforcement, plumbers, and carpenters.

WIOA Monitoring Activities

Workforce Programs statewide staff members conduct monitoring and data validation. North Dakota conducts monitoring, data element validation at least annually, with efforts to do it more often throughout each program year, and support services monitoring quarterly.

Monitoring is conducted using a couple of methodologies, in person through office visits or remotely reviewing system activities in the Virtual One Stop case management system. The staff member conducting the monitor review pulls a random sample. Using the sample records, the review includes proper documentation, eligibility, case management, adherence to policies and procedures, and appropriate start and end dates for activities. Monitoring includes a review of payments made using WIOA dollars to support training and career service activities. Support service monitoring ensures local One-Stop staff follow policies and procedures for justification of

payments, authorized signatures, and allowable expenditures. The final report provides a description of the focus, recommendations and findings, and required action to be taken in either corrective action or training.

Data validation is conducted to verify data accuracy and to help ensure the accuracy of the annual statewide performance reports, safeguard data integrity, and promote the timely resolution of data anomalies and inaccuracies for WIOA and partner programs. Reviews may be conducted either in the local One-Stop center or remotely using the Virtual One Stop case management and document management system. When validating data elements, TEGL 7-18 joint guidance and TEGL 23-19 (Changes 1 & 2) DOL only program specific are followed. A random sample of WIOA records and Wagner-Peyser records are pulled. Using the sample records, data elements are checked for appropriate source documentation to ensure data is valid and reliable. The final report focuses on the accuracy of key data elements reported in the PIRL that One-Stop staff must focus on either through corrective action or training. Evaluation of the Data Element Validation process is conducted regularly to promote continuous improvement. In PY 22, local administrative staff performed the validation with the assistance of Statewide Systems Management staff. Statewide Systems Management staff rolled up the data and wrote the report.

WIOA policies including the data validation policy are located here for public information: <https://www.jobsnd.com/workforce-development-council/governance>

Final monitoring and data validation reports are shared with WIOA administrators, managers, supervisors and One-Stop center staff.

State Performance Accountability

North Dakota does not have any state specific performance measures.

Performance results for Title I and Title III programs are listed below. North Dakota meets or exceeds all negotiated performance measures. We have implemented data match procedures that have resulted in improvements toward meeting performance measures.

The state's common exit policy includes Title I Adult, Youth, Dislocated Worker, Title III Wagner-Peyser, Trade Adjustment Assistance (TAA), and Jobs for Veterans State Grant Programs. Policies are available for public viewing on jobsnd.com: <https://www.jobsnd.com/workforce-development-council/governance>

Negotiated and actual performance levels for program year 2022:

Adult			Dislocated Worker		
	Negotiated	Actual		Negotiated	Actual
Exiters		299	Exiters		13
Participants Served		477	Participants Served		9
EER 2nd Qtr after exit	78.5%	79.2%	EER 2nd Qtr after exit	81.0%	83.3%
EER 4th Qtr after exit	75.5%	74.5%	EER 4th Qtr after exit	83.1%	88.5%
Med Earnings	\$7,168	\$9,976	Med Earnings	\$11,415	\$14,895

Cred Attainment	66.0%	74.8%	Cred Attainment	74.1%	90.0%
MSG	62.1%	63.1%	MSG	77.5%	87.5%
Youth			Wagner-Peyser		
	Negotiated	Actual		Negotiated	Actual
Exiters		110	Exiters		1,076
Participants Served		192	Participants Served		1,385
EER 2nd Qtr after exit	78.4%	81.3%	EER 2nd Qtr after exit	65.0%	67.0%
EER 4th Qtr after exit	73.8%	81.9%	EER 4th Qtr after exit	65.0%	64.5%
Med Earnings	\$4,683	\$7,626	Med Earnings	\$6,834	\$8,112
Cred Attainment	55.0%	59.3%			
MSG	59.2%	63.1%			

Data validation is conducted at least annually to determine compliance with provisions of the Act as stated in the policy. North Dakota uses the MIS to conduct data validation. State administration leads the process and involves One-Stop center lead staff for cross examination of alternative office records. This process has promoted a shared understanding of requirements contributing to reductions in error rates.

Level of Service & Effectiveness in Service Employers

Title I Adult, Dislocated Worker, and Youth

The assessed needs, existing skills, and personal situation of the individual determines the level of services provided, whether to adults, dislocated workers, or youth. A comprehensive array of services is provided to individuals in career (basic and individualized) and training services. Job Service North Dakota accounts for the cost categories required by the Workforce Innovation & Opportunity Act, not for the costs by activity. The primary indicators of performance under WIOA 116(b)(2)(A) include the following:

Employment Rate 2nd Quarter After Exit: Adult, Dislocated Worker, Youth

The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit).

Employment Rate 4th Quarter After Exit: Adult, Dislocated Worker, Youth

The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit).

Median Earnings 2nd Quarter After Exit: Adult, Dislocated Worker

The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Credential Attainment Rate: Adult, Dislocated Worker, Youth

The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant is also employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.

Measurable Skill Gains: Adult, Dislocated Worker, Youth

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

See Attachment 1 for PY 2022 WIOA Performance Outcomes and Effectiveness in Serving Employers Rates

Title III Employment Service

North Dakota has selected the following two performance measures for services provided to employers:

Employer Penetration Rate

The Employer Penetration Rate is measured by comparing the total number of establishments that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the reporting period, against the total number of establishments located within the state during the final month or quarter of the reporting period. ("Establishment" is defined by the Bureau of Labor Statistics Quarterly Census of Earnings and Wages program.) www.bls.gov/cew/cewfaq.htm#Q20

Employee Retention Rate

The Employee Retention Rate is measured by using wage records to identify whether or not a participant matched the same federal employer identification number in the 2nd and 4th quarters after exit.

There were no state-established employer measures or other metrics used to assess employer engagement.

Cost Benefit

The State of North Dakota is a single local area therefore, no allocation method is needed for distribution of adult, dislocated worker, and youth funds. All funds not reserved for statewide activities, including rapid response, are distributed to the single local area. Dislocated worker funds in the amount of \$40,000 are reserved for statewide rapid response activities.

North Dakota evaluates the effectiveness of program activities and costs based upon a participant's positive results for the WIOA performance measures. Cost per participant and cost per positive outcome is computed for the WIOA Adult, Dislocated Worker, and Youth programs. The PY 2022 overall cost per participant served for all programs was \$4,263. The PY 2022 overall cost per positive outcome for participants from all programs was \$8,611. Increased training costs are a result of the in-demand occupations in the state.

An individual may have more than one positive outcome. Each positive outcome enhances the individual's ability to achieve and sustain long-term employment. The statewide data for expenditures, cost per participant, and positive outcome is displayed in the following table:

Program	Program Expenditures ¹	Total Participants Served	Cost per Participant	Total Positive Outcomes ²	Cost per Positive Outcome
Adult	\$2,658,206	816	\$3,258	345	\$7,705
Dislocated Worker	\$297,143	17	\$17,479	43	\$6,910
Youth	\$1,763,327	274	\$6,436	160	\$11,021
TOTAL	\$4,718,676	1,107	\$4,263	548	\$8,611

¹Includes Career and Training Services

²Only Includes Employment Rate Q2 and Q4

Analysis of WIOA performance measures is the primary method of program evaluation used this program year. North Dakota met all required program performance measures for the WIOA Adult, Dislocated Worker and Youth program.

Workforce Innovation & Opportunity Act Waivers

North Dakota did not have any waivers in place for PY22.

North Dakota may request Youth waivers in PY23:

- Waiver of the requirement that the state spend a minimum of 75% to serve out-of-school youth, reducing the 75% to 50% for OOS youth. The waiver will allow the system flexibility to meet the needs of all at-risk youth, regardless of school status.
- Waiver of the requirement which limits the use of individual training accounts for youth participants to out-of-school youth. ND may request a waiver of this rule to extend the use of ITAs to in-school youth.

Benefits of these waivers include providing youth program flexibility in serving all disadvantaged youth with barriers. In-school at-risk youth are best served not by exit and re-enrollment into the adult program but by continued service through the current program and with current staff who know the individual and their needs.

Customer Satisfaction

Employers/Job Fairs

Job Service North Dakota, along with workforce partners such as local Economic Development Corporations and/or Chambers of Commerce, Department of Corrections, Vocational Rehabilitation, and other stakeholders hosted 35 job fairs during the year in various locations throughout North Dakota. Some of the bigger job fairs were held in Fargo, Grand Forks, Bismarck, Minot, and Williston. Most of these events were multi-industry job fairs that attracted 1,402 employers and 4,653 job-seekers to include a Nationwide Virtual Job Fair that attracted individuals from 29 different states and 14 countries.

The nine One-Stop centers also held local hiring events at their locations. Hiring events are a great tool to showcase what an employer has available for job opportunities. These employers are allowed to use the conference rooms, smaller meeting rooms, and are able to talk to job seekers who are using the computer banks in the resource rooms. During the year, a total of 127 employers took advantage of this unique opportunity while attracting 426 job seekers.

During the job fairs, surveys are handed out to the employers during the last hour of the event. The survey consists of nine questions ranging from “were you satisfied with the number of visitors at your booth, approximately how many jobs seekers visited the booth, how many employees the employer would consider hiring, job offers made, job fair times, promotion of the event”, etc. There was a total of 274 surveys returned during the job fairs this past year. All surveys are compiled and read through after the event and if the situation warrants, are acted upon.

Most of the responses were favorable and include notes like:

- I liked that it was a great turnout, applicants fit our current needs.
- The location was great!
- Less people than the past but higher quality conversations.
- It was a good way to get our name out there! It was well put on and the people running it seemed well prepared for the event!
- The attendance from schools and the younger generation was good to see.
- I liked the diverse crowd; fit demographics of hiring needs.
- I liked that the attendees were given a description of the different companies and what each company is looking for.
- The later time and having construction rolled in with it was great; Best one so far!
- Very well organized, super helpful staff-great experience. Thank you!!

But on occasion the employers make suggestions to improve the events. Items asked for include a more comfortable atmosphere (too hot/cold), too long of a job fair, run the event into the evening, run the event on a Saturday afternoon, job-seekers were not qualified, different types of food/drink, etc.

Additionally, Job Service North Dakota has considered the three measures proposed by the USDOL for the performance indicator pilot and chose the two which best match JSND’s mission to “Meet the Workforce Needs of the State’s Employers”: Participant Retention with the Same Employer and Repeat Business Customers.

Due to North Dakota's small population and employer numbers and the rural nature of the state, most business establishments employ fewer than ten people and may not always need staff assisted services. As a result, the Overall Employer Penetration Rate measure is not the best indicator to determine effectiveness in serving employers. Job Service Employment Services and Veteran staff received training on outreach to engage employer customers in overall workforce development goals, especially work-based learning programs such as work experiences, on-the-job trainings, and apprenticeships.

Customers/Participants

Each of the nine One-Stop Centers have a customer survey/suggestion box. Each survey consists of five short questions about their One-Stop Centers experience. The same survey is used in all nine One-Stop Centers. Once the customer has completed the survey, he/she can either turn it in at the front desk or put it in the "Suggestion/Survey" box. Each customer is highly encouraged to fill out a survey when he/she has worked with a staff member on a one-on-one basis or group orientation/training event. All surveys are compiled each week and given to the manager for action. Surveys are then compiled monthly, and results are sent to the Workforce Services Director. The Workforce Services Director consults with the corresponding Workforce Center manager about any proposed changes in service delivery that may or may not be changed from the suggestions that were received from job seekers. If a change is implemented in one One-Stop Center, the other eight managers are brought into the conversation to see if this is good idea in their respective centers.

The survey poses five questions about the customer experience while visiting the One-Stop Center. The survey allows for comments and of those individuals that did comment, almost all of them were complimentary of staff and the services they received. Without identifying the participant, the comments were shared with staff to show areas they did well in and areas they may need improvement, as perceived by their customers.

All questions rank the service the customers received in a numerical format of 1-5 (1 lowest, 5 highest). During the past PY year, the nine One-Stop Centers received only 135 surveys from the customers/participants who were utilizing our services.

The five questions that are asked are as follows:

- Staff were friendly and helpful
- My employment-related needs were met
- My unemployment claim needs were met
- I learned something useful today
- What did we do great?

Here are a few comments:

- They were very informative.
- They helped get me going in the right direction.
- Welcoming and knowledgeable.
- You guys are awesome, don't know how else you could be better
- Every time I come here or need help, they are more than helpful. This place has helped me so much.

Success of WIOA

Ben Schirado, WIOA Adult

Ben Schirado came to Job Service in Bismarck in late September of 2022 and was delivering for a local package company in town making \$17 an hour. WIOA assisted him with the 2-week CDL class at TrainND Southwest two months later, and he obtained his Class-A license. He moved the week after to Dickinson to be with his fiancé and child who were already living there. He interviewed and gained employment at a Mahlen trucking company for \$25 an hour starting as a truck driver for a local route.



Heather*, JOBS

Heather, a divorced single mother of two young boys, came to be involved with Job Service in 2020. After witnessing how the criminal justice system has affected people in her life, Heather realized that she wanted to become an attorney—an advocate for people who need one. With tremendous support from her case manager Sabina, Heather was able to attend law school for the past three years and was set to graduate this year according to her most recent follow-up. In a letter to Sabina, Heather had this to say: “I do not have enough words to express my gratitude but please know that you and Job Service are making a positive impact on people’s lives, especially mine!”

Sedarian Jinks, WIOA Adult

Sedarian Jinks is a recent graduate of the Combination II Welding training program at Lynnes Welding in Fargo. He started welding training in another state, but the school abruptly closed. When Sedarian moved to North Dakota, he contacted Job Service to apply for WIOA services. Sedarian has family members who work in welding, and he was very serious about getting these skills for a career that would change his life. He was approved for welding training and finished the 16-week course with perfect attendance and multiple welding certifications. Sedarian went to work in Fargo one week later as a welder earning \$30 per hour.

Allan*, WIOA Adult

Originally from the small rural community of Michigan, ND, Allan enrolled in the WIOA Adult program at the Grand Forks One-Stop Center, qualifying based on a basic skills deficiency. He attended the Lynnes Welding program and received every certification that they offer for a total of 12 certificates. After recovering from a shoulder injury that delayed gaining employment, Allan was hired by Summers Manufacturing as a welder in February and has been making \$20 an hour.

Francisco Balderas III, WIOA Youth (partnership with MET)

Francisco Balderas III was referred to the Wahpeton office for possible WIOA services from one of our partners, Motivation, Education & Training (MET) for assistance with welding training. He met with Sandy and said he was interested in welding training but would have to take a leave of absence from his job as a farmworker to complete the 5-week welding training he desired. MET could either pay for the cost of the training or provide a stipend to make up for the income he would lose from not working. The cost of his training was paid through WIOA youth funds, while MET provided a stipend, and the two programs split his transportation costs since he was traveling from Wahpeton to Fargo daily.

Francisco knew he wanted to improve his welding skills by taking a 200-hour course at Lynnes Welding in Fargo. He completed his first welding certification after two weeks of training. He said, "I didn't know I have a natural talent for welding." Francisco went on to complete all 7 welding certifications within the 5 weeks of training; others take a 16-week class to accomplish that many certifications. Francisco said he only had time for one attempt each for his final certification tests, and he passed with flying colors. His instructor commented that, "[Francisco] is a pleasure to have in class."

Francisco was also recognized for having 100% attendance. When the Admissions Director at Lynnes Welding Training sent copies of his certifications, she also thanked us for referring him to them. Francisco is very appreciative of the assistance he got through WIOA and asked Sandy if he can refer his friends to her. He was offered two positions after completing his training and is trying to decide between them. Whatever he chooses, the future looks bright for Francisco.



Harry*, WIOA Adult

Harry had a history of extensive legal convictions and substance-abuse issues, lacking transportation, and living without much support when he came to the Fargo Job Service office. Though Harry was being treated daily for his addiction issues, he completed 200 hours of training at Lynnes welding and was motivated to perform extremely well. Harry was hired by Case, starting at \$28 an hour. Harry told his case manager that his experience with Job Service has been life-changing for him and his wife.

Delores*, WIOA Adult

Delores is a single woman, guardian of 2 teenage nephews, a Veteran of the Marines, and lives in a very rural area of ND. She had been working as a welder in the oil field, however, with the COVID-19 pandemic and slowdown in the oil patch in North Dakota, she was laid off from her last three jobs with oil companies. She had started her own business on the side doing custom metal and wood designs in 2015, and that had slowed down to nothing during the pandemic and had not picked back up. Delores reached out to Job Service in November of 2022 to discuss training options and financial assistance with training.

In December of that year, Delores was determined eligible for the WIOA adult program and was approved for CDL Class A training. She started training April 17, 2023, successfully completed 165 hours of training within a month. In addition to successfully completing her driver tests with tanker endorsement, she also received her specialized HazMat endorsement.

During training, WIOA assisted with per diem, temporary housing, and some transportation as she was over 80 miles away from home and would not be able to travel back and forth each day for training safely or easily. WIOA assisted with the cost of the required Hazmat background check and fingerprinting.

Delores was busy looking at CDL jobs while in training. The instructor used one day of training to take students around the Minot area to meet employers looking for drivers, and Delores was offered a job with Bechtold. She started with them on May 17, 2023, full-time at \$27 an hour to start, with a 401k and health benefits. Once she qualifies for the Davis Bacon Wage scale, her pay is expected to go up to \$30.99 an hour.

Ryan*, WIOA Adult

Ryan came into the Fargo office at 23-years-old and initially applied for the WIOA youth program in August of 2021 but was not eligible. He kept in contact with his assigned case manager and had experienced a financial hardship where he became homeless, thus making him eligible for services. Ryan started working with Youthworks located in Fargo, ND where he found stable housing. He has continued working there part-time while attending school at Minnesota State Community College for the Automotive Technology program.

After going through the WIOA process he was approved for that training and is currently attending school and exceeding expectations. Ryan is a very driven young man who gives back to his community by doing videography for the City of Fargo part-time and continuing to be involved with Youthworks.

Dylan Sarkilahti, WIOA Adult

Dylan Sarkilahti came to us as a delivery driver for a local furniture store making \$16.50/hour in June of 2022. He was enrolled in the WIOA Adult program and received training from Bismarck State College in the CDL course beginning September 6, 2022.

Dylan successfully graduated with his license on September 27, 2022, and moved on to gain his Tanker, Hazmat, and Double Triple endorsements in November and December. He has now been working for a trucking distribution center as a driver making \$25.50 an hour since the beginning of January 2023. WIOA short-term training is helping to meet the CDL in-demand need in ND.



**Names marked with an asterisk have been changed to respect participants' privacy. Real names have been used where participant permission was given.*

PY 2022 WIOA Performance Outcomes and Effectiveness in Serving Employers Rates

		Negotiated Performance	Actual Performance
Adult	Employment Rate 2nd Quarter After Exit	78.5%	79.2%
	Employment Rate 4th Quarter After Exit	75.5%	74.5%
	Median Earnings in the 2nd Quarter After Exit	\$7,168	\$9,976
	Credential Attainment Rate	66.0%	74.8%
	Measurable Skill Gains	62.1%	63.1%
Dislocated Worker			
Dislocated Worker	Employment Rate 2nd Quarter After Exit	81.0%	83.3%
	Employment Rate 4th Quarter After Exit	83.1%	88.5%
	Median Earnings in the 2 nd Quarter After Exit	\$11,415	\$14,895
	Credential Attainment Rate	74.1%	90.0%
	Measurable Skill Gains	77.5%	87.5%
Youth			
Youth	Education or Training Activities or Employment in the 2nd Quarter After Exit	78.4%	81.3%
	Education or Training Activities or Employment in the 4th Quarter After Exit	73.8%	81.9%
	Median Earnings in the 2 nd Quarter after exit	\$4,683	\$7,626
	Credential Attainment Rate	55.0%	59.3%
	Measurable Skill Gains	59.2%	63.1%

Wagner-Peyser

Employment Rate 2nd Quarter After Exit	65.0%	67.0%
Employment Rate 4th Quarter After Exit	65.0%	64.5%
Median Earnings in the 2nd Quarter After Exit	\$6,834	\$8,112

Effectiveness in Serving Employers

Employer Services	Establishment Count
Employer Information and Support Services	1,076
Workforce Recruitment Assistance	5,307
Engaged in Strategic Planning/Economic Development	7
Accessing Untapped Labor Pools	5
Training Services	33
Incumbent Worker Training Services	1
Rapid Response/Business Downsizing Assistance	6
Planning Layoff Response	0

Pilot Approaches	Numerator/Denominator	Rate
Retention with Same Employer in the 2 nd and 4 th Quarters After Exit Rate	395 / 655	60.3%
Employer Penetration Rate	5,752 / 34,880	16.5%

Employment Trends in Today's Economy

In the past 20 years, North Dakota's economy has gone through three distinct stages: flat growth (2000-2006), rapid growth (2006-2015), and sustained growth (2015-present).

Following years of stagnation, the state experienced dramatic workforce fluctuations in the mid-2000s due to the Great Recession in the United States (2007-2009) and the oil boom in western North Dakota (2006-2014). Despite some downturn during the recession, the concurrent effect of the oil boom quickly drove overall economic growth to surpass pre-recession levels in the 2010s. During the oil boom, North Dakota experienced sudden population growth, an employment surge, and an increase in average wages.

Many industries in North Dakota were affected by both the upswing of the oil boom (2006-2014) and the downturn caused by lower oil prices (2015-2016). At the end of the boom, many economic figures initially declined, but employment and wage numbers for most industries remained high and steadily growing in the years prior to 2020, which was the onset of the COVID-19 pandemic.

The COVID-19 pandemic triggered the creation of public health policies, mandates, and guidelines, which impacted the economy at every level—globally, nationally, and locally. The impact was reflected in metrics such as higher unemployment numbers, lower total employment at each industry level, and a decrease in the labor force in North Dakota in 2020. In 2022, the number of unemployed people in North Dakota was the lowest it has been in the past twenty years, and employment surpassed pre-pandemic levels. Though the current numbers indicate the state is recovering economically, the effects of the pandemic are ongoing. Such effects include inflation due to supply issues and sustained consumer demand (consumer prices increased 8.6 percent from May 2021 to May 2022 and 4.0 percent from May 2022 to May 2023).

Population

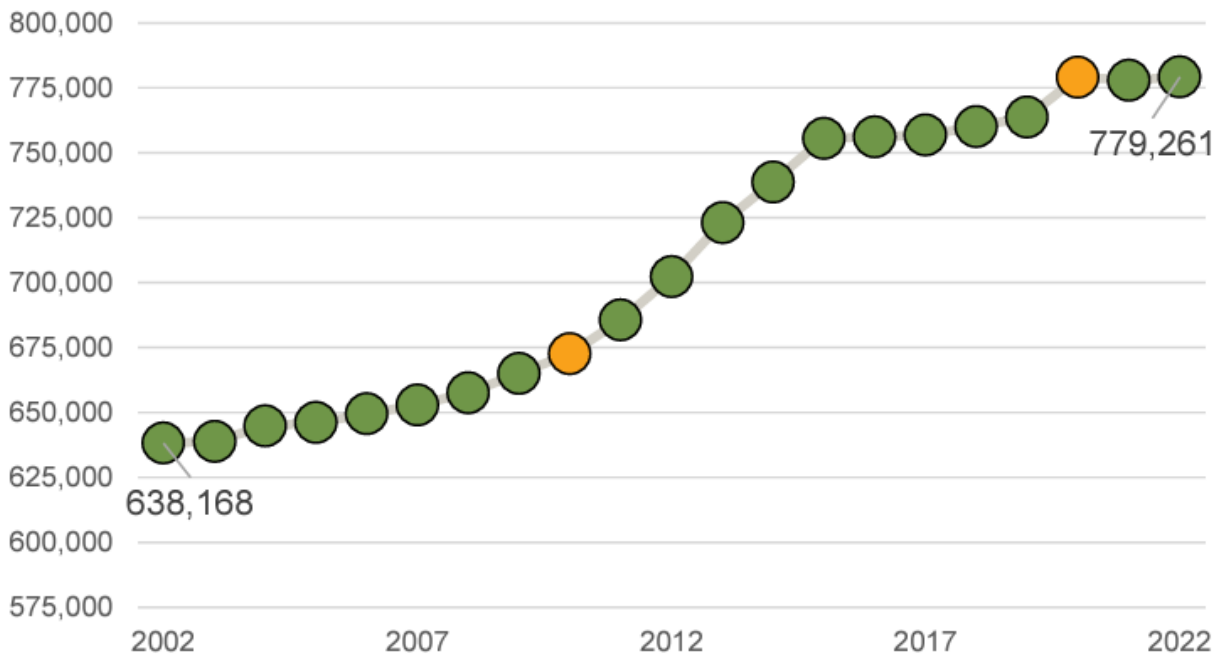
Looking at North Dakota's population over the past 20 years, the growth curve seems to exhibit three distinct stages: a period of stagnation, a period of rapid growth, and a recent period of sustained slow growth. Because the greatest growth period occurred between 2006 and 2015, the population data visualizes the effect the oil boom had in North Dakota. Specifically, the economic stimulus of the oil boom correlated with steady year-over-year population growth until 2015, when the oil boom ended. Sustained population numbers in recent years suggests that North Dakota's economy has generated growth outside oil-related industries.

Population in Recent Years

Between 2002 and 2022, the biggest year for population growth occurred in 2013, during the oil boom. The population in 2013 increased by 20,922 or 3 percent, over the previous year. During the oil boom, from 2006 to 2015, North Dakota's population grew annually at a rate between 0.5 and 3 percent. By comparison, the average annual growth rate before the oil boom, between 2002 and 2005, was 0.1 percent.

In the years after the oil boom, annual growth rates have been lower but mostly positive, ranging from -0.1 to 2 percent. In the last year, North Dakota's population increased by 1,327, or 0.2 percent, from the previous year.

Figure 1: North Dakota population 2002-2022



Census years are indicated by **gold markers** on the graph. The US Census produces actual population figures; for all other years, the US Census Bureau produces July 1 estimates.

Source: United States Census Bureau, 2002-2022

Table 1: North Dakota population from 2017-2022

	2017	2018	2019	2020	2021	2022
POPULATION	756,755	760,062	763,724	779,094	777,934	779,261
# CHANGE	-	3,307	3,662	15,370	(1,160)	1,327
% CHANGE	-	0.4	0.5	2.0	(0.1)	0.2

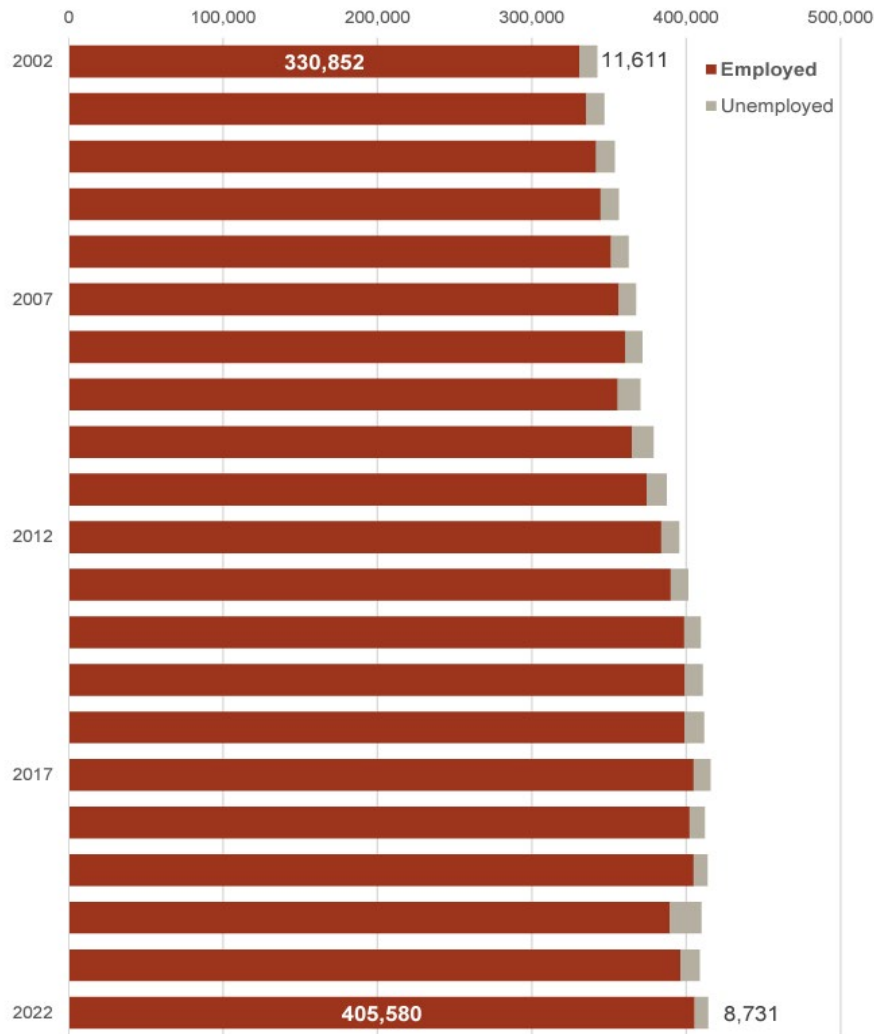
Source: United States Census Bureau, 2002-2022

Labor Force

From 2002 to 2022, the labor force grew from a total of 342,463 to 414,311 (a net increase of 71,848, or 21 percent). Over the same period, North Dakota's population grew from 638,168 to 779,261 (a net increase of 141,093, or 22 percent). North Dakota's labor force has generally followed the same pattern as its population, steadily increasing during the oil boom and remaining rather flat in the years since. The COVID-19 pandemic in 2020 caused a sudden increase in the unemployed portion of the labor force, which has since decreased.

North Dakota's labor force grew by 5,411, or 1 percent, from the previous year. The change primarily came from movement in the employed portion of the labor force, which grew by 9,216, or 2 percent. For comparison, the unemployed portion of the labor force fell by 3,805, or 30 percent, from the previous year.

Figure 2: North Dakota labor force number of employed and unemployed from 2002-2022



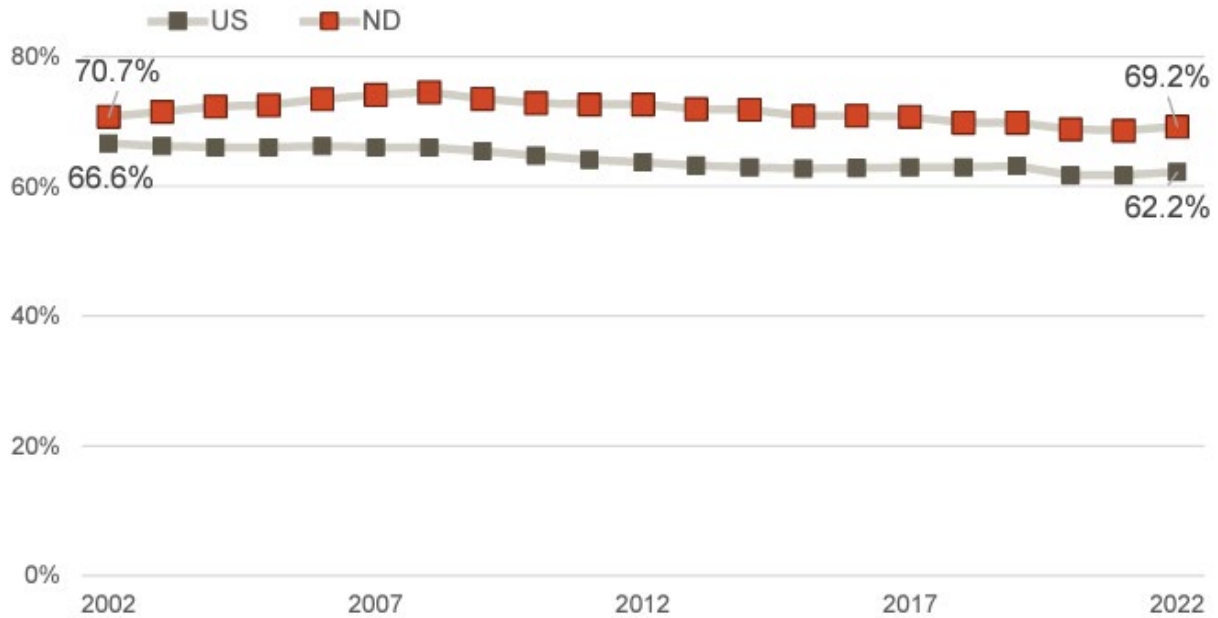
Source: Labor Market Information Center, Job Service North Dakota, Local Area Unemployment Statistics (LAUS) Unit

Labor Force Participation

North Dakota had a labor force participation rate of 69.2 in 2022. By comparison, the national rate was 62.2 percent. Historically, North Dakota has had one of the highest labor force participation rates in the nation. The rate has remained relatively flat for the past 20 years, reaching a peak of 74.5 in 2008 and a low of 68.6 in 2021.

Compared to all states in 2022, North Dakota ranked second in the nation with an adjusted labor force participation rate of 69.2 percent. Nebraska ranked first among all states, with an adjusted rate of 69.7 percent. West Virginia ranked last among all states, with an adjusted rate of 54.7 percent.

Figure 3: Labor force participation as a percentage of the civilian noninstitutional population



Source: Bureau of Labor Statistics, Current Population Survey

Unemployment Rate

North Dakota had an unemployment rate of 2.1 in 2022. By comparison, the national unemployment rate was 3.6 percent. Historically, North Dakota has had a very low unemployment rate, reaching a low of 2.1 percent in 2022 and a peak of 5.0 percent in 2020. As with the state's labor force participation rate, North Dakota's unemployment rate has regularly outperformed the national average. The unemployment rates in all states increased in 2020 at the onset of the COVID-19 pandemic but have since decreased.

Compared to all states in 2022, North Dakota ranked first in the nation with an unemployment rate of 2.1 percent. South Dakota tied North Dakota for first among all states, also with an adjusted rate of 2.1. Nevada ranked last among all states, with a rate of 5.4 percent.

Industry Projections

Employment projections rankings do not necessarily reflect the fastest-growing industries, but they provide an idea of how industries are expected to grow or decline in the next 10 years (2021-2031). The Health Care and Social Assistance industry ranks highest in projected growth, with an expected increase of 8,095 positions, or a 13 percent increase. Most industries are projected to increase in the same period. The average projected increase in the 10-year period is 2,384 by number and 12 by percent.

Table 2: North Dakota Projected Industry Change by number or percentage from 2021-2031

RANK	INDUSTRY	2021 EST.	2031 PROJ.	# CHANGE	% CHANGE
1	Health Care and Social Assistance	62,320	70,415	8,095	13
2	Mining, Quarrying, and Oil and Gas Extraction	13,807	20,382	6,575	48
3	Construction	25,442	31,666	6,224	24
4	Transportation and Warehousing	19,865	23,526	3,661	18
5	Accommodation and Food Services	31,557	35,020	3,463	11
6	Professional and Technical Services	16,258	19,088	2,830	17
7	Wholesale Trade	22,696	25,334	2,638	12
8	Manufacturing	26,158	28,570	2,412	9
9	Educational Services	38,849	41,180	2,331	6
10	Retail Trade	44,946	46,578	1,632	4
11	Administrative and Waste Services	12,841	14,264	1,423	11
12	Arts, Entertainment, and Recreation	6,911	8,063	1,152	17
13	Real Estate and Rental and Leasing	4,922	5,732	810	16
14	Management of Companies and Enterprises	4,022	4,676	654	16
15	Finance and Insurance	17,249	17,777	528	3
16	Other Services (except Public Administration)	16,302	16,656	354	2
17	Self-Employed Workers (excluding Agriculture)	17,016	17,345	329	2
18	Government	38,849	39,036	187	0
19	Utilities	3,241	3,245	4	0
20	Information	5,730	5,701	-29	-1
21	Agriculture, Forestry, Fishing and Hunting	30,297	28,222	-2,075	-7

 Represents largest projected change from 2021 to 2031 by number or percentage


Source: Job Service North Dakota, Labor Market Information Center

Occupational Projections

Employment projections rankings do not necessarily reflect the fastest-growing occupations, but they provide an idea of how occupations are expected to grow or decline in the next 10 years (2021-2031). Occupations in the Office and Administrative Support occupations group rank highest in projected growth, with an expected increase of 8,754 positions, or 29 percent. Most occupation groups are projected to increase in in the same period. The average projected increase in the 10-year period was 2,188 by number and 11 by percent. The Office and Administrative Support occupations group has the highest projected growth by both number and percent. Other occupation groups that have significant projected growth are the Transportation and Material Moving occupations group (the second highest numerical growth expected: 6,519, or 16 percent) and the Personal Care and Service occupations group (the second highest percent growth expected: 1,110 or 16 percent).

Table 3: North Dakota Projected Occupational Change by number or percentage from 2021-2031

RANK	OCCUPATION GROUP	2021 EST.	2031 PROJ.	# CHANGE	% CHANGE
1	Office and Administrative Support	29,794	38,548	8,754	29
2	Transportation and Material Moving	41,575	48,094	6,519	16
3	Sales and Related	30,558	34,415	3,857	13
4	Food Preparation and Serving Related	22,574	25,986	3,412	15
5	Construction and Extraction	32,799	35,621	2,822	9
6	Healthcare Practitioners and Technical	18,013	20,600	2,587	14
7	Educational Instruction and Library	19,646	21,798	2,152	11
8	Production	24,516	26,525	2,009	8
9	Management	23,134	24,947	1,813	8
10	Installation, Maintenance, and Repair	37,953	39,736	1,783	5
11	Business and Financial Operations	15,904	17,616	1,712	11
12	Healthcare Support	15,078	16,439	1,361	9
13	Building and Grounds Cleaning and Maintenance	49,663	50,917	1,254	3
14	Personal Care and Service	6,994	8,104	1,110	16
15	Computer and Mathematical	5,725	6,525	800	14
16	Protective Service	4,550	5,045	495	11
17	Architecture and Engineering	7,438	7,904	466	6
18	Community and Social Service	6,458	6,859	401	6
19	Arts, Design, Entertainment, Sports, and Media	8,011	8,279	268	3
20	Life, Physical, and Social Science	3,280	3,473	193	6
21	Legal	5,734	5,592	-142	-2
22	Farming, Fishing, and Forestry	49,881	49,453	-428	-1

 Represents largest projected change from 2021 to 2031 by number or percentage

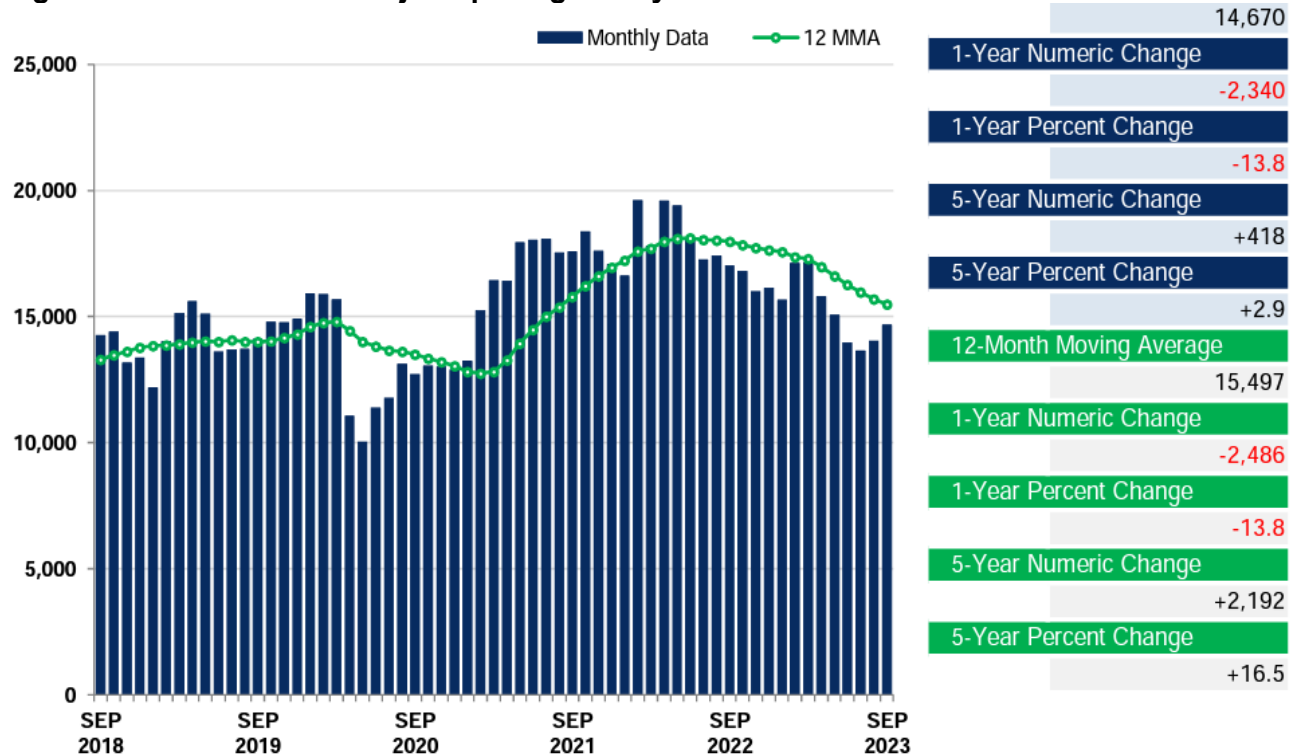
Source: Job Service North Dakota, Labor Market Information Center

Education can also play a role in predicting where employment trends are heading. Occupations that require a postsecondary nondegree award or an associate degree are expected to grow by 13.8 percent. Occupations that require a bachelor's degree are expected to grow by 11.3 percent, and occupations that require a master's, doctoral or professional degree are expected to grow by 10.3 percent. Occupations requiring short-term on-the-job training (<30 days) are projected to grow by 7.75 percent, and long-term on-the-job training (>12 months) by 15.07 percent.

North Dakota Job Openings Data

Online job openings statistics provide a timely overview of the current supply/demand dynamic of North Dakota's labor market. Job Service North Dakota's online labor exchange system is the underlying source for the job openings and resume data produced. Comparing September 2023 (online job openings total 14,670) to previous years (Figure 4), openings have decreased since the prior year by 2,340. Of the 22 non-military major occupational groups, Healthcare Practitioners and Technical reported the largest number of openings with 3,017, followed by Transportation and Material Moving with 1,283 and Sales and Related with 1,167. Among North Dakota's 53 counties, 22 reported an over-the-year increase in job openings, while 31 reported an over-the-year decrease.

Figure 4: North Dakota total job openings five-year trend

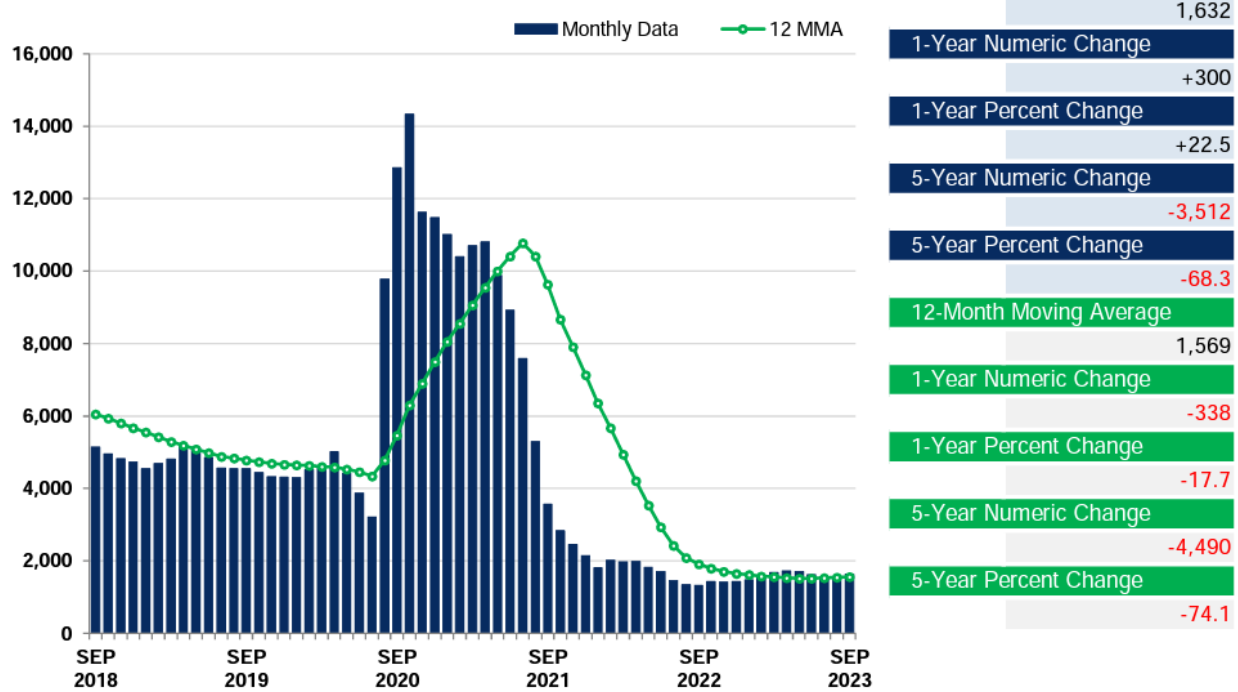


Source: Job Service North Dakota, Labor Market Information Center

Active resumes totaled 1,714 (Figure 5) in September 2023, a change of +25.1 percent from the same month one year ago. Of the 22-non-military major occupational groups, Office and Administrative Support reported the largest number of active resumes with 338, followed by Management with 233, and Sales and Related with 145. There were a total of 1,632 in-state active resumes and 173 out-of-state active resumes. In-state active resumes accounted for 90.4 percent of all active resumes while the remaining were from out of state. The employment status of active resume candidates is also tracked. Of all active resumes, 78.9 percent indicated they are currently not working.

Among North Dakota's 53 counties, 26 reported an over-the-year increase in active resumes, while 21 reported an over-the-year decrease. Cass County reported the largest over-the-year increase in active resumes with a change of +164.

Figure 5: North Dakota's total active resumes five-year trend



Source: Job Service North Dakota, Labor Market Information Center

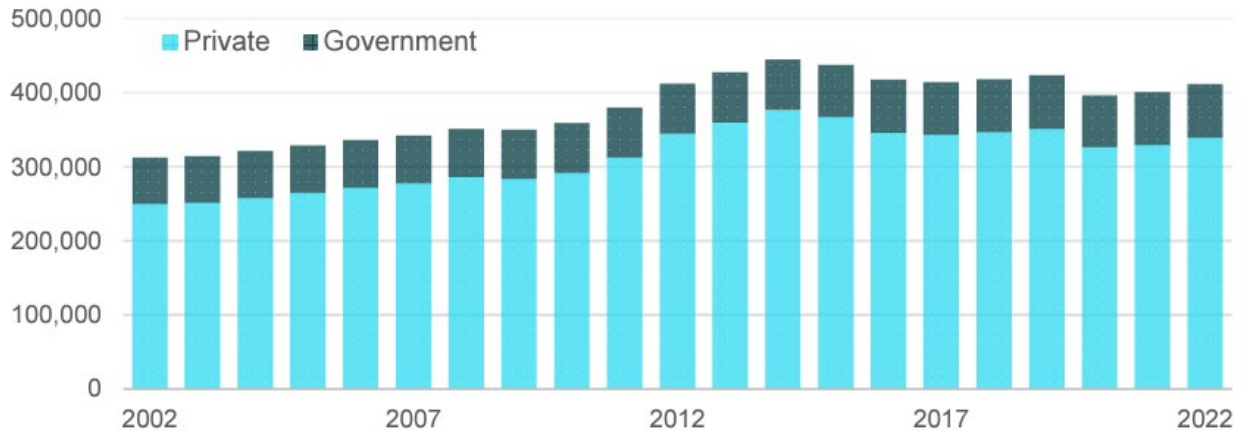
North Dakota's rate of unemployed per job opening was 0.46 in August 2023, the latest month for which North Dakota data are available. One year prior, North Dakota's rate was 0.50. The U.S. rate of unemployed per job opening was 0.67 in July 2023, the latest month for which U.S. data are available. One year prior, the U.S. rate was 0.50. For comparison, North Dakota's July 2023 rate was 0.59. Among North Dakota's 53 counties, 37 reported a rate less than one in August 2023, while 16 reported a rate greater than one. A rate less than one means more job openings than available labor supply.

North Dakota's job openings rate was 3.1 percent in August 2023, the latest month for which North Dakota data are available. One year prior, North Dakota's rate was 3.9 percent. The U.S. job openings rate was 5.7 percent in July 2023, the latest month for which U.S. data are available. One year prior, the U.S. rate was 7.5 percent. For comparison, North Dakota's July 2023 rate was 3.0 percent. The job openings rate is the percentage of all jobs in the economy open and available. A higher rate is an indicator of increased labor market demand.

Average Employment

In 2022, North Dakota's total employment for all industries was 411,308 (Figure 6). From 2002 to 2022, the total average employment across all industries grew by 99,500 (32 percent). From 2012-2022, total average employment decreased by 402 (0 percent). In 2022, most employment belonged to the private sector (82 percent).

Figure 6: North Dakota’s average employment ten-year trend

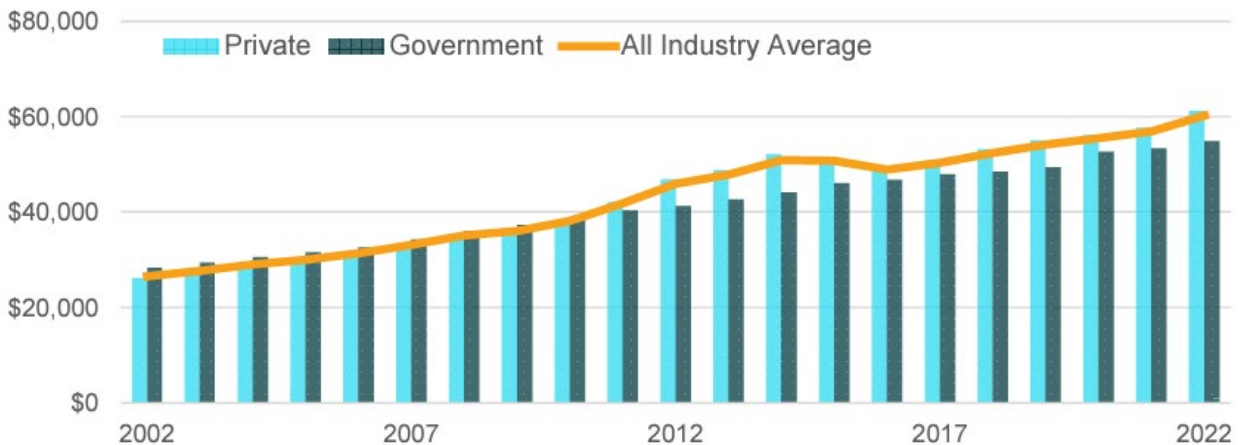


Source: Job Service North Dakota, Labor Market Information Center

Average Annual Wage

In 2022, North Dakota's average annual wage across all industries was \$60,215 (Figure 7). From 2002 to 2022, average annual wages across all industries grew by \$33,665 (127 percent). From 2012 to 2022, average annual wages grew by \$14,306 (31 percent). In 2022, average annual wages were \$6,487 higher in the private sector.

Figure 7: North Dakota’s average annual wage ten-year trend



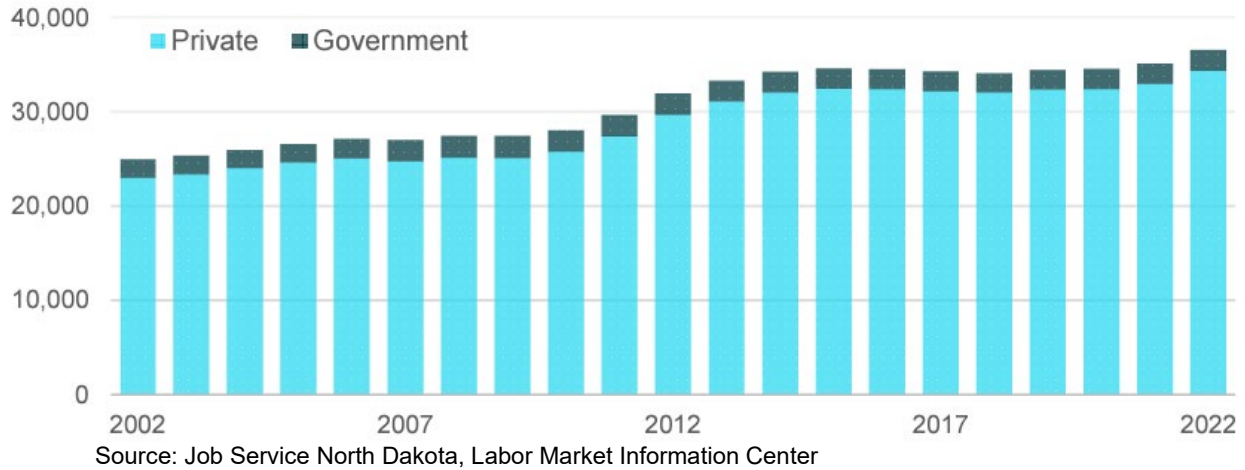
Source: Job Service North Dakota, Labor Market Information Center

Establishments

In 2022, North Dakota had 36,567 business establishments (Figure 8). From 2002 to 2022, the number of establishments across all industries grew by 11,641 (47 percent). From 2012 to

2022, the number of establishments grew by 4,671 (15 percent). In 2022, most establishments belonged to the private sector (94 percent).

Figure 8: North Dakota's establishments ten-year trend



Research & Evaluation

Introduction

As a portion of the Workforce Innovation and Opportunity Act (WIOA) annual report, Job Service North Dakota performs an analysis on program reach and efficacy. The results of this analysis have been compiled in this Research & Evaluation section.

The programs covered by this report include:

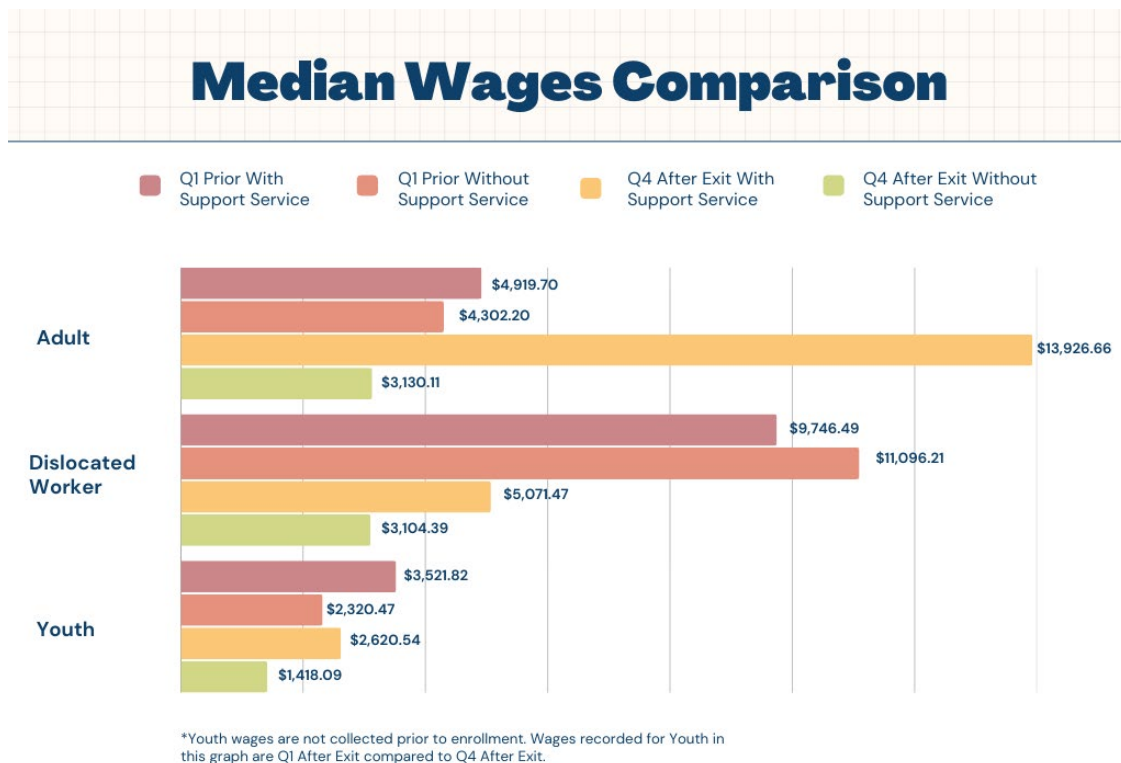
- WIOA Adult
- WIOA Dislocated Worker
- WIOA Youth

Performance Measures

1. Comparing Adult participants who did and did not receive a support service and what their median wages were at Q1 prior to training and Q4 after exit.
2. Comparing Dislocated Worker participants who did and did not receive a support service and what their median wages were at Q1 prior to training and Q4 after exit.
3. Comparing Youth participants who did and did not receive a support service and what their median wages were at Q1 after exit and Q4 after exit.

Overall Employment Outcomes

The chart below shows median wage comparisons for participants exited in PY19 and the correlation with a support service. The following pages will provide further detail on each funding stream and their PY19 performance.



Program Outcomes

WIOA Adult

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014, and consists of three funding streams: adult, dislocated worker, and youth. The WIOA Adult program is designed to assist individuals with employment and training services that will lead to obtaining or maintaining employment. Services provided include job search assistance, career guidance and planning, skill assessment and training services that help individuals obtain skills to be viable in the workforce.

Training Program Performance Indicators for Participants with a Support Service Exiting in PY19	
Total Training Participants Identified	234
Received a Support Service	100
Percentage Who Received a Support Service	43%
Median Total Wage 1 st Quarter Prior to Training	\$4,919.70
Median Total Wage 7-12 Months After Exit	\$13,926.66
Footnotes, if any	

Training Program Performance Indicators for Participants without a Support Service Exiting in PY19	
Total Training Participants Identified	234
Did not Receive a Support Service	134
Percentage Who Did Not Receive a Support Service	57%
Median Total Wage 1 st Quarter Prior to Training	\$4,302.20
Median Total Wage 7-12 Months After Exit	\$3,130.11
Footnotes, if any	

WIOA Dislocated Worker

The WIOA dislocated worker program is similar to the WIOA Adult program by providing employment and training services. This program however focuses on those who are or soon will be unemployed due to business closing or substantial layoffs and is not likely to return to the previous industry or occupation.

Training Program Performance Indicators for Participants with a Support Service Exiting in PY19	
Total Training Participants Identified	39
Received a Support Service	12
Percentage Who Received a Support Service	31%
Median Total Wage 1 st Quarter Prior to Training	\$9,746.49
Median Total Wage 7-12 Months After Exit	\$5,071.47
Footnotes, if any	

Training Program Performance Indicators for Participants without a Support Service Exiting in PY19	
Total Training Participants Identified	39
Did not Receive a Support Service	27
Percentage Who Did Not Receive a Support Service	69%
Median Total Wage 1 st Quarter Prior to Training	\$11,096.21
Median Total Wage 7-12 Months After Exit	\$3,104.39
Footnotes, if any	

WIOA Youth

The WIOA youth program serves low-income participants ages 14 through 24, both in school and out of school, who face employment barriers. Funds are used to provide comprehensive employment and educational services that support participants' occupational and academic goals.

Services for the youth program include work experiences, internships, job shadowing, occupational training, apprenticeships, and workforce preparation. Youth are also supported through leadership development services, adult mentoring, financial literacy, and support with job searching.

Training Program Performance Indicators for Participants with a Support Service Exiting in PY19	
Total Training Participants Identified	178
Did not Receive a Support Service	64
Percentage Who Received a Support Service	36%
Median Total Wage 1 st Quarter After Exit	\$3,521.82
Median Total Wage 7-12 Months After Exit	\$2,620.54
Footnotes, if any	*Youth wages are not collected prior to enrollment

Training Program Performance Indicators for Participants without a Support Service Exiting in PY19	
Total Training Participants Identified	178
Did not Receive a Support Service	114
Percentage Who Did Not Receive a Support Service	64%
Median Total Wage 1 st Quarter After Exit	\$2,320.47
Median Total Wage 7-12 Months After Exit	\$1,418.09
Footnotes, if any	*Youth wages are not collected prior to enrollment

Data, Sources, Collection Methods & Sampling

When collecting information for the Training Program Performance Indicators, PIRL data from PY19 were analyzed for adult, dislocated worker, and the youth participants. The PIRL was first sorted by program entry date and those who received a supportive service. For the adult and dislocated worker programs, median wages for 1 quarter prior to training were noted. Being the youth wages prior to training are not collected, this was not included in the youth report. To ensure those wages that were not available previously, PIRL data from quarter ending 9/30 was also compared and included.

Statement of Findings for Each Outcome of Interest

1. *Comparing Adult participants who did and did not receive a support service and what their median wages were at Q1 prior to training and Q4 after exit.*
 - a. Of the 234 Adults, 100 (43%) received a support service.
 - i. The median wages of participants Q1 prior to training and 7-12 months after exit were \$4,919.70 and \$13,926.66, respectively.
 - b. Of the 234 Adults, 134 (57%) did not receive a support service.
 - i. The median wages of participants Q1 prior to training and 7-12 months after exit were \$4,302.20 and \$3,130.11, respectively.
2. *Comparing Dislocated Worker participants who did and did not receive a support service and what their median wages were at Q1 prior to training and Q4 after exit.*
 - a. Of the 39 Dislocated Workers, 12 (31%) received a support service.
 - i. The median wages of participants Q1 prior to training and 7-12 months after exit were \$4,746.49 and \$5,071.47 respectively.
 - b. Of the 39 Dislocated Workers, 27 (69%) did not receive a support service.
 - i. The median wages of participants Q1 prior to training and 7-12 months after exit were \$11,096.21 and \$3,104.39, respectively.
3. *Comparing Youth participants who did and did not receive a support service and what their median wages were at Q1 after exit and Q4 after exit.*
 - a. Of the 178 Youth participants, 64 (36%) received a support service.
 - i. The median wages of participants Q1 after exit and 7-12 months after exit were \$3,521.82 and \$2,620.54 respectively.
 - b. Of the 178 Youth Participants, 114 (64%) did not receive a support service.
 - i. The median wages of participants Q1 after exit and 7-12 months after exit were \$2,320.47 and \$1,418.09, respectively.

Discussion

When reviewing the information, there is a positive correlation between receiving a support services and higher wages.

Future Plans

After reviewing these results, we would like to explore more of the data to see what types of programs participants were enrolled in, what industries they were employed in, and what types of support services they received. We plan to research this for the PY23 Annual Report and will share our findings at that time. Along with our findings on the correlation between WIOA support services and wages, the state Job Placement Pilot Program (JP3) will be examined for the relation between support services and successful completion of the JP3 program. The initial research plan can be reviewed below.

JP3 Research Statement Plan

Three major factors in contributing to an individual's desistance from crime are the acquisition of new skills, full-time employment, and having a significant life partnership (United Nations Office on Drugs and Crime, 2018). The primary aim of the Job Placement Pilot Program (JP3), a joint effort between Job Service North Dakota (JSND) and the North Dakota Department of Corrections and Rehabilitation (NDDOCR), is to provide supportive services to individuals re-entering the community after incarceration in order to help them obtain and retain employment.

Referral criteria for enrollment into JP3 includes:

- Must be within 90 days of release (or already released)
- Must have attended Career Readiness classes or Career Readiness Workshops
- Must have identification documents to satisfy I-9 employment verification requirements
- Must be being released to one of two service areas piloting the program:
 - Bismarck/Mandan metro area
 - Fargo-Moorhead metro area

The categories of supportive services that JP3 can provide to an individual are Transportation, Housing/Shelter, Medical, and Other (which includes items such as clothing required for employment, haircuts or clothing for interviews, phone cards, fees for educational testing or licensure, etc.). JSND is also able to provide protection for employers who hire justice-involved individuals through the Federal Bonding Program, which provides \$5,000 bonds that cover "acts of dishonesty" (theft, forgery, larceny, and embezzlement) for the first six months of an individual's employment. While this is a separate program from JP3, the use of the Federal Bonding Program for JP3 participants is an important service to offer along with supportive services.

To examine the program's effectiveness and inform possible future permanent versions of this pilot, the use of support services will be examined in relation to successful completion of the program. Basic demographic information will be collected, including age, gender, race/ethnicity, etc., along with specialized information pertinent to the JP3 participants, such as length of most recent incarceration, first time incarceration, and restrictions on employment due to specific conviction type. Self-identified barriers will also be collected upon enrollment to the program, including English Language Learner (ELL), Basic Skills Deficient/Low Level of Literacy, Homelessness, and Lack of Personal Transportation (no driver's license or does not own or lease a car). The category and amount of support services spent on each individual will also be recorded.

Successful completion of the JP3 program is defined as maintaining employment for six months, at which point the participant is exited from the program. Unsuccessful completion is any other form of exit, including non-response, noncompliance (participants who willfully do not comply with the parameters of the program or who become uncooperative with case managers), reincarceration, etc.

Upon collecting this data, graphs will be created to illustrate descriptive statistics of participants in JP3, amounts of supportive services provided, and sorted by Successful versus Unsuccessful completion. Program staff hope to use this information to focus on providing targeted support to overcome the most common barriers and examine characteristics of successful participants.

References

United Nations Office on Drugs and Crime. (2018). *Introductory Handbook on the Prevention of Recidivism and the Social Reintegration of Offenders*. United Nations. https://www.unodc.org/documents/justice-and-prison-reform/crimeprevention/Introductory_Handbook_on_the_Prevention_of_Recidivism_and_the_Social_Reintegration_of_Offenders.pdf