

JOB SERVICE - GRAND FORKS Business Services

QUARTERLY NEWSLETTER: MARCH/2024

NORTH
Dakota | Grand Forks Workforce Center
Be Legendary.™ JOB SERVICE

Meeting workforce needs.



Upcoming Recruitment Events

- [2024 Workforce Wednesday Hiring Events](#) (the first Wednesday of each month)
- April 11 – [Grand Cities Spring Job Fair](#) at the Alerus Center
- May 7th and 9th – [Cash in on Summer Job Fairs](#) at Red River High School and Central High School
- June 6th – Fair Chance Job Fair at the Grand Forks Workforce Center (invitations will be sent out in May through our job fair [ListServ](#))

New American Employment Program

The State of North Dakota is working together with employers and community partners to offer training, employment and other support to refugees and other newly arrived individuals so they can live, work and thrive in their new communities.

In October of 2023, Job Service North Dakota started a new program in partnership with the North Dakota Office of Refugee Services helping place refugees into work environments that match their skillsets and professional backgrounds. Alyssa Poole is the New American Employment Program Career Navigator, and she meets with each refugee that is referred to Job Service through partners like Global Friends Coalition and the Adult Learning Center. During each intake meeting, Alyssa works with the refugees to help set employment goals so they can use their skills to help them find meaningful employment for themselves so they can support their families while helping fill the employment needs of our business partners. The experience of the refugee populations is vast, from laborers to butchers, to business owners, to lawyers.

Since October, Alyssa has helped place 61 refugees in quality employment with an average wage of \$23 per hour. One of the biggest issues this population faces is the language barrier. Many of our new refugees speak Spanish, but we also see Arabic, French, Urdu, and Somali. To learn more about the New American Employment Program, you can reach Alyssa at (701) 795-2352 or email at poolealysa@nd.gov.



Trained career navigators and case managers will work directly with employers and individuals to meet local workforce challenges.

Support for Employers

- **Connection to work-authorized job applicants**
- **Translation and interpretation support**
- **Consultation on cultural and language questions**

Support for Individuals

- **Skill assessment**
- **Training and skill development**
- **Job certification and licensing help**
- **Job placement guidance**
- **Resume and interview coaching**
- **Connect to community resources (English as a second language, etc.)**

In partnership with:

NORTH
Dakota | Health & Human Services
Be Legendary.

Use SkillBridge to Recruit Separating Military Members

What is Skillbridge?

It is a job skills training program that permits military members to use up to the last 180 days of their service to train and learn with an industry partner. During their participation in Skillbridge, the service member will continue to receive their military compensation and benefits. Employers can craft a Skillbridge program to meet their specific work needs and tap into the experience, skills, and work ethos of military service members before they have completed their time in the military. You are not limited to recruiting service members currently stationed in North Dakota, Skillbridge allows you to advertise and recruit service members on military installations worldwide.

How do you get started?

Your organization needs to have a clearly defined job training and career development program that would enhance employment skills, knowledge, and abilities for the service member and ensure that there is a high probability of a job being available for the participant upon completion of the program. You are not obligated to hire the individual once their Skillbridge is complete, however the goal of the program is sustainable, long-term employment, and show that your industry is in demand and has opportunities for professional advancement.

Interested?

Skillbridge is currently taking applications for new industry partners. Visit: <https://skillbridge.osd.mil/industry-employers.htm> to contact them, get resources, or register for the next information session. There are also local services through staff at the Grand Forks Air Force Base. Reach out to Kendra Henry, our DVOP/Veteran Advisor at kehenry@nd.gov or 701-795-3788 for additional information and direction.



Veteran Recruitment Resources

**The Grand Forks AFB Military & Family Readiness Center
announces their new Employment Services
(Email from Jesse Maki, GFAFB Transition Assistance Program Manager)**

Exciting news! We've revamped our job posting and volunteer process to bring you, and our customers, a seamless experience. Our old ways of doing things were antiquated and time consuming with no way to tell if what we were doing actually paid off for our target audience, or you. Partnering with JobBoard HQ, we've launched a custom, cloud-based job/volunteer board platform. Specifically targeting transitioning service members, military spouses, veterans, wounded warriors, DoD civilians, and volunteers.

Here's what you can do:

- Register your organization on our new page (linked below). Scroll to the bottom of the page and select Register Company.
- Create a profile with your organization's description, logo, images, and videos.
- Showcase all your open job, SkillBridge and volunteer opportunities.
- Receive applications directly through the platform.
- Add recruiting notes, track message history, and use screening questions to filter top candidates.
- Gain insights into job seekers' interest in your opportunities.
- See how many views and applicants your postings are getting.

Our employment and transition teams at Grand Forks AFB are gearing up to market this platform aggressively. Take a moment to explore, register, and start posting your opportunities at <https://grandforksmfrcjobs.jobboardhq.com/>. Don't miss out on this opportunity to enhance your recruitment process!

Best regards,

JESSE M. MAKI, GS-11, DAF
Transition Assistance Program Manager
319th Force Support Squadron
Military Family Readiness Center
DSN: 362-6437/3241 Comm: (701) 747-6437/3241



The HIRE Vets Medallion Award Program – Honoring the Employers who Hire our Nation's Heroes

The HIRE Vets Medallion Award is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development. There are different awards for large employers (500-plus employees), medium employers (51-499 employees), and small employers (50 or fewer employees). Additionally, there are two award tiers: platinum and gold. For each award, the employer must satisfy a set of criteria.



The Work Opportunity Tax Credit



Attention Employers
Earn a Federal Income Tax Credit Incentive



What is the Work Opportunity Tax Credit?

The Work Opportunity Tax Credit (WOTC) program is an income tax credit incentive provided by the Internal Revenue Service and the U.S. Department of Labor, Employment and Training Administration. The one-time tax credit is available to for-profit employers hiring individuals in the target groups listed below and to tax-exempt organizations that hire qualified veterans. North Dakota employers can receive a tax credit up to \$9,600 per qualifying new employee during their first year of employment. There is no limit to the number of new hires that can qualify.

What are the WOTC target groups and who may qualify?

- Unemployed Veterans (including disabled veterans)
- Temporary Assistance for Needy Families (TANF) Recipients
- Food Stamp (SNAP) Recipients
- Designated Community Residents (living in Empowerment Zones or Rural Renewal Counties)
- Vocational Rehabilitation Referred Individuals
- Ex-Felons
- Supplemental Security Income Recipients
- Qualified Long-Term Unemployed
- Summer Youth Employees (living in Empowerment Zones)

Visit <http://www.dol.gov/agencies/eta/wotc> for more information on tax credits for the various WOTC target groups.

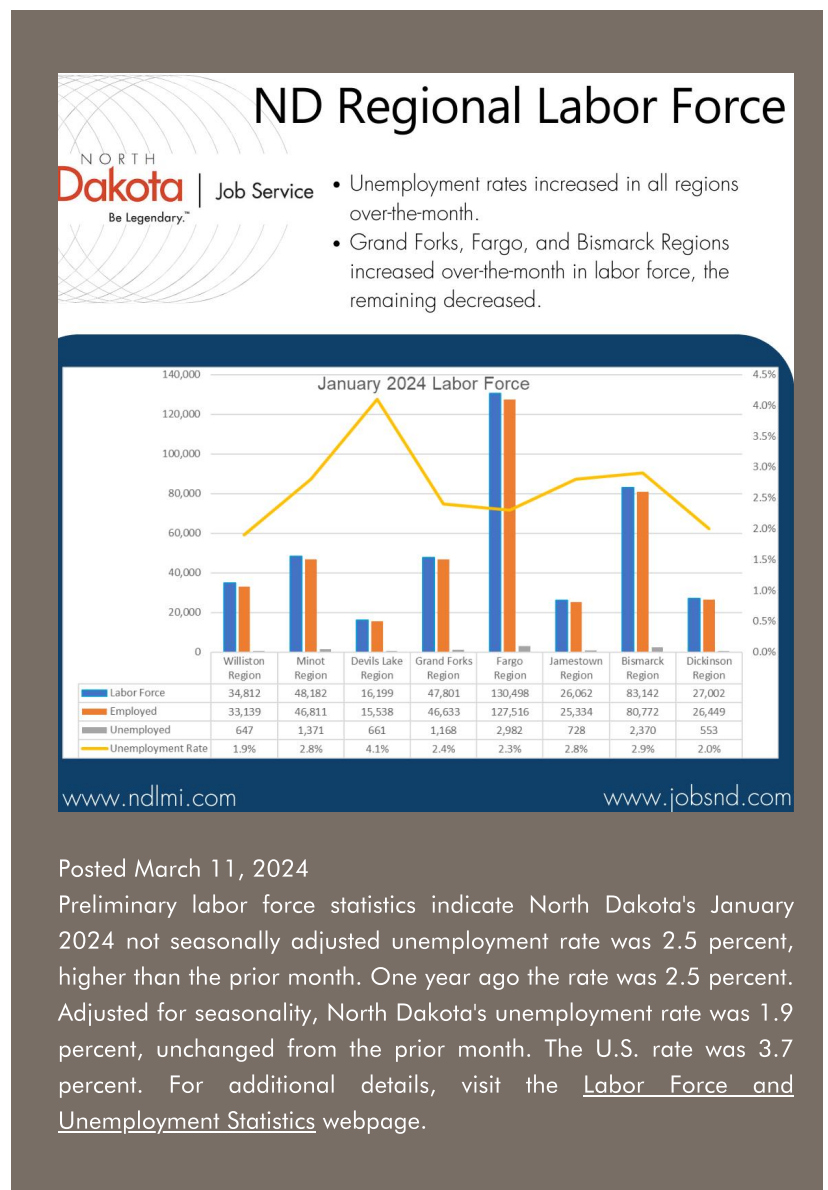


Veteran Recruitment Resources (continued)

HIRE Vets Medallion Award successful employers will receive a certificate stating the year for which it was awarded and a digital image of the medallion to use, including as part of an advertisement, solicitation, business activity, or product. The purpose of the HIRE Vets Medallion Award is to recognize employers who have employed and retained veterans, including their efforts to establish employee development programs for veterans, and employers who offer veteran-specific benefits to improve retention. Award recipients will have the opportunity to utilize the medallion in the marketing of their firm as a veteran friendly business when hiring, and in efforts to attract additional business. For additional information and to apply, go to [Home | HIREVets Medallion](#). The deadline to apply is April 30th.

The Act requires the Secretary to establish a fee sufficient to cover the costs associated with carrying out the HIRE Vets Medallion Program. Application fees are:

1. Small Employer—\$90
2. Medium Employer—\$190
3. Large Employer—\$495



Posted March 11, 2024

Preliminary labor force statistics indicate North Dakota's January 2024 not seasonally adjusted unemployment rate was 2.5 percent, higher than the prior month. One year ago the rate was 2.5 percent. Adjusted for seasonality, North Dakota's unemployment rate was 1.9 percent, unchanged from the prior month. The U.S. rate was 3.7 percent. For additional details, visit the [Labor Force and Unemployment Statistics](#) webpage.

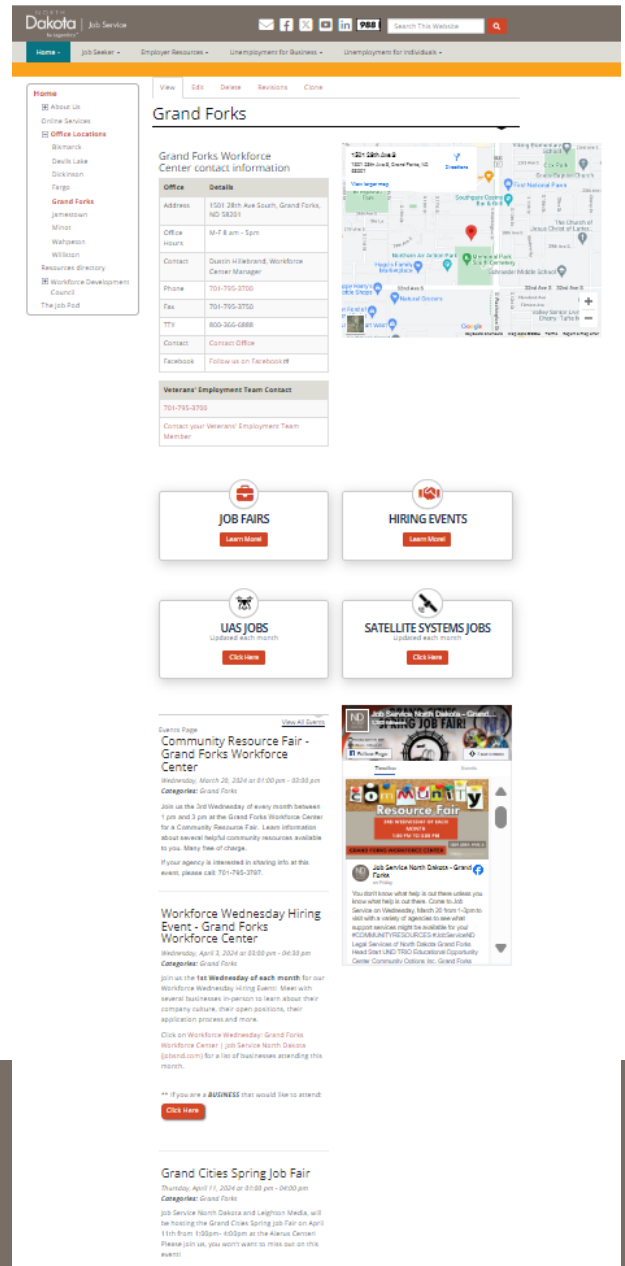
How Can the ND Scholarship & Loan Repayment Program Work for You?

The ND Career Builders program provides matching funds to help North Dakota businesses recruit employees and keep talent in North Dakota. We are seeking businesses to participate and invest in this unique partnership!

This is a tool for businesses to recruit and retain talent in high-need occupations in ND. This innovative partnership provides \$1 of state funds for each \$1 of matching funds, up to a total of \$17,000 per recipient! Recipients can receive a scholarship while enrolled in college, or student loan repayment once they have finished their program of study and are seeking employment in an in-demand occupation within ND. It is a win for businesses, students, employees, and the state!

Be part of the solution to keep talent in ND. Donate, participate or learn more about the ND Career Builders Scholarship & Loan Repayment program at NDUS.edu/career-builders or contact NDUS directly by phone at [701-328-2906](tel:701-328-2906) or email at ndfnaid@ndus.edu.

<https://ndus.edu/career-builders/>



For local workforce events and resources, and to follow our social media, bookmark the Grand Forks Workforce Center website



KEEP IN TOUCH

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