

## North Dakota Indian Affairs Commission

## BUDGET SECTION COMMITTEE

Wednesday, September 24<sup>th</sup>, 2014

Senate Chamber, State Capitol

Bismarck, North Dakota

Chairman Pollert and members of the Committee, my name is Scott J. Davis, I am a member of the Standing Rock Sioux Tribe and a descendent of the Turtle Mountain Band of Chippewa and I am proud to serve the great state of North Dakota as the Executive Director of the North Dakota Indian Affairs Commission I serve on the Governor's Cabinet. I am joined today by my staff member Merle Botone, Indian Education Programs Administrator in presenting our testimony today. I am here today, to provide you testimony of the effectiveness of the grants provided to the tribally controlled community colleges under Senate Bill 228. Thank you for this opportunity.

*228*

The Process of how SB 228 is implemented by the ND Department of Commerce and the Indian

Affairs Commission:

- Three Round process.
- Grant Proposals are sent out for notice and with a due date.
- Tribal Colleges submit applications.
- Grant Review Team convenes to discuss rating process
- Grant Review Team convenes to discuss applications and prepare questions and requests for further clarification
  
- Grant Review Team convenes to compile grant scores, determine awards and award amounts.  
Grant Awards are then announced.
  
- Grant Agreements finalized and signed
- Press Release
- \*Please note that I did recuse myself during the selection process due to conflict of interest with my father Dr. Jim Davis, President of the Turtle Mt. Community College.

As of today, the following awards have been made.

- Turtle Mountain Community College (TMCC), Belcourt, ND (\$1,248,100)
- Fort Berthold Community College (FBCC), Newtown, ND (\$165,000)
- Cankdeska Cikana Community College (CCCC), Ft Totten, ND (\$1,250,069)
- Sitting Bull College (SBC), Ft Yates, ND (\$804,474)
- United Tribes Technical College (UTTC), Bismarck, ND (\$1,532,357)
- All totaling 5 Million.

### **Challenges:**

- Time frame and implementation. Given a relatively limited timeframe to start up a new program within a biennium, there have been a few minor challenges.
- Finding qualified faculty. All four tribal colleges have had difficulty in recruiting qualified faculty to fulfilling instructor positions. Although on-going advertising instructor positions are occurring, State wide competitive salaries are hard to compete with.
- Student support funding was not provided under the Tribal College Grant and thus has created some hardships related to recruiting and retaining Native college students and the lack of adequate financial aid. Most tribal college students are working full-time jobs and need an income to support themselves and their families. TMCC and CCCC collaborated with SkillBuild ND to provide some limited funding for TCG students covering such things as tuition and fees, housing, transportation, child-care, etc., but these funds were depleted as of January 1, 2014.
- Students/Families transitioning to work involved the cost of relocation to job locations including moving costs, deposit, rent, utility expense etc. It is a same challenge across our State.
- Limited infrastructure training sites at which students can gain necessary experience. Business/Employer partnerships with tribal colleges will need to be developed as they will be instrumental in providing sites and resources for the training experiences needed by students.

### **Accomplishments:**

#### ***Associate Degrees, Certifications and Training*** (partial or completely developed)

1. Associate of Applied Science in Construction Management (CCCC)
2. Associate of Applied Science in Building Trades (SBC)
3. Associate of Applied Science in Energy Technician (SBC)
4. Residential Electric Certificate (TMCC)(SBC)
5. Concrete Certificate (SBC)
6. Welding Certificate(TMCC)
7. Oil Drilling Certificate(SBC)
8. Entrepreneurship Certificate (CCCC) (TMCC)

9. Bookkeeping Certificate (CCCC)
10. Early Childhood Certificate (CCCC)
11. Medical Coding Program (UTTC)
12. Professional Driver Certificate (CCCC)
13. CDL(Commercial Driver License)/HEO (Heavy Equipment Operator) Training (UTTC) (TMCC)
14. CDL Training (SBC)
15. Oilfield Operations (TMCC)
16. National Career Readiness Certification (NCRC)
17. National Center for Construction Education Research (NCCER)

***B. Workshops and Short-term Training Conducted***

1. Plumbing
2. Small Business Development
3. First Aid/CPR for Head Start and Child Care Employees, CNAs and Nursing Students
4. Native Artist Professional/Business Development Training
5. Microsoft Certifications
6. Basic Rigging
7. Rough Terrain Certification
8. Hazwoper40 Certification
9. First Ad/CPR
10. H2S/10 Hour OSHA

***C. Equipment Purchased***

1. Welding Simulator (UTTC)
2. Truck Driving Simulator (CCCC)
3. Semi-Truck and Trailer (CCCC)(TMCC)
4. Equipment for the Energy Technician program (SBC)
5. Van for transporting students to job fairs and interviews (SBC)
6. Tele handler (TMCC)
7. Truck Driving Simulator Expanded Training Modules (TMCC)

***D. Renovations***

1. Sitting Bull College has completed renovation of their Trade Center that houses small business development services.
2. Cankdeska Cikana Community College will soon complete the renovation to house a Community Business Development Center (CBDC) within the

campus facility. The highlight of the center will be **five** entrepreneurial offices (business incubators) to be occupied by students with plans for their own businesses. There is also a conference room (to be used for presentations, meetings, workshops and classes) with a small kitchen area and bathrooms, a room for the truck driving simulator, a small classroom for the Professional Driver classes, offices for the TCG staff and a reception area.

Note: Construction Management students along with students in carpentry and HVAC (Heating, Ventilating and Air Conditioning) programs are doing the work on this renovation.

Recently, the Governor and I participated in the ground breaking ceremony for the new apartment-dormitory at the Turtle Mountain Community College. It is evident that their college is growing and in need of student/family housing. I believe the Workforce Development funds are directly impacting the growth of the college. We also participated in the ribbon cutting event for the large manufacturing plant. The tribe has partnered with US Container and Home in building homes for sale by tribal members and are available throughout the region. This has been a four year project for my office in getting that manufacturing plant up and running. Now the manufacturing plant will have a direct line of Workforce Development jobs streamlined form the Tribal College to their plant. Jobs and Housing and putting a dent into the overall poverty numbers is a win-win for everyone.

### ***Partnering with Lake Region State College***

CCCC has been approached by the Train ND CDL instructor at Lake Region State College to partner in giving CDL student exams. The number of CDL students finishing training and in need of the ND Commercial Driver License Exam has increased to the point where students are sometimes waiting two months to take their exam upon completion of their training. CDL instructors cannot give the exam to their own students. If the CDL instructors from both colleges achieve Designated Examiner Status, they will be able to test each other's students and get them into the workplace more efficiently.

### ***Partnering with Tribal Entities***

Concentrated Microsoft Training, leading to Microsoft Certification, is being provided to employees from various tribal entities and area businesses. CPR/First Aid training for Head

Start and Child Care Center staff is another example of the Tribal Colleges aiding the workforce by providing necessary and desirable certifications.

### ***Partnering with Local High Schools***

TMCC provided 10-hour OSHA safety certification through dual credit to 21 Turtle Mountain Community High School trades students spring semester 2014.

### ***Career Advisor Training***

Tribal College Grant staff is being trained through the North Dakota Department of Career and Technical Education (CTE) in Career Advising. This is important training for those in a student advisory position. The TCG staff will have State CTE certification.

### ***Professional Development***

Tribal College Grant faculty at TMCC completed the OSHA10 Instructor Certification and are now able to instruct and certify in the 10 Hour OSHA training. We also have certified our Oilfield Operations instructor in: Combined Aerial Lifts, Powered Industrial Trucks, and Rough Terrain. We have also provided opportunities for Tribal College Grant faculty to participate in the Transition to Teaching Clinical Practice Program through Valley City State College. Welding Faculty also participated in Welding Simulator Training.

The most significant accomplishment to date and within the very limited time frame is that **302 students have been served and growing** by the four Tribal colleges via the TCG! Some programs have not yet begun, such as the Professional Driver Training at CCCC, for which the award was granted May 28, 2014. The truck driving portion of this program will be up and running by January, 2015. The simulator will be in place in the Community Business Development Center (CBDC) and the semi-truck and trailer have been purchased.

In my five and half years working for the Indian Affairs Commission, I have not seen a strategy, policy or a plan in place in how we as state are addressing the poverty on our reservations, until now. These Workforce Development funds through the Tribal College are making impacts on the overall poverty and quality of life on our reservations. Tribal Colleges are secure, stable, non-political and trustable. This process may be a little slow, but in the long run the return on our investment will be huge. I will continue to concentrate my time and effort into seeing these initiatives through. It is a priority of mine to continue to work together with our state, private

and tribal partners in addressing jobs, private businesses, economies on our ND Tribal Reservations.

Mr. Chairman and members of the committee this concludes my testimony. I'd be happy to entertain any questions at this time.



TRIBAL COLLEGE GRANT (TCG) REPORT by  
North Dakota Association of Tribal Colleges (NDATC)  
9-22-14

The Tribal College Grant (TCG), administered by the ND Department of Commerce, is landmark legislation in that it is the first time the state of North Dakota has granted funds to the State's **five** tribal colleges for a specific workforce development initiative. The five million dollar grant program was disbursed as follows:

- Turtle Mountain Community College (TMCC), Belcourt, ND (\$1,248,100)
- Fort Berthold Community College (FBCC), Newtown, ND (\$165,000)
- Cankdeska Cikana Community College (CCCC), Ft Totten, ND (\$1,239,080)
- Sitting Bull College (SBC), Ft Yates, ND (\$804,474)
- United Tribes Technical College (UTTC), Bismarck, ND (\$1,532,357)

All participating tribal colleges received funding in Rounds #1 (August 2013), #2 (Dec 2013) or #3 (May 2014) and are progressing steadily with their respective program goals. Per the grant requirements, quarterly program and expenditure reports as well as an annual report have been submitted by each Tribal college to the Department of Commerce.

As is the norm, there are challenges in establishing a new program:

**A. Time Frame and Implementation**

The program was initiated in July 2013 with the first funding awarded in August 2013, so essentially TCG has operated for less than 15 months (as of Sept 2014). Perhaps the most obvious challenge is the very limited time frame with which to implement and accomplish goals set forth in the new grant program(s) and that was compounded by the need to develop the grant requirements to meet the intent of the legislation and then delays caused by misunderstandings of the tribal college systems, which in-turn delayed proposal approvals, such as:

On July 31, 2013, CCCC was awarded funds solely for hiring personnel: TCG Program Director, Placement Officer, Construction Management Instructor, and fifty percent of the salary for a Business Faculty position. However, it wasn't until December 9, 2013, just nine months ago, that funds were awarded for other program expenditures, including setting up offices, computers, supplies, etc.

UTTC, TMCC, and SBC had "delays for procurement of equipment purchases."

This should be understandable however as it was a brand new program with 'new' ground being broken regarding a relationship between the Department of Commerce and five tribal colleges in different locations and with varying infrastructure and systems.

TMCC had a delay in the implementation of the Oilfield Operations Curriculum. Many of our students are not financially able to pay for costs related to enrollment

and attendance without assistance from Federal Financial Aid. This requires accreditation with the Higher Learning Commission and Title IV Department of Education approval of new programs. This was a barrier TMCC had to overcome.

***B. Finding Qualified Faculty***

All *five* tribal colleges are having difficulty in recruiting qualified faculty that is due, in part, to instructional personnel in disciplines that are paying highly competitive salaries *throughout North Dakota*. Advertising of teaching positions at the institutions is on-going, with staff actively recruiting possible applicants.

***C. Student Financial Assistance***

Student support funding was not provided under the Tribal College Grant and thus has created some hardships related to recruiting and retaining Native college students and the lack of adequate financial aid. Many tribal college students are working full-time jobs and need an income to support themselves and their families. TMCC and CCCC collaborated with SkillBuild ND to provide some limited funding for TCG students covering such things as tuition and fees, housing, transportation, child-care, etc., but these funds were depleted as of January 1, 2014. *In addition, three of the five tribal colleges are commuter colleges, where students incurred added transportation costs.*

***D. Transition from Training to Work***

A critical challenge for the institutions is helping Native students to transition from the training program to employment. Several factors affecting this transition are poverty, lack of reliable transportation, and lack of skills in managing family obligations with a work schedule. Also, students may be unclear about workplace expectations and culture. Some have difficulty envisioning life away from family and taking residence in unfamiliar communities. *Other difficulties associated with transitioning to work involved the cost of relocation to job locations including moving costs, deposit, rent, utility expense etc.*

***E. Training Sites***

Some of the programs lack training sites at which students can gain necessary experience. Business/Employer partnerships with tribal colleges will need to be developed as they will be instrumental in providing sites and resources for the training experiences needed by students.

Despite these challenges, significant **accomplishments** have been realized:

***A. Associate Degrees, Certifications and Training*** (partial or completely developed)

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Professional Driver classes, offices for the TCG staff and a reception area.

Note: Construction Management students along with students in carpentry and HVAC (Heating, Ventilating and Air Conditioning) programs are doing the work on this renovation.

### ***E. Relationships***

Each of the five Tribal College's has a designated TCG director who works with the Department of Commerce staff and thus many of the implementation challenges have been addressed and resolved. The Colleges better understand the Department's processes and requirements and we believe Commerce has a much better understanding of each of the colleges. We also greatly appreciate that the Commerce staff have made visits to each of the institutions.

### **Additional Developments made possible by the Tribal College Grant:**

#### ***Conservation Officer (Management)***

Bruce Burkett, retired ND Game and Fish Officer, has been working with the Tribal College Grant staff at Cankdeska Cikana Community College to develop a three credit course on Wildlife Management. This is just the beginning. Mr. Burkett has put together a curriculum and visited with universities such as NDSU to make sure the course(s) at CCCC will be transferable. He has also donated his time and energy to bring ND Game and Fish, US Fish and Wildlife, Lake Region Search and Rescue, and other retired ND Game and Fish Officers on board to help establish this training program. The long-term goal is to train game wardens for the reservation but also to plan a pathway to law enforcement careers.

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More detailed information is available from the Department of Commerce and the quarterly and annual reports that have been submitted by each Tribal College. We believe progress has been made via the Tribal College Grant that demonstrates a strong working relationship between the State and the Tribal communities toward the goal of Native citizen employability.

Respectfully submitted:

Cynthia Lindquist, President, CCCC and Chair, NDATC  
Jim Davis, President, TMCC  
Laurel Vermillion, President, SBC  
Phil Baird, Interim President, UTTC  
Twyla Baker-Demaray, President, FBCC

**2013-15 Tribal College Grants  
Summary of Awards  
As of September 23, 2014  
(Application Rounds 1, 2, and 3)**

**Biennium Allocation: \$5,000,000**

**Cankdeska Cikana Community College (CCCC)**

Round 1 Award Amount: \$511,500

- Creation of a one-year certificate in the Business program
- Development of an Associate degree in Construction Management
- Intensive job readiness and job placement assistance
- Estimates serving 30 students in the biennium

Additional Success Indicators\*

- 100% completion of Work Keys and issuance of Career Readiness Certificate
- Development of employer network resulting in 75% of students participating in apprenticeships, internships or on-the-job training opportunities
- 90% of students obtain employment

Round 2 Award Amount: \$488,500

- Space renovation and related equipment/supplies for entrepreneurial center
- Teacher training for certification in business development program
- 20 – 30 students will be admitted into the Entrepreneurial Training Program
- 85% will be retained to completion

Additional Success Indicators\*

- Projected 7 students will utilize the incubator program to start their own businesses.

Round 3 Award Amount: \$250,069

- CDL program enhancements
  - Purchase of a tractor/trailer
  - Purchase of a truck simulator and software
  - Estimates serving 12 students in the biennium

**Sitting Bull College (SBC)**

Round 1 Award Amount: \$804,474 (reduced from \$1,000,000 per SBC request for modification)

- Leveraged with the current Department of Labor Training for Regional Energy in North Dakota (TREND) grant
  - Provides a cohort model of support services designed to assist students to achieve success in the classroom and workforce
  - Offers intensive placement and employment assistance after graduation such as transporting students to job interviews, job fairs, and the worksite through the work crew concept
- Creates an Energy Technician program
- Renovates Trade Center to house a new welding lab, and update the electrical and concrete programs
- Estimates serving 212 students in the biennium

Additional Success Indicators\*

- Technical certificates to 59 students in year one and 70 students in year two
- Forty-eight (48) of the 129 completers will be employed in the quarter after completers
- Thirty-seven (37) of those employed the first quarter after exit will be employed in the 2<sup>nd</sup> and 3<sup>rd</sup> quarters after exit

## **Turtle Mountain Community College**

Round 1 Award Amount: \$1,000,000

- Leveraged with Federal TREND grant funded programs
- Expands capacity of Commercial Driver's License (CDL) and creates Heavy Equipment Operator (HEO)
- Creates Oil Field Operations industry certification program
- Adds a one year certificate option to the electrical program AAS degree
- Provides reading/English proficiency instructor and adjunct entrepreneurship instructor (Construction)
- Estimates serving 106 students

### Additional Success Indicators\*

- 80% of students complete training
- 60% of students will be placed in employment, additional education or the military

Round 2 Award Amount: \$125,000

- Expands Round 1 project welding training capacity and student competency
  - Additional instructor and portable ventilation units allow for more lab experience time and increases capacity by 10 more students

Round 3 Award Amount: \$123,100 (reduced from \$234,700)

- CDL/HEO Expansion – additional instructor and related costs
- Purchased a Skid Steer Loader
- Purchased a Doran CDL/HEO Simulator
- Increases student capacity by an additional 15 students

### Additional Success Indicators\*

- 80% of students receiving certificates of completion and/or industry certifications
- 60% of students are placed in employment, additional education or military.

## **United Tribes Technical College**

Round 1 Award Amount: \$999,985

- Develop a new Medical Billing and Coding program with in its Allied Health programs
- Conduct a feasibility study on a Medical Billing and Coding Incubator for self-employment in the industry
- Estimates completing 60 students during biennium and an additional 30 who would not be complete by the end of the 2015 legislative session

### Additional Success Indicators\*

- Project 90% of completers will pass the industry examination
- 75% of completers retained in employment 6 months after initial employment

Round 3 Award Amount: \$532,372 (reduced from \$889,213)

- HEO/CDL Expansion Project
- Expansion of heavy equipment fleet, develop leadership through peer to peer coaching
- Overall goal is to prepare 30 students for successful employment

## **Fort Berthold Community College**

Round 3 Award Amount: \$165,000 (reduced from \$999,833)

- Enhance Welding Technology Program
  - Adding 3 welding simulators
  - Renovate welding classroom
  - Estimates training 14 students in welding program between August 2014 and April 2015

Additional Success Indicators\*

- Proposes to train 10 students who will pass the Certified Welder test

**Total Committed to Date: \$ 5,000,000**

\*These are individual grant targets in addition to reporting criteria outlined in NDCC 54-60.2

1. A detailed report of expenditures under the grant.
2. The number of students assisted by the grant.
3. The graduation rate of students assisted by the grant and the graduation rate for all students at the college.
4. A description of any new or improved training or other program leading to a certificate or a degree which was developed by the college with funds provided by the grant and the types of jobs for which the new or improved training program is designed.
5. The placement rate of graduates of the college assisted by the grant in relation to the placement rate of all graduates of the college.
6. The rate of students assisted by the grant who pursue further educational opportunities immediately after graduation from the college.
7. The number of jobs or businesses created as a result of funds provided by the grant.