

2013 SENATE APPROPRIATIONS

SB 2016

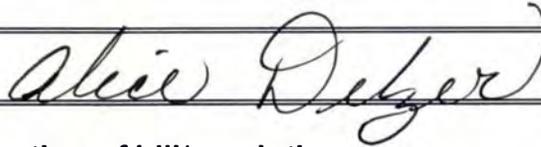
2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee Harvest Room, State Capitol

SB 2016
January 11, 2013
Job # 17113

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

A BILL for an Act to provide an appropriation for defraying the expenses of job service North Dakota.

Minutes:

See attached Testimony #1

Vice Chairman Grindberg called the committee to order on SB 2016 am on January 11, 2013 at 10:30 am. Laney Herauf and Tammy R. Dolan from OMB and Brittany Reim from Legislative Council were present.

Maren Daley, Executive Director Job Service of North Dakota presented a power point presentation (see attached #1) and also included as a written testimony regarding the budget for the 2013-15 biennium and testified in support of SB 2016.

This is our high season for Unemployment claims. (12.27)

The demands may be quite different in Williston than in Jamestown or Fargo. She moved on to the specific Appropriations Request (page 14)

Senator Carlisle: we are looking at the base level and your enhancements, that's with salary increases, and we are funding that, but you can't add a FTE because of federal restrictions.

Maren Daley: we can only hire people with the amount of money the feds give us. The appropriation that comes from this committee and your support of what we do is greatly appreciated but even if you appropriate it, if we don't get the money from the feds we can't overspend the actual money we get. (18.20) Here is our painful reality. We are facing a budget shortfall because we expect federal funding cuts.

There are 3 state funded pieces to our 2013-15 appropriation request.

1. Workforce 20/20. (see page 17) Manufacturers got smart during that 09 time period which was essentially the downturn they knew how hard it was to hire and retain good staff in ND and when this hit they didn't want to lay people off, they cross-trained, they'd lay people off for a couple of weeks and brought them back on, they wanted to keep them connected and not lay them off totally because they knew when the economy turned around they wanted to have those skilled workers and this program helped them do that.

2. New Jobs Training (page 19)(24.49) New jobs created - increase in wages - go ND.
3. jobsnd.com Job Spidering technology. (page 20)

That is a recap of our request. Based on the 24/7 Wall St survey ND was named the "best-run State in America".(page 24)

She now addressed the Unemployment Insurance Activity (page 28) (39.40)

Some of the feedback we got from customers.(pages 31-35). We framed one of these thank-you's and sent it back to the Williston office to hang on their walls. In our Williston office it is standing room only. (Larry the Cable Guy stopped by our Williston office, (pictured on page 38 in testimony). (47.34)

Senator O'Connell: How many temporaries do you have and the oldest temporary employee that has been with you?

Maren Dailey: Our temporaries really do vary because our work is seasonal. We have some retired employees who like to come back in January, February, March which is our busy season and take the summer off. We have a few longer tempms which may be 4 to 5 year temps, so I can't tell you how long are longest temp has been because they come and go. Our temporary staffing are estimates, they vary by month, in 200 to 9 we had about 9, 2009 -11 about 15, 11-13 now because of the work load pressures and the wycam project we're running about 18 that could go as high as 34.

Senator Wanzek: Just a thought, when you mentioned the trust fund's solvency being in good shape, do you ever do analysis of worst case scenario? What if these economies take a dip?

Maren Dailey: Yes we do, we do extensive analysis of that. We run "what if" scenarios what if we got hit with the worst recession we've ever seen where total claims to total wages went up as high as they would have back in the 80's. Our formula for a assessing our solvency requires us to say we have to have enough money in that trust fund to cover benefits paid in the worst two recessionary periods in the last 10 years and the worst recessionary period in the past 20, assuming no further taxes come in. So we run those scenarios as we assess the solvency and we don't get to comfortable just coasting along when you say in 2009 our benefits in ND actually doubled. Had we not had a strong solvent fund that was well managed, looking at those scenarios and projecting for it, we would have been in a much more hurtful situation. (51.10)

Senator Warner: is your testimony PDF? He was told yes. He asked to have it forwarded through email and was told they would be glad to do that.

Vice Chairman Grindberg closed the hearing on SB 2016.

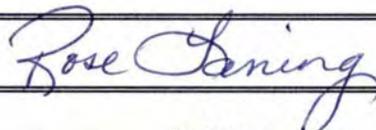
2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee Harvest Room, State Capitol

SB 2016 subcommittee
January 31, 2013
Job # 18098

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

This is a subcommittee hearing on SB 2016 for defraying the expenses of Job Service in ND.

Minutes:

You may make reference to "attached testimony."

Senator Grindberg was called to another meeting so **Senator Carlisle** opened the hearing of SB 2016 subcommittee. **Senator Warner** was also present.

Legislative Council - Brittani Reim
MB - Laney Herauf

Senator Carlisle asked about the FTE.

Maren Daley, Executive Director, Job Service of North Dakota said the way it works is the federal funding has been flat to declining so they take the pot of federal money and tell the legislators what they are able to deliver for services with that amount of money because the amount of money has been going down they have fewer FTE's. They don't dictate the number but give them the money. In order to operate the offices and deliver the service they have cut costs every way possible and are left with reducing staff. They are down 136 staff over the last twelve years.

Senator Warner said his understanding is they can't do anything about it because they give you the money and you have to figure it out. That is how he understood it last week.

Maren said that it is a federally funded program and the state is opted not to supplement in the past and they are not here asking for supplement. The general fund money; one is called workforce 2020, that is giving grants out to businesses for training their employees primarily in manufacturing using advanced technologies. That is a gap filler training program. It is to help the employer with incumbent workers advance their skills. The other piece of general funding is three hundred thousand dollars for technology. The labor exchange is the IT system where employers post jobs and job seekers from all over the country can look at all the jobs in one place and then connect to the employer. That technology enables them to pull in job orders from cooperate websites and from other websites. It has given job service of North Dakota well over ninety percent of the job

openings in this state are now aggregated on the website. They help job seekers post their resumes.

Senator Warner asked if they help them write their resume. It is almost as important as designing a website; it makes a difference on how far up you start popping on the sequence of searches.

Maren said he was right and that you can see that by the traffic in the local offices. They can get that one on one in the local offices or they can take a class.

Senator Warner said you don't provide the educational service you provide the grant to the company and the company contracts with a provider which may be a state agency or a university or community college.

Maren said all of the above. They review it for efficiency if they have seen that same training provided by another provider. It is employer choice.

Senator Warner asked if that included travel costs back to the factory.

Maren said it is a cost sharing program. For every dollar invested by the state the company invests at least eight dollars.

Senator Carlisle asked if she had an update on the IT project and if it is coming along and on track.

Maren said it remains very good news and it is coming along on schedule.

Senator Warner asked if she could talk about the support staff in ITD, do you have your own support staff, help desk or do you contract that out.

Maren said several years ago the database administrators went from job service and were consolidated over to ITD. The main frame computer system for unemployment insurance is so old ITD would not touch it. They have been trying to convert to the modernized system ever since. They have two programmers at job service that have the experience and the history to continue to operate that system. That is why they are at great risk, if those people retire and no one still trains in this system. They also turned the help desk over as well.

Senator Carlisle asked about the Williston office and how they were augmenting their salaries.

Maren said that they did it supplemental through the pay, two hundred and seventy-nine dollars per employee per month. They wanted to make it fair across the board if you rent or own a home.

Senator Warner said some agencies, in the granting process, were the employer applies for a grant one was paying 2100 dollars towards the rent of the employee.

Senator Carlisle said he thought it was 2500 on a 3200 dollars; it was a lot of money.

Maren said that their dollar amounts are a lot smaller but they had to maintain staff in Williston because the customer traffic, they are packed in the office in Williston.

Senator Carlisle said that until the House and Senate get together on the salary package with employee salary, the leadership needs to get together to agree.

Maren said they asked for an update so we could show you where the shortfalls are, more federal cuts are coming and what are you going to do about it

Senator Warner asked if they had funds that have reserves, doe the unemployment insurance.

Maren said the trust fund is separate and apart from the appropriation. All taxes collected go into the trust fund and benefits paid come out of there. In North Dakota statue the formulas were established for building the reserve up in that fund and to balance adjustments in the payments of benefits and taxes. In 2000 was the first year they had to start implementing this and it has been tweaked a little bit along the way legislatively. It has been working well.

Senator Carlisle said you're doing more with less.

Maren asked if she could address two other items that may come in through other bills to appropriations. HB1358 will go through finance tax and then to appropriations. The redistributions back to localities are for oil and gas tax. It is right now totally tied to mining as a percent of civilian employment. The mining industry category is a very small number purely extracting oil and mineral out of the ground. The oil and gas sector affects a much larger employment base, such as construction, transportation and these other sectors effect both the employment and the wear and tear on the roads and the population in schools, all of these things that the tax redistribution is there to support. The Empower commission, which the governor is behind, and some of the people on this tax redistribution bill came to job service and asked if they could give them a better account of the total related employment to oil and gas. They said the bureau of labor statistics specifically requires them to do it in their common standards and mining is mining. They told them that they couldn't use the federal resources to do that for them but with state resources, which would be under 1358 up to one hundred and fifty thousand. They have the names and the contacts with all the employers and know what major industry they are in so they can survey companies. The employment levels will vary depending upon where the production level is at.

Senator Carlisle said there is a vehicle over there.

Maren said that Industry Business and Labor committee had a misunderstanding because they thought because we weren't going to hire staff and that we had the knowledge, why don't they use their existing money. They can't use federal funds or something other than what it is specified to be used for. There was also a small piece in HB 1023. In 2011 when Minot flooded and they got the disaster un-insurance programs, it was taking the feds two months to get the money flowing through the system and they said the people in Minot needed disaster unemployment now to pay for food and alternative housing, so the

industrial commission allowed them to borrow from the BND, money to start getting the disaster unemployment flowing. It only comes when there is a Presidential declared disaster.

2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee Harvest Room, State Capitol

SB 2016
02-07-2013
Job # 18470

Conference Committee

Committee Clerk Signature

Explanation or reason for introduction of bill/resolution:

A BILL for Job Service of North Dakota (Do Pass)

Minutes:

You may make reference to "attached testimony."

Chairman Holmberg opened the hearing on SB 2016. All committee members were present.

Brady Larson and Adam Mathiak - Legislative Council
Tammy R. Dolan - OMB

Senator Carlisle talked about the Job Service and stated they are doing a good job. **He moved a Do Pass 2nd by Senator Grindberg.**

Senator Carlisle: commented about HB 1023 that could affect Job Service

Senator Warner: There is very little state money in this program, but there is some and it is important to the program. He had questions about the Workforce Training money.

Vice Chairman Grindberg Just review the Workforce training money. There are two amounts, two programs that are an impact on the general fund. The new Jobs Training Program was passed in 1993 session that allows approval by job service and local economic development corporations. Companies expanding or new companies coming into the state can qualify to capture the income tax withholdings on that group of new hires for a period of 10 years to use for training. So the state forgoes some income tax from corporate income tax as a result. The 2nd is the Workforce 20-20 program, it's a direct grant that helps improve the skills of primarily sector companies. It's a tool for the economic development community to use.

Chairman Holmberg Call the roll on a Do Pass on SB 2016. **A Roll Call vote was taken. Yea: 13 Nay: 0 Absent: 0. Senator Carlisle will carry the bill.**

The hearing was closed on SB 2016

Date: 2-7-13

Roll Call Vote # 1

2013 SENATE STANDING COMMITTEE
ROLL CALL VOTES

BILL/RESOLUTION NO. 2016

Senate Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken Do Pass

Motion Made By Carlisle Seconded By Grindberg

Senators	Yes	No	Senator	Yes	No
Chairman Ray Holmberg	✓		Senator Tim Mathern	✓	
Co-Vice Chairman Bill Bowman	✓		Senator David O'Connell	✓	
Co-Vice Chair Tony Grindberg	✓		Senator Larry Robinson	✓	
Senator Ralph Kilzer	✓		Senator John Warner	✓	
Senator Karen Krebsbach	✓				
Senator Robert Erbele	✓				
Senator Terry Wanzek	✓				
Senator Ron Carlisle	✓				
Senator Gary Lee	✓				

Total (Yes) 13 No 0

Absent 0

Floor Assignment Carlisle

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2016: Appropriations Committee (Sen. Holmberg, Chairman) recommends DO PASS
(13 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2016 was placed on the
Eleventh order on the calendar.

2013 HOUSE APPROPRIATIONS

SB 2016

2013 HOUSE STANDING COMMITTEE MINUTES

House Appropriations Education and Environment Division
Roughrider Room, State Capitol

SB 2016
March 7, 2013
Job 19543

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

A BILL for an Act to provide an appropriation for defraying the expenses of job service North Dakota.

Minutes:

Attachment 1.

Vice Chair Monson: Called the committee to order with a quorum present.

Allen Knudson-Legislative Council: Explained the analysis of the changes that the first house made to the agencies budgets. They will be updating the green sheets showing the first half changes.

Vice Chair Monson: Was it the Senate's intent that the budgets would be adjusted the way the House did it in OMB?

Knudson: I think there were three or four budgets that they had passed in committee and passed on the floor before that correction came about for the compensation package.

Vice Chair Monson: Opened the hearing on SB 2016.

Maren Daley-Executive Director of Job Service North Dakota: Gave testimony in favor of SB 2016. See attachment 1.

Vice Chair Monson: Is the Reed Act federal funding?

Daley: This was a block of federal funding that came to states after 9/11. Most states had to use this for unemployment insurance benefits as an immediate result of 9/11; other states absorbed it in the recent recession. North Dakota had a plan to sustain the solvency of the unemployment trust fund. We were able to set the funds aside for one time funds for a one time purpose. Because of the need for almost all the states to update their unemployment insurance systems, we wanted to use this money rather than coming to the state and asking for general funds or going to business employer taxpayers saying we want to surcharge you for it. We said we can handle the trust fund based our current funding mechanisms for taxes and benefits, let's put this one time funding for a one time use.

Vice Chair Monson: This money is in the trust fund. Is it in jeopardy?

Daley: There has been no word that it would be pulled back. There have been hints by the U.S. Department of Labor to encourage the use and expenditure of it.

13:35 Explained the Unemployment Modernization Project.

Rep. Dosch: Is there any involvement in the state IT Department in reviewing this as you move forward?

Daley: Absolutely. We were in the process of submitting the supplemental budget request to DUL for this project when the Governor came out with the IT project oversight committee. We have procurement people involved and ITD architectural specialists. Lisa Feldner and Pam Sharp serve on our executive committee.

Continued with her testimony. 27:00

Vice Chair Monson: Concerning the New Jobs Training is this the only state General Fund money that you get?

Daley: There are three components of our General Fund program. The first is Workforce 20/20. The second is the New Jobs Training. The third is Job Spidering.

Continued with testimony 28:15

Agency overview 31:30

Unemployment Insurance Trust Fund 34:50

Vice Chair Monson: On page 28 out of state claims increased. How does the state pay out of state claims?

Daley: It's one of the federal components that states have to honor out of state claims. Most are not collecting benefits, but they are filing claims and if they file claims it's a workload that we have process and adjudicate and we have to follow up the with employer.

Continued with testimony 37:34

Vice Chair Monson: If they had a higher wage and they become unemployed, then their benefits would be higher. Is that right?

Daley: Yes. Typically benefits run between 63-65% of the average weekly wage in North Dakota. Tax rates and benefits are linked and tied to wages so they reflect economic realities in the state and you are not put in the position where you have continually increased benefits and not increased taxes and thus have a broke trust fund.

Continued with testimony 40:45

Rep. Streyle: I have a question on Representative Skarphol's bill to update the mining data. How long will it take to get the new numbers? Because I think we are using 2011 numbers right now.

Daley: Representative Skarphol has been working with us on that. We wanted a way to aggregate the bigger oil industry employment numbers. We can't use federal resources to do that, but we said we could do it through a special survey from employers. We could give the reporting needed for the tax redistribution.

Michael Ziesch-Labor Market Information Manager: Our new numbers would be available for the interim by 2014 and for the next session in 2015. In response to when the 2012 numbers would be ready, we submitted and cleared the third quarter of 2012. Our data are generally available in the middle of June the following year.

Rep. Streyle: What jobs data is going to be used in that bill, being the biennium starts July 1 and you'll get the information in June? Will you use the data from June?

Ziesch: It would likely be in June of 2012.

Rep. Streyle: I'm assuming those numbers are going to go up substantially and with the \$155,000 they will go up even more. Is that enough for you to do this quickly and efficiently?

Ziesch: Yes. The \$150,000 would be adequate to do it adequately and efficiently.

Rep. Dosch: Do you have a chart for the trust fund balance?

Daley: I don't have a chart, but I can email you one.

Vice Chair Monson: I had the same question. We would like to see the trend throughout the years. Is the balance growing?

Daley: Yes it is.

Vice Chair Monson: What is the rate of return for those investments?

Daley: Unlike workforce safety, our trust fund has to be deposited with the U.S. Treasury. They have been slower to bring down interest rates than local banks. We have not had to increase taxes because of lower interest rates. We set our tax rates based on enough to pay benefits. We estimate wages in the tax rates in order to pay those benefits.

55:53

Rep. Dosch: Could you explain the report? Testimony 1, page 4 of the Online Job Openings Report

Daley: This is the over the year numeric change. Explained the growth on the report.

Rep. Dosch: Places like Williams and Mountrail are starting to stabilize, whereas Burleigh County is getting tighter?

Daley: It has been and also because of a broader range of industries and probably the availability of housing.

Vice Chair Monson: Any further testimony?

Hearing no further testimony Vice Chairman Monson closed the hearing.

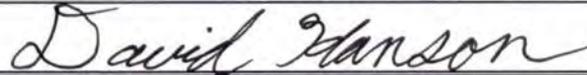
2013 HOUSE STANDING COMMITTEE MINUTES

House Appropriations Education and Environment Division
Roughrider Room, State Capitol

SB 2016
March 21, 2013
Job 20316

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

A BILL for an Act to provide an appropriation for defraying the expenses of job service North Dakota.

Minutes:

Attachments 1 and 2.

Chairman Skarphol called the committee back to order there.

Maren Daley-Job Service North Dakota: Updated the committee on the American Crystal labor benefits lawsuit.

Rep. Streyle: What affect would that House bill, which was sent to the Senate, have on the claims process?

Daley: It wouldn't affect this dispute, just the ones going forward.

Chairman Skarphol: The effect on the fund is that you would pay it out of all of your funds; it would affect all employers until such time as it has been recouped from Crystal Sugar.

Daley: Yes. The costs are difficult to estimate.

Chairman Skarphol: But there will be a cost to every employer?

Daley: They will pay the cost out of the fund this year. American Crystal through increased tax rates will reimburse the funds to get that money back into the fund to help sustain it.

Chairman Skarphol: The employers not involved in this claim will pay temporary costs associated with the claim, but ultimately the fund will be recouped by American Crystal Sugar?

Daley: Yes. That is not like with other significant claims paid.

Vice Chair Monson: As wages increase don't you have raise to raise your balance in the trust fund.

Daley: Yes. Referred to attachment 1. 8:45

Chairman Skarphol: Remind me why we had increased unemployment?

Daley: Manufacturers were really trying to hang onto their workforce in the state. There were a lot hits across the country for construction and ag equipment. They cut hours, had shorter shifts, some were partially eligible for unemployment to try to keep their workforce. Explained the trust fund trends. Explained the trust fund trends. Attachment 1. 11:08

Chairman Skarphol: Can you explain the parallel lines?

Daley: It's seasonal. Explained the trends of the fund.

Chairman Skarphol: What is the status of your federal stimulus funds?

Daley: Our federal funds have been declining every year. We got federal funds for Unemployment Insurance Administration. We are frugal with are funds. 13:30

Chairman Skarphol: Your agency was unique, because there was no end date?

Daley: I think that is very unique.

Rep. Dosch: Why is the bill reflected as an increase in your budget.

Daley: If we don't pay our staff these raises then we will lose staff. And we need the caliber of staff to continue service. If we don't give our staff raises we will have no staff.

Rep. Dosch: I realize that. I'm just wondering why it's reflected this way on the bill. The money that you are using is going to come out of your other operating budgets and a reduction of workforce?

Daley: It will come out of those initial 11 positions and then it will take more to make that up. It will come out of our existing federal grants.

Chairman Skarphol: How many people are we talking about for that \$3.1 million?

Daley: Seventeen.

Rep. Dosch: The Workforce 20/20 is the really the only general funds in your budget?

Daley: There are two pieces of general funds which are Workforce 20/20 and the Spidering Technology. 18:10

Brittany-Legislative Council: Stated that there were four other agencies RF Funds still remaining in their budgets. They were the Department of Public Instruction, Information and Technology, Department of Health and Human Services.

Vice Chair Monson: This was put together before sequestration. Is it going to hit you affect you more?

Daley: We've been anticipating it. It will hit our Unemployment Insurance Administration grants and the extended unemployment program 20:00

Chairman Skarphol: What can you look forward to as an agency with what has been transpiring?

Daley: We will continue to be a smaller agency. We will painfully have to look at our local office network and our other services.

Chairman Skarphol: Have the federal cuts been uniform across the states?

Daley: In theory its by percentages. We are no longer protected by state minimums. 22:40

Chairman Skarphol: Are state by state regulations similar enough that a regional administrative concept is something the federal government is looking at?

Daley: Yes. 24:30

Brittany: Stated where the RF funding could be found.

2013 HOUSE STANDING COMMITTEE MINUTES

House Appropriations Education and Environment Division
Roughrider Room, State Capitol

SB 2016
March 26, 2013
Job 20523

Conference Committee

Committee Clerk Signature

David Hanson

Explanation or reason for introduction of bill/resolution:

A BILL for an Act to provide an appropriation for defraying the expenses of job service North Dakota.

Minutes:

Chairman Skarphol took up for consideration SB 2016.

Rep. Dosch: Is it necessary to make a motion to adjust the salaries and wages?

Chairman Skarphol: You can make that as part of your motion to do pass I assume.

Rep. Dosch moved do pass with amendment to adjust the salaries and wages and Vice Chair Monson seconded.

Chairman Skarphol: My only thought is I wonder how they are going to keep running the place when they keep cutting the money and the expectation is its going to continue to cover the costs.

Vice Chair Monson: I have the same concern. They are doing more work with 11 fewer FTEs coming up. They are truly running on a shoestring budget like no other agency and she didn't ask for anymore. She was in here and said she'll make do with what she's got. I'm wondering if we shouldn't set up some sort of contingency pool that she can access if she needs it.

Rep. Grande: We should take a look at how she's doing it make sure the other agencies start being more efficient like her agency.

Rep. Boe: I think she indicated when she was in here that if they did get a little leaner that they were going to have look at cutting down staff in the outposts and reconfiguring.

Rep. Dosch: The feds pay for the administrative cost of the agency and the benefits have to be paid by the employers via premiums. I don't think that is an option for us to start getting involved in that aspect.

Rep. Williams: Correct me if I'm wrong, but she indicated as far as the efficiency and turnaround time that they were doing a pretty good job and have actually improved in that area with less employees. And as far as coming up with a contingency fund, this is totally funded by the employers. It's not like they're going to come to emergency or budget section.

Chairman Skarphol: The administrative costs are funded by the federal government the unemployment insurance is funded by the employers.

Motion carried 8-0 with Rep. Dosch to carry the bill.

2013 HOUSE STANDING COMMITTEE MINUTES

House Appropriations Committee Roughrider Room, State Capitol

SB 2016
4/9/13
Job #21018

Conference Committee

Committee Clerk Signature

Mary Bruker

Explanation or reason for introduction of bill/resolution:

A Bill for an Act to provide an appropriation for defraying the expenses of job service North Dakota.

Minutes:

No attachments.

Rep. Dosch: This is the budget for Job Service North Dakota. Job Service receives its funding primarily from two different sources; federal government for the administrative part and from the taxes of the employees on the payroll for the benefits. The senate didn't make any changes to the budget. The house addressed the salaries accordingly as we have in the other bills. In their budget they will be losing another eleven FTE positions because the federal government has decreased the funding they are providing to Job Service. The only way they can continue on and give raises to their employees is to cut the staff. In the past 12 years Job Service has had to cut 136 employees, however, through automation they've been able to provide very good service to the people of North Dakota. They continue to work on their update of the computer system using federal dollars. The only general fund dollars used is the workforce 20-20 where we provide about \$1.5M which is about the same as in the past. We also provide \$300,000 for their spider system which is their on-line job search. The reserve fund remains strong. There were no audit findings. They continue to do more with less. **Made a motion to move the amendment .01001.**

Rep. Skarphol: Seconded.

Chairman Delzer: These are state employees federally paid?

Rep. Dosch: That's correct.

Chairman Delzer: Did you get a list of who is receiving workforce training now?

Rep. Skarphol: I don't know that we've ever really delved into the workforce training money that's in job service. We've often delved into the workforce money funded by general fund dollars in state government but I don't recall us ever getting into that aspect of it.

Chairman Delzer: A lot of these were set up a long time ago when we needed anything we could do to encourage more jobs. Right now, that isn't necessarily the case.

Rep. Dosch: The \$1.5M that the state does provide, a lot of that is to provide training in some of the new areas needed out west. This helps pay for the administrative part of it; training for business is charged for services.

Chairman Delzer: Further discussion?

VOICE VOTE: MOTION CARRIES.

Rep. Dosch: Made a motion for a Do Pass as Amended.

Rep. Skarphol: Seconded.

**ROLL CALL VOTE: 21 YES 0 NO 1 ABSENT
MOTION CARRIED FOR DO PASS AS AMENDED.**

Rep. Dosch will carry this bill.

13.8166.01001
Title.02000

Prepared by the Legislative Council staff for
House Appropriations - Education and
Environment Division

VR
4/9/13
152

Fiscal No. 1

March 27, 2013

PROPOSED AMENDMENTS TO SENATE BILL NO. 2016

Page 1, replace line 12 with:

"Salaries and wages	\$35,270,584	\$155,118	\$35,425,702
Accrued leave payments	0	1,479,868	1,479,868"

Page 1, replace lines 20 through 22 with:

"Total all funds	\$70,496,698	\$8,412,489	\$78,909,187
Less estimated income	<u>68,616,806</u>	<u>8,390,133</u>	<u>77,006,939</u>
Total general fund	\$1,879,892	\$22,356	\$1,902,248"

Re-number accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

Senate Bill No. 2016 - Job Service North Dakota - House Action

	Executive Budget	Senate Version	House Changes	House Version
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,966,274)	\$35,425,702
Operating expenses	18,687,700	18,687,700		18,687,700
Capital assets	20,000	20,000		20,000
Grants	8,850,497	8,850,497		8,850,497
Workforce 20/20	1,541,924	1,541,924		1,541,924
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Federal stimulus funds	496,496	496,496		496,496
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$80,395,593	\$80,395,593	(\$1,486,406)	\$78,909,187
Less estimated income	<u>78,479,603</u>	<u>78,479,603</u>	<u>(1,472,664)</u>	<u>77,006,939</u>
General fund	\$1,915,990	\$1,915,990	(\$13,742)	\$1,902,248
FTE	250.76	250.76	0.00	250.76

Department No. 380 - Job Service North Dakota - Detail of House Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total House Changes
Salaries and wages	\$6,950	(\$1,493,356)	(\$1,479,868)	(\$2,966,274)
Operating expenses				
Capital assets				
Grants				
Workforce 20/20				
Reed Act - Computer modernization				
Federal stimulus funds				
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$6,950	(\$1,493,356)	\$0	(\$1,486,406)
Less estimated income	<u>6,881</u>	<u>(1,479,545)</u>	<u>0</u>	<u>(1,472,664)</u>
General fund	\$69	(\$13,811)	\$0	(\$13,742)
FTE	0.00	0.00	0.00	0.00

¹Funding is added due to a calculation error in the executive compensation package.

²This amendment adjusts the state employee compensation and benefits package as follows:

- Reduces the performance component from 3 to 5 percent per year to 2 to 4 percent per year.
- Reduces the market component from 2 to 4 percent per year for employees below the midpoint of their salary range to up to 2 percent for employees in the first quartile of their salary range for the first year of the biennium only.
- Removes funding for additional retirement contribution increases.

³A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.

Date: 3-26-13
Roll Call Vote #: 1

2013 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 2016

House Education and Environment Division Committee

Check here for Conference Committee

Legislative Council Amendment Number _____

Action Taken: Do Pass Do Not Pass Amended Adopt Amendment
 Rerefer to Appropriations Reconsider

Motion Made By Dosch Seconded By Monson

Representatives	Yes	No	Representatives	Yes	No
Chairman Robert Skarphol	X		Rep. Clark Williams	X	
Vice Chairman David Monson	X		Rep. Tracy Boe	X	
Rep. Bob Martinson	X				
Rep. Roscoe Streytle	X	X			
Rep. Mark Dosch	X				
Rep. Bette Grande	X				

Total (Yes) 8 No 0

Absent 0

Floor Assignment Rep Dosch

If the vote is on an amendment, briefly indicate intent:

Amend wages and salaries

Date: 4/9/13
Roll Call Vote #: 1

**2013 HOUSE STANDING COMMITTEE
ROLL CALL VOTES
BILL/RESOLUTION NO. 2016**

House Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number -01001

Action Taken: Do Pass Do Not Pass Amended Adopt Amendment
 Rerefer to Appropriations Reconsider

Motion Made By Rep. Dosch Seconded By Rep. Skarphol

Representatives	Yes	No	Representatives	Yes	No
Chairman Delzer			Rep. Streyle		
Vice Chairman Kempenich			Rep. Thoreson		
Rep. Bellew			Rep. Wieland		
Rep. Brandenburg					
Rep. Dosch					
Rep. Grande			Rep. Boe		
Rep. Hawken			Rep. Glassheim		
Rep. Kreidt			Rep. Guggisberg		
Rep. Martinson			Rep. Holman		
Rep. Monson			Rep. Williams		
Rep. Nelson					
Rep. Pollert					
Rep. Sanford					
Rep. Skarphol					

Total Yes _____ No _____

Absent _____

Floor Assignment _____

If the vote is on an amendment, briefly indicate intent:

voice vote carries

Date: 4/9/13
 Roll Call Vote #: 2

**2013 HOUSE STANDING COMMITTEE
 ROLL CALL VOTES
 BILL/RESOLUTION NO. 2016**

House Appropriations Committee

Check here for Conference Committee

Legislative Council Amendment Number 13. 8166.01001

Action Taken: Do Pass Do Not Pass Amended Adopt Amendment
 Rerefer to Appropriations Reconsider

Motion Made By Rep. Dosch Seconded By Rep. Skarphol

Representatives	Yes	No	Representatives	Yes	No
Chairman Delzer	X		Rep. Streyle	X	
Vice Chairman Kempenich	X		Rep. Thoreson	X	
Rep. Bellew	X		Rep. Wieland	X	
Rep. Brandenburg	X				
Rep. Dosch	X				
Rep. Grande	X		Rep. Boe	X	
Rep. Hawken	X		Rep. Glassheim	X	
Rep. Kreidt	X		Rep. Guggisberg	X	
Rep. Martinson	X		Rep. Holman	X	
Rep. Monson	X		Rep. Williams	X	
Rep. Nelson	X				
Rep. Pollert					
Rep. Sanford	X				
Rep. Skarphol	X				

Total Yes 21 No 0

Absent 1

Floor Assignment Rep. Dosch

If the vote is on an amendment, briefly indicate intent:

REPORT OF STANDING COMMITTEE

SB 2016: Appropriations Committee (Rep. Delzer, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (21 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). SB 2016 was placed on the Sixth order on the calendar.

Page 1, replace line 12 with:

"Salaries and wages	\$35,270,584	\$155,118	\$35,425,702
Accrued leave payments	0	1,479,868	1,479,868"

Page 1, replace lines 20 through 22 with:

"Total all funds	\$70,496,698	\$8,412,489	\$78,909,187
Less estimated income	<u>68,616,806</u>	<u>8,390,133</u>	<u>77,006,939</u>
Total general fund	\$1,879,892	\$22,356	\$1,902,248"

ReNUMBER accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

Senate Bill No. 2016 - Job Service North Dakota - House Action

	Executive Budget	Senate Version	House Changes	House Version
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,966,274)	\$35,425,702
Operating expenses	18,687,700	18,687,700		18,687,700
Capital assets	20,000	20,000		20,000
Grants	8,850,497	8,850,497		8,850,497
Workforce 20/20	1,541,924	1,541,924		1,541,924
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Federal stimulus funds	496,496	496,496		496,496
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$80,395,593	\$80,395,593	(\$1,486,406)	\$78,909,187
Less estimated income	<u>78,479,603</u>	<u>78,479,603</u>	<u>(1,472,664)</u>	<u>77,006,939</u>
General fund	\$1,915,990	\$1,915,990	(\$13,742)	\$1,902,248
FTE	250.76	250.76	0.00	250.76

Department No. 380 - Job Service North Dakota - Detail of House Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total House Changes
Salaries and wages	\$6,950	(\$1,493,356)	(\$1,479,868)	(\$2,966,274)
Operating expenses				
Capital assets				
Grants				
Workforce 20/20				
Reed Act - Computer modernization				
Federal stimulus funds				
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$6,950	(\$1,493,356)	\$0	(\$1,486,406)
Less estimated income	<u>6,881</u>	<u>(1,479,545)</u>	<u>0</u>	<u>(1,472,664)</u>
General fund	\$69	(\$13,811)	\$0	(\$13,742)
FTE	0.00	0.00	0.00	0.00

¹Funding is added due to a calculation error in the executive compensation package.

²This amendment adjusts the state employee compensation and benefits package as follows:

- Reduces the performance component from 3 to 5 percent per year to 2 to 4 percent per year.
- Reduces the market component from 2 to 4 percent per year for employees below the midpoint of their salary range to up to 2 percent for employees in the first quartile of their salary range for the first year of the biennium only.
- Removes funding for additional retirement contribution increases.

³A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.

2013 CONFERENCE COMMITTEE

SB 2016

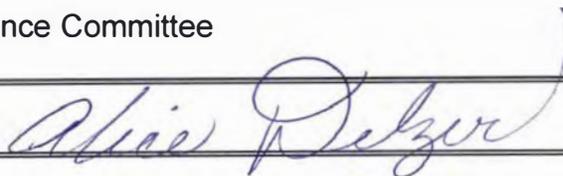
2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee Harvest Room, State Capitol

SB 2016
04-17-2013
Job # 21221

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

A Conference Committee hearing regarding Job Service

Minutes:

You may make reference to "attached testimony."

Senator Grindberg called the Conference Committee to order on Wednesday, April 17, 2013 at 3:30 pm in the Harvest Room in regards to SB 2016. Let the record show that all conferees are present.

Senate: Senators: Tony Grindberg, Chairman; Ron Carlisle, and John Warner.
House: Representatives: Mark Dosch, Chairman; Bob Martin and Tracy Boe.

Brittani Reim - Legislative Council
Laney Herauf and Sheila Peterson - OMB

Brittani Reim provided Statement of purpose of amendment. Testimony attached # 1.

Senator Grindberg: The first step is to have the House explain your changes to the bill.

Representative Dosch: The only change is the salary compensation package which has been basically the same on every bill. If you look on the second page of the amendments towards the bottom it explains what the House has done. You can glance over that. The decision to make any other changes on that, I think they are going to look at the whole comprehensive package on all departments and treat everyone the same.

Senator Grindberg: We will come back and finalize this one.

Senator Carlisle: There is one thing we've done on two or three others today on page 2, we've agreed on where you correct the executive compensation package. That's just a calculation on OMB and Council so that's one thing we've been doing. Not anything on the salary package. We've agreed. That is correct.

Senator Grindberg: We know what we need to do here. Just allow some time to progress. We will adjourn.

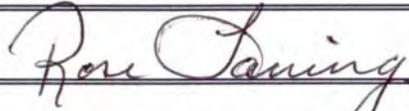
2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee
Harvest Room, State Capitol

SB 2016 conference committee
April 20, 2013
Job # 21366

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

This is a conference committee on the budget for Job Service.

Minutes:

You may make reference to "attached testimony."

Legislative Council - Brittani Reim
OMB - Sheila Peterson & Laney Herauf

Senator Grindberg called the conference committee hearing to order on SB 2016. **Senators Carlisle** and **Sinner** were present as well as **Representatives Dosch, Martinson** and **Boe**. (**Senator Sinner** is filling in for **Senator Warner**)

Senator Grindberg: I understand that the only issue is the salary, wages and accrued leave. From what we've heard, there is a deal that is being accepted between the two leaders. Are there any other suggestions to this budget? Hearing none, we'll direct council to prepare the amendments from Mr. Smith and Knudson when they receive word.

Senator Carlisle: That includes the calculation error, right? (Correct.)

Senator Grindberg adjourned the meeting until Monday.

2013 SENATE STANDING COMMITTEE MINUTES

Senate Appropriations Committee Harvest Room, State Capitol

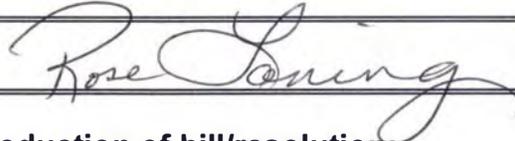
SB 2016 conference committee

April 23, 2013

Job # 21451

Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

This is a conference committee on the budget for Job Service.

Minutes:

Legislative Council - Brittani Reim
OMB - Sheila Peterson & Laney Herauf

Senator Grindberg called the conference committee hearing to order on SB 2016. **Senators Carlisle** and **Warner** were present as well as **Representatives Dosch, Martinson** and **Boe**.

Brittani Reim handed out amendment 13.8166.01003 - attached #1.

Senator Carlisle explained the amendment that changes the salary package between the House and the Senate.

Senator Carlisle moved the amendment.
Rep. Martinson seconded the motion.

A roll call vote was taken. Yea: 6 Nay: 0 Absent: 0

The House recesses from the House amendments and further amend.

JB
 4-23-13
 1 of 2

PROPOSED AMENDMENTS TO SENATE BILL NO. 2016

That the House recede from its amendments as printed on pages 1248 and 1249 of the Senate Journal and page 1331 and 1332 of the House Journal and that Senate Bill No. 2016 be amended as follows:

Page 1, replace line 12 with:

"Salaries and wages	\$35,270,584	\$953,694	\$36,224,278
Accrued leave payments	0	1,479,868	1,479,868"

Page 1, replace lines 20 through 23 with:

"Total all funds	\$70,496,698	\$9,211,065	\$79,707,763
Less estimated income	<u>68,616,806</u>	<u>9,180,722</u>	<u>77,797,528</u>
Total general fund	\$1,879,892	\$30,343	\$1,910,235
Full-time equivalent positions	261.76	(11.00)	250.76"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

Senate Bill No. 2016 - Job Service North Dakota - Conference Committee Action

	Executive Budget	Senate Version	Conference Committee Changes	Conference Committee Version	House Version	Comparison to House
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,167,698)	\$36,224,278	\$35,425,702	\$798,576
Operating expenses	18,687,700	18,687,700		18,687,700	18,687,700	
Capital assets	20,000	20,000		20,000	20,000	
Grants	8,850,497	8,850,497		8,850,497	8,850,497	
Workforce 20/20	1,541,924	1,541,924		1,541,924	1,541,924	
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000	12,407,000	
Federal stimulus funds	496,496	496,496		496,496	496,496	
Accrued leave payments			1,479,868	1,479,868	1,479,868	
Total all funds	\$80,395,593	\$80,395,593	(\$687,830)	\$79,707,763	\$78,909,187	\$798,576
Less estimated income	<u>78,479,603</u>	<u>78,479,603</u>	<u>(682,075)</u>	<u>77,797,528</u>	<u>77,006,939</u>	<u>790,589</u>
General fund	\$1,915,990	\$1,915,990	(\$5,755)	\$1,910,235	\$1,902,248	\$7,987
FTE	250.76	250.76	0.00	250.76	250.76	0.00

Department No. 380 - Job Service North Dakota - Detail of Conference Committee Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total Conference Committee Changes
Salaries and wages	\$6,950	(\$694,780)	(\$1,479,868)	(\$2,167,698)
Operating expenses				
Capital assets				
Grants				
Workforce 20/20				
Reed Act - Computer modernization				
Federal stimulus funds				
Accrued leave payments			1,479,868	1,479,868

2 of 2

Total all funds	\$6,950	(\$694,780)	\$0	(\$687,830)
Less estimated income	6,881	(688,956)	0	(682,075)
General fund	\$69	(\$5,824)	\$0	(\$5,755)
FTE	0.00	0.00	0.00	0.00

¹ Funding is added due to a calculation error in the executive compensation package.

² This amendment adjusts the state employee compensation and benefits package as follows:

- Reduces the performance component from 3 to 5 percent per year to 3 to 5 percent for the first year of the biennium and 2 to 4 percent for the second year of the biennium.
- Reduces the market component from 2 to 4 percent per year to 1 to 2 percent per year for employees below the midpoint of their salary range.
- Reduces funding for retirement contribution increases to provide for a 1 percent state and 1 percent employee increase beginning in January 2014 and no increase in January 2015.

³ A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.

Date 4-17-13

Roll Call Vote # 1

2013 SENATE CONFERENCE COMMITTEE
ROLL CALL VOTES

BILL/RESOLUTION NO. SB 2016 as (re) engrossed

Senate Appropriations Committee

- Action Taken
- SENATE accede to House Amendments
 - SENATE accede to House Amendments and further amends
 - HOUSE recede from House amendments
 - HOUSE recede from House amendments and amends as follows
 - Unable to agree, recommends that the committee be discharged and a new committee be appointed

1248-1249

Motion Made by: Carlisle Seconded by: Martinson

Senators	4/17	4/20	4/23	Yes	No	Representatives	4/17	4/20	4/23	Yes	No
Brindberg	✓	✓		✓		Dosch	✓	✓		✓	
Carlisle	✓	✓		✓		Martinson	✓	✓		✓	
Warner	✓	✓		✓		Boe	✓	✓		✓	
Sinner											
Total Senate Vote				3		Total Rep. Vote				3	

Vote Count Yes: 6 No: 0 Absent: 0

Senate Carrier Brindberg House Carrier Dosch

LC Number 13.8166 . 01003 of amendment

LC Number 13.8166 . 01000 of engrossment

REPORT OF CONFERENCE COMMITTEE

SB 2016: Your conference committee (Sens. Grindberg, Carlisle, Warner and Reps. Dosch, Martinson, Boe) recommends that the **HOUSE RECEDE** from the House amendments as printed on SJ pages 1248-1249, adopt amendments as follows, and place SB 2016 on the Seventh order.

That the House recede from its amendments as printed on pages 1248 and 1249 of the Senate Journal and page 1331 and 1332 of the House Journal and that Senate Bill No. 2016 be amended as follows:

Page 1, replace line 12 with:

"Salaries and wages	\$35,270,584	\$953,694	\$36,224,278
Accrued leave payments	0	1,479,868	1,479,868"

Page 1, replace lines 20 through 23 with:

"Total all funds	\$70,496,698	\$9,211,065	\$79,707,763
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Total general fund	\$1,879,892	\$30,343	\$1,910,235
Full-time equivalent positions	261.76	(11.00)	250.76"

Re-number accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

Senate Bill No. 2016 - Job Service North Dakota - Conference Committee Action

	Executive Budget	Senate Version	Conference Committee Changes	Conference Committee Version	House Version	Comparison to House
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,167,698)	\$36,224,278	\$35,425,702	\$798,576
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Grants	8,850,497	8,850,497		8,850,497	8,850,497	
Workforce 20/20	1,541,924	1,541,924		1,541,924	1,541,924	
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000	12,407,000	
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Accrued leave payments			1,479,868	<u>1,479,868</u>	<u>1,479,868</u>	
Total all funds	\$80,395,593	\$80,395,593	(\$687,830)	\$79,707,763	\$78,909,187	\$798,576
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FTE	250.76	250.76	0.00	250.76	250.76	0.00

Department No. 380 - Job Service North Dakota - Detail of Conference Committee Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total Conference Committee Changes
Salaries and wages	\$6,950	(\$694,780)	(\$1,479,868)	(\$2,167,698)
Operating expenses				
Capital assets				
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Workforce 20/20				
Reed Act - Computer modernization				
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Accrued leave payments			1,479,868	1,479,868
Total all funds	\$6,950	(\$694,780)	\$0	(\$687,830)
Less estimated income	<u>6,881</u>	<u>(688,956)</u>	<u>0</u>	<u>(682,075)</u>
General fund	\$69	(\$5,824)	\$0	(\$5,755)

FTE	0.00	0.00	0.00	<input type="text" value="0.00"/>
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¹ Funding is added due to a calculation error in the executive compensation package.

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³ A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.

SB 2016 was placed on the Seventh order of business on the calendar.

2013 TESTIMONY

SB 2016

Senate Appropriations Testimony

January 11, 2013

Harvest Room

ND State Capitol



Presented by:
Maren Daley
Executive Director
Job Service North Dakota



Mr. Chairman and members of the Senate Appropriations Committee, my name is Maren Daley and I am the Executive Director of Job Service North Dakota.

Thank you for this opportunity to testify today and to ask for your support of Job Service North Dakota's 2013-15 biennium budget.

Meeting Our Challenges

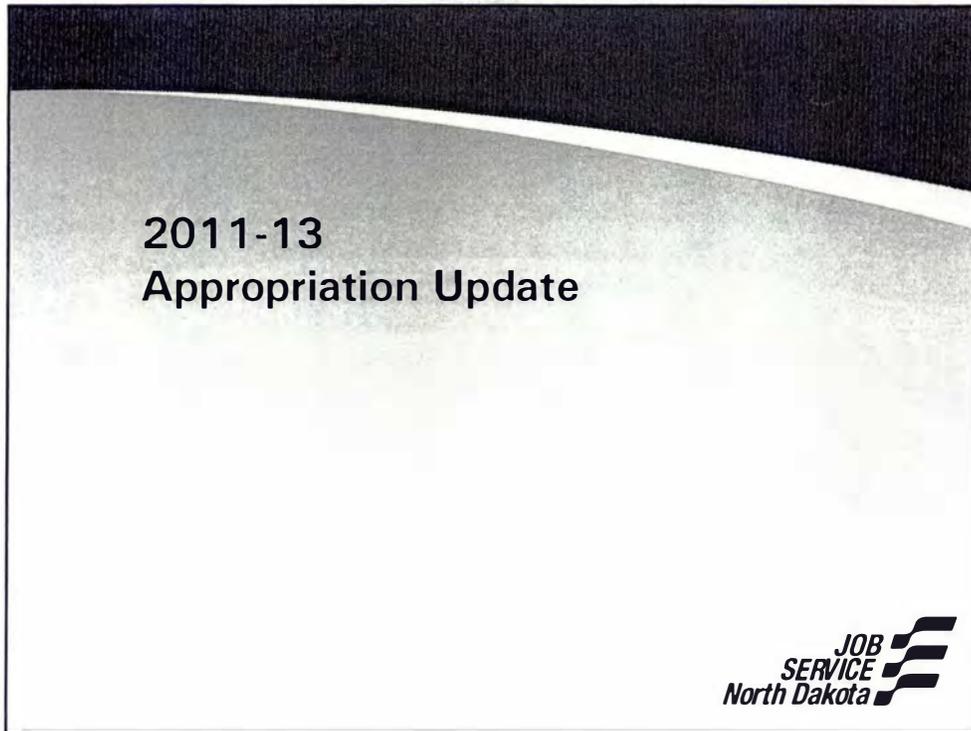
Prioritizing services based on demand.

Cross-training staff to work in areas in which they might not otherwise have worked.



Job Service North Dakota placed a great deal of emphasis on the growing demands on our agency as we developed our strategic plan for this year.

Job Service North Dakota's continued flat to declining funding has made it even more challenging to meet employer and job seeker workforce demands in response to North Dakota's booming economy.



Today's testimony addresses the information requested in Legislative Council's letter we received on behalf of Chairman Holmberg.

I'll start with an update of Job Service North Dakota's 2011-13 Appropriation including estimates of 2011-13 funding and the status of one-time funding items.

2011-13 At-a-Glance

	Appropriation	Projected Expenditures	Variance
Source:			
General Fund	1,894,292	1,894,292	0
Federal Funds	72,200,082	54,873,626	(17,326,456)
Special Funds	<u>516,724</u>	<u>119,861</u>	<u>(396,863)</u>
Total Funds	74,611,098	56,887,779	(17,723,319)
Expenditures:			
Salaries/Wages	35,384,984	32,584,471	(2,800,513)
Operating Exp.	13,698,670	11,776,232	(1,922,438)
Capital Assets	20,000	20,000	0
Grants/Benefits/Claims	10,076,284	10,076,284	0
Workforce 20/20	1,531,160	1,531,160	0
Reed Act*	12,400,000	0	(12,400,000)
UI Special Admin*	<u>1,500,000</u>	<u>370,065</u>	<u>(1,129,935)</u>
Total	74,611,098	56,887,779	(17,723,319)

*One-time funding.



This slide shows Job Service North Dakota's 2011-13 biennium budget.

Job Service projects to expend \$56.89 million or \$17.22 million less than the appropriated \$74.61 million. The significant variances are shown above.

Salaries and Wages

Appropriation	\$ 35,384,984
Projected Expenditure	<u>(32,584,471)</u>
Variance	\$ 2,800,513

Workforce Investment Act and other funding cuts eliminated:

- Staffing – 11 FTEs
 - 6 FTEs – Accepted voluntary separation in 2011
 - We will continue to look at not filling vacancies as they arise in anticipation of funding cuts.



Job Service spent \$2.8 million less in salaries and wages than what was appropriated due to reduced federal funding and the absorption of five percent legislative pay raises.

The variance was addressed by:

- Offering a voluntary separation in June 2011. A total of 6 employees accepted this option. These positions have not been filled since the separations and duties have been absorbed by current staff.
- Holding vacancies as they opened.
- Exercising diligent expense control.
- Scaling back processes, reports, and updates or putting them on hold as a result of reduced staffing.

The U.S. Department of Labor cut Workforce Investment Act (WIA) funding to the states in order to retain funds for national competitive innovation grants .

Overall, Workforce Investment Act funding was reduced by \$1.5 million for the 2011-13 biennium. Of that, \$1.1 million was a reduction in WIA statewide activities. \$400,000 was a reduction of rapid response and local activities.

WIA statewide activities funding for the prior biennium was \$1.5 million. In the current biennium, WIA funding was reduced by 66 percent to \$400,000. This limited funding placed a heavy burden on all the states including North Dakota.

Statewide activities include such things as:

- Maintaining our online labor exchange and case management system
- Data validation (internal audit of program activities)
- Monitoring (following policy and procedure)
- Generating performance reports
- Program compliance and improvement reports
- Maintaining our Eligible Training Provider list

WIA statewide activities reduced or eliminated included:

\$613,000 – Statewide Other activities

- Staffing – Job Service reduced 6 FTEs and we will continue to look at not filling vacancies as they arise in anticipation of funding cuts.
- Local offices are now monitored in a staggered fashion and as-needed rather than annually.
- Reports are not run as often to save staff time.
- Local office staff now assist with supporting management information system activities.
- Plans to make ND Eligible Training Provider list more user-friendly were put on hold.

\$350,000 – Governor’s set-aside for innovation grants

\$137,000 – Workforce Investment Board expenses (Reduction from \$212,000 to \$75,000 for the biennium)

- Workforce Development Council functions transitioned from the ND Department of Commerce to Job Service. Job Service North Dakota’s Customer Service Area Director, Susan Gunsch, took over that role in September 2011 and assumed all Council Director responsibilities.
- Reduced in-person meetings from 4 times/year to 1 time/yr to save on travel expenses. Remaining three meetings are conducted via teleconference.
- Director and member-travel for educational or program-related purposes was eliminated.
- No longer hold biennial strategic workforce retreat that brought workforce stakeholders and legislators together.
- The Council will not hold strategic retreat as long as statewide fund remains at five percent.

Operating Expenses

Appropriation	\$13,698,670
Projected Expenditure	<u>(11,776,232)</u>
Variance	\$ 1,922,438

Job Service North Dakota controls expenses in a very conservative manner.

- We expect that flat to declining funding will continue.
- Looming sequestration adds to the uncertainty.



Job Service North Dakota's funding in recent years has been uncertain due to budget constraints in Washington, DC.

We continue to operate with an "is this expense necessary" attitude knowing that our funds can be reduced at any time and knowing that we have a mission to help meet the workforce needs of the state. It's a delicate balance. Strategic planning is critically important as we cannot afford missteps.

It's because of this type of conservative attitude that Job Service North Dakota has a \$1.9 million variance in operating expenses. We have trimmed costs in many areas including:

- Travel
- Postage
- Memberships and conference expenses
- Supplies
- Data processing services
- And more.

Reed Act One-Time Funding

Appropriation	\$12,400,000
Projected Expenditure	(0)
Variance	\$ 12,400,000

Reed Act funds were appropriated for the unemployment insurance modernization consortium project (WyCAN) which is underway.

Job Service is requesting that these funds be appropriated in the 2013-15 biennium request.



The \$12.4 million in one-time Reed Act funds are funds that were appropriated for the build phase of the unemployment insurance modernization consortium project (WyCAN) which is underway. A continued appropriation of these one-time funds is requested in the 2013-15 biennium as the project continues.

Current expenses for the modernization project are being supported by Unemployment Insurance Special Administrative funds and consortium funding provided by the U.S. Department of Labor.

The Reed Act funds represent the U.S. Department of Labor's efforts to assist in the replacement of antiquated unemployment insurance technology. These funds have strict expenditure guidelines and are proving to be an invaluable source of funds in an environment of declining federal funding.

The Department of Labor has a strong interest in all states modernizing their technology systems, but funding system replacements for all states is not feasible. They have provided direction noting that future U.S. Department of Labor-system funding will be prioritized to states that work in partnership with other states as it relates to system replacement.

These partnerships, or consortiums, reduce individual states' costs through economies of scale. Approximately 12 states have moved forward with consortium efforts while the remaining states are using a combination of Reed Act funds, state borrowing/bonding, state general funds, and employer surcharges to fund their system modernization projects.

North Dakota is in a consortium with Wyoming, Colorado, and Arizona to develop a modernized unemployment insurance system. The U.S. Department of Labor has provided our consortium with funding in two phases:

Phase 1 – \$18 million for feasibility planning and requirements development
Phase 2 – \$72 million for system development

Phase 1 is complete and Phase 2 is underway with current activities focused on selecting a vendor for system development. The funds provided within Phases 1 and 2 appear to be sufficient to cover the costs of development, but a number of costs must be covered by each state individually as the modernized system is implemented. It is these individual state costs that will be covered by the Reed Act funds within our appropriation.

Individual state costs include such things as data conversion and state-specific system interface development. These items are significant, high-cost projects and the availability of federal Reed Act funds is a critical component in the success of the overall system replacement project and will ultimately reduce the chance of funding shortages or the need to ask for a state investment.

Special Administrative

Appropriation	\$ 1,500,000
Projected Expenditure	<u>(370,065)</u>
Variance	\$ 1,129,935

- Provided by the U.S. Department of Labor to help address workload increases associated with the national recession.

\$1,500,000 appropriated

\$866,561	Received
<u>(370,065)</u>	Projected to expend
\$496,496	Remaining

- Request \$496,496 to be carried over to 2013-15.



The Unemployment Insurance Special Administrative funds noted within our 2011-13 appropriation are funds provided by the U.S. Department of Labor to help Job Service North Dakota process the workload increases associated with the national recession that began in 2008.

The Legislature appropriated \$1.5 million for the 2011-13 biennium. We received \$866,561 and project to expend \$370,065 of this amount. Job Service North Dakota is requesting that the remaining \$496,496 be carried over into the 2013-15 biennium.

While North Dakota has not faced the same level of challenges as other states as it relates to high unemployment rates, the great expansion of the North Dakota economy has proven to be a workload generator that has exceeded all expectations.

North Dakota's employment growth has led to increased workloads within the Unemployment Insurance program. New employer registrations and determinations are up. The number of unemployment insurance claims – including out-of-state claims – and appeals, are up. And the administrative work surrounding each of these activities has increased as well.

The stresses on staffing levels resulting from these workload increases would have been – and would continue to be – impossible to accommodate without additional funding. The Unemployment Insurance Special Administrative funds have provided the safety net necessary to cover the costs of temporary staffing to process the additional workload without requesting state funding assistance or reducing our level of service to unacceptable levels.

Agency Challenges

Flat to Declining Funding Forces Tough Choices

Despite our tight expense control efforts, Job Service North Dakota faces further federal funding cuts and inflationary expenses continue to grow.

Functions

- Prioritized
- Streamline processes
- Shift responsibilities
- Put projects on hold

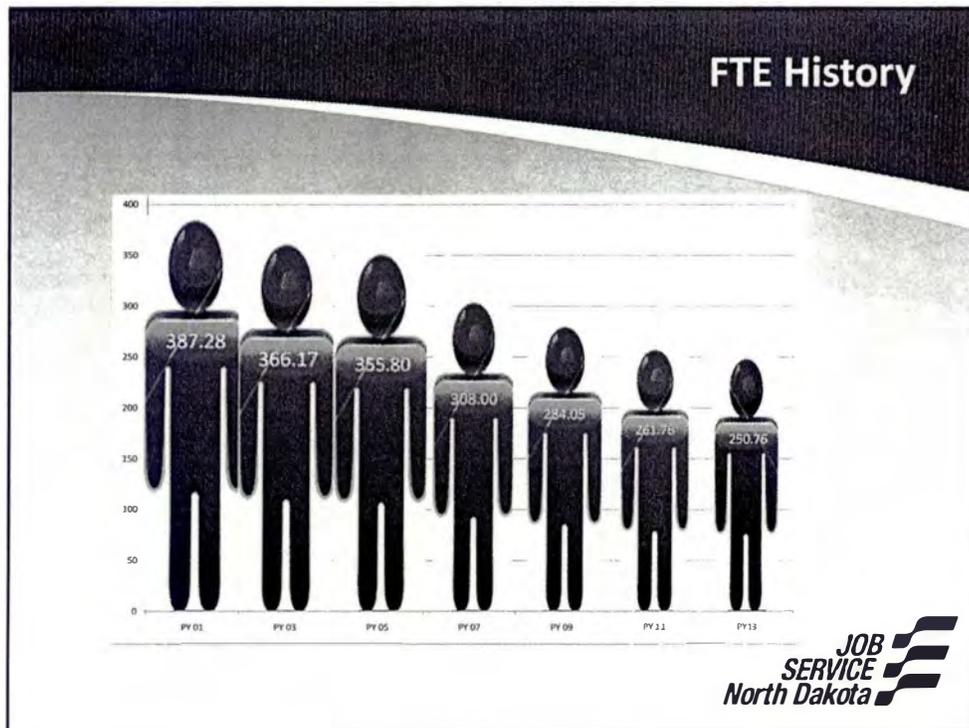


Job Service North Dakota continues to face declining funding which forces our agency to make tough choices. Despite our tight expense control efforts, inflationary expenses continue to grow.

This affects the way we do business and the number of FTEs we can support.

We have made prioritizing employees' workloads a part of our strategic plan. What worked last year or the year before, may no longer be feasible. Staff in all areas of the agency are prioritizing their workloads and the customer services they provide in order to meet the greatest customer demands.

Processes have also been streamlined whenever and wherever possible. Responsibilities have been shifted and or absorbed by other staff throughout the agency, and some projects have simply been put on hold (Ex. More user-friendly ND Eligible Training Provider list).



This slide illustrates the effect flat to declining funding has had on Job Service North Dakota's FTEs since PY 01.

By the Numbers

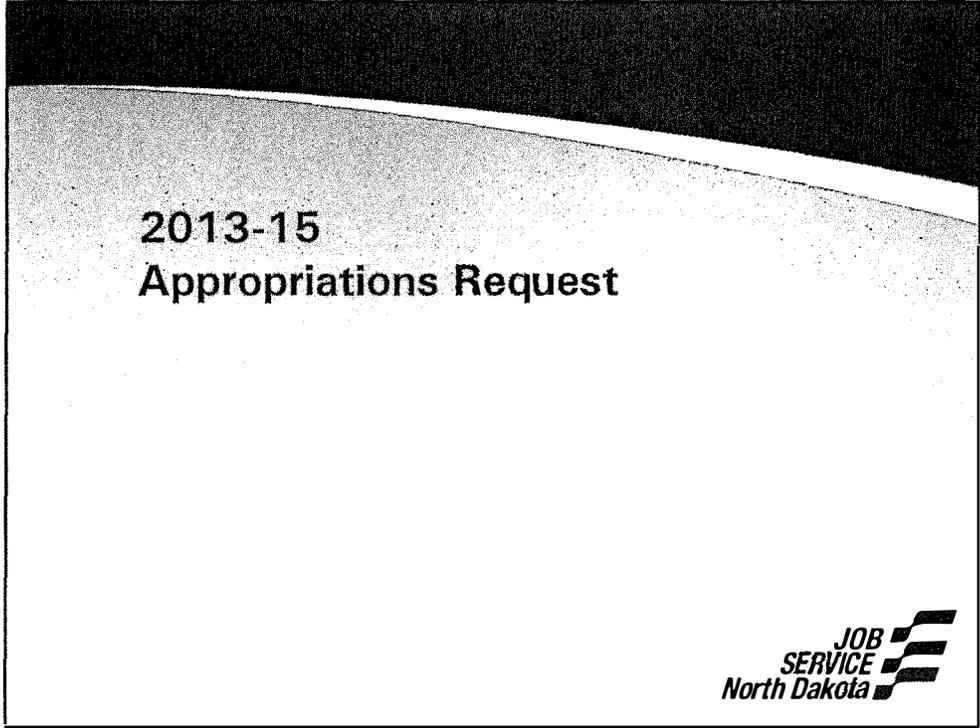
- PY 01 – 387.28
- >21.11
- PY 03 – 366.17
- >10.37
- PY 05 – 355.80
- >47.80
- PY 07 – 308.00
- >23.95
- PY 09 – 284.05
- >22.29
- PY 11 – 261.76
- >11.00
- PY 13 – 250.76

Total FTE Reduction: 136.52 over 12 years

Staffing and benefit costs continue to increase. Job Service North Dakota does not receive any additional funding or inflationary adjustments to cover these expenses.

Last biennium, \$35 million was appropriated for 261.76 FTEs. This biennium, our FTEs have been reduced by 11 but the cost is higher at \$38 million due to the state compensation package and benefits.

As the federal funds continue to be flat to declining and the costs per employee continue to increase, Job Service North Dakota's difficult decision of reducing FTEs has become a reality.



The 2013-15 Appropriations Request was the next item the Committee requested.

2013-15 Appropriation

	Base Level	Adjustments or Enhancements	Appropriation
Salaries/Wages	\$35,270,584	\$3,121,392	\$38,391,976
Operating Expenses	13,698,670	4,989,030	18,687,700
Capital Assets	20,000	0	20,000
Grants	7,576,284	1,274,213	8,850,497
Workforce 20/20	1,531,160	10,764	1,541,924
Reed Act	12,400,000	7,000	12,407,000
Federal Stimulus	0	496,496	496,496
Total	\$70,496,698	\$9,898,895	\$80,395,593
Less Est. Income	<u>68,616,806</u>	<u>9,862,797</u>	<u>78,479,603</u>
Total Gen. Fund	\$1,879,892	\$36,098	\$1,915,990
FTEs	261.76	(11.00)	250.76



This slide outlines Job Service North Dakota's 2013-15 Appropriation.

\$3.1 Million Compensation package – Not funded.

As you can see, there is a \$3.1 million adjustment in the salaries and wages line item for the statewide compensation package. Job Service North Dakota does not receive federal or state funding to cover this increase, yet we must pay fairly and reasonably to retain critical staff.

\$4.9 mil Operating expenses – WyCAN funded by USDOL

\$4.9 million in the operating expenses line item is funding from the U.S. Department of Labor for the unemployment insurance modernization project (WyCAN consortium).

\$1.2 M (SkillBuildND)

\$1.2 million is funding from the U.S. Department of Labor for SkillBuildND, a demonstration grant to help train workers for jobs in the oil industry and building trades. This grant targets population sectors with higher unemployment challenges.

Budget Shortfall

2013-15 Compensation Increases	(\$3,121,392)
Expected federal funding cuts	<u>(1,600,000)</u>
	(\$4,721,392)

What Does This Mean?

- Job Service will carefully assess vacancies as they arise.
- Most cuts have come through staffing.
- Try to handle funding reductions through attrition rather than through reductions in force.



This slide shows how Job Service North Dakota's budget falls short by \$4.72 million.

The increase in salaries, wages, and benefits in the Governor's budget accounts for \$3.1 million. Job Service North Dakota does not receive funding from the state for the compensation package.

\$1.6 M is the reduction we expect to see as a result of either sequestration or domestic discretionary federal budget cuts:

\$700,000 in Workforce Programs

\$900,000 in the Unemployment Insurance program.

What does this mean to Job Service North Dakota?

- Job Service will not fill vacancies
- Further reductions will likely come through staff reductions

General Fund Request

Workforce 20/20

Job Service requests a continued General Fund appropriation of \$1,541,924.

- Designed to help employers stay competitive in today's technologically advanced global economy through employee skill training.
- Economic uncertainty due to recession affected ND manufacturers.
- Businesses were challenged to fill positions when the unemployment rate was low and the labor participation rate was high; Employers understand the importance of retention.
- Program used for efficiency training and cross training to allow companies to keep existing employees and avoid layoffs due to decreased product demand.
- The state recovers program investment in 10-11 months.
- Program trainees stay in North Dakota and gain skills our state's employers need to remain competitive.



You each have a copy of the most recent Workforce 20/20 Biennium Report in your handouts which I invite you to review at your convenience.

Job Service North Dakota is requesting a General Fund appropriation of \$ 1,541,924 to continue the Workforce 20/20 program.

The Workforce 20/20 program is a state-funded training program designed to help employers remain competitive in today's technologically advanced global economy. It's a useful tool to attract employers to North Dakota and help employers retain employees.

The Workforce 20/20 program has weathered many economic environments since its inception in 1991. The 2009-11 biennium, which our biennium report covers, shows:

- The number of businesses in North Dakota increased by 2,294.
- Average annual wages increased by 16.1 percent.

North Dakota also continued to have the lowest unemployment rate in the nation. At the same time, however, the nationwide recession occurring outside our state's borders created economic uncertainty for North Dakota manufacturers – many hurt by the national and global recession.

Many companies that participated in Workforce 20/20 used the program for efficiency training (lean manufacturing/productivity) and cross training (aluminum/advanced welding) to allow the companies to keep existing employees and avoid layoffs due to decreased demand for products.

We attribute the slightly smaller average hourly wage increases trainees earned during this biennium to:

- Economic uncertainty
- The ways in which the program was used (such as for entry level positions which tend to pay less), and
- Lower average wages over the biennium due to wage freezes.

Program trainees who were retained one year after training in the manufacturing sector received an hourly wage increase averaging 7.19 percent. In all past bienniums, Workforce 20/20 trainees had always exceeded the statewide wage rate increases in the manufacturing sector.

During the 2009-11 biennium, the Workforce 20/20 program invested an average of \$706 per trainee while employers in-kind contributions per trainee average \$2,390. It takes the state approximately 10 to 11 months to recover the \$706 Workforce 20/20 investment through state income tax withholdings attributable to wage increases from employees who received training.

General Fund Request

New Jobs Training

- Helps new or expanding primary-sector businesses secure funding for worker education and training.
- Employers may qualify if they are creating new, high-wage jobs by relocating to ND or expanding current operations in the state.
- Businesses secure funding for education and training through loans, grants, or self-financing options.
- State income tax withholdings generated from newly-created full-time positions are captured and remitted to repay loans, grants, or self-financing.
- 876 – Proposed new jobs employers filled in 2009-11 biennium.
- 70% – Trainees still employed after initial training period.
- \$25,503 – Avg. annual pre-New Jobs Training salary
- \$37,407 – Avg. annual salary 1 yr. after program training



You each have a New Jobs Training report in your handouts.

The New Jobs Training program is a state-funded workforce training program that provides worker education and training specifically required for jobs in new or expanding primary-sector businesses.

Primary-sector businesses must meet certain criteria to qualify for the program. They must be:

- Locating to North Dakota or previously had no presence in the state, or
- Expanding operations in the state by at least five positions.

Businesses secure funding for education and training through loans, grants, or self-financing options. State income tax withholdings generated from newly-created full-time positions are captured and remitted back to repay loans, grants, or business self-financing.

Employers have up to ten years from the effective date of the New Jobs Training agreement to claim the North Dakota income tax withholding credit.

Employers filled 876 proposed new job positions. Program participants earned an average salary of \$25,503 prior to training. One year after training, program participants earned an average annual salary of \$37,407 (47% increase).

General Fund Request

jobsnd.com Job Spidering

Job Service requests a General Fund appropriation of \$300,000.

- Enables Job Service to be a more valuable resource for job seekers, employers, economic developers, and other partners.
- Online tool that gathers job listings from a variety of sources.
- Enables Job Service to post over 90% of North Dakota's job openings on a single website.
- Helps attract more job seekers to jobsnd.com.
- Gives employers a larger talent pool from which to hire.
- 21,153 – Average monthly job postings in 2012.



Job Spidering

Job spidering is an invaluable tool which has enabled Job Service North Dakota to become an even stronger resource for workforce intelligence and to provide a real-time picture of labor market activity in the state.

The legislature appropriated state funds for Job Spidering in 2007 and 2011 and appropriated federal stimulus funds in 2009 helping make jobsnd.com the premier labor exchange website in North Dakota. Job Service North Dakota requests a General Fund appropriation of \$300,000 for job spidering for the 2013-15 biennium.

Job Service North Dakota uses job spidering to search a variety of sources for job listings. Once the listings are gathered, they are posted and can be searched on jobsnd.com. Job spidering enables our agency to aggregate and post more than 92 percent of all the job openings in our state.

The number of job openings posted online at jobsnd.com in 2012 averaged 21,153 per month. At a time when North Dakota is booming and employers are in such great need of employees, this tool is essential.

Not only does job spidering help attract job seekers to good jobs in our state, it gives our employers – who need employees – a larger pool of talent from which to hire.

Job Orders Listed in 2012

Internal Job Orders	90,381	36%
Spidered Job Orders	163,458	64%
Total Job Orders	253,839	

Online Job Openings Report

The Job Service North Dakota Labor Market Information Center developed the *Online Job Openings Report* in June 2011. This monthly report is one of our most useful and sought-after publications to date. Between June 2011 and Dec. 2012, the Online Job Openings Report was viewed more than 47,000 times (nearly 2,500 views per month).

The *Online Job Openings Report* is a compilation of valuable information on job postings and résumé activity, and provides real-time supply-demand statistics for different areas of the state.

In each of your handouts, you will find a copy of the most recent *Online Job Openings Report*, with instructions on how to access this web-exclusive publication.

The *Online Job Openings Report*:

1. Shows the occupational distribution of company job openings.
2. Can be used to show trends related to:
 - STEM**
 - Business and Finance Operations
 - Computer and Mathematical
 - Architecture and Engineering
 - Healthcare**
 - Practitioners and Technical
 - Healthcare Support
 - Energy**
 - Construction and Extraction
 - Transportation and Material Moving
3. Shows the distribution of job seekers who posted résumés on jobsnd.com.
 - In-state vs. out-of-state
 - Geographic distribution of in-state résumés by county
4. Shows the difference in occupational group within which in-state vs. out-of-state job seekers look for work.
 - In-state often look for jobs in Office and Administrative Support
 - Out-of-state tend to apply for jobs in Construction and Extraction & Transportation and Material Moving
5. Shows visually the geographic breakdown, by county, of supply/demand rates (unemployed per job opening).

Agency Overview

Job Service North Dakota is the state's workforce agency.

- Administer several federal and state employment programs
- Administer the unemployment insurance program
- Provide critical labor market information
- Deliver workforce training and reemployment services
- Provide services to targeted workforce sectors.



Job Service North Dakota is North Dakota's workforce agency. Our agency provides an effective means for employers and job seekers to connect with each other.

Job Service North Dakota :

- Administers state and federal employment programs
- Administers the unemployment insurance program
- Provides labor market information
- Delivers workforce training and reemployment services
- Provides services to targeted workforce sectors.



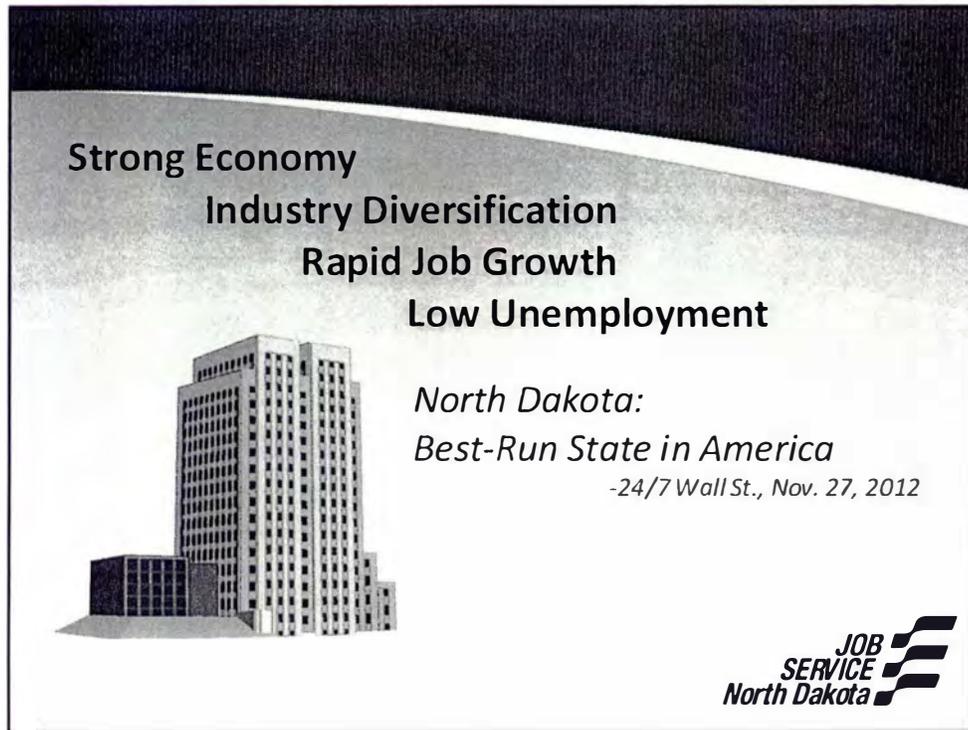
Vision:
Job Service North Dakota strengthens the economy of North Dakota as a strategic partner in the delivery of workforce services.

Mission:
Provide customer-focused services to meet the current and emerging workforce needs of the state.

Our vision is to strengthen the economy of North Dakota as a strategic partner in the delivery of workforce services.

And it's our mission to "provide customer-focused services to meet the current and emerging workforce needs of the state."

Job Service North Dakota has been working diligently to fulfill our mission as our state's workforce needs have grown by leaps and bounds over the last two years.



There are several reasons for the increased intensity at Job Service North Dakota.

Our state has a strong economy, we have industry diversification, rapid job growth, and low unemployment. As the Governor said in his 2013 State of the State Address, "Our great progress is allowing North Dakotans to stay close to home and it's attracting people from other states. . . . Since 2000, we've added more than 60,000 new jobs while much of the nation has lost jobs. . . ."

24/7 Wall St. conducted a nationwide survey of each state's financial health, standard of living, and state government services. Based on this survey, North Dakota was named the "Best-Run State in America." This survey showed that employment is closely related to how well a state is managed. Job Service North Dakota's commitment to being a strategic partner in the delivery of workforce services – including employment services – contributed to North Dakota's top ranking.

North Dakota has many positive qualities that are attractive to businesses and job seekers alike. It is these same qualities that have challenged Job Service North Dakota to a degree that has not been experienced before.

Agency Challenges

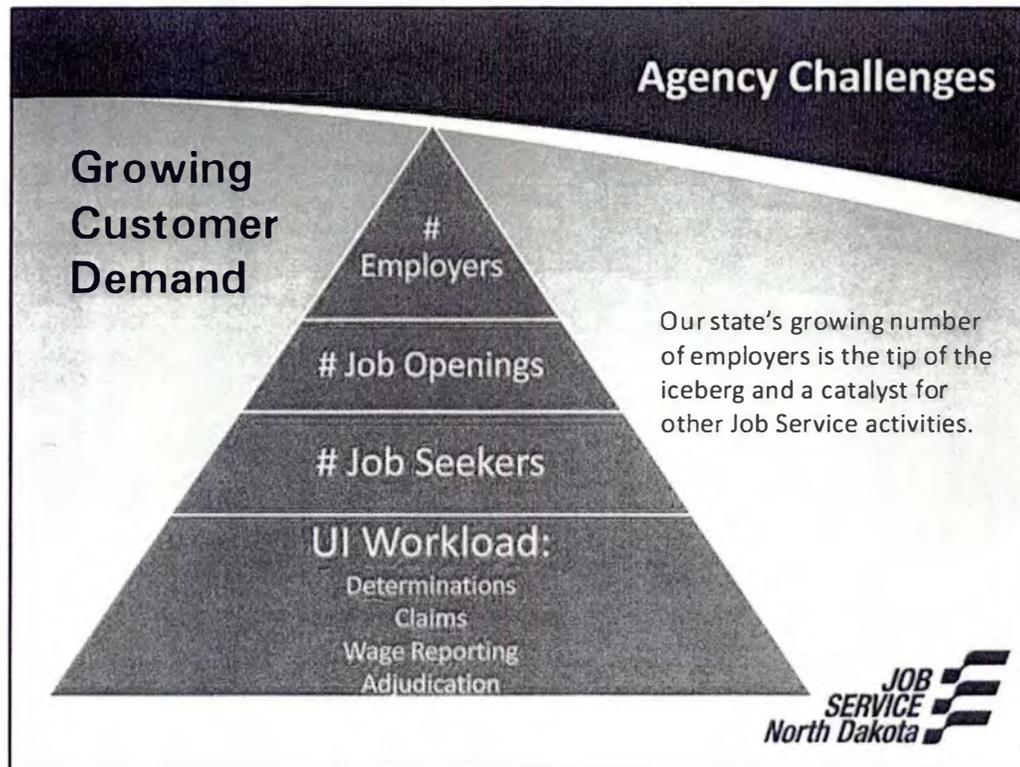
**Need Growing,
Resources Declining**

Employers	Economic Developers
Job Seekers	Elected Officials
Claimants	General Public
Veterans	

JOB SERVICE North Dakota 

In addition to federal funding cuts, Job Service faces challenges relating to increased customer demand.

Our agency is serving more customers than ever before – and not just on the western side of the state.



Job Service North Dakota has seen a tremendous increase in customer demand for services since last session. The reason is simple – more employers. In 2005, North Dakota had 19,594 employers. Today, we have nearly 23,000.

Employer growth is just the tip of the iceberg and catalyst for other Job Service activities.

Job Openings

Employers have been hiring steadily over the last two years and have posted more jobs openings online at jobsnd.com than ever before. In December 2012, we had 19,863 online job openings. That number is down from our state's all-time high of 24,059 job openings in April 2012, but it's nearly double the number posted in January 2011. (93% increase)

Approximately one-third of North Dakota's job openings are in oil-producing counties. The remainder are in the balance of the state across a multitude of industries.

Job Seekers

Our agency is serving more job seekers than ever before – online and at the local offices.

Williston Office Daily Visits	Low	High	Daily Avg.
2011	68	116	87
2012	68	173	119

The Williston office saw as many as 3,752 customers during March 2012.

In Dec. 2012, an average of 237 customers came through the Fargo office each day with more than 1,400 customers visiting during the busiest week of the month

Job Fairs

Job fairs are an important way Job Service North Dakota helps connect job seekers and employers. They save employers time, money, and get employees into the workforce more quickly. Employers have been extremely pleased with the results of the job fairs and request additional job fairs as they need employees.

Job Service North Dakota hosted or had a part in 85 job fairs in 2011. That number doubled to 169 statewide in 2012.

Employers continue to find success using our services and return for assistance as needed.

Agency Challenges

Unemployment Insurance Activity

North Dakota's strong economy and attractive workforce climate have provided their own challenges for the unemployment insurance area.

- Increased claims volume
- Emergency Unemployment Compensation extensions
- Greater need for rapid reemployment efforts



North Dakota's unemployment rate has consistently been the lowest in the nation. It might be assumed that the number of unemployment insurance claims would be correspondingly low, but that is not the case in North Dakota right now.

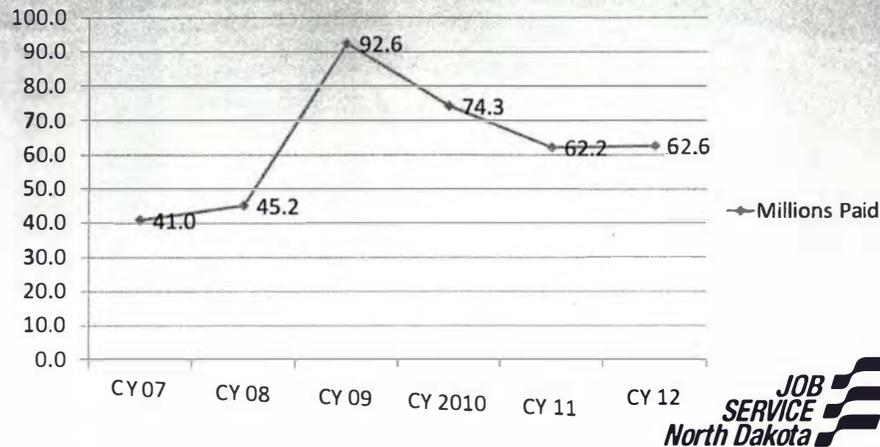
In fact, North Dakota's strong economy and attractive workforce climate have provided their own challenges for our unemployment insurance area. The unemployment insurance area continues to see a high volume of work that grows each day and is spread across all units – from the claims center, to the tax and field services section, to benefits and payment control, to appeals.

Increased Claims Volume:

- Total claims – Increased 67.42 percent since 2007.
- Out-of-state claims increased 184.12 percent since 2007.
- Out-of-state addresses make up 10 percent of all claims, but provide 38 percent of all adjudication issues.
- 52 percent of all eligibility issues come from claimants with out-of-state addresses.

Agency Challenges

Unemployment Insurance Benefits Paid



Job Service North Dakota has seen the amount of regular unemployment insurance benefits paid increase since 2007.

In 2007, Job Service paid \$41 million in benefits. North Dakota began to feel the effects of the national recession in 2008, and benefits paid in 2009 spiked at \$92.6 million. At that time, employers were doing what they could to retain employees including doing partial layoffs.

Regular Unemployment Insurance Benefits Paid

CY 2007 – \$41.0 million (*prior to national recession*)

CY 2008 – \$45.2 million (*recession impacted ND beginning in Sept 2008*)

CY 2009 – \$92.6 million (*recession peak in ND*)

CY 2010 – \$74.3 million

CY 2011 – \$62.2 million

CY 2012 – \$62.6 million

2013 Unemployment Insurance Tax Rates

- Solvent unemployment insurance trust fund
- 2013 rates range from 0.17 to 9.78 percent
2012 rates ranged from 0.20 to 9.91 percent
- Average tax rate – 1.18 percent
- 63 percent will receive the lowest rate – 0.17 percent
- Taxable wage base – \$31,800



I'm happy to report that North Dakota's unemployment insurance trust fund remains strong. While other states faced high unemployment and depleted their trust funds, North Dakota's unemployment insurance trust fund balance has grown over the past year.

Employers will begin to see lower unemployment insurance tax rates in 2013. The 2013 tax rate will range from 0.17 percent to 9.78 percent compared to the 2012 schedule which ranged from 0.20 percent to 9.91 percent. The new 2013 rates will help us maintain a stable tax environment for employers while providing an overall reduction in rates and an adequate reserve to pay benefits.

North Dakota has seen tremendous growth in employment and wages over the past year. Higher wage pressures have driven up the taxable wage base on which unemployment insurance taxes are charged. The new taxable wage base is \$31,800 up from \$22,100 five years ago (2008). However, our state's unemployment insurance trust fund solvency enabled us to marginally reduce 2013 tax rates and help offset the increased costs from the higher taxable wage base.



Today's testimony focused on the status of Job Service's 2011-13 budget, our 2013-15 biennium needs, and the changes we expect in federal funding.

I'd also like to share some customer experiences with you that reflect the hard work Job Service staff do every day to help our customers.



Employer Perspective

From: Davis, Phillip N.
Sent: Monday, November 26, 2012 1:39 PM
To: Daley, Maren L.; Gunsch, Susan H.; Reitmeier, Keith E.
Subject: HA Thompson and Sons

Maren/Susan/Keith,

I was asked by the Bismarck Rotary Club to speak at their breakfast meeting this AM, it was a fun time and no hard questions to answer. I gave them the ABCs of JSND, UI rates, OJOR info, office traffic/demographics, oil patch happenings and its influence on Bismarck/Mandan, etc.

After the meeting was over Mr. Mark Thompson, owner of HA Thompson, came up to me and thanked me for what we do for his company on a statewide basis. He pointed out how they have hired eight of their last 11 HVAC technicians by using our website. Five of those are now working in the Bobcat Gwinner plant where HA has the HVAC contract. He told me they are paying their technicians close to \$24 an hour and the supervisors are making 70-80K per year. Mark also mentioned that 10-12 years ago he did not want anything to do with Job Service North Dakota and how we really have turned our agency around and are a huge factor in meeting the needs of employers. He said back when Job Service North Dakota would screen applicants and send the top candidates was a nightmare for his company...we both chuckled on that one.

Bottom line is he is very thankful for our services, just wanted to pass that along. I also told him how much I appreciate their willingness to get out to our offices as quick as they do and get our AC or heat working in the Dickinson, Minot, and Williston offices.

Phil



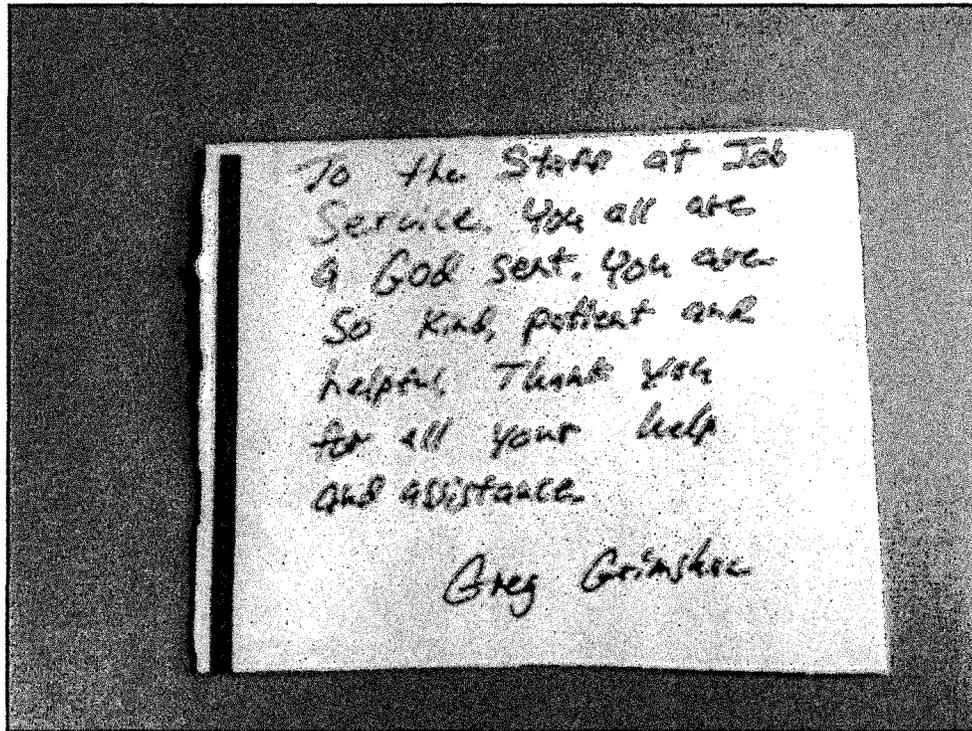
This is an email Phil Davis sent to me in November about a visit he had with Mark Thompson of HA Thompson and Sons.

Mr. Thompson expressed his thanks for what Job Service does on a statewide basis. His company used our website, jobsnd.com, to hire eight of their last 11 HVAC technicians. He also indicated that several years ago they did not want to use our services – not an easy message to hear – but he goes on to thank Job Service and indicated that our agency is a huge factor in meeting his needs.



This “thank you” was dropped off at the Williston Job Service office in August from one of our many happy customers.

This is just one of many thank-you(s) we receive either in person, by email, or in one case, . . .



on the back of a FedEx envelope.

The Job Service staff continue to step up to the plate to help our customers in any way they can to help them get a job or find employees.

Job Seeker Perspective

August 29, 2012

Dear Cindy,

I am writing this letter because EVERY member of your staff in the job service office deserves a pat on the back – daily. I was first exposed to the positive and gracious demeanor of your staff back in January of 2012. I spent a week here then looking for work before returning back to Alaska. I have now been in Williston the past week and have reasons to write this letter to you.

I have seen your staff subjected to the vastest array of people. Some are extremely callous and insensitive. Most are just concerned and intent on improving their situations. However, your staff has continued to impress me every day and every minute as I see the atmosphere they are subjected to. So kudos goes out to you and your staff.

More importantly though is the efficient web site that North Dakota has for it's job search engine. I have been so frustrated by the state job service sites in the states of Illinois and Alaska. Both states I have shared my life in these past 50 years. The ndjobs.com site is the state of the art site all the states should emulate. The ease and proficiency makes a grueling task very efficient and actually pleasurable. Most importantly is the confidence that when the submit button is pushed the prospective employer has the application and résumé of the prospective employee.

Sincere thanks;
Bret G



Cindy Sanford, our Williston office manager, received this letter from a customer who first visited the Williston Job Service office one year ago.

I invite you to read the letter in its entirety at your convenience, but would like to point out a couple of things that Bret wrote:

- “Your staff has continued to impress me ever day”
- “More importantly though is the efficient web site that North Dakota has for it’s job search engine. . . . Most importantly is the confidence that when the submit button is pushed the prospective employer has the application and résumé of the prospective employee.”



These next two slides show photos taken in the Williston office. As you can see, it's "standing room only."





You never know who might stop in at Job Service North Dakota to look for a job.



And lastly, you never know who might stop in to a Job Service office to look for a job.

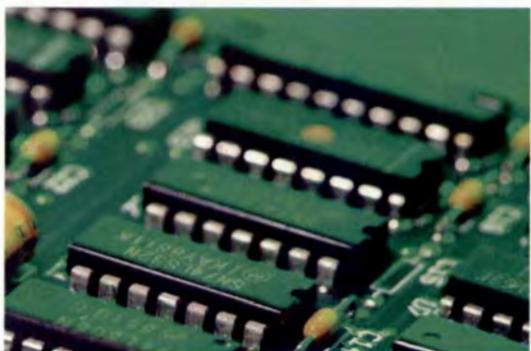
Top Left: Larry the Cable Guy and Williston Job Service Office Manager, Cindy Sanford.

Bottom Right: Jeremy Huschka, Customer Service Representative, helping Larry look for a job.



WORKFORCE 20/20

Biennium Report
July 2009 – June 2011



Prepared by Job Service North Dakota
October 31, 2012

Overview

The North Dakota legislative assembly enacted the Workforce 2000 Training Program in 1991 to help North Dakota employers train and upgrade their workers' skills. This state-funded training program was renamed Workforce 20/20 in 2005 and is designed to fill gaps left by federally-funded training programs that generally target long-term unemployed individuals, dislocated workers, and other disadvantaged groups.

Over the past twenty years, rapid advances in technology, global competition, and the introduction of new work methods have placed an ever-increasing burden on North Dakota's employers to employ more highly-skilled workers. Workforce 20/20 grants give employers access to training programs that can help keep their businesses competitive in today's technologically advanced and global economy.

Workforce 20/20 funding assistance is available to help upgrade current workers' skills when new technologies and new production work methods are introduced. Companies that are expanding or locating to our state can receive new employee training assistance. The objective of Workforce 20/20 is to help communities attract and retain businesses and make North Dakota a better place to work, live, and do business.

The 2009-2011 Biennium in Review

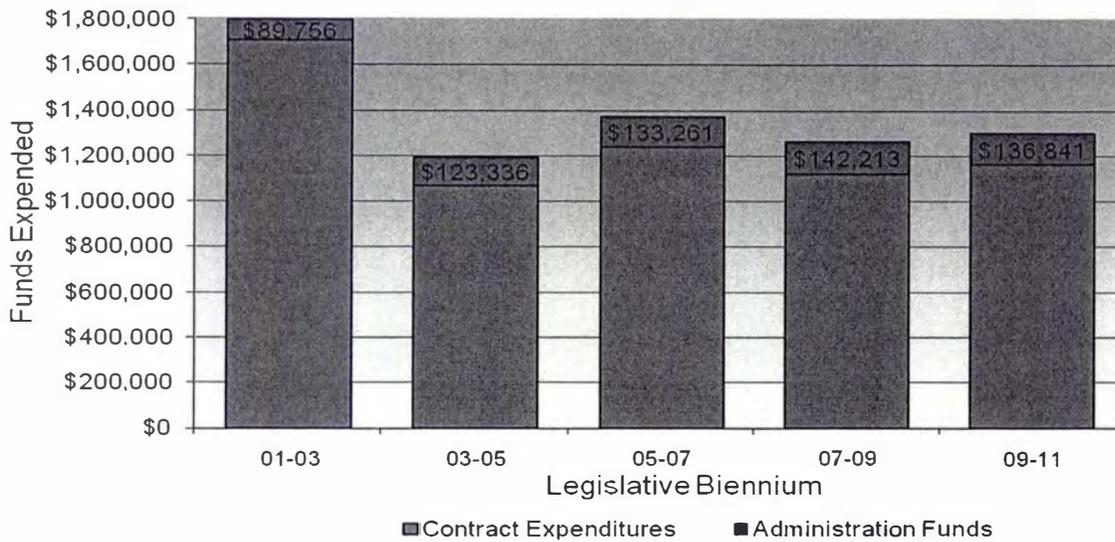
North Dakota's economy was influenced by several economic factors during the 2009-11 biennium:

- The number of private business establishments increased by 2,294 to 27,368.
- Total annual North Dakota wages increased by 25.4 percent from \$12.6 billion to \$15.8 billion.
- The average annual wage increased by 16.1 percent from \$35,970 to \$41,778.
- The seasonally-adjusted unemployment rate ranged from 4.2 percent in July 2009 to 3.8 percent in June 2011. The national unemployment rate ranged from 9.4 percent in July 2009 to 9.0 percent in June 2011.

North Dakota's economy enjoyed unprecedented growth with contributions made by the energy, manufacturing, value-added agriculture, wholesale trade, and professional and technical service sectors at a time when most states were experiencing weakened economies. Today, North Dakota's challenge is finding people to fill positions in these industry sectors when the unemployment rate is low and the labor force participation rate is high. In order to support the increased demand for a skilled workforce and the growing number of businesses in these sectors, the Workforce 20/20 program gives North Dakota a valuable tool to attract and retain employers and employees.

The North Dakota legislature appropriated \$1,512,491 to the Workforce 20/20 program for the 2009-11 biennium. This funding enabled Job Service to award \$1,161,258 in Workforce 20/20 funds to employers for 139 training projects. Workforce 20/20 awards went to 81 new and expanding businesses and 58 awards went to existing businesses.

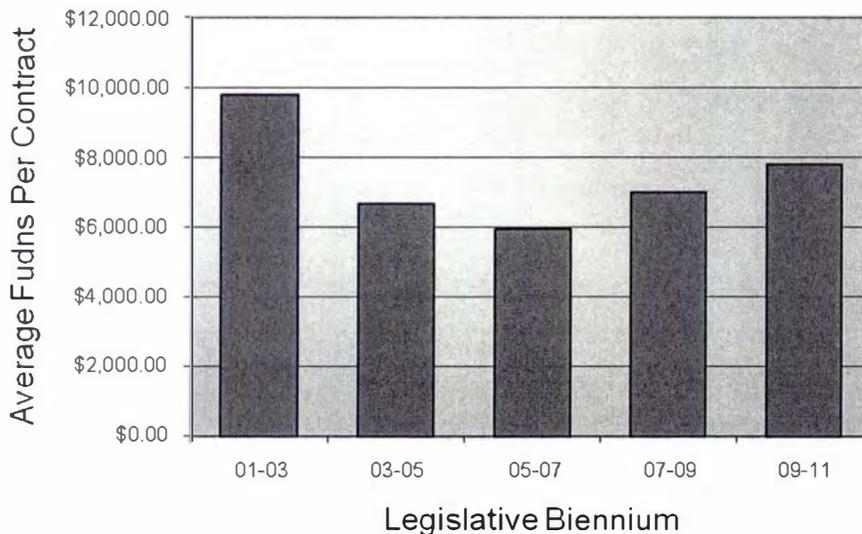
Workforce 20/20, Funds Expended; Historical Overview 2001–2011



Comment

The North Dakota legislative assembly appropriates Workforce 20/20 program funds and returns unspent funds to the General Fund at the end of each biennium. During the 2009-11 biennium, \$1,350,341 was budgeted for training contracts and \$1,161,658 was spent. Some contracts left unspent money too late into the biennium to be re-obligated to new contracts.

Workforce 20/20, Average Contract Grant Awarded; Historical Overview 2001–2011



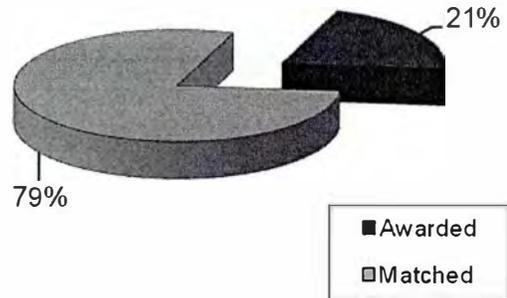
Comment

Technology and training costs associated with new equipment implementation and changing work methods continue to increase each year for North Dakota employers. Funding for the 2009–11 biennium allowed the program to invest in 139 training contracts with an average investment of \$7,794 per contract.

During the 2009–11 biennium, the Workforce 20/20 program helped defray employee training costs by awarding employers with training grants. Grants ranged from \$200 to \$101,094 at an average cost of \$7,794 per contract.

Workforce 20/20, Value of Matching Contributions from Employers; 2009–2011

Source	Funds
Workforce 20/20 Funds	\$1,161,257.92
Employer In-Kind Match	\$4,392,199.51
Total Training Funds	\$5,553,457.43



Comment

North Dakota Century Code Section 52-08.1-03 requires encouragement of companies to participate with in-kind contributions.

Employers matched at a level of \$3.78 for every grant dollar received from Workforce 20/20 during the 2009–11 biennium. Employers' matching monetary funds are used for the employees' wages and benefits paid during training as well as portions of the training fees not covered by Workforce 20/20 grants. In addition, the matching funds include valuation of in-kind contributions of training space, training equipment, training supplies, purchases of new equipment, and technical assistance.

By statute, Job Service North Dakota gives Workforce 20/20 funding priority to applicants who (1) are compatible with statewide economic development strategies, (2) demonstrate business and community financial support and participation, (3) coordinate activities and resources with other training programs, (4) provide program follow-up and evaluation, (5) provide training in occupations that pay not less than 200 percent of the federal and state minimum wage, and (6) provide training for unemployed and employed North Dakota residents for new and expanding businesses. As shown here, the business sectors with the most potential for promoting statewide economic development and growth during the last three bienniums have been the manufacturing and high-tech service sectors.

Workforce 20/20, Expenditures on New and Expanding Industry; 2009–2011

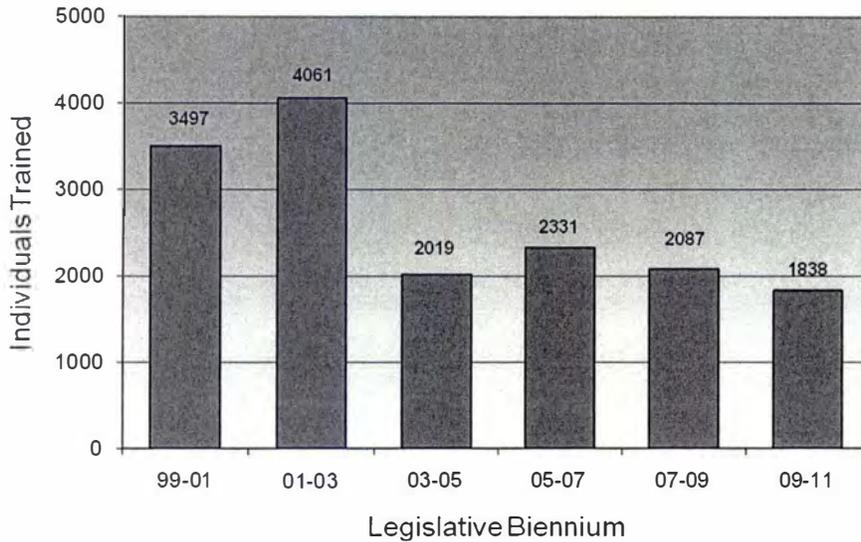
Comment

In an effort to enhance the growth potential of existing companies and to expand the overall economic growth and development in North Dakota, the Workforce 20/20 program targeted at least 50 percent of the available funds to new and expanding businesses. During the 2009–11 biennium, 51.57 percent of the funding went to new and expanding businesses to train 938 of the 1838 total workers trained.

Type of Business	Contracts Awarded	Workers [†] Trained	Expenditures	Percent of Total Expenditure
Expanding	80	922	\$585,770.45	49.77
New	1	16	\$17,322.29	1.80
Subtotal	81	938	\$603,092.74	51.57
Existing	58	900	\$558,165.18	48.43
Total	139	1,838	\$1,161,257.92	100.00

[†] "Workers Trained" may include instances of the same employee receiving more than one training.

Workforce 20/20, Employees Trained; Historical Overview 1999–2011



Comment

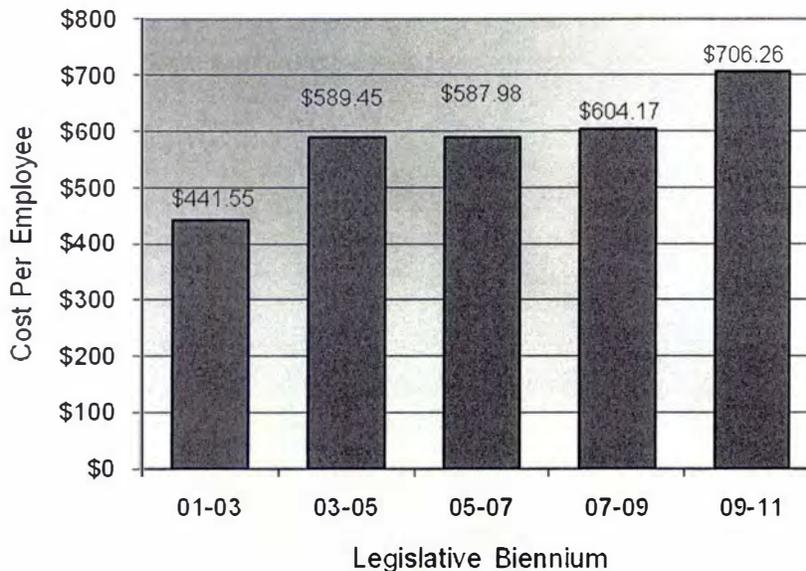
The number of employees trained with Workforce 20/20 funds each biennium is dependent on available funding and the economic viability of the employers' proposals.

With a large quantity of proposals competing for limited dollars, the selection of employers who will receive grants goes beyond just training a large volume of employees.

The overall economic impact must be considered, such as wages, generation of out-of-state revenue, and other economic benefits to the community or state.

Employers have used Workforce 20/20 funding to train 25,280 employees since inception of the program. During the 2009–11 biennium, 1,390 individual employees received a total of 1838 trainings.

Workforce 20/20, Cost per Employee; Historical Overview 2001–2011

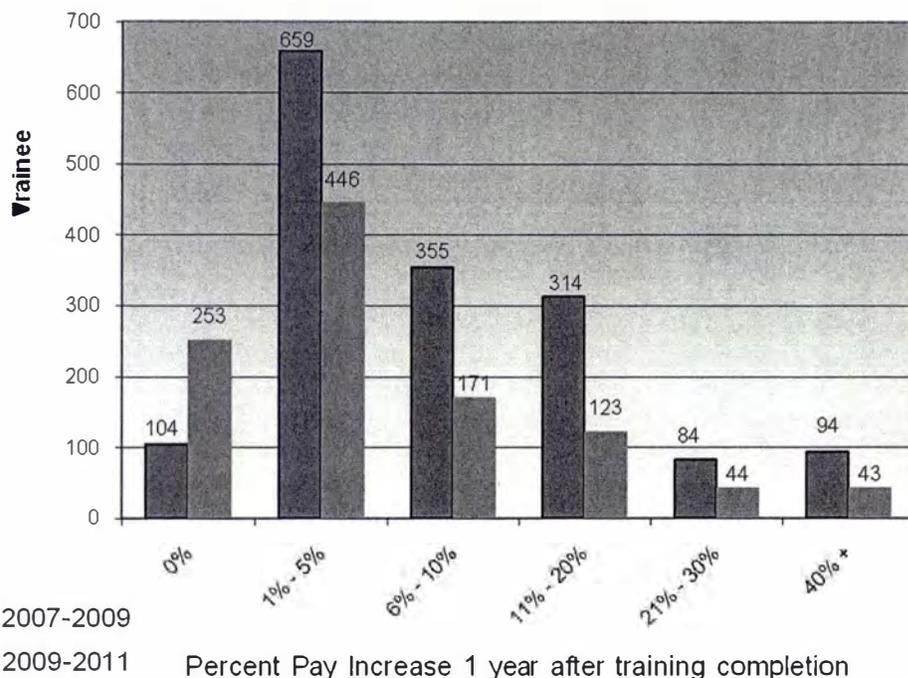


Comment

Workforce 20/20 cost per employee varies from year to year based on the amount of funds expended, the number of employees trained, and the cost of education.

Compared to other states with similar new employee and incumbent worker training programs, North Dakota's spending falls within the range (\$123.98 to \$2,059.29) as shown in Appendix A.

Workforce 20/20, Average Hourly Wage Rate Increases; 2007–2011



Comment

The average hourly wage increase for Workforce 20/20-funded employees retained one year after training was 7.19 percent. During the same time period, the average annual wage increases for the manufacturing sector statewide was 7.70 percent.

Hourly wage rates are collected prior to training and then again at 90-day, 180-day, and 1-year intervals after training has ended.

The chart above shows the percent of pay increases of trainees that were trained with Workforce 20/20 funding. Under the Workforce 20/20 program, North Dakota Century Code Section 52-08.1-02 gives priority to customized training, retraining, and upgrade training in occupations that pay not less than 200 percent of the federal and state minimum wage. During the 2009–11 biennium, 200 percent of the federal and state minimum wage was \$14.50 per hour.

Source: North Dakota Workforce 20/20 program follow-up monitoring reports and the following Job Service North Dakota's Labor Market Information publications; *North Dakota Employment & Wages; 2009 Annual Averages*, and *North Dakota Employment & Wages; 2011 Annual Averages*.

Workforce 20/20 Return on Investment; 2009–2011

Wage Increases and Employee Retention

North Dakota can measure the value of the Workforce 20/20 program through increased wages and employee retention. Information provided by employers for the 2009–11 biennium shows employees' wages increased an average of \$1.60 per hour (\$2.64 in 07–09) and employers retained 77.7 percent (1080 out of 1390) of the trainees one year after training (73.2 percent in 07–09).

Despite an overall smaller average hourly wage increase for the 2009–11 biennium, Workforce 20/20 program trainees who were retained one year after training in the manufacturing sector received hourly wage increases averaging 7.19 percent. During the 2009–11 biennium, the overall statewide average annual wage increase for the manufacturing sector was 7.70 percent. In previous bienniums, Workforce 20/20 manufacturing sector trainees had always exceeded the statewide wage rate increases in the manufacturing sector. However, the nationwide recession occurring outside of North Dakota created economic uncertainty for manufacturers in North Dakota. Many companies seeking Workforce 20/20 funding were entering into contracts for efficiency training (e.g., lean manufacturing/productivity) and cross training (e.g., aluminum/advanced welding) to allow the companies to keep their existing employees and avoid layoffs due to decreased demand for products. Employers were able to keep their employees on the job by improving efficiency, cross training, and implementing wage freezes.

Based on a review of unemployment insurance wages reported to Job Service North Dakota, 85.1 percent (1,183 out of 1390) of all individuals trained during the 2009–11 biennium were still employed in North Dakota one year after the 2009–11 biennium ended. The 207 individuals who did not have reportable unemployment insurance wages one year after the biennium ended may have been due to (1) retirement, (2) following the oil boom to Montana or Wyoming, (3) becoming self-employed, (4) entering civil service with the U.S. government, (5) new employment outside of North Dakota, or (6) the social security numbers provided by the employers were not correctly documented.

Financial Impact for North Dakota

The Workforce 20/20 training program is funded with state dollars, but requires an in-kind funding match from employers. During the 2009–11 biennium, the Workforce 20/20 program invested an average of \$706 per trainee (see Appendix A) and the employer's monetary and in-kind contribution averaged \$2,390 per trainee.

Using a North Dakota income tax withholding calculator and the average hourly wage rate of \$23.84 earned by the trainees one year after training, it takes North Dakota approximately 10 to 11 months to recover the \$706 Workforce 20/20 investment through state income tax withholdings from employees who received training. On average, it is expected that an employee earning \$23.84 per hour will pay \$798 in state income taxes per year. However, due to overtime pay, commissions, and bonuses, the recovery period through state income taxes can be even shorter. Also, the return on investment calculation does not consider increased collections of state sales taxes, motor vehicle excise taxes, fuel taxes, property taxes, or other excise taxes trainees may pay as a result of earning higher wages.

The Workforce 20/20 training program is an excellent asset to North Dakota. Employees who receive training through the program are more likely to stay in North Dakota, earn increased incomes, and gain skills our state's employers need to remain competitive.

Workforce 20/20 Program Effectiveness

The effectiveness of a program goes beyond measuring the increased numbers of businesses and employees benefiting from the program. The effectiveness of a program can also be gauged by comments of those customers using the program.

A survey was sent with every 90-Day Wage Request. Sixty-six percent of the surveys were returned with 100 percent showing "Satisfied with Workforce 20/20." Eighty percent of respondents were "Very Satisfied."

The following employer comments attest to the success of the Workforce 20/20 Program during the 2009–2011 biennium.

Contract WF-09-018

"Enhanced capability to use very high precision measuring processes in our manufacturing processes. Keep the program in place."

Contract WF-09-021

"Outstanding program, great job North Dakota!! Significantly enhances our ability to utilize higher precision in our work processes. No changes required"

Contract WF-09-073

"Thanks for your support. Encouraged us to take on training we would not have been able to accomplish. We are developing a new way to interface with our customers that is providing new business opportunities. "

Contract WF-09-107

"Training went well. He can now do drafting and drawings right while he is on the phone. We were happy with the help we received."

Contract WF-09-125

"We were able to implement the installation of a Robotic welder with the help of the Workforce 20/20 program. We now have 2 qualified employees to operate the equipment. More online documentation (forms to fill out) would help ease the process but overall the process went very smooth, thanks TB"

Contract WF-09-126

"Job Service has been very good to work with and the forms to fill out are very user friendly. I now have more certified employees to assist with major maintenance outages in our crushing facility and dragline. At this time, I don't have any suggestions since everything went well. Communication was good with Karyn Paul as she was always there to answer any questions I may have. Keep up the Good work and Thanks!!!"

Contract WF-09-130

"Karyn was a tremendous help! Exploring options for new products in the digital dc to dc converter realm. Great exposure to new technologies and ideas that other companies are using. Keep having program!"

Contract WF-09-144

"We were very impressed with the level of service/help. The operators were able to start and operate the turbine safely in September 2011. Interactive training programs are currently under development. Good program, I wouldn't change anything."

General comments included:

- *"This program has gone well as in the past. I have no suggestions at this time."*
- *"We appreciate the fast turn-around on processing the grants for us. Great job!!"*
- *"Obtaining higher rate of success with products. Seems very straight forward"*
- *"Program is very valuable to help us to improve our production efficiencies and get more work through our shop."*
- *"Thank You!!"; "Terrific to work with"; " Program meets our needs"; "Works Well"; "Doing Great";*
- *"The program is well designed & streamlined!"*
- *"The program is well defined, robust, simplistic and very effective!"*

Survey information is often used for program improvements. Comments in the 2007–2009 surveys led to updated, fillable forms which has pleased many applicants. The Workforce 20/20 2009–2011 surveys did initiate the following suggestions:

- *"Eliminate the paper"; "It would be nice if the application process was electronic."; "Electronic registration and surveys."; "Less paperwork or making the application process more stream lined"; "Convert everything to digital"*
- *"Define the rules from the beginning, streamline the process. Allow training for MN residents that work in ND"; "Consider reimbursing companies for training employees regardless of employee's home address"*
- *"More visibility of the program, possibly work with the area chambers to help get word out about the program"; "Advertise this financial opportunities to more businesses"*
- *"Could be made easier for businesses to find information about the program and the steps involved. Works well when approved :)"*
- *"A site visit prior to training would have been beneficial"*
- *"Pay more of the training"; "The amount which is reimbursed doesn't seem to be clearly defined that made things a bit confusing."*
- *"Would be interested in sharing a database between ND employers of training events attended and if they would recommend them to others."*

Appendix A

Workforce 20/20; How North Dakota's Training Spending Compares to Other States

<u>State</u>	<u>Name of Program</u>	<u>Program Year</u>	<u>Expenditures</u>	<u>Trainees</u>	<u>Cost Per Trainee</u>
North Dakota	Workforce 20/20	2009–2011	\$1,298,099	1,838	\$631.81
¹ Nebraska	Worker Training Program	2011–2012	\$1,308,674	10,556	\$123.98
² Tennessee	Incumbent Worker Training Program	2010–2011	\$1,903,968	4,351	\$437.59
³ Kentucky	Grant-in-Aid	2010–2011	\$6,043,578	20,425	\$295.89
⁴ Minnesota	Job Skills Partnership	2009–2010	\$5,923,334	9,459	\$626.00
⁵ Connecticut	Workforce Training Fund	2010–2011	\$1,153,391	4,767	\$241.95
⁶ Arkansas	Incumbent Worker Training Program	2009–2010	\$3,404,854	7,166	\$475.14
⁷ Wyoming	Workforce Development Training Fund	2010–2011	\$3,432,995	3,781	\$723.50
⁸ Indiana	Training Acceleration Grant Program	2009–2011	\$22,000,000	10,500	\$2,059.29
⁹ California	Employment Training Panel Program	2010–2011	\$34,100,000	31,760	\$1,073.00
¹⁰ Vermont	Vermont Training Program	2010–2011	\$1,176,852	2,703	\$435.39
¹¹ Texas	Skills Development Fund	2010–2011	\$14,591,716	11,510	\$1,267.74
¹² Alabama	Incumbent Worker Training Program	2010–2011	\$825,343	954	\$865.14

¹Nebraska Workforce Development, Department of Labor; Worker Training Program Annual Report July 2011 - June 2012

²Tennessee Department of Labor and Workforce Development; Annual Report – Program Year 2010

³Annual Report 2010-2011; Bluegrass State Skills Corporation, Kentucky Cabinet for Economic Development

⁴Minnesota Job Skills Partnership; 2010 Annual Report

⁵State of Connecticut Workforce Investment Act Annual Report July 2010 – June 2011

⁶Arkansas Incumbent Worker Training Program PY2009 Awards – July 5, 2010

⁷Workforce Development Training Fund, Wyoming Annual Report FY 2011

⁸Indiana Workforce Development; Annual Report PY 2010

⁹California Employment Training Panel; Annual Report 2010-2011

¹⁰Vermont Training Program; Annual Report July 1, 2012 to June 30, 2011

¹¹Texas Workforce Commission Skills Development Fund; Annual Report Fiscal Year 2011

¹²State of Alabama Workforce Investment Act, Title IB, Program Year 2010 Annual Report



New Jobs Training Program Reported Through 2011

Overview

The New Jobs Training program is a state-funded workforce training program enacted into law in 1993 by the North Dakota legislative assembly. Job Service North Dakota and employers enter into agreements to provide workers with education and training specifically required for jobs in new or expanding primary sector businesses in North Dakota. The New Jobs Training Program helps primary sector businesses, secure funding to offset the costs of creating new employment opportunities.

A business participating in the New Jobs Training program can obtain funds in the form of a loan, grant, or self-financing option. A loan may be obtained from a commercial lender, a local development corporation, the Bank of North Dakota, or other qualified lender. A grant may be obtained from a state, a city, or local economic development corporation.

State income tax withholding generated from the newly-created permanent, full-time positions is captured to fund the New Jobs Training Program. The state treasurer's office repays the grant or loan (plus interest) through direct reimbursements to the granting entity or to the lender, respectively. Under the self-financing option, sixty percent of the allowable state income tax withholding can be reimbursed directly to the participating business. State income tax withholding can be captured for up to a ten year period or until the loan is repaid, or the self-financing or grant obligations have been met, whichever comes first.

A business must be in a primary-sector industry that is either expanding employment in or relocating to North Dakota in order to qualify for the New Jobs Training Program. A "primary sector business" is an employer engaged in locating to or in North Dakota which previously had no presence in the state, or in expanding its operations within the state individual, corporation, limited liability company, partnership, or association which through the employment or labor adds value to a product, process, or service that results in the creation of new wealth. The term includes tourism, but does not include production agriculture.

Primary-sector businesses must also meet these criteria:

1. An existing business must increase its base employment level by a minimum of one new job.
2. A new employer locating in North Dakota must create a minimum of five new jobs.
3. A business must not be closing or reducing its operation in one area of the state and relocating substantially the same operation to another area of the state
4. Employees must be paid a minimum of \$10 per hour, plus benefits, by the end of the first year of employment in the newly created positions.

Most loans, grants, or self-financing options will be reimbursed in less than the ten-year program period if the business creates the number of new jobs identified in the program agreement at the wage rates projected, Early reimbursement takes place when:

- Average tax liabilities are used to calculate the amount of state income tax withholding credit available, but the actual withholding reported is used to credit reimbursements.
- Most individuals have more state income tax withheld than their actual tax liability.
- The agreement does not build in salary increases during the ten-year period, resulting in larger withholdings.

Tax Credit Activity

Job Service North Dakota has entered into 244 North Dakota New Jobs Training Program agreements (14,518 new jobs) since the inception of the program. Employers have earned \$26.6 million in New Jobs Training Program tax credits as of October 31, 2012 and approximately \$20.9 million in North Dakota income tax credits are available to 158 active agreements over the next ten years. Based on a review of completed and closed agreements, employers have claimed 69 percent of the projected credits available to them.

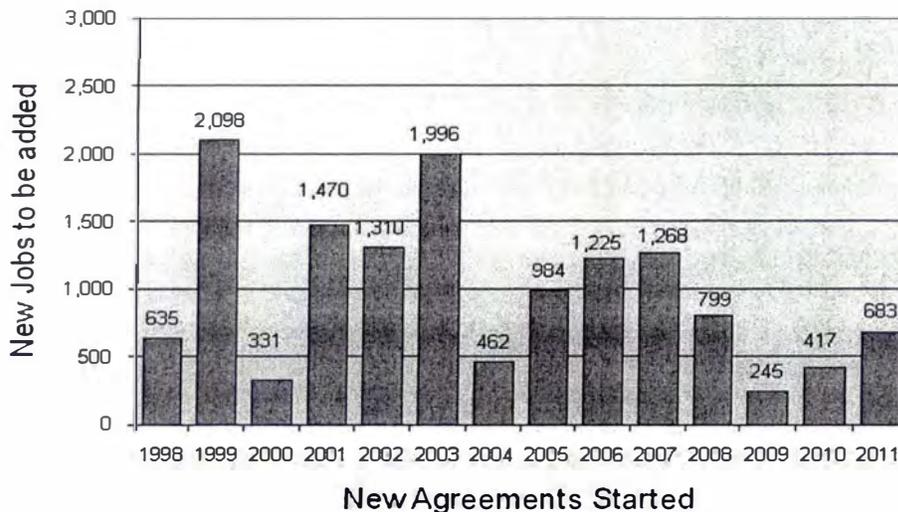
The amount of state income tax withholding credit available to an employer is based on the following criteria:

- The number of permanent, full-time new positions created.
- The wage rate paid to individuals filling the new positions.
- A withholding formula provided by the North Dakota State Tax Department is applied to the actual annual salary of the new jobs being created.
- The formula is applied to the annual gross wages of the new jobs created, and is then multiplied by the number of new positions in each pay category.
- This figure is then multiplied by 10 (the maximum number of years under the program) to establish the maximum state income tax withholding credit available under a ND New Jobs Training Program.

Projected New Positions by Calendar Years 1998 - 2011

Comment

These figures are a combination of projected new positions from open agreements and the actual number of new positions from closed agreements to be created by employers who entered into New Jobs Training agreements with Job Service North Dakota.



The projected number of new positions created can fluctuate from year to year due to agreement amendments allowing the employer to increase the projected number of new positions.

Employers report the number of new positions filled each quarter when they claim their North Dakota income tax withholding credit from the North Dakota State Tax Department.

The actual number of new positions created is not fully known until the employer files the final quarterly *New Jobs Credit Withholding Statement* and the New Jobs Training agreement is closed.

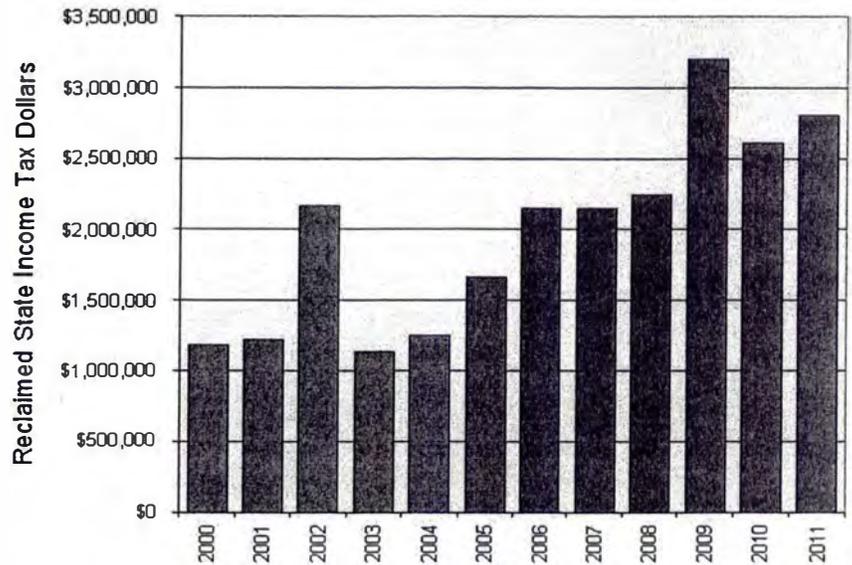
Since North Dakota state income tax is not withheld from the payroll of out-of-state residents, employers are not allowed to claim a credit for positions filled by out-of-state residents.

Tax Credits Claimed By Fiscal Years; 2000 - 2011

Comment

Under a New Jobs Training Program agreement, an employer has up to ten years from the effective date of the agreement to claim the North Dakota income tax withholding credit. Employers claim their income tax withholding credits through filing quarterly reports with the ND State Tax Department.

Through October 31, 2011, the State Tax Department issued tax credits totaling \$26.6 million and showed approximately \$20.9 million worth of tax credits remained available to employers participating in the New Jobs Training Program.



Program Performance

The most recent biennium for which North Dakota Century Code Section 54-60-19 Accountability Measures are available is the 2009–2011 Biennium. Employers filled 876 proposed new job positions. The following is a wage and employment summary for those 876 new jobs.

Program Activity	Pre-Training		1 Year After Training			
	Participants Employed	Average Annual Salary	Participants Employed	Average Annual Salary	Average Annual ND Income Tax Paid Per Participant	Projected Average Annual Tax Credit Investment Per Individual
New Positions Filled	614	\$25,503	763	\$37,407	\$501	\$499

After the initial training period, 70.09 percent (614/876) of all trainees were still employed. One year after training, Job Service North Dakota's unemployment insurance wage records showed 763 individuals employed in the state. These individuals generated an aggregate annual payroll of \$28.5 million. Total wages in North Dakota for 2011 were \$15.85 billion.

While tax credits will cause a reduction in state revenues, this reduction is offset by the positive economic impacts the new jobs create in North Dakota (see table on the next page). Other states have job creation tax credit programs, but historical data from other states is limited for doing state to state comparisons. Many states have set caps on the amount of tax credits that can be claimed for each new job position. Some states reimburse on a percentage of actual training expenditures or have complex calculations based on the number of employees, employee state income tax withholding, and longevity with the company. Caps range from \$1,500 in Maryland and \$5,000 in Rhode Island, to \$6,500 in North Carolina.

Compared to other states with limits on available tax credits, North Dakota's average investment comes in lower than the lowest tax credit cap set by any state.

Since the start of the program, 158 (51 percent) of the 308 agreements are no longer active and the files have been closed. The 33 closed agreements from 2003 to 2010 were used as a sample to review the current job creation performance and average investment per new job created.

Job Creation Performance and Investment Summary					
Closed Agreements	Reported New Jobs	Projected New Jobs	Job Creation Rate	Tax Credits Claimed	Average Investment per New Job
33	7,267	8,077	89.96%	\$10.9 million	\$ 1,486.14

Program Highlights

- North Dakota's average investment was \$1,486 per new job (for the 7,267 new jobs created by the closed agreements). In other states, tax credits are allowed in amounts ranging from \$1,500 to \$6,500 per new job created.
- Closed agreements had an average life of 7.6 years.
- During the 2007-2009 biennium, 87.1 percent of all individuals hired for new positions were still employed in North Dakota one year after the initial training period.
- The average annual salary of those hired for new positions during the 2009–2011 biennium was \$37,407 one year after training, This was a 47 percent increase over the pre-training average annual salary of \$25,503.
- Each new position created during the 2009–2011 biennium generates \$501 of income tax revenue for the state (based on an average annual salary of \$37,407). The projected average annual North Dakota income tax credit paid to employers for each new position is \$499.

Job Service North Dakota
 New Jobs Training Program
 1000 E. Divide Avenue
 PO Box 5507
 Bismarck, ND 58506-5507
 Phone: (701) 328-3358
 Fax: (701) 328-4894
 TTY: (800) 366-6888

Job Service North Dakota is an equal opportunity employer/program provider.
 Auxiliary aids and services are available upon request to individuals with disabilities.

Online Job Openings Report

Published by
Job Service North Dakota
Labor Market Information Center

Access Instructions

1. Go to www.jobsnd.com.
2. Under the *Resources* heading, click the NDWIN logo. You will arrive at the Labor Market Information Center website (ND Workforce Intelligence Network).
3. Click the *Online Job Openings Report* under *Quick Links*.
4. Select a report from the drop down menu.



DECEMBER 2012 ONLINE JOB OPENINGS REPORT

JOB OPENINGS

- Online job openings totaled 19,863 open and available positions in December 2012. Openings were lower by 9.4 percent (-2,064) over the prior month but 0.1 percent higher (+22) than one year ago.
- Of the 22 non-military major occupational groups, Sales and Related reported the largest number of openings with 2,233, followed by Transportation and Material Moving with 2,082 and Office and Administrative Support with 1,970. Six other occupational groups also reported job opening counts greater than 1,000 (Management; Healthcare Practitioners and Technical; Food Preparation and Serving Related; Construction and Extraction; Installation, Maintenance, and Repair; and Production).
- Five of 22 major occupational groups reported over-the-year gains of 100 or more led by Transportation and Material Moving with a gain of 227 openings. Construction and Extraction reported the largest over-the-year decline.
- Cass County reported the largest over-the-year increase in the number of job openings with 572, followed by Burleigh County (+292) and Walsh County (+127). Twenty-nine counties reported over-the-year decreases led by Grand Forks.

ACTIVE RESUMES

- Active resumes totaled 12,627 in December 2012. Active resumes were lower by 0.7 percent (-83) over the prior month and 23.4 percent lower (-3,857) than one year ago. There were a total of 9,896 in-state active resumes and 2,731 out-of-state active resumes.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of active resumes with 2,753, followed by Construction and Extraction with 1,509 and Transportation and Material Moving with 1,439. Management and Production were the only other occupational groups to report an active resume count greater than 1,000.
- None of the 22 major occupational groups reported over-the-year gains in active resumes. Office and Administrative Support reported the largest year-over-year decrease in active resumes (-561), followed by Management (-420) and Transportation and Material Moving (-406).

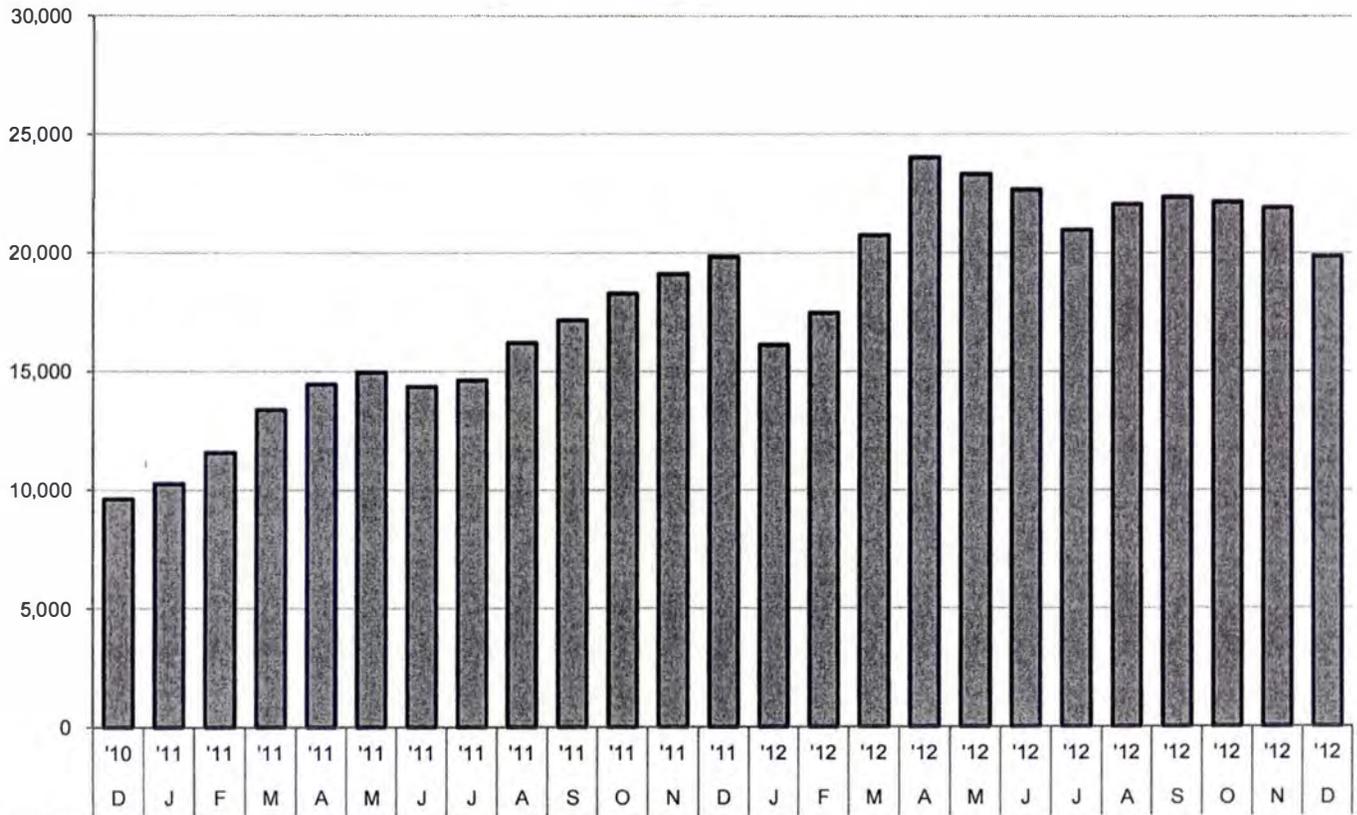
SUPPLY/DEMAND RATES

- North Dakota's job openings rate was 4.9 percent in November 2012, the latest month for which data are available. One year prior, North Dakota's rate was 4.5. The U.S. rate for November was not available at the time of publication, but an October 2012 comparison showed North Dakota at 4.9 percent versus the U.S. rate of 2.8 percent. The job openings rate is the percentage of all jobs in the economy open and available.
- North Dakota's rate of unemployed persons per job opening was 0.5 in November 2012, the latest month for which data are available. One year prior, North Dakota's rate was 0.6. Again, the U.S. rate was not available at the time of publication, but an October 2012 comparison showed North Dakota at 0.4 unemployed persons per job opening versus the U.S. rate of 3.0. Twenty-one North Dakota counties reported unemployed-per-opening rates of less than 1.0 which indicates more job openings than resident labor supply. One year ago, fourteen counties reported rates of less than 1.0.
- North Dakota's rate of active resumes per job opening was 0.5 in December 2012. One year ago it was 0.6. Nineteen of the 22 non-military major occupational groups reported rates of less than 1.0 while one year ago eighteen occupational groups were in that category. Fifteen of 22 non-military major occupational groups reported rate decreases from the prior year.

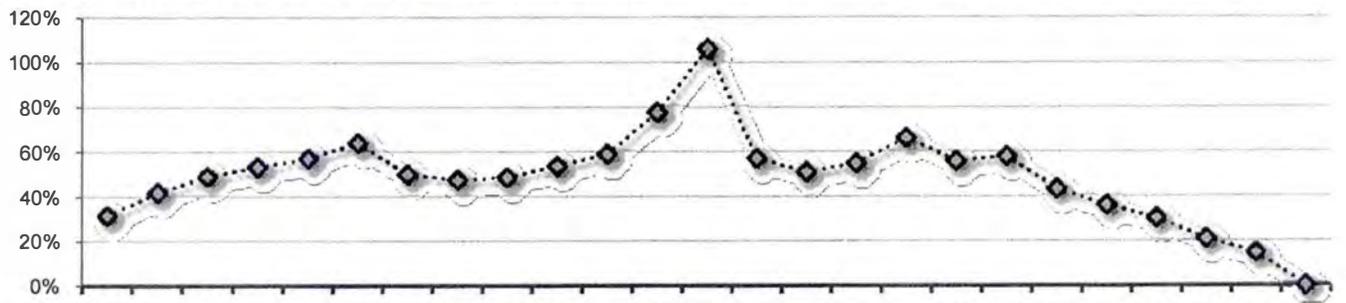
JOB OPENINGS DATA

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

JOB OPENINGS--TOTAL



JOB OPENINGS--OVER-THE-YEAR PERCENT CHANGE

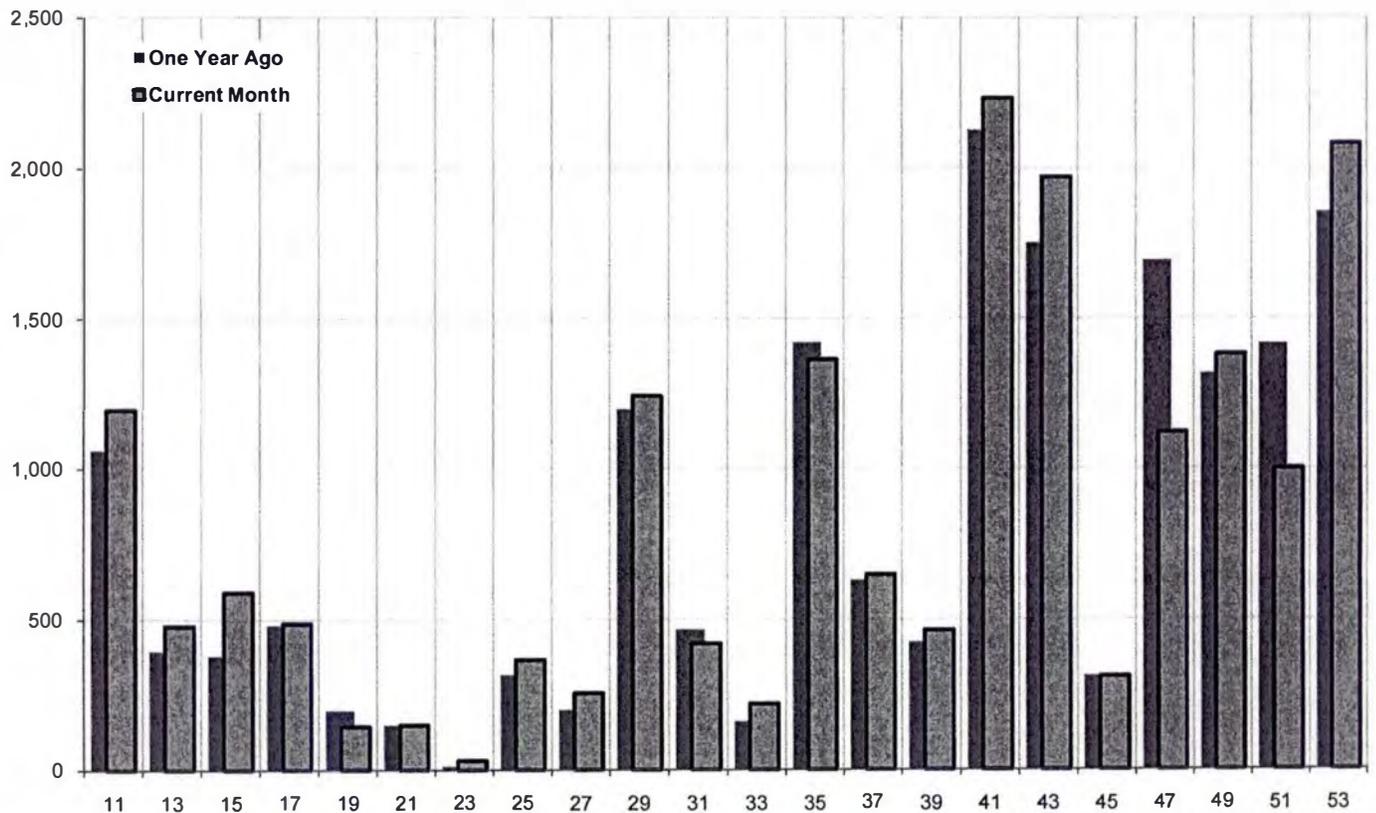


	MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
DEC	2011	19,841	↑ 729	3.8	↑ 10,225	106.3	15,365	↑ 5,723	59.4
JAN	2012	16,136	↓ -3,705	-18.7	↑ 5,856	57.0	15,851	↑ 5,957	60.2
FEB	2012	17,480	↑ 1,344	8.3	↑ 5,899	50.9	16,346	↑ 6,137	60.1
MAR	2012	20,748	↑ 3,268	18.7	↑ 7,345	54.8	16,962	↑ 6,366	60.1
APR	2012	24,059	↑ 3,311	16.0	↑ 9,584	66.2	17,755	↑ 6,716	60.8
MAY	2012	23,350	↓ -709	-2.9	↑ 8,362	55.8	18,454	↑ 6,932	60.2
JUN	2012	22,695	↓ -655	-2.8	↑ 8,321	57.9	19,147	↑ 7,223	60.6
JUL	2012	20,979	↓ -1,716	-7.6	↑ 6,337	43.3	19,675	↑ 7,359	59.8
AUG	2012	22,072	↑ 1,093	5.2	↑ 5,860	36.1	20,169	↑ 7,411	58.1
SEP	2012	22,369	↑ 297	1.3	↑ 5,196	30.3	20,602	↑ 7,345	55.4
OCT	2012	22,161	↓ -208	-0.9	↑ 3,854	21.1	20,916	↑ 7,093	51.3
NOV	2012	21,927	↓ -234	-1.1	↑ 2,815	14.7	21,153	↑ 6,636	45.7
DEC	2012	19,863	↓ -2,064	-9.4	↑ 22	0.1	21,157	↑ 5,792	37.7

JOB OPENINGS DATA

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

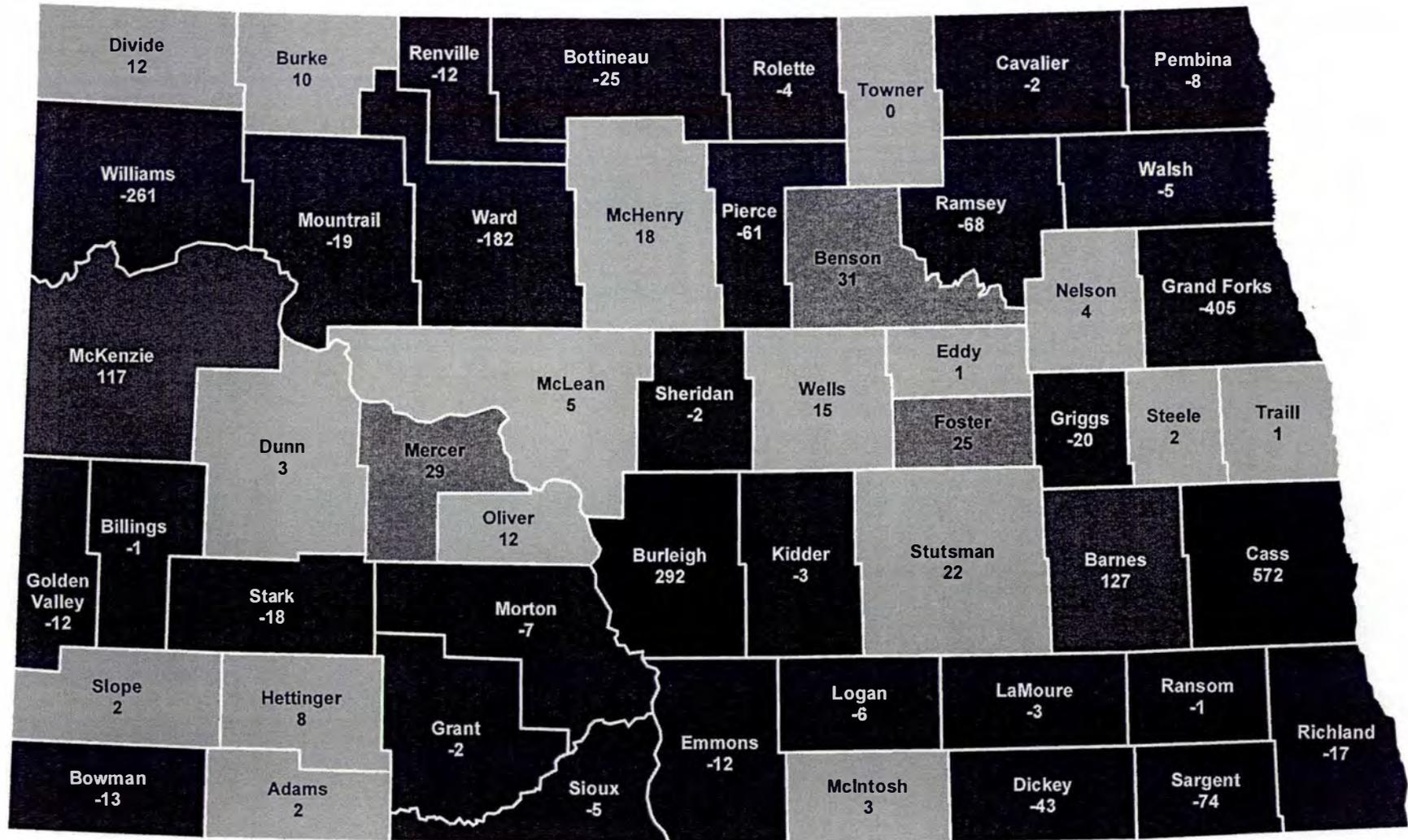
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2011	2012	2012	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,061	1,153	1,195	↑	42	3.6	↑	134	12.6
13 Business and Financial Operations	394	502	479	↓	-23	-4.6	↑	85	21.6
15 Computer and Mathematical	378	622	590	↓	-32	-5.1	↑	212	56.1
17 Architecture and Engineering	482	524	487	↓	-37	-7.1	↑	5	1.0
19 Life, Physical, and Social Science	197	150	144	↓	-6	-4.0	↓	-53	-26.9
21 Community and Social Services	149	149	149	↔	0	0.0	↔	0	0.0
23 Legal	13	36	31	↓	-5	-13.9	↑	18	138.5
25 Education, Training, and Library	316	413	366	↓	-47	-11.4	↑	50	15.8
27 Arts, Design, Entertainment, Sports, and Media	199	248	254	↑	6	2.4	↑	55	27.6
29 Healthcare Practitioners and Technical	1,197	1,281	1,242	↓	-39	-3.0	↑	45	3.8
31 Healthcare Support	466	503	420	↓	-83	-16.5	↓	-46	-9.9
33 Protective Service	161	166	219	↑	53	31.9	↑	58	36.0
35 Food Preparation and Serving Related	1,422	1,629	1,364	↓	-265	-16.3	↓	-58	-4.1
37 Building and Grounds Cleaning and Maintenance	631	751	649	↓	-102	-13.6	↑	18	2.9
39 Personal Care and Service	425	485	464	↓	-21	-4.3	↑	39	9.2
41 Sales and Related	2,127	2,501	2,233	↓	-268	-10.7	↑	106	5.0
43 Office and Administrative Support	1,752	2,532	1,970	↓	-562	-22.2	↑	218	12.4
45 Farming, Fishing, and Forestry	311	229	310	↑	81	35.4	↓	-1	-0.3
47 Construction and Extraction	1,695	1,395	1,120	↓	-275	-19.7	↓	-575	-33.9
49 Installation, Maintenance, and Repair	1,317	1,490	1,382	↓	-108	-7.2	↑	65	4.9
51 Production	1,416	1,081	1,001	↓	-80	-7.4	↓	-415	-29.3
53 Transportation and Material Moving	1,855	2,329	2,082	↓	-247	-10.6	↑	227	12.2
55 Military Specific	10	8	9	↑	1	12.5	↓	-1	-10.0
Not Classified	1,867	1,750	1,703	↓	-47	-2.7	↓	-164	-8.8
TOTAL, ALL JOB OPENINGS	19,841	21,927	19,863	↓	-2,064	-9.4	↑	22	0.1

NORTH DAKOTA COUNTY JOB OPENINGS

Over-The-Year Numeric Change



Statewide Over-The-Year Numeric Change: +22

COUNTY OVER-THE-YEAR NUMERIC CHANGE (DECEMBER 2012)

Decreases
 0 - 24
 25 - 99
 100 - 249
 Increases > 249

Source: Online Job Openings Report, Labor Market Information Center, Job Service North Dakota

[Map Creation Date: December 18, 2012 Author: Labor Market Information Center, Job Service North Dakota]

JOB OPENINGS DATA

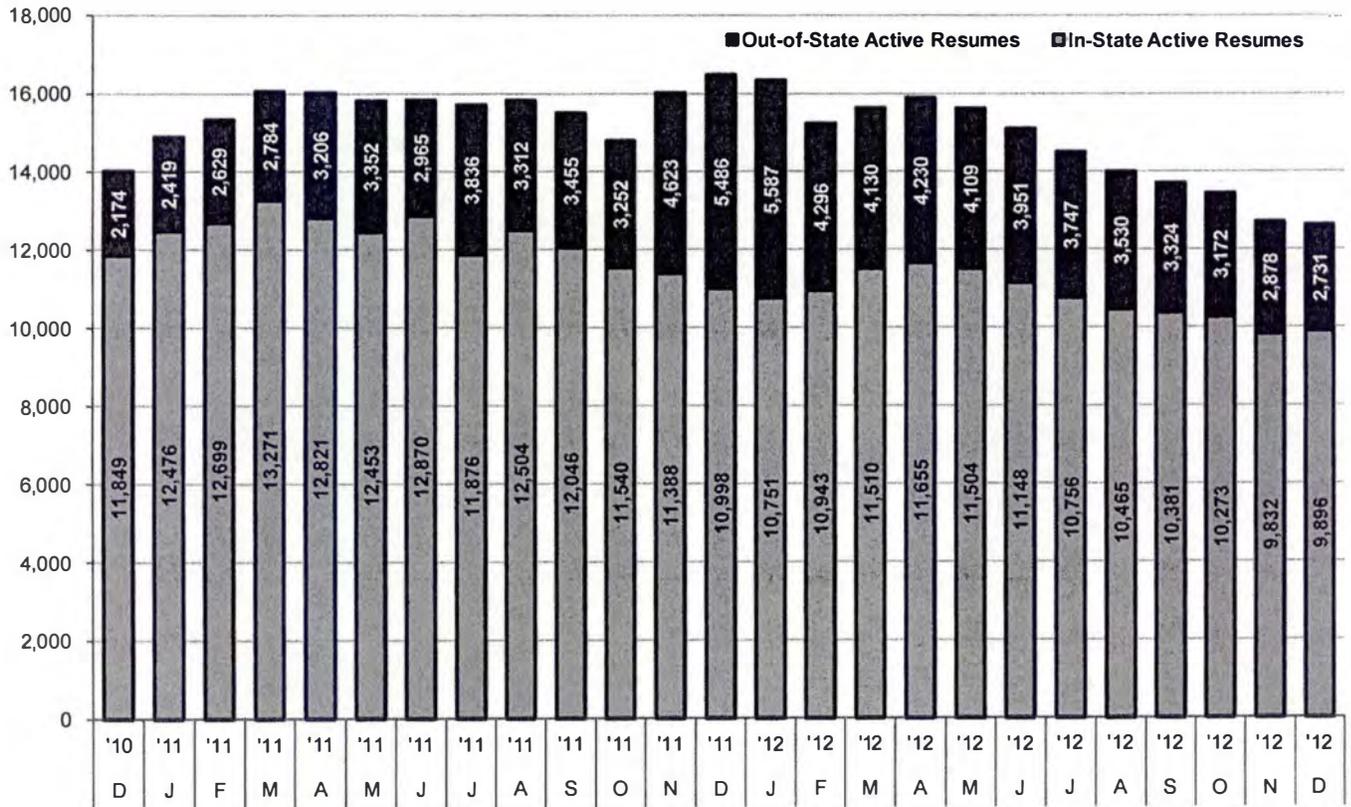
DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

COUNTY NAME	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2011	2012	2012	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	25	28	27	↓	-1	-3.6	↑	2	8.0
Barnes	229	303	356	↑	53	17.5	↑	127	55.5
Benson	49	81	80	↓	-1	-1.2	↑	31	63.3
Billings	4	1	3	↑	2	200.0	↓	-1	-25.0
Bottineau	74	74	49	↓	-25	-33.8	↓	-25	-33.8
Bowman	34	20	21	↑	1	5.0	↓	-13	-38.2
Burke	5	29	15	↓	-14	-48.3	↑	10	200.0
Burleigh	3,031	3,603	3,323	↓	-280	-7.8	↑	292	9.6
Cass	4,311	5,359	4,883	↓	-476	-8.9	↑	572	13.3
Cavalier	34	7	32	↑	25	357.1	↓	-2	-5.9
Dickey	114	81	71	↓	-10	-12.3	↓	-43	-37.7
Divide	26	41	38	↓	-3	-7.3	↑	12	46.2
Dunn	75	93	78	↓	-15	-16.1	↑	3	4.0
Eddy	12	10	13	↑	3	30.0	↑	1	8.3
Emmons	36	89	24	↓	-65	-73.0	↓	-12	-33.3
Foster	26	55	51	↓	-4	-7.3	↑	25	96.2
Golden Valley	27	17	15	↓	-2	-11.8	↓	-12	-44.4
Grand Forks	2,019	1,904	1,614	↓	-290	-15.2	↓	-405	-20.1
Grant	14	13	12	↓	-1	-7.7	↓	-2	-14.3
Griggs	26	15	6	↓	-9	-60.0	↓	-20	-76.9
Hettinger	29	32	37	↑	5	15.6	↑	8	27.6
Kidder	4	4	1	↓	-3	-75.0	↓	-3	-75.0
LaMoure	34	39	31	↓	-8	-20.5	↓	-3	-8.8
Logan	20	17	14	↓	-3	-17.6	↓	-6	-30.0
McHenry	28	51	46	↓	-5	-9.8	↑	18	64.3
McIntosh	19	18	22	↑	4	22.2	↑	3	15.8
McKenzie	305	421	422	↑	1	0.2	↑	117	38.4
McLean	79	105	84	↓	-21	-20.0	↑	5	6.3
Mercer	136	284	165	↓	-119	-41.9	↑	29	21.3
Morton	407	419	400	↓	-19	-4.5	↓	-7	-1.7
Mountrail	172	168	153	↓	-15	-8.9	↓	-19	-11.0
Nelson	39	45	43	↓	-2	-4.4	↑	4	10.3
Oliver	5	16	17	↑	1	6.3	↑	12	240.0
Pembina	60	72	52	↓	-20	-27.8	↓	-8	-13.3
Pierce	85	51	24	↓	-27	-52.9	↓	-61	-71.8
Ramsey	426	418	358	↓	-60	-14.4	↓	-68	-16.0
Ransom	32	43	31	↓	-12	-27.9	↓	-1	-3.1
Renville	44	107	32	↓	-75	-70.1	↓	-12	-27.3
Richland	250	326	233	↓	-93	-28.5	↓	-17	-6.8
Rolette	70	70	66	↓	-4	-5.7	↓	-4	-5.7
Sargent	92	20	18	↓	-2	-10.0	↓	-74	-80.4
Sheridan	4	2	2	→	0	0.0	↓	-2	-50.0
Sioux	70	44	65	↑	21	47.7	↓	-5	-7.1
Slope	0	1	2	↑	1	100.0	↑	2	—
Stark	1,503	1,392	1,485	↑	93	6.7	↓	-18	-1.2
Steele	5	8	7	↓	-1	-12.5	↑	2	40.0
Stutsman	467	506	489	↓	-17	-3.4	↑	22	4.7
Towner	14	25	14	↓	-11	-44.0	→	0	0.0
Trail	49	59	50	↓	-9	-15.3	↑	1	2.0
Walsh	178	272	173	↓	-99	-36.4	↓	-5	-2.8
Ward	2,558	2,649	2,376	↓	-273	-10.3	↓	-182	-7.1
Wells	67	93	82	↓	-11	-11.8	↑	15	22.4
Williams	2,419	2,327	2,158	↓	-169	-7.3	↓	-261	-10.8

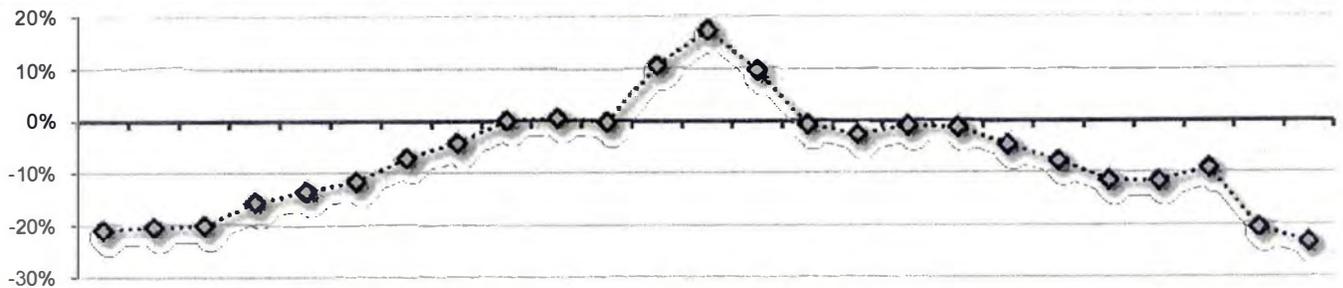
ACTIVE RESUMES DATA

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMES--TOTAL



ACTIVE RESUMES--OVER-THE-YEAR PERCENT CHANGE



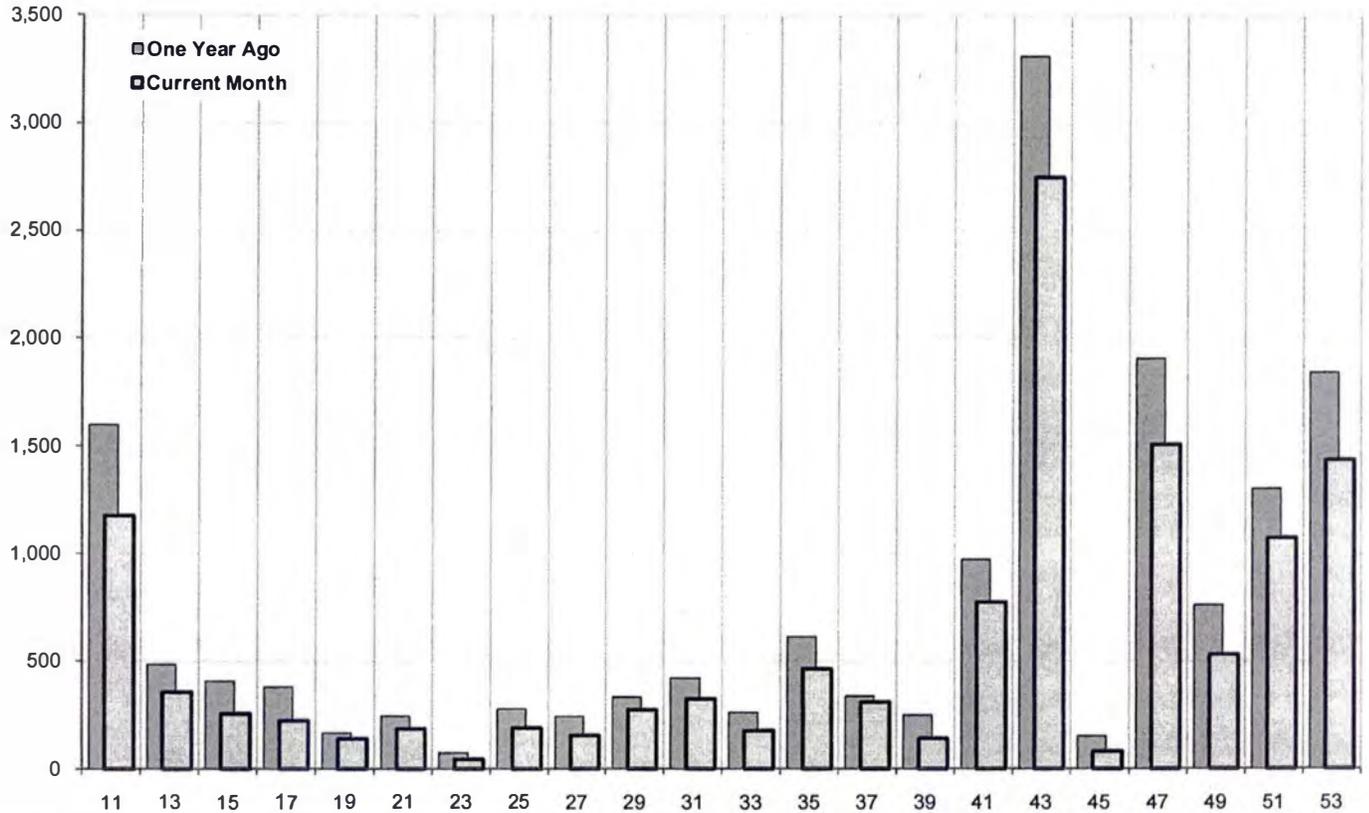
	MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
DEC 2011	2011	16,484	↑ 473	3.0	↑ 2,461	17.5	15,691	↓ -1,091	-6.5
JAN 2012	2012	16,338	↓ -146	-0.9	↑ 1,443	9.7	15,812	↓ -650	-3.9
FEB 2012	2012	15,239	↓ -1,099	-6.7	↓ -89	-0.6	15,805	↓ -334	-2.1
MAR 2012	2012	15,640	↑ 401	2.6	↓ -415	-2.6	15,767	↓ -124	-0.8
APR 2012	2012	15,885	↑ 245	1.6	↓ -142	-0.9	15,756	↑ 77	0.5
MAY 2012	2012	15,613	↓ -272	-1.7	↓ -192	-1.2	15,738	↑ 231	1.5
JUN 2012	2012	15,099	↓ -514	-3.3	↓ -736	-4.6	15,679	↑ 272	1.8
JUL 2012	2012	14,503	↓ -596	-3.9	↓ -1,209	-7.7	15,579	↑ 230	1.5
AUG 2012	2012	13,995	↓ -508	-3.5	↓ -1,821	-11.5	15,424	↑ 75	0.5
SEP 2012	2012	13,705	↓ -290	-2.1	↓ -1,796	-11.6	15,278	↓ -79	-0.5
OCT 2012	2012	13,445	↓ -260	-1.9	↓ -1,347	-9.1	15,163	↓ -194	-1.3
NOV 2012	2012	12,710	↓ -735	-5.5	↓ -3,301	-20.6	14,891	↓ -592	-3.8
DEC 2012	2012	12,627	↓ -83	-0.7	↓ -3,857	-23.4	14,568	↓ -1,123	-7.2

ACTIVE RESUMES DATA

ALL ACTIVE RESUMES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



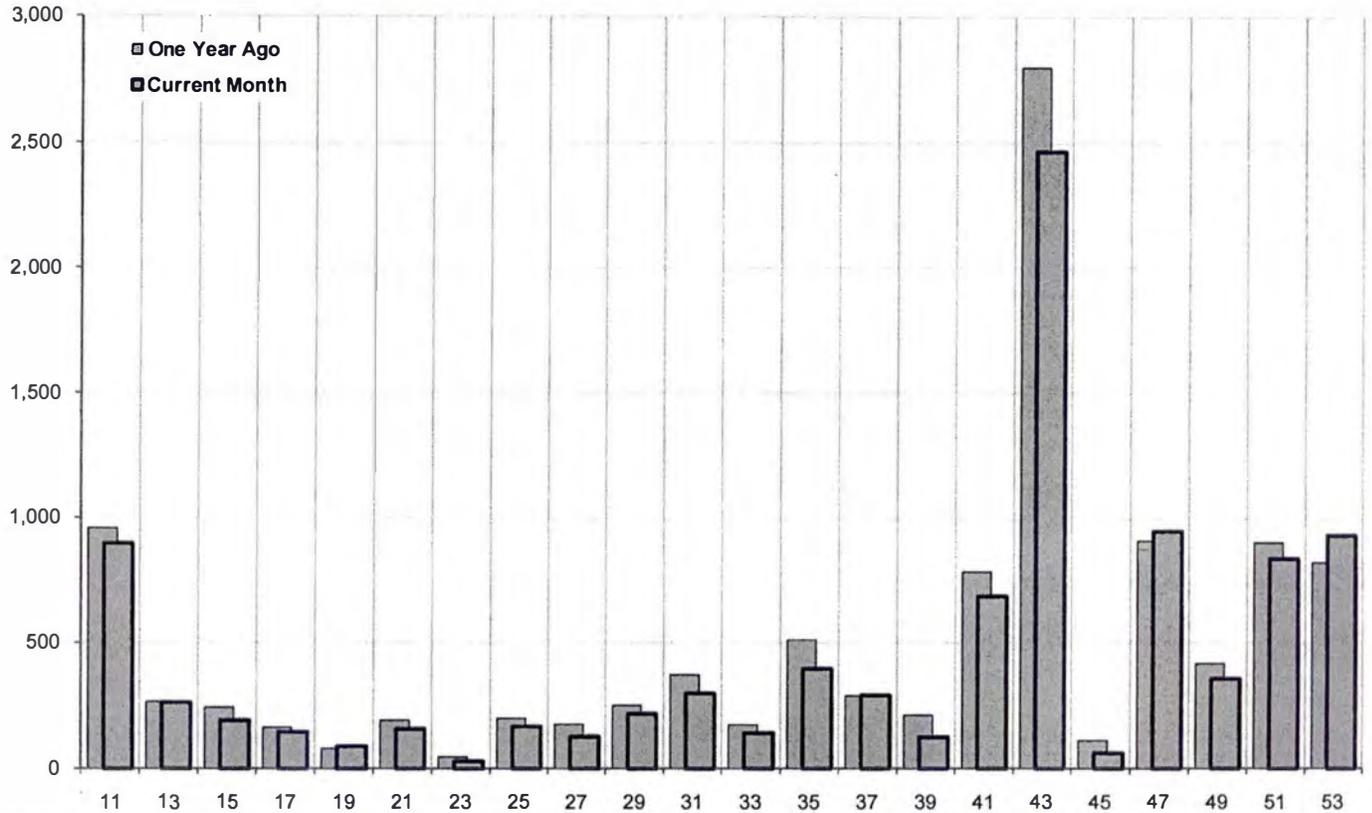
SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2011	2012	2012	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,597	1,228	1,177	↓	-51	-4.2	↓	-420	-26.3
13 Business and Financial Operations	483	352	356	↑	4	1.1	↓	-127	-26.3
15 Computer and Mathematical	405	249	255	↑	6	2.4	↓	-150	-37.0
17 Architecture and Engineering	378	207	222	↑	15	7.2	↓	-156	-41.3
19 Life, Physical, and Social Science	166	132	139	↑	7	5.3	↓	-27	-16.3
21 Community and Social Services	243	193	185	↓	-8	-4.1	↓	-58	-23.9
23 Legal	73	42	44	↑	2	4.8	↓	-29	-39.7
25 Education, Training, and Library	277	175	190	↑	15	8.6	↓	-87	-31.4
27 Arts, Design, Entertainment, Sports, and Media	242	140	154	↑	14	10.0	↓	-88	-36.4
29 Healthcare Practitioners and Technical	333	282	274	↓	-8	-2.8	↓	-59	-17.7
31 Healthcare Support	421	322	324	↑	2	0.6	↓	-97	-23.0
33 Protective Service	261	180	177	↓	-3	-1.7	↓	-84	-32.2
35 Food Preparation and Serving Related	613	423	463	↑	40	9.5	↓	-150	-24.5
37 Building and Grounds Cleaning and Maintenance	337	306	309	↑	3	1.0	↓	-28	-8.3
39 Personal Care and Service	249	157	140	↓	-17	-10.8	↓	-109	-43.8
41 Sales and Related	975	810	775	↓	-35	-4.3	↓	-200	-20.5
43 Office and Administrative Support	3,314	2,831	2,753	↓	-78	-2.8	↓	-561	-16.9
45 Farming, Fishing, and Forestry	151	94	81	↓	-13	-13.8	↓	-70	-46.4
47 Construction and Extraction	1,910	1,552	1,509	↓	-43	-2.8	↓	-401	-21.0
49 Installation, Maintenance, and Repair	762	531	531	↔	0	0.0	↓	-231	-30.3
51 Production	1,305	984	1,075	↑	91	9.2	↓	-230	-17.6
53 Transportation and Material Moving	1,845	1,463	1,439	↓	-24	-1.6	↓	-406	-22.0
55 Military Specific	41	19	15	↓	-4	-21.1	↓	-26	-63.4
Not Classified	103	38	40	↑	2	5.3	↓	-63	-61.2
TOTAL, ALL ACTIVE RESUMES	16,484	12,710	12,627	↓	-83	-0.7	↓	-3,857	-23.4

ACTIVE RESUMES DATA

IN-STATE ACTIVE RESUMES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



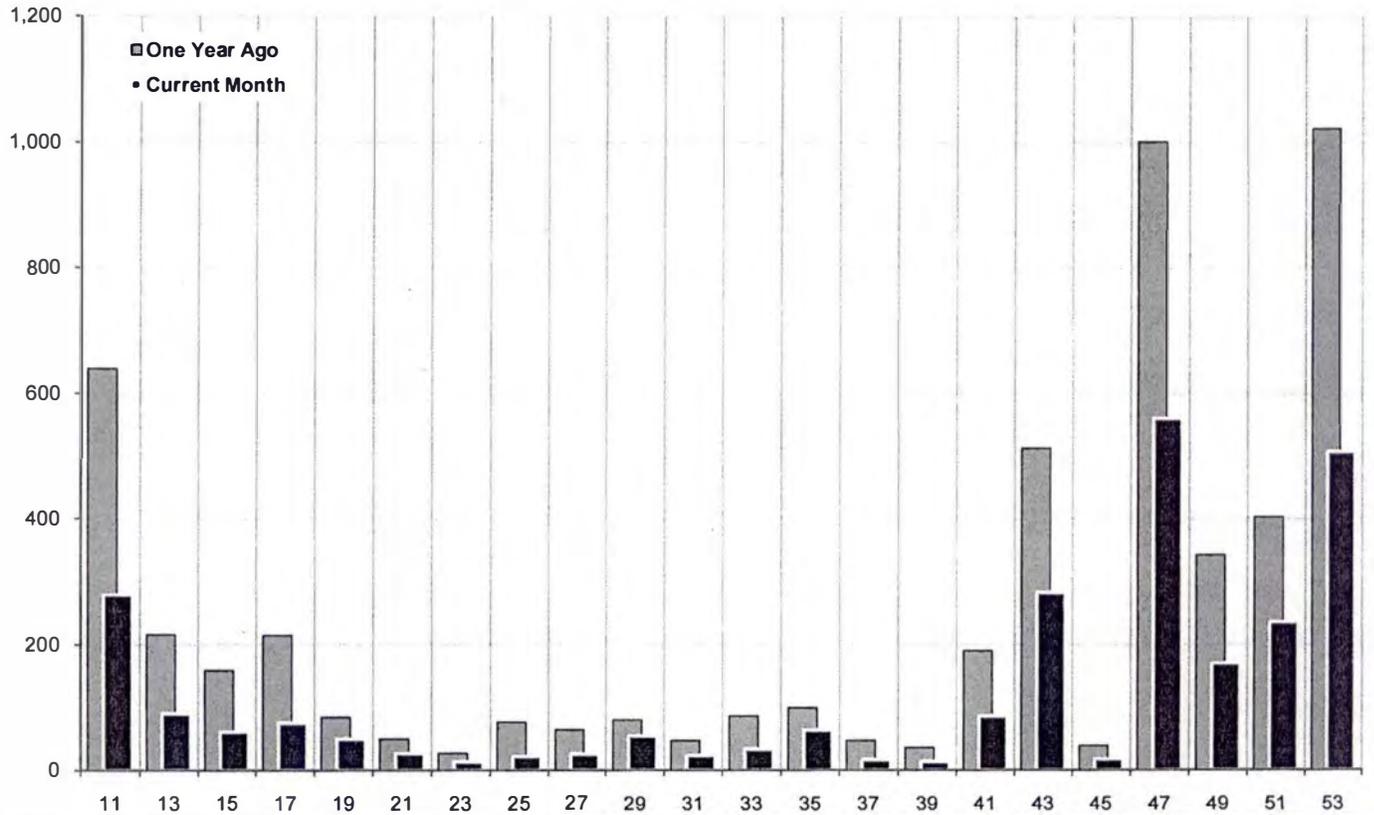
SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2011	2012	2012	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	958	927	897	↓	-30	-3.2	↓	-61	-6.4
13 Business and Financial Operations	267	274	265	↓	-9	-3.3	↓	-2	-0.7
15 Computer and Mathematical	245	188	193	↑	5	2.7	↓	-52	-21.2
17 Architecture and Engineering	163	135	146	↑	11	8.1	↓	-17	-10.4
19 Life, Physical, and Social Science	81	83	89	↑	6	7.2	↑	8	9.9
21 Community and Social Services	193	169	158	↓	-11	-6.5	↓	-35	-18.1
23 Legal	46	27	30	↑	3	11.1	↓	-16	-34.8
25 Education, Training, and Library	200	159	168	↑	9	5.7	↓	-32	-16.0
27 Arts, Design, Entertainment, Sports, and Media	177	110	128	↑	18	16.4	↓	-49	-27.7
29 Healthcare Practitioners and Technical	252	228	219	↓	-9	-3.9	↓	-33	-13.1
31 Healthcare Support	373	302	300	↓	-2	-0.7	↓	-73	-19.6
33 Protective Service	174	144	143	↓	-1	-0.7	↓	-31	-17.8
35 Food Preparation and Serving Related	513	365	398	↑	33	9.0	↓	-115	-22.4
37 Building and Grounds Cleaning and Maintenance	289	293	292	↓	-1	-0.3	↑	3	1.0
39 Personal Care and Service	213	148	126	↓	-22	-14.9	↓	-87	-40.8
41 Sales and Related	784	714	688	↓	-26	-3.6	↓	-96	-12.2
43 Office and Administrative Support	2,801	2,531	2,469	↓	-62	-2.4	↓	-332	-11.9
45 Farming, Fishing, and Forestry	112	76	63	↓	-13	-17.1	↓	-49	-43.8
47 Construction and Extraction	908	930	948	↑	18	1.9	↑	40	4.4
49 Installation, Maintenance, and Repair	419	365	360	↓	-5	-1.4	↓	-59	-14.1
51 Production	902	743	838	↑	95	12.8	↓	-64	-7.1
53 Transportation and Material Moving	822	870	931	↑	61	7.0	↑	109	13.3
55 Military Specific	27	13	10	↓	-3	-23.1	↓	-17	-63.0
Not Classified	79	38	37	↓	-1	-2.6	↓	-42	-53.2
TOTAL, IN-STATE ACTIVE RESUMES	10,998	9,832	9,896	↑	64	0.7	↓	-1,102	-10.0

ACTIVE RESUMES DATA

OUT-OF-STATE ACTIVE RESUMES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2011	2012	2012	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	639	301	280	↓	-21	-7.0	↓	-359	-56.2
13 Business and Financial Operations	216	78	91	↑	13	16.7	↓	-125	-57.9
15 Computer and Mathematical	160	61	62	↑	1	1.6	↓	-98	-61.3
17 Architecture and Engineering	215	72	76	↑	4	5.6	↓	-139	-64.7
19 Life, Physical, and Social Science	85	49	50	↑	1	2.0	↓	-35	-41.2
21 Community and Social Services	50	24	27	↑	3	12.5	↓	-23	-46.0
23 Legal	27	15	14	↓	-1	-6.7	↓	-13	-48.1
25 Education, Training, and Library	77	16	22	↑	6	37.5	↓	-55	-71.4
27 Arts, Design, Entertainment, Sports, and Media	65	30	26	↓	-4	-13.3	↓	-39	-60.0
29 Healthcare Practitioners and Technical	81	54	55	↑	1	1.9	↓	-26	-32.1
31 Healthcare Support	48	20	24	↑	4	20.0	↓	-24	-50.0
33 Protective Service	87	36	34	↓	-2	-5.6	↓	-53	-60.9
35 Food Preparation and Serving Related	100	58	65	↑	7	12.1	↓	-35	-35.0
37 Building and Grounds Cleaning and Maintenance	48	13	17	↑	4	30.8	↓	-31	-64.6
39 Personal Care and Service	36	9	14	↑	5	55.6	↓	-22	-61.1
41 Sales and Related	191	96	87	↓	-9	-9.4	↓	-104	-54.5
43 Office and Administrative Support	513	300	284	↓	-16	-5.3	↓	-229	-44.6
45 Farming, Fishing, and Forestry	39	18	18	↔	0	0.0	↓	-21	-53.8
47 Construction and Extraction	1,002	622	561	↓	-61	-9.8	↓	-441	-44.0
49 Installation, Maintenance, and Repair	343	166	171	↑	5	3.0	↓	-172	-50.1
51 Production	403	241	237	↓	-4	-1.7	↓	-166	-41.2
53 Transportation and Material Moving	1,023	593	508	↓	-85	-14.3	↓	-515	-50.3
55 Military Specific	14	6	5	↓	-1	-16.7	↓	-9	-64.3
Not Classified	24	0	3	↑	3	--	↓	-21	-87.5
TOTAL, OUT-OF-STATE ACTIVE RESUMES	5,486	2,878	2,731	↓	-147	-5.1	↓	-2,755	-50.2

ACTIVE RESUMES DATA

IN-STATE ACTIVE RESUMES

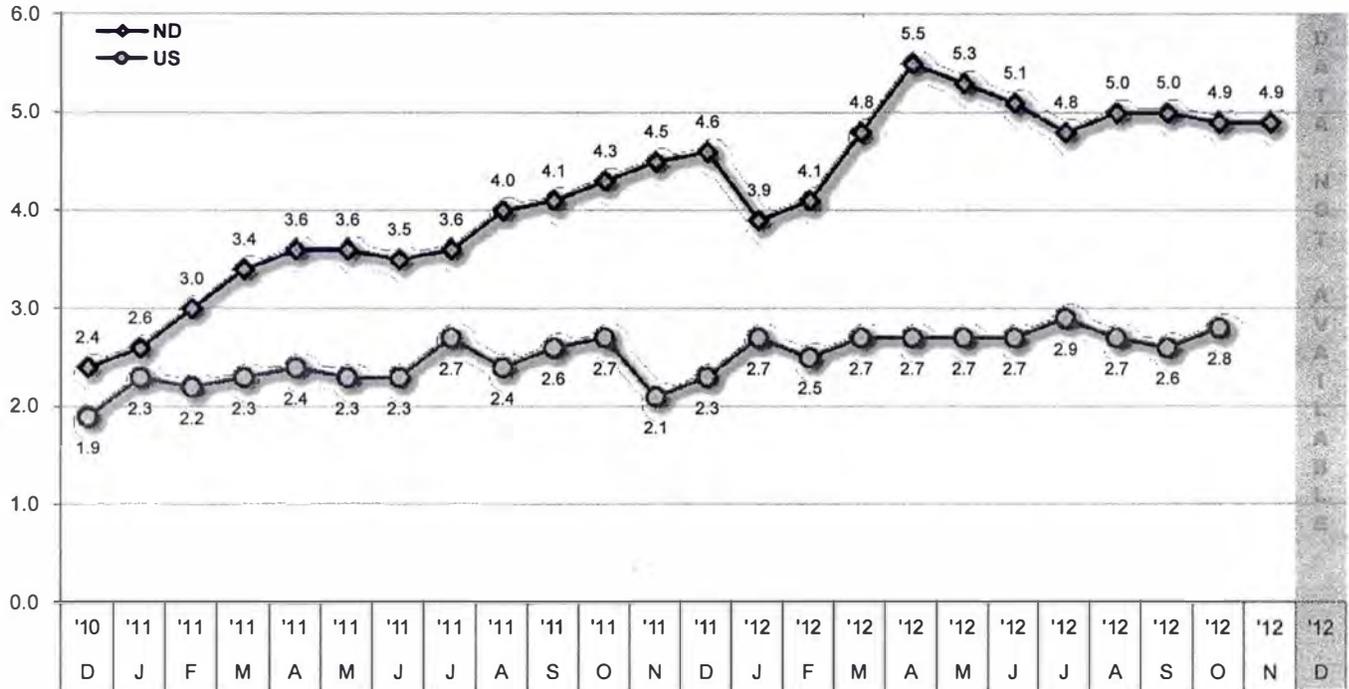
DECEMBER 2012 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

COUNTY NAME	DEC 2011	NOV 2012	DEC 2012	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	10	18	16	↓	-2	-11.1	↑	6	60.0
Barnes	181	181	150	↓	-31	-17.1	↓	-31	-17.1
Benson	79	90	75	↓	-15	-16.7	↓	-4	-5.1
Billings	3	5	4	↓	-1	-20.0	↑	1	33.3
Bottineau	50	34	32	↓	-2	-5.9	↓	-18	-36.0
Bowman	14	6	6	→	0	0.0	↓	-8	-57.1
Burke	5	7	9	↑	2	28.6	↑	4	80.0
Burleigh	1,670	1,350	1,412	↑	62	4.6	↓	-258	-15.4
Cass	3,046	2,460	2,458	↓	-2	-0.1	↓	-588	-19.3
Cavalier	17	20	20	→	0	0.0	↑	3	17.6
Dickey	41	24	32	↑	8	33.3	↓	-9	-22.0
Divide	11	7	5	↓	-2	-28.6	↓	-6	-54.5
Dunn	43	46	47	↑	1	2.2	↑	4	9.3
Eddy	20	23	28	↑	5	21.7	↑	8	40.0
Emmons	19	41	48	↑	7	17.1	↑	29	152.6
Foster	21	9	13	↑	4	44.4	↓	-8	-38.1
Golden Valley	9	18	20	↑	2	11.1	↑	11	122.2
Grand Forks	956	779	824	↑	45	5.8	↓	-132	-13.8
Grant	17	12	10	↓	-2	-16.7	↓	-7	-41.2
Griggs	9	16	23	↑	7	43.8	↑	14	155.6
Hettinger	23	16	22	↑	6	37.5	↓	-1	-4.3
Kidder	22	5	5	→	0	0.0	↓	-17	-77.3
LaMoure	33	19	25	↑	6	31.6	↓	-8	-24.2
Logan	20	13	7	↓	-6	-46.2	↓	-13	-65.0
McHenry	66	63	71	↑	8	12.7	↑	5	7.6
McIntosh	17	3	6	↑	3	100.0	↓	-11	-64.7
McKenzie	41	57	63	↑	6	10.5	↑	22	53.7
McLean	102	80	87	↑	7	8.8	↓	-15	-14.7
Mercer	203	197	170	↓	-27	-13.7	↓	-33	-16.3
Morton	476	463	493	↑	30	6.5	↑	17	3.6
Mountrail	146	106	128	↑	22	20.8	↓	-18	-12.3
Nelson	18	14	15	↑	1	7.1	↓	-3	-16.7
Oliver	17	14	13	↓	-1	-7.1	↓	-4	-23.5
Pembina	91	36	51	↑	15	41.7	↓	-40	-44.0
Pierce	37	38	32	↓	-6	-15.8	↓	-5	-13.5
Ramsey	159	145	135	↓	-10	-6.9	↓	-24	-15.1
Ransom	62	34	33	↓	-1	-2.9	↓	-29	-46.8
Renville	28	21	21	→	0	0.0	↓	-7	-25.0
Richland	361	258	252	↓	-6	-2.3	↓	-109	-30.2
Rolette	433	440	413	↓	-27	-6.1	↓	-20	-4.6
Sargent	30	15	15	→	0	0.0	↓	-15	-50.0
Sheridan	5	1	2	↑	1	100.0	↓	-3	-60.0
Sioux	51	24	27	↑	3	12.5	↓	-24	-47.1
Slope	1	1	1	→	0	0.0	→	0	0.0
Stark	385	452	486	↑	34	7.5	↑	101	26.2
Steele	12	10	10	→	0	0.0	↓	-2	-16.7
Stutsman	307	261	276	↑	15	5.7	↓	-31	-10.1
Towner	18	21	20	↓	-1	-4.8	↑	2	11.1
Traill	72	41	43	↑	2	4.9	↓	-29	-40.3
Walsh	109	93	93	→	0	0.0	↓	-16	-14.7
Ward	1,062	1,182	1,131	↓	-51	-4.3	↑	69	6.5
Wells	25	32	20	↓	-12	-37.5	↓	-5	-20.0
Williams	345	531	498	↓	-33	-6.2	↑	153	44.3

SUPPLY/DEMAND RATES

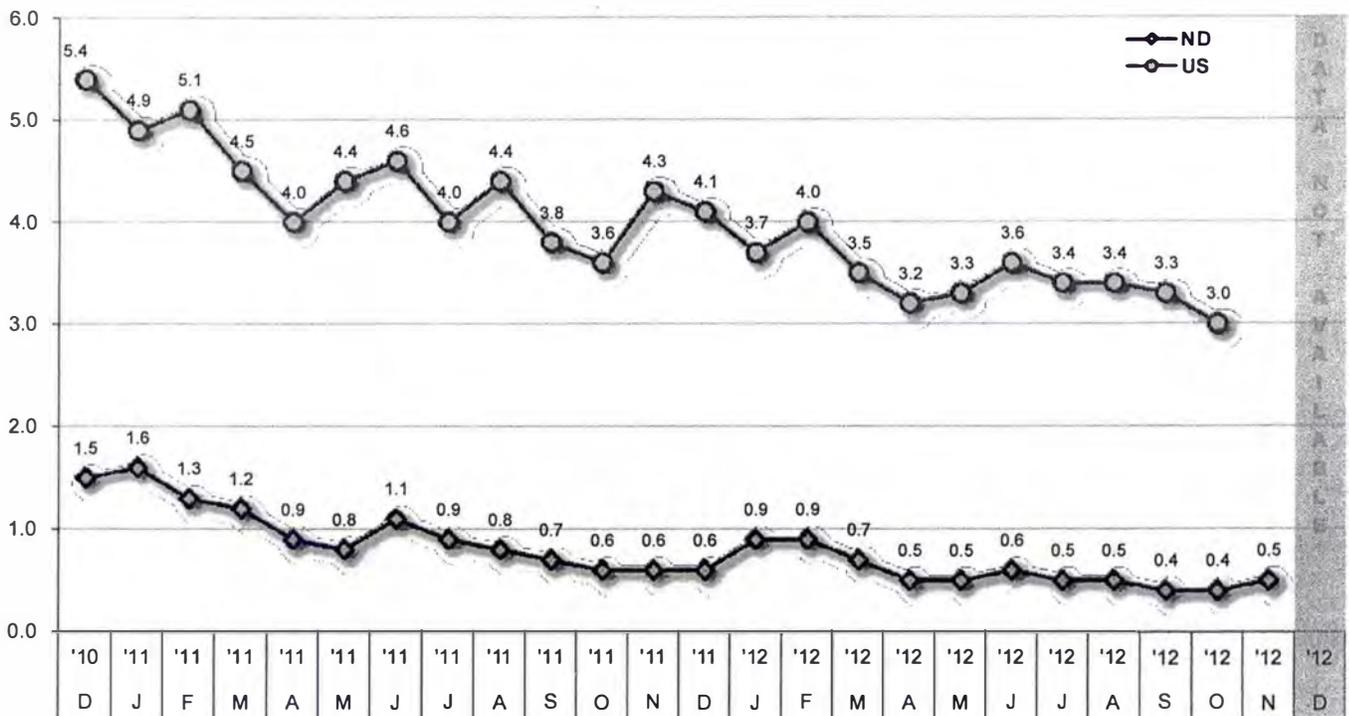
JOB OPENINGS RATE

The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the Current Employment Statistics (CES) program plus job openings (unfilled jobs). A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. The latest month for which North Dakota employment data are available is November 2012. The latest month for which U.S. job openings data are available is October 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



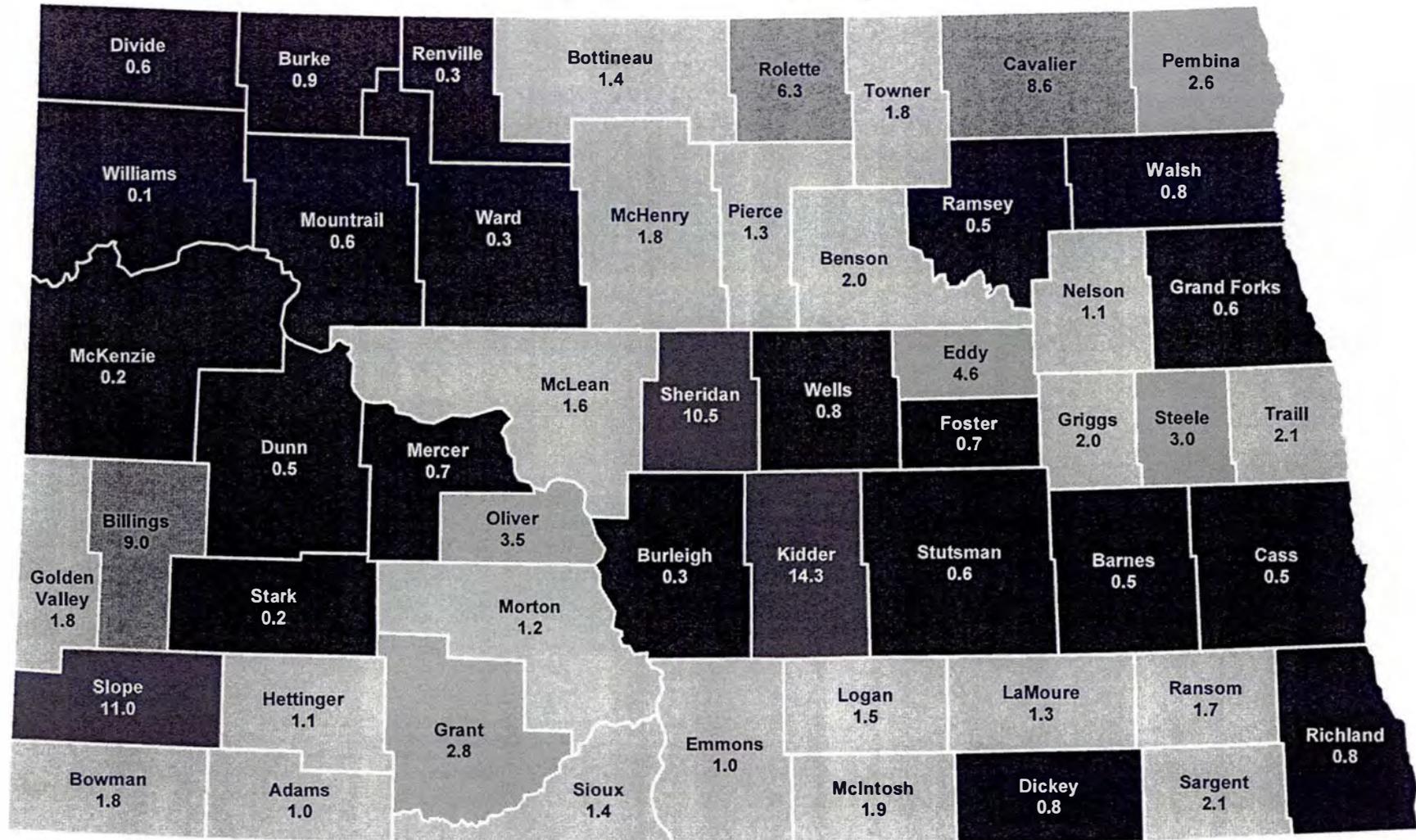
UNEMPLOYED PER JOB OPENING

Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the Local Area Unemployment Statistics (LAUS) program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply while a result greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is November 2012. The latest month for which U.S. job openings data are available is October 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



NORTH DAKOTA COUNTY SUPPLY/DEMAND RATES

Unemployed Per Job Opening



Statewide Supply/Demand Rate (Not Seasonally Adjusted): 0.5

COUNTY SUPPLY/DEMAND RATES (NOVEMBER 2012)

Less than 1
 1.0 - 2.4
 2.5 - 4.9
 5.0 - 9.9
 10 and Higher

A supply/demand rate could not be calculated for counties shaded in gray because zero job openings were reported in the reference period.

Source: *Online Job Openings Report, Labor Market Information Center, Job Service North Dakota*

[Map Creation Date: December 24, 2012 Author: Labor Market Information Center, Job Service North Dakota]

SUPPLY/DEMAND RATES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

UNEMPLOYED PER JOB OPENING

Less than 1 indicates more job openings than potential resident labor supply while greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is November 2012.

COUNTY NAME	NOV 2011	JUN 2012	JUL 2012	AUG 2012	SEP 2012	OCT 2012	NOV 2012
Adams	1.0	0.7	0.9	0.7	0.7	1.2	1.0
Barnes	0.7	0.5	0.5	0.4	0.4	0.4	0.5
Benson	3.3	2.1	2.1	1.2	1.0	1.1	2.0
Billings	1.9	0.7	1.1	2.0	2.2	2.8	9.0
Bottineau	1.9	1.0	1.1	1.5	1.1	1.0	1.4
Bowman	1.1	0.9	1.5	0.6	0.5	0.4	1.8
Burke	8.3	0.6	0.7	2.1	0.7	1.0	0.9
Burleigh	0.4	0.4	0.3	0.4	0.3	0.3	0.3
Cass	0.6	0.5	0.5	0.5	0.4	0.4	0.5
Cavalier	1.7	0.7	1.4	3.4	3.4	8.7	8.6
Dickey	1.0	0.6	0.8	0.8	0.7	0.6	0.8
Divide	1.0	0.6	0.5	0.8	1.0	0.8	0.6
Dunn	1.3	0.6	0.4	0.4	0.4	0.4	0.5
Eddy	4.9	2.2	2.4	2.6	3.6	6.3	4.6
Emmons	2.7	0.7	1.0	1.0	0.6	0.7	1.0
Foster	1.9	1.4	1.0	1.0	1.0	0.9	0.7
Golden Valley	0.8	1.0	0.9	1.0	1.1	1.9	1.8
Grand Forks	0.6	0.7	0.8	0.6	0.5	0.5	0.6
Grant	2.4	0.6	2.3	1.2	1.0	1.1	2.8
Griggs	2.8	0.5	0.4	0.5	0.8	1.1	2.0
Hettinger	1.2	1.5	1.7	2.3	1.3	0.8	1.1
Kidder	12.8	0.8	1.1	1.0	6.7	14.7	14.3
LaMoure	1.7	1.6	2.7	1.5	1.7	1.3	1.3
Logan	3.4	3.0	1.3	3.6	4.6	1.8	1.5
McHenry	4.3	2.1	2.5	2.5	2.4	1.8	1.8
McIntosh	3.7	2.5	4.3	4.1	2.1	2.4	1.9
McKenzie	0.2	0.2	0.2	0.2	0.2	0.2	0.2
McLean	3.0	2.0	1.3	2.0	1.4	1.5	1.6
Mercer	1.4	0.9	0.8	0.7	0.4	0.4	0.7
Morton	1.1	1.0	1.0	0.9	0.6	0.7	1.2
Mountrail	0.7	0.7	0.4	0.5	0.3	0.5	0.6
Nelson	1.2	1.3	1.3	1.3	0.9	1.2	1.1
Oliver	11.4	1.6	4.2	4.3	2.8	5.8	3.5
Pembina	3.5	3.5	1.4	1.3	1.6	1.5	2.6
Pierce	1.5	1.1	1.3	1.0	0.9	0.8	1.3
Ramsey	0.5	0.5	0.5	0.6	0.4	0.4	0.5
Ransom	3.1	2.0	2.4	2.1	1.4	1.1	1.7
Renville	1.0	0.7	0.7	0.6	0.2	0.3	0.3
Richland	1.3	0.9	0.8	0.6	0.6	0.6	0.8
Rolette	5.8	6.1	7.8	8.6	5.8	4.2	6.3
Sargent	0.9	0.9	0.9	0.8	0.8	0.9	2.1
Sheridan	12.5	2.5	3.8	4.8	4.8	8.5	10.5
Sioux	0.5	0.9	0.7	0.8	0.6	0.6	1.4
Slope	9.0	2.0	2.0	2.5	5.5	5.0	11.0
Stark	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Steele	4.8	0.9	0.7	1.2	1.0	2.4	3.0
Stutsman	0.7	0.6	0.7	0.6	0.5	0.5	0.6
Towner	2.3	3.1	4.9	3.3	1.0	0.9	1.8
Traill	5.5	1.5	1.6	2.9	1.5	1.6	2.1
Walsh	2.1	1.3	1.4	1.1	0.5	0.6	0.8
Ward	0.3	0.4	0.3	0.4	0.3	0.3	0.3
Wells	1.5	0.9	1.4	0.8	0.5	0.5	0.8
Williams	0.1	0.1	0.1	0.1	0.1	0.1	0.1

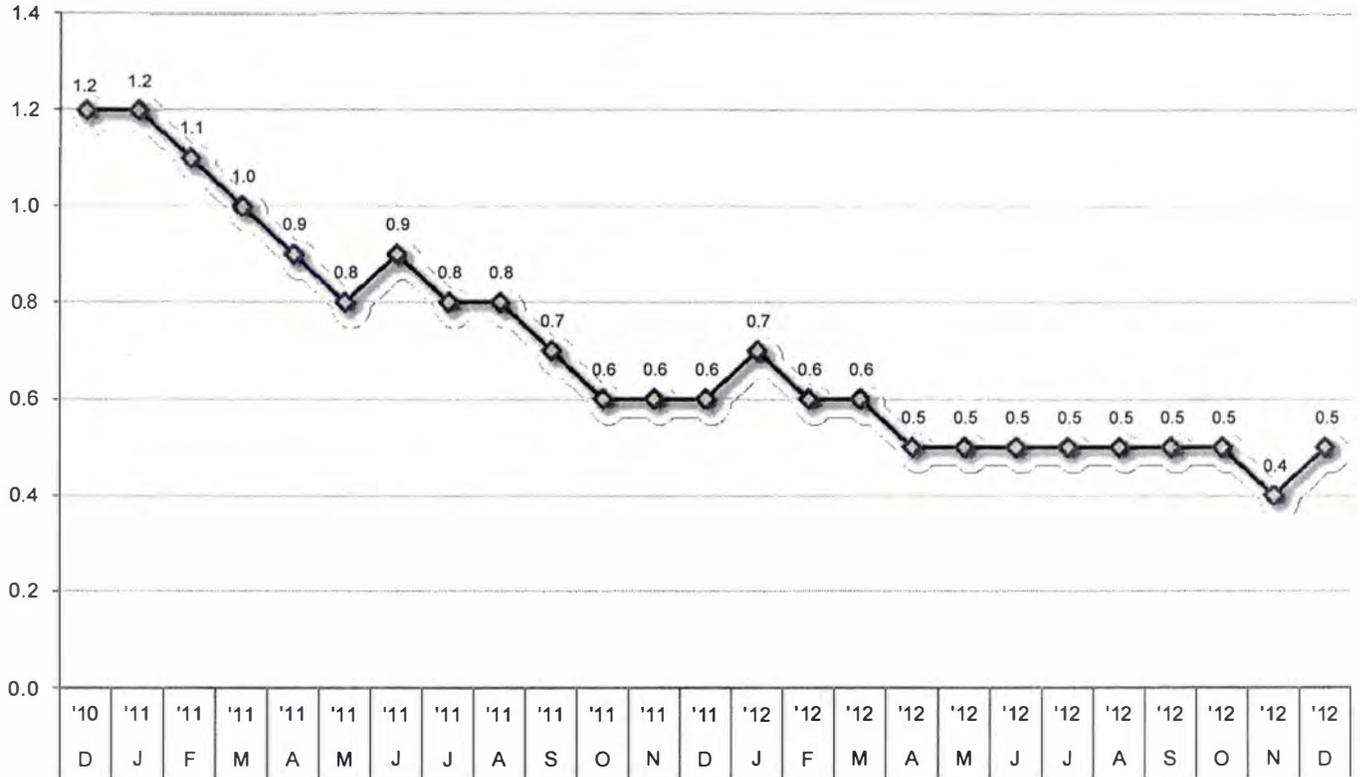
SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMES PER JOB OPENING

Active resumes per job opening is a supply/demand rate that uses active online resumes as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumes (i.e. resumes tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumes were excluded from this calculation. A result less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings. Also, this is the only supply/demand rate that can generate results at the occupational group level.



SOC CODE/OCCUPATIONAL GROUP	DEC 2011	JUL 2012	AUG 2012	SEP 2012	OCT 2012	NOV 2012	DEC 2012
11 Management	0.9	0.8	0.8	0.9	0.9	0.8	0.8
13 Business and Financial Operations	0.7	0.6	0.6	0.6	0.7	0.5	0.6
15 Computer and Mathematical	0.6	0.5	0.4	0.5	0.5	0.3	0.3
17 Architecture and Engineering	0.3	0.3	0.3	0.3	0.3	0.3	0.3
19 Life, Physical, and Social Science	0.4	0.6	0.6	0.6	0.5	0.6	0.6
21 Community and Social Services	1.3	1.1	1.1	1.0	1.1	1.1	1.1
23 Legal	3.5	0.6	0.8	1.2	1.5	0.8	1.0
25 Education, Training, and Library	0.6	0.3	0.3	0.4	0.3	0.4	0.5
27 Arts, Design, Entertainment, Sports, and Media	0.9	0.4	0.4	0.5	0.4	0.4	0.5
29 Healthcare Practitioners and Technical	0.2	0.2	0.1	0.2	0.2	0.2	0.2
31 Healthcare Support	0.8	0.9	0.8	0.7	0.7	0.5	0.7
33 Protective Service	1.1	0.7	0.6	0.6	0.9	0.9	0.7
35 Food Preparation and Serving Related	0.4	0.4	0.3	0.3	0.3	0.2	0.3
37 Building and Grounds Cleaning and Maintenance	0.5	0.5	0.4	0.3	0.3	0.4	0.4
39 Personal Care and Service	0.5	0.4	0.3	0.3	0.3	0.3	0.3
41 Sales and Related	0.4	0.4	0.4	0.3	0.3	0.3	0.3
43 Office and Administrative Support	1.6	1.1	1.0	1.0	1.0	1.0	1.3
45 Farming, Fishing, and Forestry	0.4	0.5	0.5	0.5	0.5	0.3	0.2
47 Construction and Extraction	0.5	0.6	0.6	0.5	0.6	0.7	0.8
49 Installation, Maintenance, and Repair	0.3	0.4	0.3	0.3	0.3	0.2	0.3
51 Production	0.6	0.9	0.6	0.6	0.5	0.7	0.8
53 Transportation and Material Moving	0.4	0.4	0.4	0.4	0.4	0.4	0.4

SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMES

DECEMBER 2012 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMES PER JOB OPENING

Less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings.

COUNTY NAME	DEC 2011	JUL 2012	AUG 2012	SEP 2012	OCT 2012	NOV 2012	DEC 2012
Adams	0.4	0.7	0.6	0.6	0.9	0.6	0.6
Barnes	0.8	0.5	0.5	0.6	0.5	0.6	0.4
Benson	1.6	1.3	0.6	0.6	0.6	1.1	0.9
Billings	0.8	0.4	0.4	0.6	3.3	5.0	1.3
Bottineau	0.7	0.6	0.6	0.6	0.4	0.5	0.7
Bowman	0.4	0.5	0.1	0.1	0.1	0.3	0.3
Burke	1.0	0.3	1.0	0.3	0.4	0.2	0.6
Burleigh	0.6	0.4	0.4	0.4	0.4	0.4	0.4
Cass	0.7	0.5	0.5	0.5	0.5	0.5	0.5
Cavalier	0.5	0.4	1.2	1.8	4.0	2.9	0.6
Dickey	0.4	0.4	0.4	0.3	0.3	0.3	0.5
Divide	0.4	0.1	0.2	0.3	0.2	0.2	0.1
Dunn	0.6	0.4	0.4	0.4	0.4	0.5	0.6
Eddy	1.7	0.9	1.2	1.3	3.7	2.3	2.2
Emmons	0.5	0.4	0.5	0.3	0.5	0.5	2.0
Foster	0.8	0.4	0.5	0.7	0.4	0.2	0.3
Golden Valley	0.3	0.7	0.5	0.6	1.0	1.1	1.3
Grand Forks	0.5	0.5	0.4	0.4	0.4	0.4	0.5
Grant	1.2	0.8	0.5	0.5	0.6	0.9	0.8
Griggs	0.3	0.1	0.1	0.2	0.6	1.1	3.8
Hettinger	0.8	1.0	1.2	0.9	0.4	0.5	0.6
Kidder	5.5	0.5	0.4	1.3	2.3	1.3	5.0
LaMoure	1.0	0.7	0.6	0.9	0.6	0.5	0.8
Logan	1.0	1.1	2.6	4.2	1.2	0.8	0.5
McHenry	2.4	1.7	2.2	2.4	2.2	1.2	1.5
McIntosh	0.9	1.4	1.0	0.5	0.3	0.2	0.3
McKenzie	0.1	0.2	0.2	0.2	0.2	0.1	0.1
McLean	1.3	0.7	0.9	0.6	0.7	0.8	1.0
Mercer	1.5	0.7	0.6	0.5	0.7	0.7	1.0
Morton	1.2	1.0	0.9	0.9	1.1	1.1	1.2
Mountrail	0.8	0.5	0.5	0.4	0.7	0.6	0.8
Nelson	0.5	0.7	0.8	0.5	0.5	0.3	0.3
Oliver	3.4	1.1	1.8	1.6	2.7	0.9	0.8
Pembina	1.5	0.5	0.6	0.8	0.5	0.5	1.0
Pierce	0.4	0.7	0.4	0.7	0.6	0.7	1.3
Ramsey	0.4	0.5	0.5	0.4	0.4	0.3	0.4
Ransom	1.9	1.0	0.9	0.8	0.6	0.8	1.1
Renville	0.6	0.8	0.5	0.1	0.2	0.2	0.7
Richland	1.4	0.3	0.7	0.8	0.7	0.8	1.1
Rolette	6.2	6.3	10.4	8.9	6.0	6.3	6.3
Sargent	0.3	0.5	0.5	0.3	0.4	0.8	0.8
Sheridan	1.3	1.0	1.2	1.3	1.0	0.5	1.0
Sioux	0.7	0.5	0.5	0.6	0.4	0.5	0.4
Slope	---	0.2	0.0	0.0	0.0	1.0	0.5
Stark	0.3	0.4	0.3	0.3	0.3	0.3	0.3
Steele	2.4	0.2	0.4	0.4	1.0	1.3	1.4
Stutsman	0.7	0.5	0.5	0.5	0.4	0.5	0.6
Towner	1.3	2.7	1.7	0.6	0.4	0.8	1.4
Traill	1.5	0.6	1.2	0.6	0.8	0.7	0.9
Walsh	0.6	0.6	0.6	0.3	0.4	0.3	0.5
Ward	0.4	0.5	0.5	0.5	0.5	0.4	0.5
Wells	0.4	0.7	0.3	0.3	0.2	0.3	0.2
Williams	0.1	0.3	0.3	0.3	0.3	0.2	0.2

ONLINE JOB OPENINGS REPORT NOTES

BACKGROUND

Online job openings statistics provide a timely overview of the current supply/demand dynamic of North Dakota's labor market. The Online Job Openings Report (OJOR) is the earliest published monthly indicator of North Dakota's labor market activity. Data publication generally occurs the first Tuesday of the month following the reference period. The report involves the monthly collection, processing, and dissemination of online job openings posted by employers and active resume activities of job seekers. Both job openings and active resumes are published for the major occupational groups at the statewide and regional levels. Data for counties are only available at a total aggregate level.

Various supply/demand rates are calculated for major occupational groups and select geographies. Job openings and active resumes data are used to calculate the rate of active resumes per job opening. Unemployment data from the Local Area Unemployment Statistics (LAUS) program is used to calculate the rate of unemployed per job opening and employment data from the Current Employment Statistics (CES) program is used to calculate the job openings rate. All these supply/demand rates provide users with alternate views of the local labor supply/demand situation. For comparability, national level job openings data from the U.S. Bureau of Labor Statistics (BLS) are extracted from the Job Openings and Labor Turnover Survey (JOLTS) and featured in the report. For a detailed description of the various supply/demand rates, see the 'Terms and Concepts' section.

METHODOLOGY AND COVERAGE

The OJOR is essentially a universe count of all North Dakota worksites with online advertised jobs posted either directly with Job Service North Dakota or indirectly through other online job sites. It should be stressed that coverage is limited to jobs posted online. Job vacancies advertised strictly through word-of-mouth, local print-only newspapers, outdoor signage, or any other non-online means are not counted.

The database from the Job Service North Dakota online labor exchange system is the underlying source for the OJOR and its corresponding time series. The data are a combination of local openings brought into the system either internally or externally. An internal job opening is submitted directly to the labor exchange system by either local office staff or authorized local employers. An external job opening is "spidered" into the system from outside online job sites including corporate, educational institution, newspaper, government, private job board, and recruiter sites. Keep in mind, almost all of the online job openings and active resumes data are self-reported by the employer and job seeker, respectively, so accuracy cannot necessarily be guaranteed though system checks are in place to flag potential errors. Every effort is made to ensure the report is constructed using unduplicated data. The unduplication process involves the systematic analysis of key fields of each opening, such as company name, job title/description, and location, against all openings, flagging potential duplicate matches. An analyst reviews and eliminates legitimate duplicates.

The OJOR is not subject to the typical sampling error and non-response error components associated with most statistical surveys. Non-sampling error sources would include population under-coverage due to missing a portion of the targeted population (e.g. a large Internet job board), and over-coverage due to the inability to fully eliminate duplicate job openings. Additional potential sources of non-sampling error would include occupational and/or geographic coding errors which could affect the proper classification of individual job openings.

Occupational coding is done at the 6-digit Standard Occupational Classification (SOC) level and the 8-digit O*NET level. The SOC coding used in the OJOR is the same definitional coding used for federal employment and unemployment statistics. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level.

The geographic coding for an internal opening is determined by information submitted directly to the labor exchange system by either local office staff or authorized local employers. An external opening is coded against location information from the original posting.

Data are not seasonally adjusted and subject to revision. Dashes (--) indicate data not available.

TERMS AND CONCEPTS

DATA REFERENCE PERIOD. The OJOR collects data using a mid-month reference period (the week that includes the 12th of the month), which is standard for most BLS programs and provides a more accurate comparison for measures using data from those sources.

ONLINE JOB OPENINGS REPORT NOTES

JOB OPENINGS. Job openings include all open and available online openings during the reference period. This figure may include openings posted no more than 90 days prior but still active during the reference period, as well as new openings.

ACTIVE RESUMES. Active resumes are all online resumes that have been created or otherwise modified during the reference period. This figure may include resumes posted no more than 90 days prior but still active during the reference period, as well as new resumes. Active resumes may include those created by out-of-state candidates. Candidates may post multiple online resumes so active resumes should not be interpreted as an individual candidate count. Active resumes are not necessarily an indicator of unemployment since candidates posting resumes may or may not be unemployed.

SUPPLY/DEMAND RATES. Supply/demand rates, as outlined below, only provide a measure of relative slack of the labor market and whether a potential imbalance exists, but does not suggest that the qualifications of the job seekers directly align with the requirements of the advertised vacancies. Over time, these rates tend to trend closely with the general economic cycle, specifically labor market contractions/expansions.

JOB OPENINGS RATE. The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the CES program plus job openings (unfilled jobs). The number of unfilled jobs is an important measure of the unmet demand for labor. With that statistic, it is possible to paint a more complete picture of the state's labor market than by looking solely at the unemployment rate, a measure of the excess supply of labor. A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. Calculations for the U.S. job openings rate use data from the JOLTS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

ACTIVE RESUMES PER JOB OPENING. Active resumes per job opening is a supply/demand rate that uses active online resumes as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumes (i.e. resumes tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumes are excluded from this calculation. A result less than 1 indicates more job openings than local active resumes, while a result greater than 1 indicates more local active resumes than job openings. Also, this is the only supply/demand rate that generates results at the occupational group level.

UNEMPLOYED PER JOB OPENING. Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the LAUS program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply, while a result greater than 1 indicates more potential resident labor supply than job openings. Calculations for the U.S. rate of unemployed per job opening are based on data from the JOLTS and the Current Population Survey (CPS) from the BLS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

OCCUPATIONAL DATA. Occupational groups are based on the 2000 SOC coding system. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level. Openings and resumes are coded to the 6-digit SOC level and 8-digit O*NET level whenever possible. Data are aggregated to the major occupational group level.

UNEMPLOYMENT DATA. The unemployment data used in this report come from the CPS and the LAUS programs. Both programs provide timely and accurate data on the unemployed and are used to calculate supply/demand rates of unemployed per job opening. The unemployed are defined as those 16 years of age and older who were unemployed but actively seeking and available for work within the last month.

REGIONAL DATA. The eight North Dakota regions were established in 1968 and are made up of groupings of counties around a regional city center providing a majority of the services and exhibiting the greatest economic influence. Openings data are coded based on worksite location. Resumes data are coded based on the current residential address of the job seeker. While the regional reports are not as comprehensive as the statewide report, they do provide some local detail and comparisons not otherwise available.

WAGE DATA. The average hourly wage data are the latest available from the Occupational Employment Statistics (OES) program. OES wage data provide an accurate, comprehensive, point-in-time snapshot of wage levels of currently employed workers across all 800 SOC occupations. These wage data should not be interpreted as an advertised wage for openings in that occupational group. Occupational wage data specific to the OJOR regions are not available, instead, state-level North Dakota occupational wages are provided as a general guide.

ONLINE JOB OPENINGS REPORT NOTES

DATA INTERPRETATION

The OJOR contains a lot of data and information. For many, the issue becomes how to interpret it. While the top-line numbers get the most attention, the emphasis in interpreting the data should focus on the trend over time. Since the time series is not seasonally adjusted, the most appropriate comparison for any month should be the same month one year earlier.

Job openings data reflect a relative demand for labor. Job openings include all open and available online openings. It should not be assumed that the published job openings number is the entirety of the job openings market. There is a segment of the job openings market that relies solely on means other than online to recruit workers. Those openings aren't captured in the OJOR.

Active resumes data reflect a relative supply of labor. Active resumes include all online resumes that have been created or otherwise modified by job seekers with a desire to work in North Dakota. Therefore, a segment of active resumes belong to out-of-state candidates. Candidates may post multiple online resumes so active resumes should not be interpreted as an individual candidate count. Active resumes are not necessarily an indicator of unemployment since candidates posting resumes may or may not be unemployed. It should not be assumed that the published active resumes number is the entirety of the potential labor supply market. For example, those unemployed who haven't created an online resume are not counted in the active resume total. Similarly, "casual" job seekers who may peruse job openings but not create an online resume are not included in the count.

Supply/demand rates are a calculation used to reconcile the relationship between labor market demand (e.g. job openings) and labor market supply (e.g. active resumes, unemployed). The resulting ratios highlight the relative slack of the labor market for occupational groups and select geographies. Generally, supply/demand rates (e.g. active resumes per job opening, unemployed per job opening) below 1 indicate a greater need for workers in an occupational group or area. In other words, there's not enough supply (workers) to keep up with demand (job openings). Generally, the opposite is true when supply/demand rates exceed 1. Of course, such an analysis only provides a general idea of where excess demand exists; it does not necessarily indicate a match if a candidate doesn't have the individual education, skills, or experience to get hired. Caution should be exercised when interpreting supply/demand rates. Occupational groups and geographies with a small number of openings exhibit much more volatility and may skew a user's interpretation of an area's labor market situation. It's important to reference the number of openings for an occupational group or geography in order to add context to any supply/demand analysis (high/low rates may mask a relatively small labor market demand and/or supply). This is especially true for geographies with small populations and labor forces.

Career planning and exploration is an integral component to a successful work life. Students are increasingly being introduced to career planning and exploration activities early on in their academic life. In conjunction with other pieces of labor market information (e.g. projections, wages, skill requirements, etc.), the supply/demand data can alert students, educators, and counselors to excess supply or higher demand in certain occupational groups or geographies. For job seekers, the OJOR data can help focus job searches and highlight occupational groups and/or geographic areas with the greatest opportunities or toughest competition. The business community, economic developers, and policy makers use supply/demand data to track trends in the labor market. OJOR data can potentially highlight labor imbalances. This can be especially helpful if a business is looking to expand or relocate, therefore needing a supply of available workers. Economic developers and policy makers use the data to gauge the general health of the economy and look for opportunities to maximize labor supply and demand.

SOC CODE AND OCCUPATIONAL GROUP STRUCTURE

2011 AVERAGE WAGES

ND AVG HOURLY WAGE (\$)	SOC CODE/OCCUPATIONAL GROUP
	Sample Occupations
42.31	11 MANAGEMENT Managers, Education Administrators, Farmers and Ranchers, Human Resource Managers
26.49	13 BUSINESS AND FINANCIAL OPERATIONS Accountants, Auditors, Loan Officers, Tax Preparers
26.46	15 COMPUTER AND MATHEMATICAL Computer Programmers, Computer and Network Administrators, Web Developers, Statisticians
32.91	17 ARCHITECTURE AND ENGINEERING Engineers, Drafters, Architects, Surveyors
25.52	19 LIFE, PHYSICAL, AND SOCIAL SCIENCE Biologists, Chemists, Economists
19.34	21 COMMUNITY AND SOCIAL SERVICES Social Workers, Clergy, Counselors, Social and Human Service Assistants
33.76	23 LEGAL Lawyers, Court Reporters, Judges, Magistrate Judges, Magistrates, Paralegal and Legal Assistants
20.33	25 EDUCATION, TRAINING, AND LIBRARY Elementary School Teachers, Secondary School Teachers, Special Education Teachers, Librarians
16.14	27 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA Musicians and Singers, Photographers, Reporters and Correspondents, Umpires, Referees
28.67	29 HEALTHCARE PRACTITIONERS AND TECHNICAL Physicians and Surgeons, Dentists, Pharmacists, Registered Nurses, EMTs and Paramedics, Chiropractors
12.98	31 HEALTHCARE SUPPORT Home Health Aides, Medical Assistants, Medical Transcriptionists, Nursing Aides and Orderlies
18.30	33 PROTECTIVE SERVICE Correctional Officers, Firefighters, Police and Sheriff's Patrol Officers, Lifeguards
9.82	35 FOOD PREPARATION AND SERVING RELATED Cooks, Bartenders, Waiters and Waitresses, Counter Attendants, Dishwashers
11.53	37 BUILDING AND GROUNDS CLEANING AND MAINTENANCE Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maids and Housekeeping Cleaners
11.51	39 PERSONAL CARE AND SERVICE Childcare Workers, Hairdressers, Hairstylists, Fitness Trainers, Personal and Home Care Aides
15.28	41 SALES AND RELATED Cashiers, Retail Salespersons, Insurance Sales Agents, Telemarketers
14.59	43 OFFICE AND ADMINISTRATIVE SUPPORT Secretaries and Administrative Assistants, Office Clerks, Receptionists, Tellers
14.10	45 FARMING, FISHING, AND FORESTRY Farmworkers and Laborers, Graders and Sorters of Agricultural Products, Hunters and Trappers
20.99	47 CONSTRUCTION AND EXTRACTION Carpenters, Electricians, Plumbers, Roofers, Oil and Gas Roustabouts
21.26	49 INSTALLATION, MAINTENANCE, AND REPAIR Automotive Body Repairers, Mechanics, Electrical Power-Line Installers, Wind Turbine Service Technicians
17.19	51 PRODUCTION Assemblers and Fabricators, Machinists, Tool and Die Makers, Welders, Cutters, Solderers, Brazers
17.33	53 TRANSPORTATION AND MATERIAL MOVING Airline Pilots, Bus Drivers, Truck Drivers, Industrial Truck and Tractor Operators, Packers and Packagers
	55 MILITARY SPECIFIC OCCUPATIONS Aircrew Officers, Infantry, Radar and Sonar Technicians, Special Forces

SB 2016
Attachment 1.
March 7, 2013

Job Service North Dakota Testimony SB 2016

March 7, 2013

House Appropriations

Education and Environment Division



Presented by:

Maren Daley

Executive Director

Job Service North Dakota



Mr. Chairman and members of the Senate Appropriations Committee, my name is Maren Daley and I am the Executive Director of Job Service North Dakota.

Thank you for this opportunity to testify today and to ask for your support of Job Service North Dakota's 2013-15 biennium budget.

Meeting Our Challenges

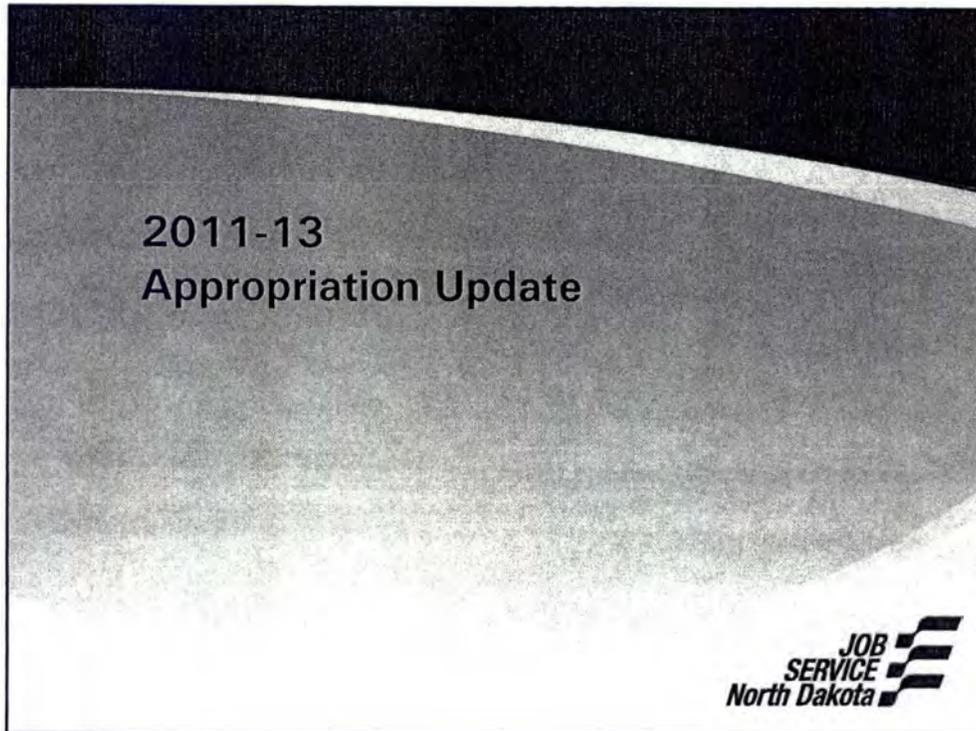
Prioritizing services based on demand.

Cross-training staff to work in areas in which they might not otherwise have worked.



Job Service North Dakota placed a great deal of emphasis on the growing demands on our agency as we developed our strategic plan for this year.

Job Service North Dakota's continued flat to declining funding has made it even more challenging to meet employer and job seeker workforce demands in response to North Dakota's booming economy.



I'll start with an update of Job Service North Dakota's 2011-13 Appropriation including estimates of 2011-13 funding and the status of one-time funding items.

2011-13 At-a-Glance

	Appropriation	Projected Expenditures	Variance
Source:			
General Fund	1,894,292	1,894,292	0
Federal Funds	72,200,082	54,873,626	(17,326,456)
Special Funds	<u>516,724</u>	<u>119,861</u>	<u>(396,863)</u>
Total Funds	74,611,098	56,887,779	(17,723,319)
Expenditures:			
Salaries/Wages	35,384,984	32,584,471	(2,800,513)
Operating Exp.	13,698,670	11,776,232	(1,922,438)
Capital Assets	20,000	20,000	0
Grants/Benefits/Claims	10,076,284	10,076,284	0
Workforce 20/20	1,531,160	1,531,160	0
Reed Act*	12,400,000	0	(12,400,000)
UI Special Admin*	<u>1,500,000</u>	<u>370,065</u>	<u>(1,129,935)</u>
Total	74,611,098	56,887,779	(17,723,319)

*One-time funding.



This slide shows Job Service North Dakota's 2011-13 biennium budget.

Job Service projects to expend \$56.89 million or \$17.22 million less than the appropriated \$74.61 million. The significant variances are shown above.

Salaries and Wages

Appropriation	\$ 35,384,984
Projected Expenditure	<u>(32,584,471)</u>
Variance	\$ 2,800,513

Workforce Investment Act and other funding cuts eliminated:

- Staffing – 11 FTEs
 - 6 FTEs – Accepted voluntary separation in 2011
 - We will continue to look at not filling vacancies as they arise in anticipation of funding cuts.



Job Service spent \$2.8 million less in salaries and wages than what was appropriated due to reduced federal funding and the absorption of five percent legislative pay raises.

The variance was addressed by:

- Offering a voluntary separation in June 2011. A total of 6 employees accepted this option. These positions have not been filled since the separations and duties have been absorbed by current staff.
- Holding vacancies as they opened.
- Exercising diligent expense control.
- Scaling back processes, reports, and updates or putting them on hold as a result of reduced staffing.

The U.S. Department of Labor cut Workforce Investment Act (WIA) funding to the states in order to retain funds for national competitive innovation grants .

Overall, Workforce Investment Act funding was reduced by \$1.5 million for the 2011-13 biennium. Of that, \$1.1 million was a reduction in WIA statewide activities. \$400,000 was a reduction of rapid response and local activities.

WIA statewide activities funding for the prior biennium was \$1.5 million. In the current biennium, WIA funding was reduced by 66 percent to \$400,000. This limited funding placed a heavy burden on all the states including North Dakota.

Statewide activities include such things as:

- Maintaining our online labor exchange and case management system
- Data validation (internal audit of program activities)
- Monitoring (following policy and procedure)
- Generating performance reports
- Program compliance and improvement reports
- Maintaining our Eligible Training Provider list

WIA statewide activities reduced or eliminated included:

\$613,000 – Statewide Other activities

- Staffing – Job Service reduced 6 FTEs and we will continue to look at not filling vacancies as they arise in anticipation of funding cuts.
- Local offices are now monitored in a staggered fashion and as-needed rather than annually.
- Reports are not run as often to save staff time.
- Local office staff now assist with supporting management information system activities.
- Plans to make ND Eligible Training Provider list more user-friendly were put on hold.

\$350,000 – Governor’s set-aside for innovation grants

\$137,000 – Workforce Investment Board expenses (Reduction from \$212,000 to \$75,000 for the biennium)

- Workforce Development Council functions transitioned from the ND Department of Commerce to Job Service. Job Service North Dakota’s Customer Service Area Director, Susan Gunsch, took over that role in September 2011 and assumed all Council Director responsibilities.
- Reduced in-person meetings from 4 times/year to 1 time/yr to save on travel expenses. Remaining three meetings are conducted via teleconference.
- Director and member-travel for educational or program-related purposes was eliminated.
- No longer hold biennial strategic workforce retreat that brought workforce stakeholders and legislators together.
- The Council will not hold strategic retreat as long as statewide fund remains at five percent.

Operating Expenses

Appropriation	\$13,698,670
Projected Expenditure	<u>(11,776,232)</u>
Variance	\$ 1,922,438

Job Service North Dakota controls expenses in a very conservative manner.

- We expect that flat to declining funding will continue.
- Looming sequestration adds to the uncertainty.



Job Service North Dakota's funding in recent years has been uncertain due to budget constraints in Washington, DC.

We continue to operate with an "is this expense necessary" attitude knowing that our funds can be reduced at any time and knowing that we have a mission to help meet the workforce needs of the state. It's a delicate balance. Strategic planning is critically important as we cannot afford missteps.

It's because of this type of conservative attitude that Job Service North Dakota has a \$1.9 million variance in operating expenses. We have trimmed costs in many areas including:

- Travel
- Postage
- Memberships and conference expenses
- Supplies
- Data processing services
- And more.

Reed Act One-Time Funding

Appropriation	\$12,400,000
Projected Expenditure	(_____ 0)
Variance	\$ 12,400,000

Reed Act funds were appropriated for the unemployment insurance modernization consortium project (WyCAN) which is underway.

Job Service is requesting that these funds be appropriated in the 2013-15 biennium request.



The \$12.4 million in one-time Reed Act funds are funds that were appropriated for the build phase of the unemployment insurance modernization consortium project (WyCAN) which is underway. A continued appropriation of these one-time funds is requested in the 2013-15 biennium as the project continues.

Current expenses for the modernization project are being supported by Unemployment Insurance Special Administrative funds and consortium funding provided by the U.S. Department of Labor.



The Reed Act funds represent the U.S. Department of Labor's efforts to assist in the replacement of antiquated unemployment insurance technology. These funds have strict expenditure guidelines and are proving to be an invaluable source of funds in an environment of declining federal funding.

The Department of Labor has a strong interest in all states modernizing their technology systems, but funding system replacements for all states is not feasible. They have provided direction noting that future U.S. Department of Labor-system funding will be prioritized to states that work in partnership with other states as it relates to system replacement.

These partnerships, or consortiums, reduce individual states' costs through economies of scale. Approximately 12 states have moved forward with consortium efforts while the remaining states are using a combination of Reed Act funds, state borrowing/bonding, state general funds, and employer surcharges to fund their system modernization projects.

North Dakota is in a consortium with Wyoming, Colorado, and Arizona to develop a modernized unemployment insurance system. The U.S. Department of Labor has provided our consortium with funding in two phases:



Phase 1 – \$18 million for feasibility planning and requirements development
Phase 2 – \$72 million for system development

Phase 1 is complete and Phase 2 is underway. The consortium has selected a vendor and we are currently in contract negotiations. Job Service participated in a customer site visit with our counterpart in Virginia as well as a development center site visit with the vendor in North Carolina. We were satisfied with what we learned.

The funds provided within Phases 1 and 2 appear to be sufficient to cover the costs of development, but a number of costs must be covered by each state individually as the modernized system is implemented. It is these individual state costs that will be covered by the Reed Act funds within our appropriation.

Individual state costs include such things as data conversion and state-specific system interface development. These items are significant, high-cost projects and the availability of federal Reed Act funds is a critical component in the success of the overall system replacement project and will ultimately reduce the chance of funding shortages or the need to ask for a state investment.

Special Administrative

Appropriation	\$ 1,500,000
Projected Expenditure	<u>(370,065)</u>
Variance	\$ 1,129,935

- Provided by the U.S. Department of Labor to help address workload increases associated with the national recession.

\$1,500,000 appropriated

\$866,561	Received
<u>(370,065)</u>	Projected to expend
\$496,496	Remaining

- Request \$496,496 to be carried over to 2013-15.



The Unemployment Insurance Special Administrative funds noted within our 2011-13 appropriation are funds provided by the U.S. Department of Labor to help Job Service North Dakota process the workload increases associated with the national recession that began in 2008.

The Legislature appropriated \$1.5 million for the 2011-13 biennium. We received \$866,561 and project to expend \$370,065 of this amount. Job Service North Dakota is requesting that the remaining \$496,496 be carried over into the 2013-15 biennium.

While North Dakota has not faced the same level of challenges as other states as it relates to high unemployment rates, the great expansion of the North Dakota economy has proven to be a workload generator that has exceeded all expectations.

North Dakota's employment growth has led to increased workloads within the Unemployment Insurance program. New employer registrations and determinations are up. The number of unemployment insurance claims – including out-of-state claims – and appeals, are up. And the administrative work surrounding each of these activities has increased as well.

The stresses on staffing levels resulting from these workload increases would have been – and would continue to be – impossible to accommodate without additional funding. The Unemployment Insurance Special Administrative funds have provided the safety net necessary to cover the costs of temporary staffing to process the additional workload without requesting state funding assistance or reducing our level of service to unacceptable levels.

Agency Challenges

Flat to Declining Funding Forces Tough Choices

Despite our tight expense control efforts, Job Service North Dakota faces further federal funding cuts and inflationary expenses continue to grow.

Functions

- Prioritized
- Streamline processes
- Shift responsibilities
- Put projects on hold

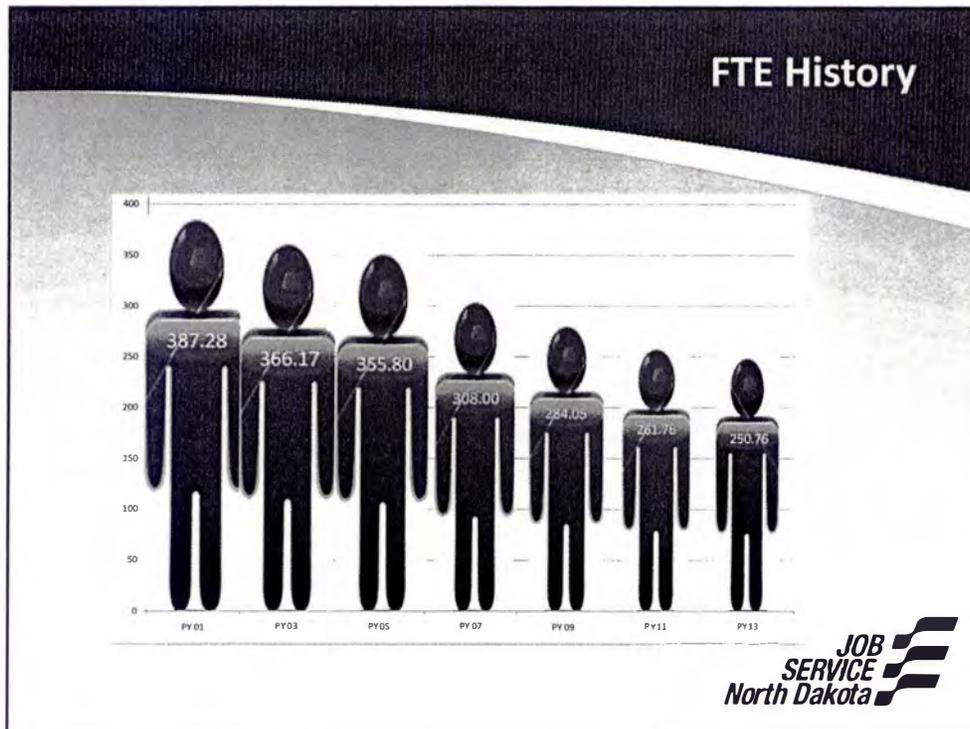


Job Service North Dakota continues to face declining funding which forces our agency to make tough choices. Despite our tight expense control efforts, inflationary expenses continue to grow.

This affects the way we do business and the number of FTEs we can support.

We have made prioritizing employees' workloads a part of our strategic plan. What worked last year or the year before, may no longer be feasible. Staff in all areas of the agency are prioritizing their workloads and the customer services they provide in order to meet the greatest customer demands.

Processes have also been streamlined whenever and wherever possible. Responsibilities have been shifted and or absorbed by other staff throughout the agency, and some projects have simply been put on hold (Ex. More user-friendly ND Eligible Training Provider list).



This slide illustrates the effect flat to declining funding has had on Job Service North Dakota's FTEs since PY 01.

By the Numbers

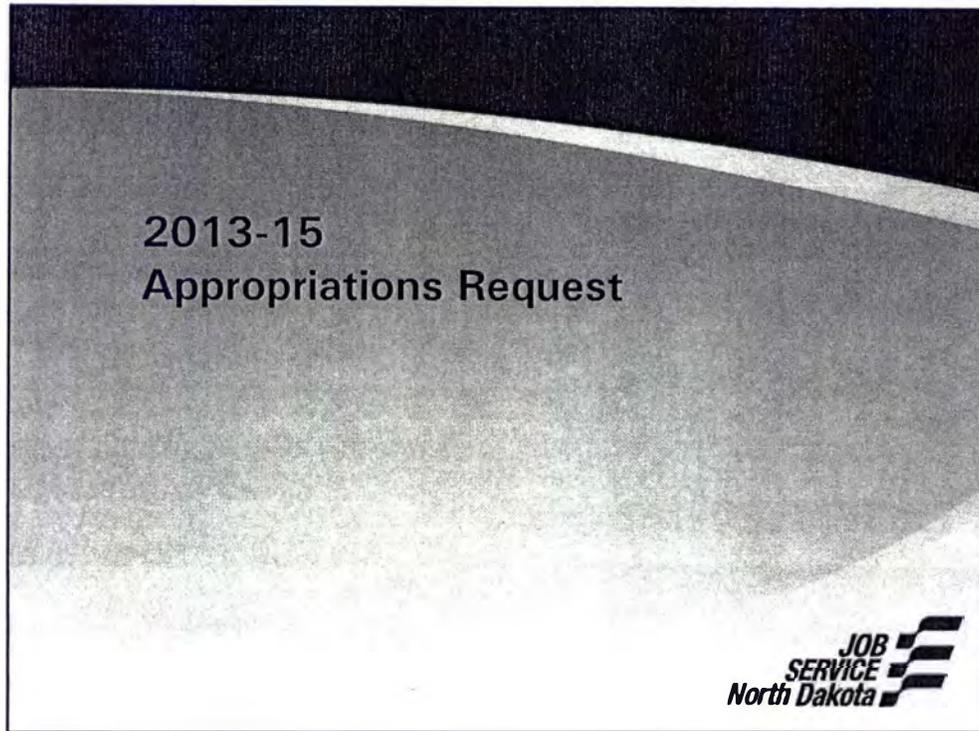
- PY 01 – 387.28
- >21.11
- PY 03 – 366.17
- >10.37
- PY 05 – 355.80
- >47.80
- PY 07 – 308.00
- >23.95
- PY 09 – 284.05
- >22.29
- PY 11 – 261.76
- >11.00
- PY 13 – 250.76

Total FTE Reduction: 136.52 over 12 years

Staffing and benefit costs continue to increase. Job Service North Dakota does not receive any additional funding or inflationary adjustments to cover these expenses.

Last biennium, \$35 million was appropriated for 261.76 FTEs. This biennium, our FTEs have been reduced by 11 but the cost is higher at \$38 million due to the state compensation package and benefits.

As the federal funds continue to be flat to declining and the costs per employee continue to increase, Job Service North Dakota's difficult decision of reducing FTEs has become a reality.



The next segment of my testimony focuses on Job Service's 2013-15 appropriations request.

2013-15 Appropriation

	Base Level	Adjustments or Enhancements	Appropriation
Salaries/Wages	\$35,270,584	\$3,121,392	\$38,391,976
Operating Expenses	13,698,670	4,989,030	18,687,700
Capital Assets	20,000	0	20,000
Grants	7,576,284	1,274,213	8,850,497
Workforce 20/20	1,531,160	10,764	1,541,924
Reed Act	12,400,000	7,000	12,407,000
Federal Stimulus	0	496,496	496,496
Total	\$70,496,698	\$9,898,895	\$80,395,593
Less Est. Income	68,616,806	9,862,797	78,479,603
Total Gen. Fund	\$1,879,892	\$36,098	\$1,915,990
FTEs	261.76	(11.00)	250.76



This slide outlines Job Service North Dakota's 2013-15 Appropriation.

\$3.1 Million Compensation package – Not funded.

As you can see, there is a \$3.1 million adjustment in the salaries and wages line item for the statewide compensation package. Job Service North Dakota does not receive federal or state funding to cover this increase, yet we must pay fairly and reasonably to retain critical staff.

\$4.9 mil Operating expenses – WyCAN funded by USDOL

\$4.9 million in the operating expenses line item is funding from the U.S. Department of Labor for the unemployment insurance modernization project (WyCAN consortium).

\$1.2 M (SkillBuildND)

\$1.2 million is funding from the U.S. Department of Labor for SkillBuildND, a demonstration grant to help train workers for jobs in the oil industry and building trades. This grant targets population sectors with higher unemployment challenges.

Budget Shortfall

2013-15 Compensation Increases	(\$3,121,392)
Expected federal funding cuts	<u>(1,600,000)</u>
	(\$4,721,392)

What Does This Mean?

- Job Service will carefully assess vacancies as they arise.
- Most cuts have come through staffing.
- Try to handle funding reductions through attrition rather than through reductions in force.



This slide shows how Job Service North Dakota's budget falls short by \$4.72 million.

The increase in salaries, wages, and benefits in the Governor's budget accounts for \$3.1 million. Job Service North Dakota does not receive funding from the state for the compensation package.

\$1.6 M is the reduction we expect to see as a result of either sequestration or domestic discretionary federal budget cuts:

\$700,000 in Workforce Programs

\$900,000 in the Unemployment Insurance program.

What does this mean to Job Service North Dakota?

- Job Service will not fill vacancies
- Further reductions will likely come through staff reductions

General Fund Request

Workforce 20/20

Job Service requests a continued General Fund appropriation of \$1,541,924.

- Designed to help employers stay competitive in today's technologically advanced global economy through employee skill training.
- Economic uncertainty due to recession affected ND manufacturers.
- Businesses were challenged to fill positions when the unemployment rate was low and the labor participation rate was high; Employers understand the importance of retention.
- Program used for efficiency training and cross training to allow companies to keep existing employees and avoid layoffs due to decreased product demand.
- The state recovers program investment in 10-11 months.
- Program trainees stay in North Dakota and gain skills our state's employers need to remain competitive.



You each have a copy of the most recent Workforce 20/20 Biennium Report in your handouts which I invite you to review at your convenience.

Job Service North Dakota is requesting a General Fund appropriation of \$ 1,541,924 to continue the Workforce 20/20 program.

The Workforce 20/20 program is a state-funded training program designed to help employers remain competitive in today's technologically advanced global economy. It's a useful tool to attract employers to North Dakota and help employers retain employees.

The Workforce 20/20 program has weathered many economic environments since its inception in 1991. The 2009-11 biennium, which our biennium report covers, shows:

- The number of businesses in North Dakota increased by 2,294.
- Average annual wages increased by 16.1 percent.

North Dakota also continued to have the lowest unemployment rate in the nation. At the same time, however, the nationwide recession occurring outside our state's borders created economic uncertainty for North Dakota manufacturers – many hurt by the national and global recession.

Many companies that participated in Workforce 20/20 used the program for efficiency training (lean manufacturing/productivity) and cross training (aluminum/advanced welding) to allow the companies to keep existing employees and avoid layoffs due to decreased demand for products.

We attribute the slightly smaller average hourly wage increases trainees earned during this biennium to:

- Economic uncertainty
- The ways in which the program was used (such as for entry level positions which tend to pay less), and
- Lower average wages over the biennium due to wage freezes.

Program trainees who were retained one year after training in the manufacturing sector received an hourly wage increase averaging 7.19 percent. In all past bienniums, Workforce 20/20 trainees had always exceeded the statewide wage rate increases in the manufacturing sector.

During the 2009-11 biennium, the Workforce 20/20 program invested an average of \$706 per trainee while employers in-kind contributions per trainee average \$2,390. It takes the state approximately 10 to 11 months to recover the \$706 Workforce 20/20 investment through state income tax withholdings attributable to wage increases from employees who received training.

General Fund Request

New Jobs Training

- Helps new or expanding primary-sector businesses secure funding for worker education and training.
- Employers may qualify if they are creating new, high-wage jobs by relocating to ND or expanding current operations in the state.
- Businesses secure funding for education and training through loans, grants, or self-financing options.
- State income tax withholdings generated from newly-created full-time positions are captured and remitted to repay loans, grants, or self-financing.
- 876 – Proposed new jobs employers filled in 2009-11 biennium.
- 70% – Trainees still employed after initial training period.
- \$25,503 – Avg. annual pre-New Jobs Training salary
- \$37,407 – Avg. annual salary 1 yr. after program training



You each have a New Jobs Training report in your handouts.

The New Jobs Training program is a state-funded workforce training program that provides worker education and training specifically required for jobs in new or expanding primary-sector businesses.

Primary-sector businesses must meet certain criteria to qualify for the program. They must be:

- Locating to North Dakota or previously had no presence in the state, or
- Expanding operations in the state by at least five positions.

Businesses secure funding for education and training through loans, grants, or self-financing options. State income tax withholdings generated from newly-created full-time positions are captured and remitted back to repay loans, grants, or business self-financing.

Employers have up to ten years from the effective date of the New Jobs Training agreement to claim the North Dakota income tax withholding credit.

Employers filled 876 proposed new job positions. Program participants earned an average salary of \$25,503 prior to training. One year after training, program participants earned an average annual salary of \$37,407 (47% increase).

General Fund Request

jobsnd.com Job Spidering

Job Service requests a General Fund appropriation of \$300,000.

- Enables Job Service to be a more valuable resource for job seekers, employers, economic developers, and other partners.
- Online tool that gathers job listings from a variety of sources.
- Enables Job Service to post over 90% of North Dakota's job openings on a single website.
- Helps attract more job seekers to jobsnd.com.
- Gives employers a larger talent pool from which to hire.
- 21,153 – Average monthly job postings in 2012.



Job Spidering

Job spidering is an invaluable tool which has enabled Job Service North Dakota to become an even stronger resource for workforce intelligence and to provide a real-time picture of labor market activity in the state.

The legislature appropriated state funds for Job Spidering in 2007 and 2011 and appropriated federal stimulus funds in 2009 helping make jobsnd.com the premier labor exchange website in North Dakota. Job Service North Dakota requests a General Fund appropriation of \$300,000 for job spidering for the 2013-15 biennium.

Job Service North Dakota uses job spidering to search a variety of sources for job listings. Once the listings are gathered, they are posted and can be searched on jobsnd.com. Job spidering enables our agency to aggregate and post more than 92 percent of all the job openings in our state.

The number of job openings posted online at jobsnd.com in 2012 averaged 21,153 per month. At a time when North Dakota is booming and employers are in such great need of employees, this tool is essential.

Not only does job spidering help attract job seekers to good jobs in our state, it gives our employers – who need employees – a larger pool of talent from which to hire.

Job Orders Listed in 2012

Internal Job Orders	90,381	36%
Spidered Job Orders	163,458	64%
Total Job Orders	253,839	

Online Job Openings Report

The Job Service North Dakota Labor Market Information Center developed the *Online Job Openings Report* in June 2011. This monthly report is one of our most useful and sought-after publications to date. Between June 2011 and Dec. 2012, the Online Job Openings Report was viewed more than 47,000 times (nearly 2,500 views per month).

The *Online Job Openings Report* is a compilation of valuable information on job postings and résumé activity, and provides real-time supply-demand statistics for different areas of the state.

In each of your handouts, you will find a copy of the most recent *Online Job Openings Report*, with instructions on how to access this web-exclusive publication.

The *Online Job Openings Report*:

1. Shows the occupational distribution of company job openings.
2. Can be used to show trends related to:
 - STEM**
 - Business and Finance Operations
 - Computer and Mathematical
 - Architecture and Engineering
 - Healthcare**
 - Practitioners and Technical
 - Healthcare Support
 - Energy**
 - Construction and Extraction
 - Transportation and Material Moving
3. Shows the distribution of job seekers who posted résumés on jobsnd.com.
 - In-state vs. out-of-state
 - Geographic distribution of in-state résumés by county
4. Shows the difference in occupational group within which in-state vs. out-of-state job seekers look for work.
 - In-state often look for jobs in Office and Administrative Support
 - Out-of-state tend to apply for jobs in Construction and Extraction & Transportation and Material Moving
5. Shows visually the geographic breakdown, by county, of supply/demand rates (unemployed per job opening).

Agency Overview

Job Service North Dakota is the state's workforce agency.

- Administer several federal and state employment programs
- Administer the unemployment insurance program
- Provide critical labor market information
- Deliver workforce training and reemployment services
- Provide services to targeted workforce sectors.



Job Service North Dakota is North Dakota's workforce agency. Our agency provides an effective means for employers and job seekers to connect with each other.

Job Service North Dakota :

- Administers state and federal employment programs
- Administers the unemployment insurance program
- Provides labor market information
- Delivers workforce training and reemployment services
- Provides services to targeted workforce sectors.

Vision:

Job Service North Dakota strengthens the economy of North Dakota as a strategic partner in the delivery of workforce services.

Mission:

Provide customer-focused services to meet the current and emerging workforce needs of the state.



Our vision is to strengthen the economy of North Dakota as a strategic partner in the delivery of workforce services.

And it's our mission to "provide customer-focused services to meet the current and emerging workforce needs of the state."

Job Service North Dakota has been working diligently to fulfill our mission as our state's workforce needs have grown by leaps and bounds over the last two years.

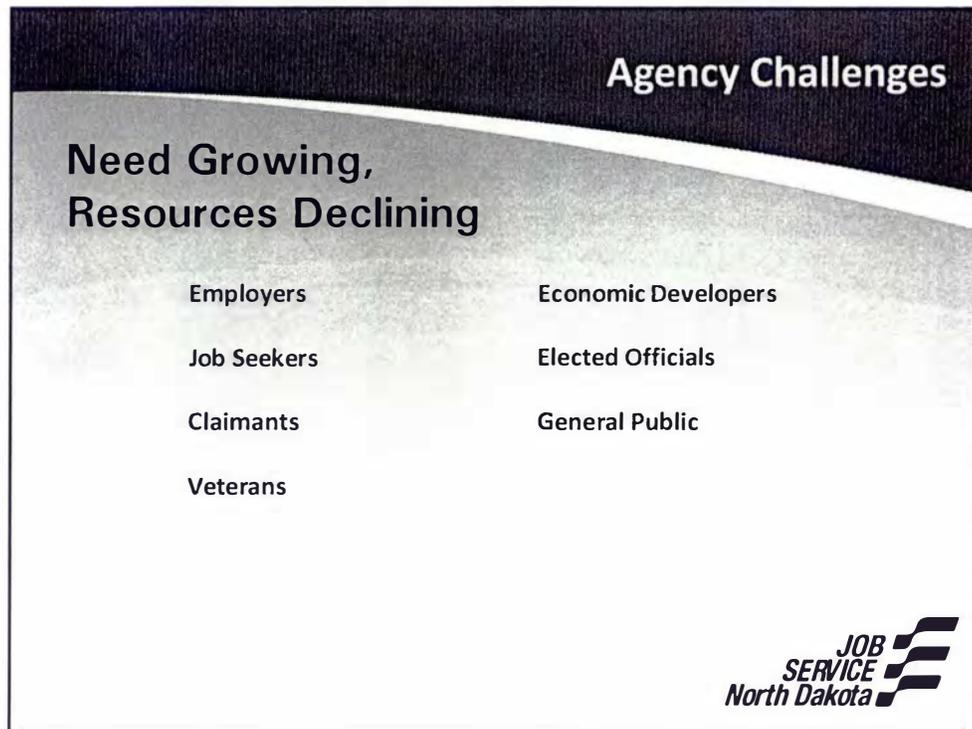


There are several reasons for the increased intensity at Job Service North Dakota.

Our state has a strong economy, we have industry diversification, rapid job growth, *and* low unemployment. As the Governor said in his 2013 State of the State Address, “Our great progress is allowing North Dakotans to stay close to home and it's attracting people from other states. . . . Since 2000, we've added more than 60,000 new jobs while much of the nation has lost jobs. . . .”

24/7 Wall St. conducted a nationwide survey of each state’s financial health, standard of living, and state government services. Based on this survey, North Dakota was named the “Best-Run State in America.” This survey showed that employment is closely related to how well a state is managed. Job Service North Dakota’s commitment to being a strategic partner in the delivery of workforce services – including employment services – contributed to North Dakota’s top ranking.

North Dakota has many positive qualities that are attractive to businesses and job seekers alike. It is these same qualities that have challenged Job Service North Dakota to a degree that has not been experienced before.



Agency Challenges

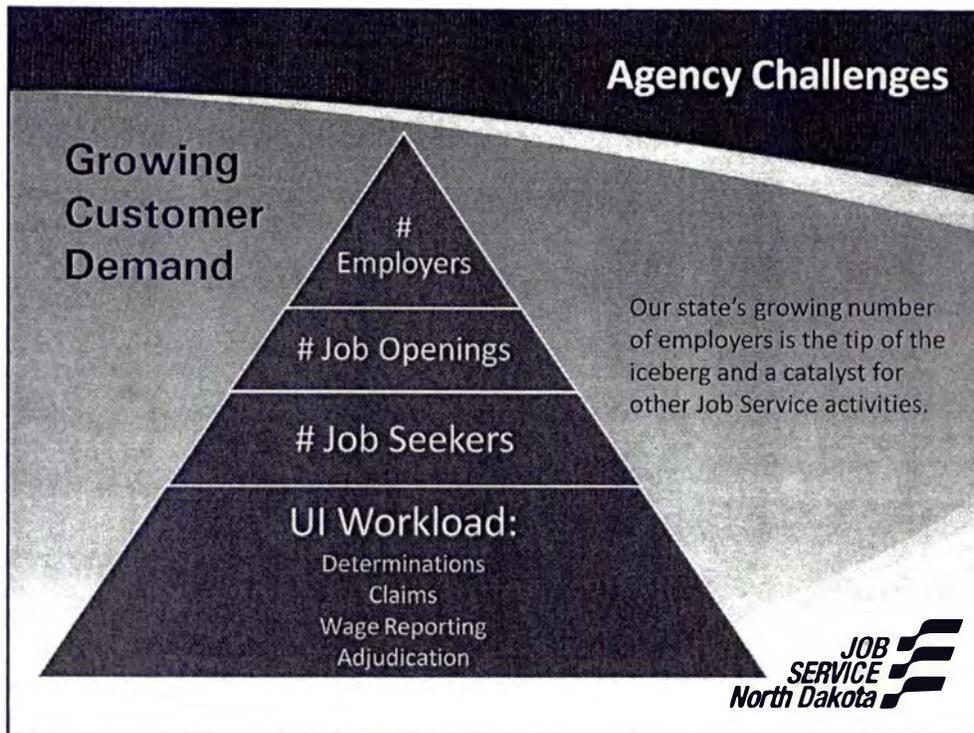
**Need Growing,
Resources Declining**

Employers	Economic Developers
Job Seekers	Elected Officials
Claimants	General Public
Veterans	

**JOB SERVICE
North Dakota**

In addition to federal funding cuts, Job Service faces challenges relating to increased customer demand.

Our agency is serving more customers than ever before – and not just on the western side of the state.



Job Service North Dakota has seen a tremendous increase in customer demand for services since last session. The reason is simple – more employers. In 2005, North Dakota had 19,594 employers. Today, we have nearly 23,000.

Employer growth is just the tip of the iceberg and catalyst for other Job Service activities.

Job Openings

Employers have been hiring steadily over the last two years and have posted more jobs openings online at jobsnd.com than ever before. In December 2012, we had 19,863 online job openings. That number is down from our state's all-time high of 24,059 job openings in April 2012, but it's nearly double the number posted in January 2011. (93% increase)

Approximately one-third of North Dakota's job openings are in oil-producing counties. The remainder are in the balance of the state across a multitude of industries.

Job Seekers

Our agency is serving more job seekers than ever before – online and at the local offices.

Williston Office Daily Visits	Low	High	Daily Avg.
2011	45	150	94
2012	40	353	131

The Williston office saw as many as 3,752 customers during March 2012.

In Dec. 2012, an average of 237 customers came through the Fargo office each day with more than 1,400 customers visiting during the busiest week of the month

Job Fairs

Job fairs are an important way Job Service North Dakota helps connect job seekers and employers. They save employers time, money, and get employees into the workforce more quickly. Employers have been extremely pleased with the results of the job fairs and request additional job fairs as they need employees.

Job Service North Dakota hosted or had a part in 85 job fairs in 2011. That number doubled to 169 statewide in 2012.

Employers continue to find success using our services and return for assistance as needed.

Agency Challenges

Unemployment Insurance Activity

North Dakota's strong economy and attractive workforce climate have provided their own challenges for the unemployment insurance area.

- Increased claims volume
- Emergency Unemployment Compensation extensions
- Greater need for rapid reemployment efforts



North Dakota's unemployment rate has consistently been the lowest in the nation. It might be assumed that the number of unemployment insurance claims would be correspondingly low, but that is not the case in North Dakota right now.

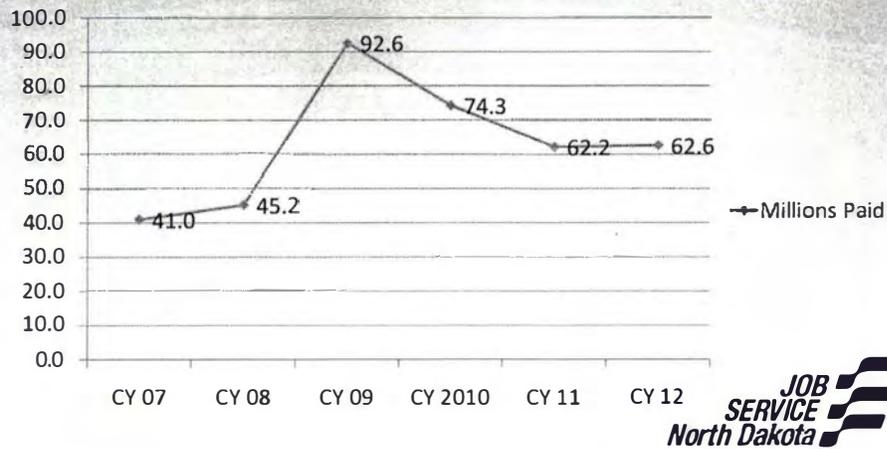
In fact, North Dakota's strong economy and attractive workforce climate have provided their own challenges for our unemployment insurance area. The unemployment insurance area continues to see a high volume of work that grows each day and is spread across all units – from the claims center, to the tax and field services section, to benefits and payment control, to appeals.

Increased Claims Volume:

- Total claims – Increased 67.42 percent since 2007.
- Out-of-state claims increased 184.12 percent since 2007.
- Out-of-state addresses make up 10 percent of all claims, but provide 38 percent of all adjudication issues.
- 52 percent of all eligibility issues come from claimants with out-of-state addresses.

Agency Challenges

Unemployment Insurance Benefits Paid



Job Service North Dakota has seen the amount of regular unemployment insurance benefits paid increase since 2007.

In 2007, Job Service paid \$41 million in benefits. North Dakota began to feel the effects of the national recession in 2008, and benefits paid in 2009 spiked at \$92.6 million. At that time, employers were doing what they could to retain employees including doing partial layoffs.

Regular Unemployment Insurance Benefits Paid

CY 2007 – \$41.0 million (*prior to national recession*)

CY 2008 – \$45.2 million (*recession impacted ND beginning in Sept 2008*)

CY 2009 – \$92.6 million (*recession peak in ND*)

CY 2010 – \$74.3 million

CY 2011 – \$62.2 million

CY 2012 – \$62.6 million

2013 Unemployment Insurance Tax Rates

- Solvent unemployment insurance trust fund
- 2013 rates range from 0.17 to 9.78 percent
2012 rates ranged from 0.20 to 9.91 percent
- Average tax rate – 1.18 percent
- 63 percent will receive the lowest rate – 0.17 percent
- Taxable wage base – \$31,800



I'm happy to report that North Dakota's unemployment insurance trust fund remains strong. While other states faced high unemployment and depleted their trust funds, North Dakota's unemployment insurance trust fund balance has grown over the past year.

Employers will begin to see lower unemployment insurance tax rates in 2013. The 2013 tax rate will range from 0.17 percent to 9.78 percent compared to the 2012 schedule which ranged from 0.20 percent to 9.91 percent. The new 2013 rates will help us maintain a stable tax environment for employers while providing an overall reduction in rates and an adequate reserve to pay benefits.

North Dakota has seen tremendous growth in employment and wages over the past year. Higher wage pressures have driven up the taxable wage base on which unemployment insurance taxes are charged. The new taxable wage base is \$31,800 up from \$22,100 five years ago (2008). However, our state's unemployment insurance trust fund solvency enabled us to marginally reduce 2013 tax rates and help offset the increased costs from the higher taxable wage base.



Today's testimony focused on the status of Job Service's 2011-13 budget, our 2013-15 biennium needs, and the changes we expect in federal funding.

I'd also like to share some customer experiences with you that reflect the hard work Job Service staff do every day to help our customers.



Employer Perspective

From: Davis, Phillip N.
Sent: Monday, November 26, 2012 1:39 PM
To: Daley, Maren L.; Gunsch, Susan H.; Reitmeier, Keith E.
Subject: HA Thompson and Sons

Maren/Susan/Keith,

I was asked by the Bismarck Rotary Club to speak at their breakfast meeting this AM, it was a fun time and no hard questions to answer. I gave them the ABCs of JSND, UI rates, OJOR info, office traffic/demographics, oil patch happenings and its influence on Bismarck/Mandan, etc.

After the meeting was over Mr. Mark Thompson, owner of HA Thompson, came up to me and thanked me for what we do for his company on a statewide basis. He pointed out how they have hired eight of their last 11 HVAC technicians by using our website. Five of those are now working in the Bobcat Gwinner plant where HA has the HVAC contract. He told me they are paying their technicians close to \$24 an hour and the supervisors are making 70-80K per year. Mark also mentioned that 10-12 years ago he did not want anything to do with Job Service North Dakota and how we really have turned our agency around and are a huge factor in meeting the needs of employers. He said back when Job Service North Dakota would screen applicants and send the top candidates was a nightmare for his company...we both chuckled on that one.

Bottom line is he is very thankful for our services, just wanted to pass that along. I also told him how much I appreciate their willingness to get out to our offices as quick as they do and get our AC or heat working in the Dickinson, Minot, and Williston offices.

Phil



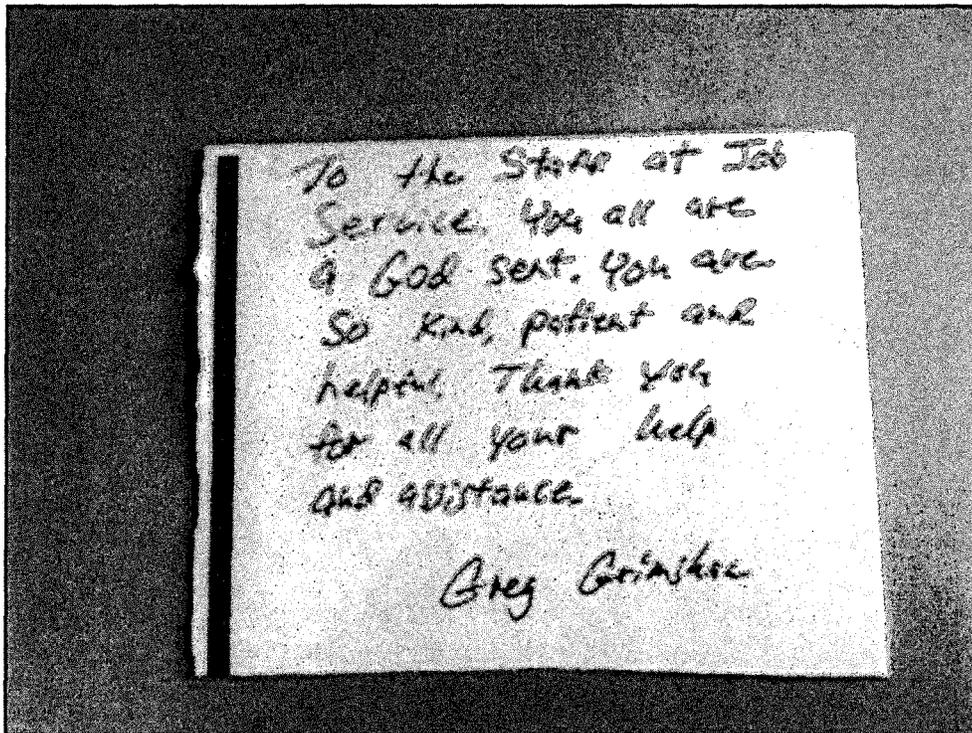
This is an email Phil Davis sent to me in November about a visit he had with Mark Thompson of HA Thompson and Sons.

Mr. Thompson expressed his thanks for what Job Service does on a statewide basis. His company used our website, jobsnd.com, to hire eight of their last 11 HVAC technicians. He also indicated that several years ago they did not want to use our services – not an easy message to hear – but he goes on to thank Job Service and indicated that our agency is a huge factor in meeting his needs.



This “thank you” was dropped off at the Williston Job Service office in August from one of our many happy customers.

This is just one of many thank-you(s) we receive either in person, by email, or in one case, . . .



on the back of a FedEx envelope.

The Job Service staff continue to step up to the plate to help our customers in any way they can to help them get a job or find employees.

Job Seeker Perspective

August 29, 2012

Dear Cindy,

I am writing this letter because EVERY member of your staff in the job service office deserves a pat on the back – daily. I was first exposed to the positive and gracious demeanor of your staff back in January of 2012. I spent a week here then looking for work before returning back to Alaska. I have now been in Williston the past week and have reasons to write this letter to you.

I have seen your staff subjected to the vastest array of people. Some are extremely callous and insensitive. Most are just concerned and intent on improving their situations. However, your staff has continued to impress me every day and every minute as I see the atmosphere they are subjected to. So kudos goes out to you and your staff.

More importantly though is the efficient web site that North Dakota has for it's job search engine. I have been so frustrated by the state job service sites in the states of Illinois and Alaska. Both states I have shared my life in these past 50 years. The ndjobs.com site is the state of the art site all the states should emulate. The ease and proficiency makes a grueling task very efficient and actually pleasurable. Most importantly is the confidence that when the submit button is pushed the prospective employer has the application and résumé of the prospective employee.

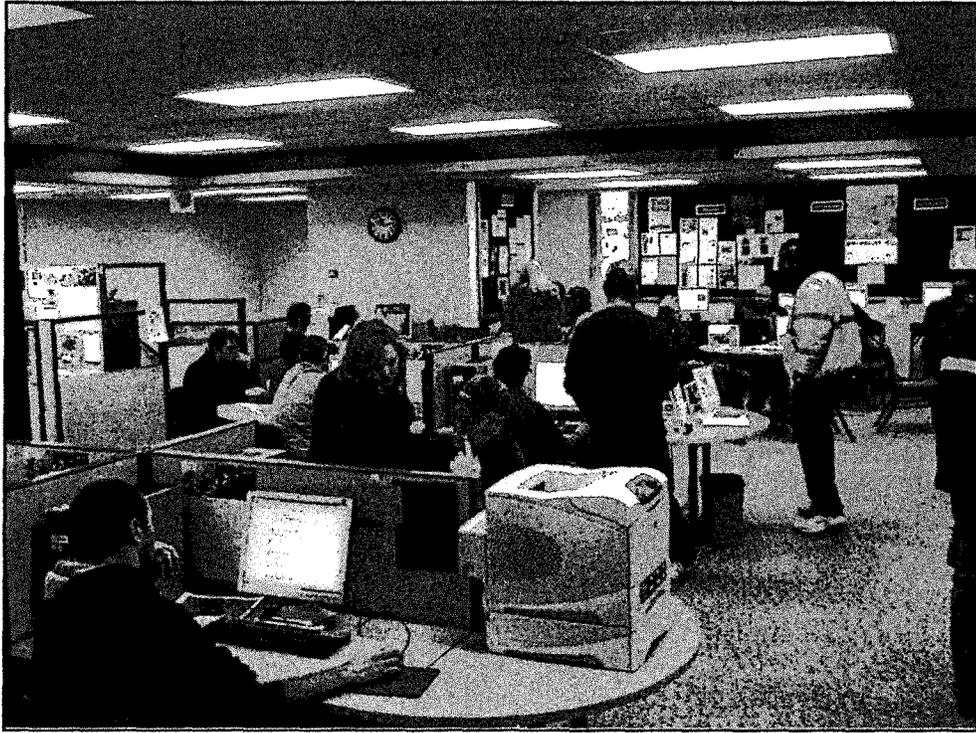
Sincere thanks;
Bret G



Cindy Sanford, our Williston office manager, received this letter from a customer who first visited the Williston Job Service office one year ago.

I invite you to read the letter in its entirety at your convenience, but would like to point out a couple of things that Bret wrote:

- “Your staff has continued to impress me ever day”
- “More importantly though is the efficient web site that North Dakota has for it’s job search engine. . . . Most importantly is the confidence that when the submit button is pushed the prospective employer has the application and résumé of the prospective employee.”



These next two slides show photos taken in the Williston office. As you can see, it's "standing room only."





You never know who might stop in at Job Service North Dakota to look for a job.



And lastly, you never know who might stop in to a Job Service office to look for a job.

Top Left: Larry the Cable Guy and Williston Job Service Office Manager, Cindy Sanford.

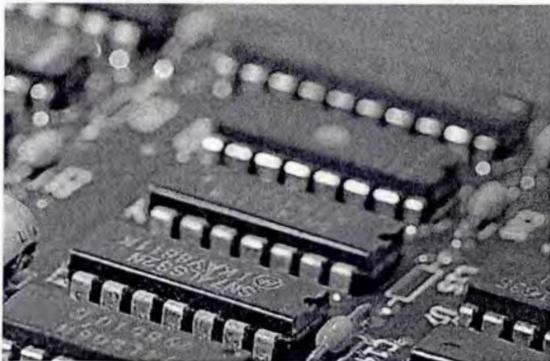
Bottom Right: Jeremy Huschka, Customer Service Representative, helping Larry look for a job.



WORKFORCE 20/20

Biennium Report

July 2009 – June 2011



Prepared by Job Service North Dakota
October 31, 2012

Overview

The North Dakota legislative assembly enacted the Workforce 2000 Training Program in 1991 to help North Dakota employers train and upgrade their workers' skills. This state-funded training program was renamed Workforce 20/20 in 2005 and is designed to fill gaps left by federally-funded training programs that generally target long-term unemployed individuals, dislocated workers, and other disadvantaged groups.

Over the past twenty years, rapid advances in technology, global competition, and the introduction of new work methods have placed an ever-increasing burden on North Dakota's employers to employ more highly-skilled workers. Workforce 20/20 grants give employers access to training programs that can help keep their businesses competitive in today's technologically advanced and global economy.

Workforce 20/20 funding assistance is available to help upgrade current workers' skills when new technologies and new production work methods are introduced. Companies that are expanding or locating to our state can receive new employee training assistance. The objective of Workforce 20/20 is to help communities attract and retain businesses and make North Dakota a better place to work, live, and do business.

The 2009-2011 Biennium in Review

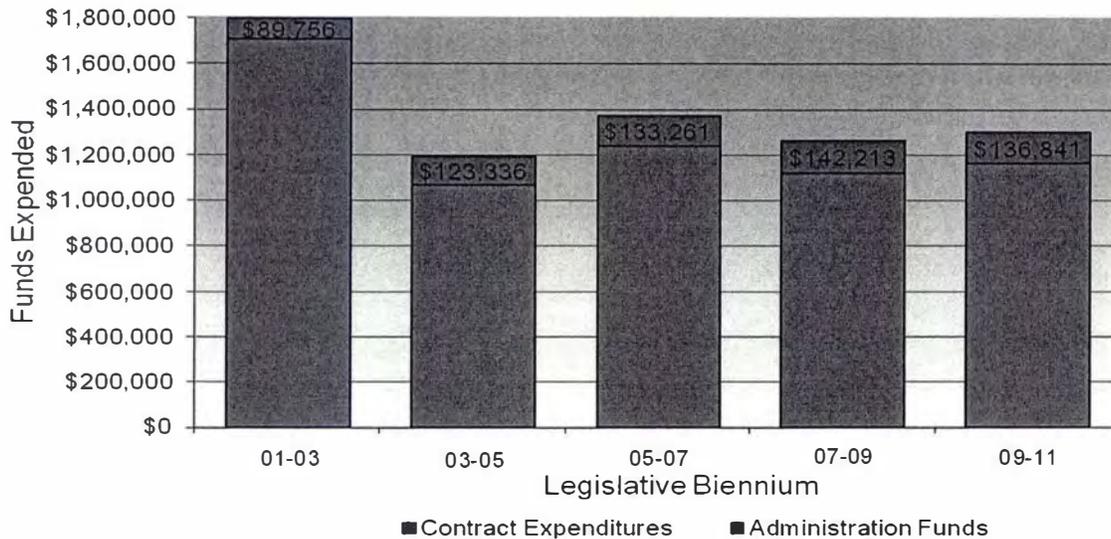
North Dakota's economy was influenced by several economic factors during the 2009-11 biennium:

- The number of private business establishments increased by 2,294 to 27,368.
- Total annual North Dakota wages increased by 25.4 percent from \$12.6 billion to \$15.8 billion.
- The average annual wage increased by 16.1 percent from \$35,970 to \$41,778.
- The seasonally-adjusted unemployment rate ranged from 4.2 percent in July 2009 to 3.8 percent in June 2011. The national unemployment rate ranged from 9.4 percent in July 2009 to 9.0 percent in June 2011.

North Dakota's economy enjoyed unprecedented growth with contributions made by the energy, manufacturing, value-added agriculture, wholesale trade, and professional and technical service sectors at a time when most states were experiencing weakened economies. Today, North Dakota's challenge is finding people to fill positions in these industry sectors when the unemployment rate is low and the labor force participation rate is high. In order to support the increased demand for a skilled workforce and the growing number of businesses in these sectors, the Workforce 20/20 program gives North Dakota a valuable tool to attract and retain employers and employees.

The North Dakota legislature appropriated \$1,512,491 to the Workforce 20/20 program for the 2009-11 biennium. This funding enabled Job Service to award \$1,161,258 in Workforce 20/20 funds to employers for 139 training projects. Workforce 20/20 awards went to 81 new and expanding businesses and 58 awards went to existing businesses.

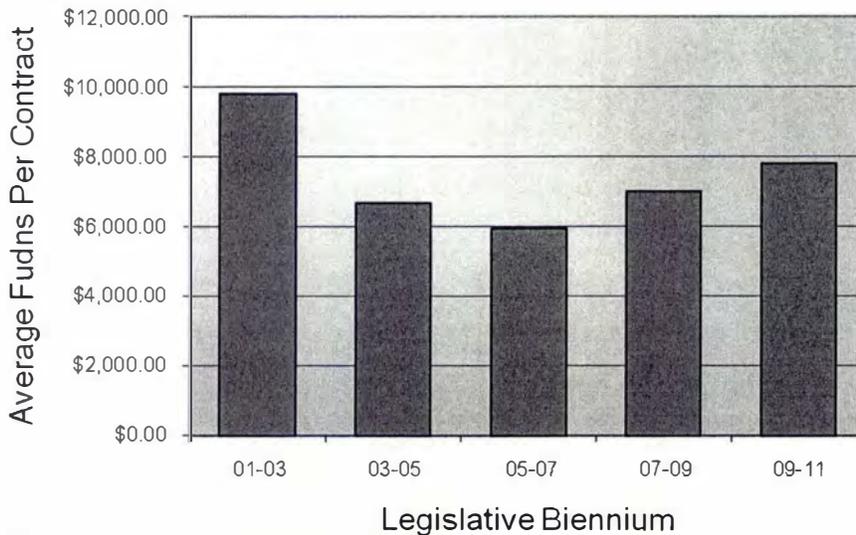
Workforce 20/20, Funds Expended; Historical Overview 2001–2011



Comment

The North Dakota legislative assembly appropriates Workforce 20/20 program funds and returns unspent funds to the General Fund at the end of each biennium. During the 2009-11 biennium, \$1,350,341 was budgeted for training contracts and \$1,161,658 was spent. Some contracts left unspent money too late into the biennium to be re-obligated to new contracts.

Workforce 20/20, Average Contract Grant Awarded; Historical Overview 2001–2011



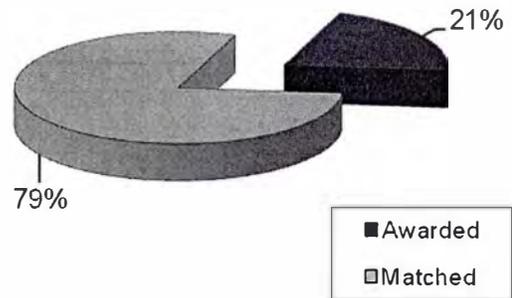
Comment

Technology and training costs associated with new equipment implementation and changing work methods continue to increase each year for North Dakota employers. Funding for the 2009–11 biennium allowed the program to invest in 139 training contracts with an average investment of \$7,794 per contract.

During the 2009–11 biennium, the Workforce 20/20 program helped defray employee training costs by awarding employers with training grants. Grants ranged from \$200 to \$101,094 at an average cost of \$7,794 per contract.

Workforce 20/20, Value of Matching Contributions from Employers; 2009–2011

Source	Funds
Workforce 20/20 Funds	\$1,161,257.92
Employer In-Kind Match	\$4,392,199.51
Total Training Funds	\$5,553,457.43



Comment

North Dakota Century Code Section 52-08.1-03 requires encouragement of companies to participate with in-kind contributions.

Employers matched at a level of \$3.78 for every grant dollar received from Workforce 20/20 during the 2009–11 biennium. Employers' matching monetary funds are used for the employees' wages and benefits paid during training as well as portions of the training fees not covered by Workforce 20/20 grants. In addition, the matching funds include valuation of in-kind contributions of training space, training equipment, training supplies, purchases of new equipment, and technical assistance.

By statute, Job Service North Dakota gives Workforce 20/20 funding priority to applicants who (1) are compatible with statewide economic development strategies, (2) demonstrate business and community financial support and participation, (3) coordinate activities and resources with other training programs, (4) provide program follow-up and evaluation, (5) provide training in occupations that pay not less than 200 percent of the federal and state minimum wage, and (6) provide training for unemployed and employed North Dakota residents for new and expanding businesses. As shown here, the business sectors with the most potential for promoting statewide economic development and growth during the last three bienniums have been the manufacturing and high-tech service sectors.

Workforce 20/20, Expenditures on New and Expanding Industry; 2009–2011

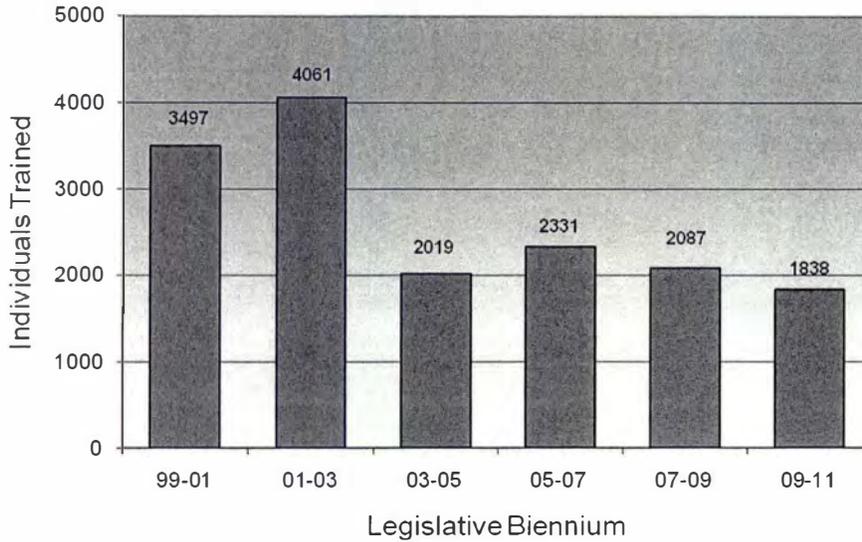
Comment

In an effort to enhance the growth potential of existing companies and to expand the overall economic growth and development in North Dakota, the Workforce 20/20 program targeted at least 50 percent of the available funds to new and expanding businesses. During the 2009–11 biennium, 51.57 percent of the funding went to new and expanding businesses to train 938 of the 1838 total workers trained.

Type of Business	Contracts Awarded	Workers [†] Trained	Expenditures	Percent of Total Expenditure
Expanding	80	922	\$585,770.45	49.77
New	1	16	\$17,322.29	1.80
Subtotal	81	938	\$603,092.74	51.57
Existing	58	900	\$558,165.18	48.43
Total	139	1,838	\$1,161,257.92	100.00

[†] "Workers Trained" may include instances of the same employee receiving more than one training.

Workforce 20/20, Employees Trained; Historical Overview 1999–2011



Comment

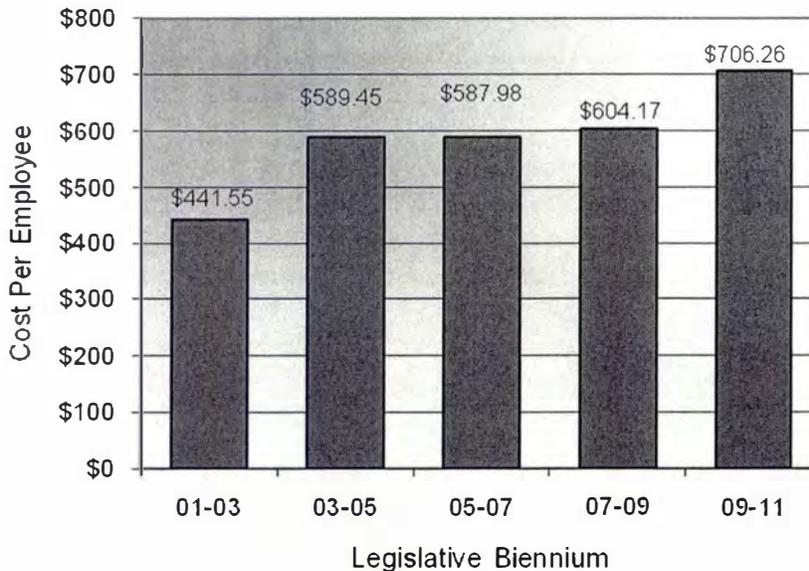
The number of employees trained with Workforce 20/20 funds each biennium is dependent on available funding and the economic viability of the employers' proposals.

With a large quantity of proposals competing for limited dollars, the selection of employers who will receive grants goes beyond just training a large volume of employees.

The overall economic impact must be considered, such as wages, generation of out-of-state revenue, and other economic benefits to the community or state.

Employers have used Workforce 20/20 funding to train 25,280 employees since inception of the program. During the 2009–11 biennium, 1,390 individual employees received a total of 1838 trainings.

Workforce 20/20, Cost per Employee; Historical Overview 2001–2011

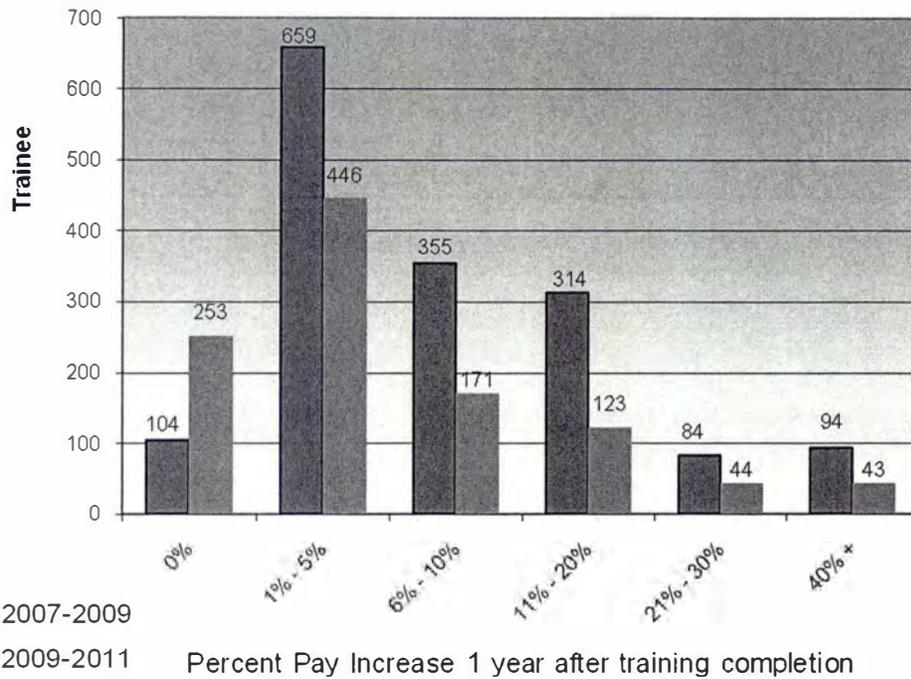


Comment

Workforce 20/20 cost per employee varies from year to year based on the amount of funds expended, the number of employees trained, and the cost of education.

Compared to other states with similar new employee and incumbent worker training programs, North Dakota's spending falls within the range (\$123.98 to \$2,059.29) as shown in Appendix A.

Workforce 20/20, Average Hourly Wage Rate Increases; 2007–2011



Comment

The average hourly wage increase for Workforce 20/20-funded employees retained one year after training was 7.19 percent. During the same time period, the average annual wage increases for the manufacturing sector statewide was 7.70 percent.

Hourly wage rates are collected prior to training and then again at 90-day, 180-day, and 1-year intervals after training has ended.

The chart above shows the percent of pay increases of trainees that were trained with Workforce 20/20 funding. Under the Workforce 20/20 program, North Dakota Century Code Section 52-08.1-02 gives priority to customized training, retraining, and upgrade training in occupations that pay not less than 200 percent of the federal and state minimum wage. During the 2009–11 biennium, 200 percent of the federal and state minimum wage was \$14.50 per hour.

Source: North Dakota Workforce 20/20 program follow-up monitoring reports and the following Job Service North Dakota's Labor Market Information publications; *North Dakota Employment & Wages; 2009 Annual Averages*, and *North Dakota Employment & Wages; 2011 Annual Averages*.

Workforce 20/20 Return on Investment; 2009–2011

Wage Increases and Employee Retention

North Dakota can measure the value of the Workforce 20/20 program through increased wages and employee retention. Information provided by employers for the 2009–11 biennium shows employees' wages increased an average of \$1.60 per hour (\$2.64 in 07–09) and employers retained 77.7 percent (1080 out of 1390) of the trainees one year after training (73.2 percent in 07–09).

Despite an overall smaller average hourly wage increase for the 2009–11 biennium, Workforce 20/20 program trainees who were retained one year after training in the manufacturing sector received hourly wage increases averaging 7.19 percent. During the 2009–11 biennium, the overall statewide average annual wage increase for the manufacturing sector was 7.70 percent. In previous bienniums, Workforce 20/20 manufacturing sector trainees had always exceeded the statewide wage rate increases in the manufacturing sector. However, the nationwide recession occurring outside of North Dakota created economic uncertainty for manufacturers in North Dakota. Many companies seeking Workforce 20/20 funding were entering into contracts for efficiency training (e.g., lean manufacturing/productivity) and cross training (e.g., aluminum/advanced welding) to allow the companies to keep their existing employees and avoid layoffs due to decreased demand for products. Employers were able to keep their employees on the job by improving efficiency, cross training, and implementing wage freezes.

Based on a review of unemployment insurance wages reported to Job Service North Dakota, 85.1 percent (1,183 out of 1390) of all individuals trained during the 2009–11 biennium were still employed in North Dakota one year after the 2009–11 biennium ended. The 207 individuals who did not have reportable unemployment insurance wages one year after the biennium ended may have been due to (1) retirement, (2) following the oil boom to Montana or Wyoming, (3) becoming self-employed, (4) entering civil service with the U.S. government, (5) new employment outside of North Dakota, or (6) the social security numbers provided by the employers were not correctly documented.

Financial Impact for North Dakota

The Workforce 20/20 training program is funded with state dollars, but requires an in-kind funding match from employers. During the 2009–11 biennium, the Workforce 20/20 program invested an average of \$706 per trainee (see Appendix A) and the employer's monetary and in-kind contribution averaged \$2,390 per trainee.

Using a North Dakota income tax withholding calculator and the average hourly wage rate of \$23.84 earned by the trainees one year after training, it takes North Dakota approximately 10 to 11 months to recover the \$706 Workforce 20/20 investment through state income tax withholdings from employees who received training. On average, it is expected that an employee earning \$23.84 per hour will pay \$798 in state income taxes per year. However, due to overtime pay, commissions, and bonuses, the recovery period through state income taxes can be even shorter. Also, the return on investment calculation does not consider increased collections of state sales taxes, motor vehicle excise taxes, fuel taxes, property taxes, or other excise taxes trainees may pay as a result of earning higher wages.

The Workforce 20/20 training program is an excellent asset to North Dakota. Employees who receive training through the program are more likely to stay in North Dakota, earn increased incomes, and gain skills our state's employers need to remain competitive.

Workforce 20/20 Program Effectiveness

The effectiveness of a program goes beyond measuring the increased numbers of businesses and employees benefiting from the program. The effectiveness of a program can also be gauged by comments of those customers using the program.

A survey was sent with every 90-Day Wage Request. Sixty-six percent of the surveys were returned with 100 percent showing "Satisfied with Workforce 20/20." Eighty percent of respondents were "Very Satisfied."

The following employer comments attest to the success of the Workforce 20/20 Program during the 2009–2011 biennium.

Contract WF-09-018

"Enhanced capability to use very high precision measuring processes in our manufacturing processes. Keep the program in place."

Contract WF-09-021

"Outstanding program, great job North Dakota!! Significantly enhances our ability to utilize higher precision in our work processes. No changes required"

Contract WF-09-073

"Thanks for your support. Encouraged us to take on training we would not have been able to accomplish. We are developing a new way to interface with our customers that is providing new business opportunities. "

Contract WF-09-107

"Training went well. He can now do drafting and drawings right while he is on the phone. We were happy with the help we received."

Contract WF-09-125

"We were able to implement the installation of a Robotic welder with the help of the Workforce 20/20 program. We now have 2 qualified employees to operate the equipment. More online documentation (forms to fill out) would help ease the process but overall the process went very smooth, thanks TB"

Contract WF-09-126

"Job Service has been very good to work with and the forms to fill out are very user friendly. I now have more certified employees to assist with major maintenance outages in our crushing facility and dragline. At this time, I don't have any suggestions since everything went well. Communication was good with Karyn Paul as she was always there to answer any questions I may have. Keep up the Good work and Thanks!!!"

Contract WF-09-130

"Karyn was a tremendous help! Exploring options for new products in the digital dc to dc converter realm. Great exposure to new technologies and ideas that other companies are using. Keep having program!"

Contract WF-09-144

"We were very impressed with the level of service/help. The operators were able to start and operate the turbine safely in September 2011. Interactive training programs are currently under development. Good program, I wouldn't change anything."

General comments included:

- *"This program has gone well as in the past. I have no suggestions at this time."*
- *"We appreciate the fast turn-around on processing the grants for us. Great job!!"*
- *"Obtaining higher rate of success with products. Seems very straight forward"*
- *"Program is very valuable to help us to improve our production efficiencies and get more work through our shop."*
- *"Thank You!!"; "Terrific to work with"; " Program meets our needs"; "Works Well"; "Doing Great";*
- *"The program is well designed & streamlined!"*
- *"The program is well defined, robust, simplistic and very effective!"*

Survey information is often used for program improvements. Comments in the 2007–2009 surveys led to updated, fillable forms which has pleased many applicants. The Workforce 20/20 2009–2011 surveys did initiate the following suggestions:

- *"Eliminate the paper"; "It would be nice if the application process was electronic."; "Electronic registration and surveys."; "Less paperwork or making the application process more stream lined"; "Convert everything to digital"*
- *"Define the rules from the beginning, streamline the process. Allow training for MN residents that work in ND"; "Consider reimbursing companies for training employees regardless of employee's home address"*
- *"More visibility of the program, possibly work with the area chambers to help get word out about the program"; "Advertise this financial opportunities to more businesses"*
- *"Could be made easier for businesses to find information about the program and the steps involved. Works well when approved :)"*
- *"A site visit prior to training would have been beneficial"*
- *"Pay more of the training"; "The amount which is reimbursed doesn't seem to be clearly defined that made things a bit confusing."*
- *"Would be interested in sharing a database between ND employers of training events attended and if they would recommend them to others."*

Appendix A

Workforce 20/20; How North Dakota's Training Spending Compares to Other States

State	Name of Program	Program Year	Expenditures	Trainees	Cost Per Trainee
North Dakota	Workforce 20/20	2009–2011	\$1,298,099	1,838	\$631.81
¹ Nebraska	Worker Training Program	2011–2012	\$1,308,674	10,556	\$123.98
² Tennessee	Incumbent Worker Training Program	2010–2011	\$1,903,968	4,351	\$437.59
³ Kentucky	Grant-in-Aid	2010–2011	\$6,043,578	20,425	\$295.89
⁴ Minnesota	Job Skills Partnership	2009–2010	\$5,923,334	9,459	\$626.00
⁵ Connecticut	Workforce Training Fund	2010–2011	\$1,153,391	4,767	\$241.95
⁶ Arkansas	Incumbent Worker Training Program	2009–2010	\$3,404,854	7,166	\$475.14
⁷ Wyoming	Workforce Development Training Fund	2010–2011	\$3,432,995	3,781	\$723.50
⁸ Indiana	Training Acceleration Grant Program	2009–2011	\$22,000,000	10,500	\$2,059.29
⁹ California	Employment Training Panel Program	2010–2011	\$34,100,000	31,760	\$1,073.00
¹⁰ Vermont	Vermont Training Program	2010–2011	\$1,176,852	2,703	\$435.39
¹¹ Texas	Skills Development Fund	2010–2011	\$14,591,716	11,510	\$1,267.74
¹² Alabama	Incumbent Worker Training Program	2010–2011	\$825,343	954	\$865.14

¹Nebraska Workforce Development, Department of Labor; Worker Training Program Annual Report July 2011 - June 2012

²Tennessee Department of Labor and Workforce Development; Annual Report – Program Year 2010

³Annual Report 2010-2011; Bluegrass State Skills Corporation, Kentucky Cabinet for Economic Development

⁴Minnesota Job Skills Partnership; 2010 Annual Report

⁵State of Connecticut Workforce Investment Act Annual Report July 2010 – June 2011

⁶Arkansas Incumbent Worker Training Program PY2009 Awards – July 5, 2010

⁷Workforce Development Training Fund, Wyoming Annual Report FY 2011

⁸Indiana Workforce Development; Annual Report PY 2010

⁹California Employment Training Panel; Annual Report 2010-2011

¹⁰Vermont Training Program; Annual Report July 1, 2012 to June 30, 2011

¹¹Texas Workforce Commission Skills Development Fund; Annual Report Fiscal Year 2011

¹²State of Alabama Workforce Investment Act, Title IB, Program Year 2010 Annual Report



New Jobs Training Program Reported Through 2011

Overview

The New Jobs Training program is a state-funded workforce training program enacted into law in 1993 by the North Dakota legislative assembly. Job Service North Dakota and employers enter into agreements to provide workers with education and training specifically required for jobs in new or expanding primary sector businesses in North Dakota. The New Jobs Training Program helps primary sector businesses, secure funding to offset the costs of creating new employment opportunities.

A business participating in the New Jobs Training program can obtain funds in the form of a loan, grant, or self-financing option. A loan may be obtained from a commercial lender, a local development corporation, the Bank of North Dakota, or other qualified lender. A grant may be obtained from a state, a city, or local economic development corporation.

State income tax withholding generated from the newly-created permanent, full-time positions is captured to fund the New Jobs Training Program. The state treasurer's office repays the grant or loan (plus interest) through direct reimbursements to the granting entity or to the lender, respectively. Under the self-financing option, sixty percent of the allowable state income tax withholding can be reimbursed directly to the participating business. State income tax withholding can be captured for up to a ten year period or until the loan is repaid, or the self-financing or grant obligations have been met, whichever comes first.

A business must be in a primary-sector industry that is either expanding employment in or relocating to North Dakota in order to qualify for the New Jobs Training Program. A "primary sector business" is an employer engaged in locating to or in North Dakota which previously had no presence in the state, or in expanding its operations within the state individual, corporation, limited liability company, partnership, or association which through the employment or labor adds value to a product, process, or service that results in the creation of new wealth. The term includes tourism, but does not include production agriculture.

Primary-sector businesses must also meet these criteria:

1. An existing business must increase its base employment level by a minimum of one new job.
2. A new employer locating in North Dakota must create a minimum of five new jobs.
3. A business must not be closing or reducing its operation in one area of the state and relocating substantially the same operation to another area of the state
4. Employees must be paid a minimum of \$10 per hour, plus benefits, by the end of the first year of employment in the newly created positions.

Most loans, grants, or self-financing options will be reimbursed in less than the ten-year program period if the business creates the number of new jobs identified in the program agreement at the wage rates projected, Early reimbursement takes place when:

- Average tax liabilities are used to calculate the amount of state income tax withholding credit available, but the actual withholding reported is used to credit reimbursements.
- Most individuals have more state income tax withheld than their actual tax liability.
- The agreement does not build in salary increases during the ten-year period, resulting in larger withholdings.

Tax Credit Activity

Job Service North Dakota has entered into 244 North Dakota New Jobs Training Program agreements (14,518 new jobs) since the inception of the program. Employers have earned \$26.6 million in New Jobs Training Program tax credits as of October 31, 2012 and approximately \$20.9 million in North Dakota income tax credits are available to 158 active agreements over the next ten years. Based on a review of completed and closed agreements, employers have claimed 69 percent of the projected credits available to them.

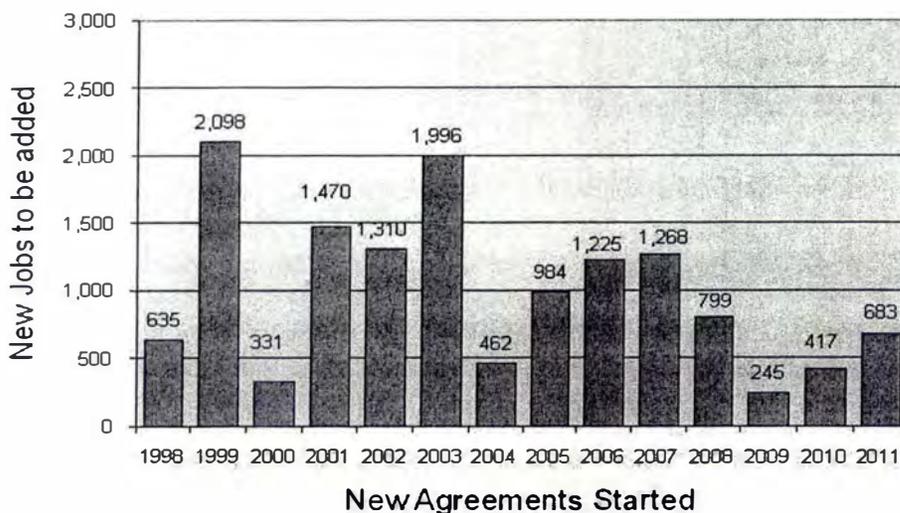
The amount of state income tax withholding credit available to an employer is based on the following criteria:

- The number of permanent, full-time new positions created.
- The wage rate paid to individuals filling the new positions.
- A withholding formula provided by the North Dakota State Tax Department is applied to the actual annual salary of the new jobs being created.
- The formula is applied to the annual gross wages of the new jobs created, and is then multiplied by the number of new positions in each pay category.
- This figure is then multiplied by 10 (the maximum number of years under the program) to establish the maximum state income tax withholding credit available under a ND New Jobs Training Program.

Projected New Positions by Calendar Years 1998 - 2011

Comment

These figures are a combination of projected new positions from open agreements and the actual number of new positions from closed agreements to be created by employers who entered into New Jobs Training agreements with Job Service North Dakota.



The projected number of new positions created can fluctuate from year to year due to agreement amendments allowing the employer to increase the projected number of new positions.

Employers report the number of new positions filled each quarter when they claim their North Dakota income tax withholding credit from the North Dakota State Tax Department.

The actual number of new positions created is not fully known until the employer files the final quarterly *New Jobs Credit Withholding Statement* and the New Jobs Training agreement is closed.

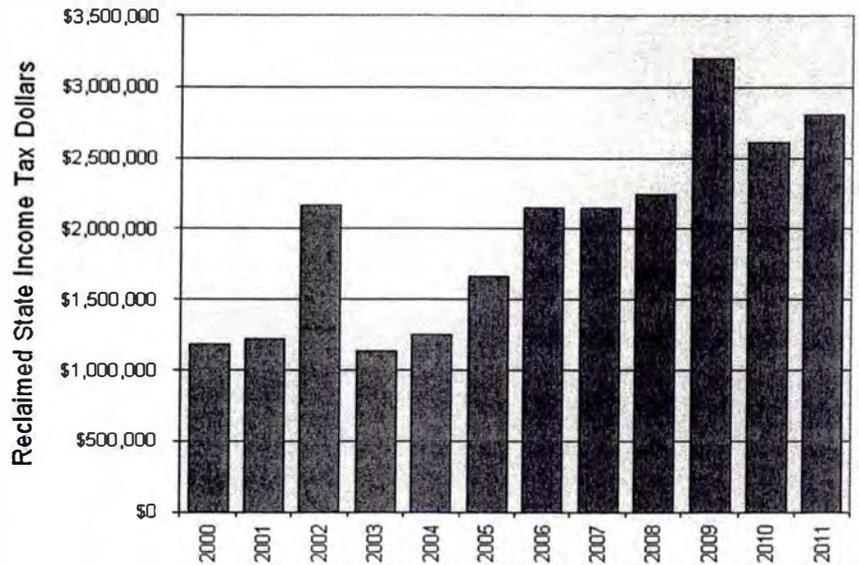
Since North Dakota state income tax is not withheld from the payroll of out-of-state residents, employers are not allowed to claim a credit for positions filled by out-of-state residents.

Tax Credits Claimed By Fiscal Years; 2000 - 2011

Comment

Under a New Jobs Training Program agreement, an employer has up to ten years from the effective date of the agreement to claim the North Dakota income tax withholding credit. Employers claim their income tax withholding credits through filing quarterly reports with the ND State Tax Department.

Through October 31, 2011, the State Tax Department issued tax credits totaling \$26.6 million and showed approximately \$20.9 million worth of tax credits remained available to employers participating in the New Jobs Training Program.



Program Performance

The most recent biennium for which North Dakota Century Code Section 54-60-19 Accountability Measures are available is the 2009–2011 Biennium. Employers filled 876 proposed new job positions. The following is a wage and employment summary for those 876 new jobs.

Program Activity	Pre-Training		1 Year After Training			
	Participants Employed	Average Annual Salary	Participants Employed	Average Annual Salary	Average Annual ND Income Tax Paid Per Participant	Projected Average Annual Tax Credit Investment Per Individual
New Positions Filled	614	\$25,503	763	\$37,407	\$501	\$499

After the initial training period, 70.09 percent (614/876) of all trainees were still employed. One year after training, Job Service North Dakota's unemployment insurance wage records showed 763 individuals employed in the state. These individuals generated an aggregate annual payroll of \$28.5 million. Total wages in North Dakota for 2011 were \$15.85 billion.

While tax credits will cause a reduction in state revenues, this reduction is offset by the positive economic impacts the new jobs create in North Dakota (see table on the next page). Other states have job creation tax credit programs, but historical data from other states is limited for doing state to state comparisons. Many states have set caps on the amount of tax credits that can be claimed for each new job position. Some states reimburse on a percentage of actual training expenditures or have complex calculations based on the number of employees, employee state income tax withholding, and longevity with the company. Caps range from \$1,500 in Maryland and \$5,000 in Rhode Island, to \$6,500 in North Carolina.

Compared to other states with limits on available tax credits, North Dakota's average investment comes in lower than the lowest tax credit cap set by any state.

Since the start of the program, 158 (51 percent) of the 308 agreements are no longer active and the files have been closed. The 33 closed agreements from 2003 to 2010 were used as a sample to review the current job creation performance and average investment per new job created.

Job Creation Performance and Investment Summary					
Closed Agreements	Reported New Jobs	Projected New Jobs	Job Creation Rate	Tax Credits Claimed	Average Investment per New Job
33	7,267	8,077	89.96%	\$10.9 million	\$ 1,486.14

Program Highlights

- North Dakota's average investment was \$1,486 per new job (for the 7,267 new jobs created by the closed agreements). In other states, tax credits are allowed in amounts ranging from \$1,500 to \$6,500 per new job created.
- Closed agreements had an average life of 7.6 years.
- During the 2007-2009 biennium, 87.1 percent of all individuals hired for new positions were still employed in North Dakota one year after the initial training period.
- The average annual salary of those hired for new positions during the 2009–2011 biennium was \$37,407 one year after training, This was a 47 percent increase over the pre-training average annual salary of \$25,503.
- Each new position created during the 2009–2011 biennium generates \$501 of income tax revenue for the state (based on an average annual salary of \$37,407). The projected average annual North Dakota income tax credit paid to employers for each new position is \$499.

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 New Jobs Training Program
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Job Service North Dakota is an equal opportunity employer/program provider.
 Auxiliary aids and services are available upon request to individuals with disabilities.

Online Job Openings Report

Published by
Job Service North Dakota
Labor Market Information Center

Access Instructions

1. Go to www.jobsnd.com.
2. Under the *Resources* heading, click the NDWIN logo. You will arrive at the Labor Market Information Center website (ND Workforce Intelligence Network).
3. Click the *Online Job Openings Report* under *Quick Links*.
4. Select a report from the drop down menu.



FEBRUARY 2013 ONLINE JOB OPENINGS REPORT

JOB OPENINGS

- Online job openings totaled 18,749 open and available positions in February 2013. Openings were higher by 1.3 percent (+248) over the prior month and 7.3 percent higher (+1,269) than one year ago.
- Of the 22 non-military major occupational groups, Transportation and Material Moving reported the largest number of openings with 2,033, followed by Office and Administrative Support with 1,978 and Sales and Related with 1,650. Four other occupational groups also reported job opening counts greater than 1,000 (Management; Healthcare Practitioners and Technical; Construction and Extraction; and Installation, Maintenance, and Repair).
- Seven of 22 major occupational groups reported over-the-year gains of 100 or more led by Transportation and Material Moving with a gain of 441 openings. Construction and Extraction reported the largest over-the-year decline.
- Burleigh County reported the largest over-the-year increase in the number of job openings with 392, followed by Cass County (+165) and McKenzie County (+161). Twenty-two counties reported over-the-year decreases led by Richland.

ACTIVE RESUMÉS

- Active resumés totaled 13,135 in February 2013. Active resumés were higher by 5.0 percent (+625) over the prior month but 13.8 percent lower (-2,104) than one year ago. There were a total of 10,477 in-state active resumés and 2,658 out-of-state active resumés.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of active resumés with 2,756, followed by Construction and Extraction with 1,689 and Transportation and Material Moving with 1,500. Management and Production were the only other occupational groups to report an active resumé count greater than 1,000.
- None of the 22 major occupational groups reported over-the-year gains in active resumés. Construction and Extraction reported the largest year-over-year decrease in active resumés (-354), followed by Transportation and Material Moving (-313) and Management (-276).

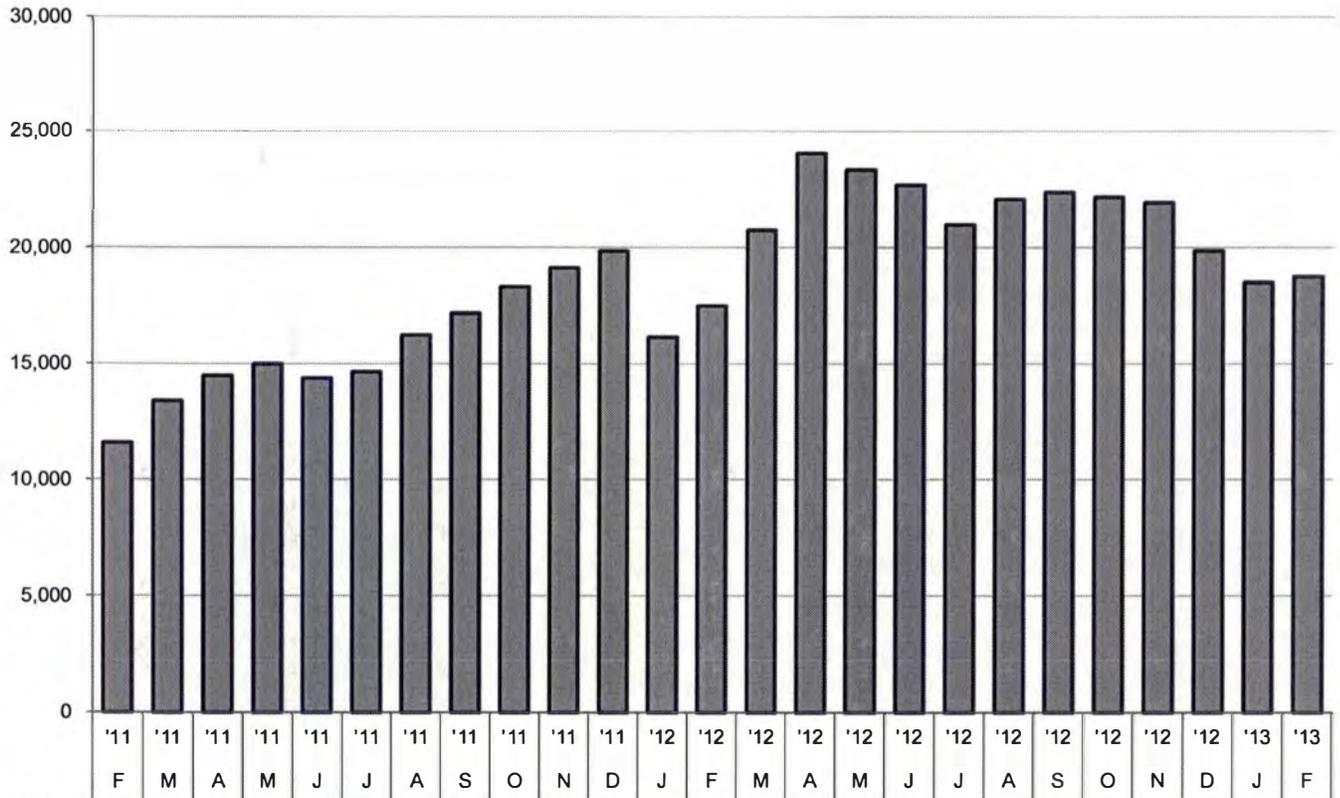
SUPPLY/DEMAND RATES

- North Dakota's job openings rate was 4.5 percent in December 2012, the latest month for which data are available. One year prior, North Dakota's rate was 4.6. The U.S. rate for December was 2.3 percent. The job openings rate is the percentage of all jobs in the economy open and available.
- North Dakota's rate of unemployed persons per job opening was 0.6 in December 2012, the latest month for which data are available. One year prior, North Dakota's rate was 0.6. The U.S. rate for December was 3.8. Thirteen North Dakota counties reported unemployed-per-opening rates of less than 1.0 which indicates more job openings than resident labor supply. One year ago, eighteen counties reported rates of less than 1.0.
- North Dakota's rate of active resumés per job opening was 0.6 in February 2013. One year ago it was 0.6. Eighteen of the 22 non-military major occupational groups reported rates of less than 1.0 which is unchanged from one ago. Thirteen of 22 non-military major occupational groups reported rate decreases from the prior year.

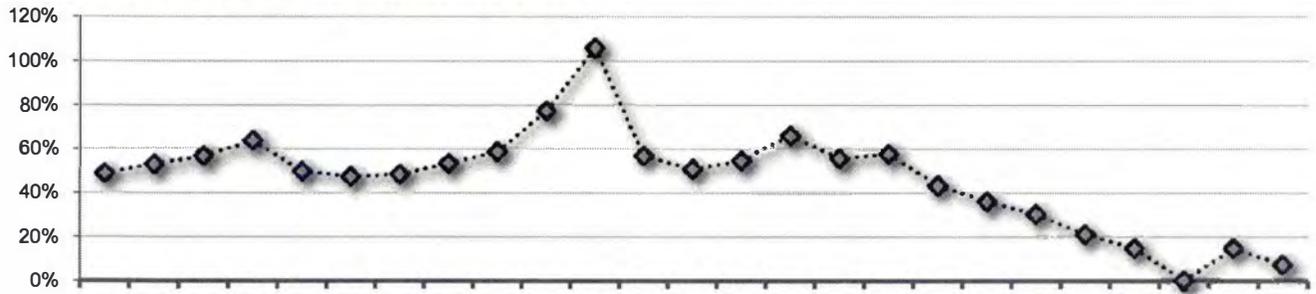
JOB OPENINGS DATA

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

JOB OPENINGS--TOTAL



JOB OPENINGS--OVER-THE-YEAR PERCENT CHANGE

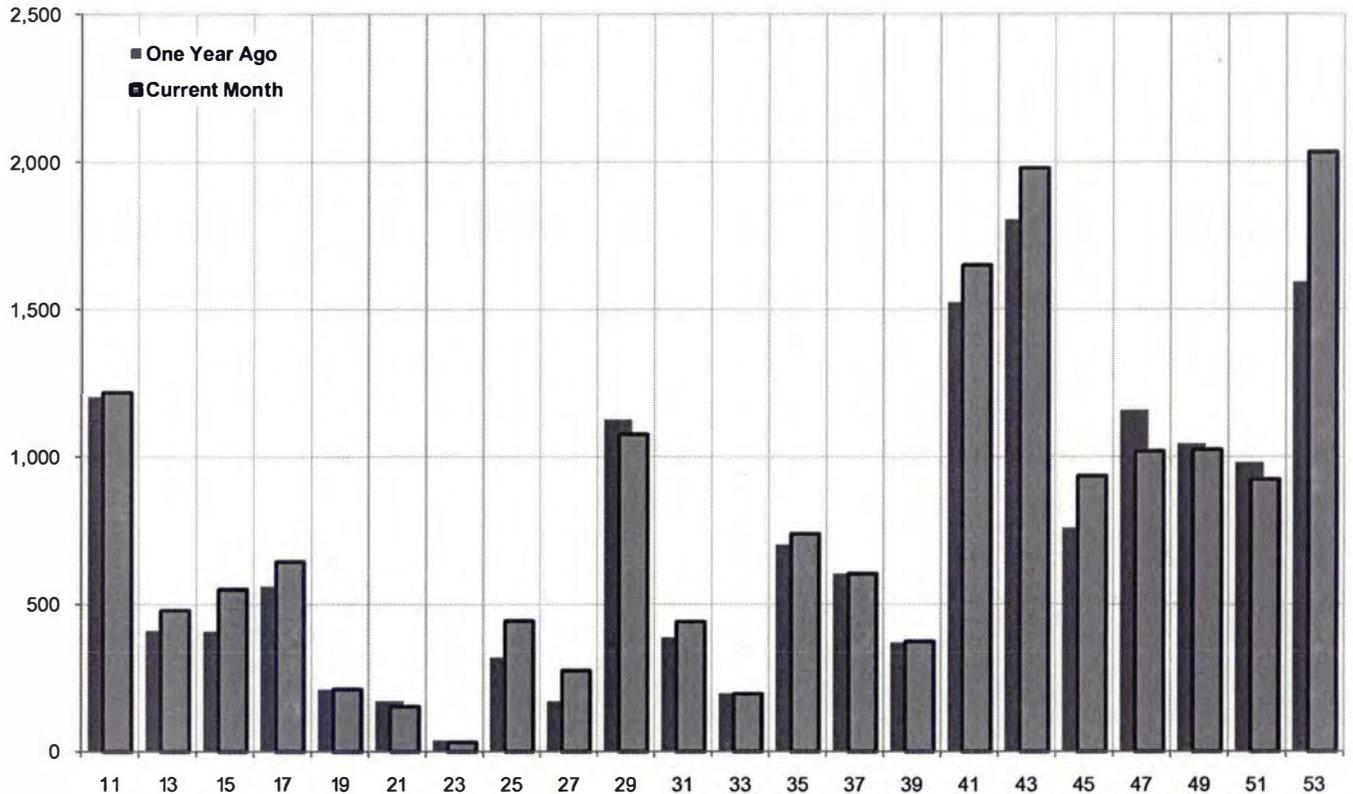


	MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
FEB	2012	17,480	↑ 1,344	8.3	↑ 5,899	50.9	16,346	↑ 6,137	60.1
MAR	2012	20,748	↑ 3,268	18.7	↑ 7,345	54.8	16,962	↑ 6,366	60.1
APR	2012	24,059	↑ 3,311	16.0	↑ 9,584	66.2	17,755	↑ 6,716	60.8
MAY	2012	23,350	↓ -709	-2.9	↑ 8,362	55.8	18,454	↑ 6,932	60.2
JUN	2012	22,695	↓ -655	-2.8	↑ 8,321	57.9	19,147	↑ 7,223	60.6
JUL	2012	20,979	↓ -1,716	-7.6	↑ 6,337	43.3	19,675	↑ 7,359	59.8
AUG	2012	22,072	↑ 1,093	5.2	↑ 5,860	36.1	20,169	↑ 7,411	58.1
SEP	2012	22,369	↑ 297	1.3	↑ 5,196	30.3	20,602	↑ 7,345	55.4
OCT	2012	22,161	↓ -208	-0.9	↑ 3,854	21.1	20,916	↑ 7,093	51.3
NOV	2012	21,927	↓ -234	-1.1	↑ 2,815	14.7	21,153	↑ 6,636	45.7
DEC	2012	19,863	↓ -2,064	-9.4	↑ 22	0.1	21,157	↑ 5,792	37.7
JAN	2013	18,501	↓ -1,362	-6.9	↑ 2,365	14.7	21,351	↑ 5,500	34.7
FEB	2013	18,749	↑ 248	1.3	↑ 1,269	7.3	21,457	↑ 5,111	31.3

JOB OPENINGS DATA

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

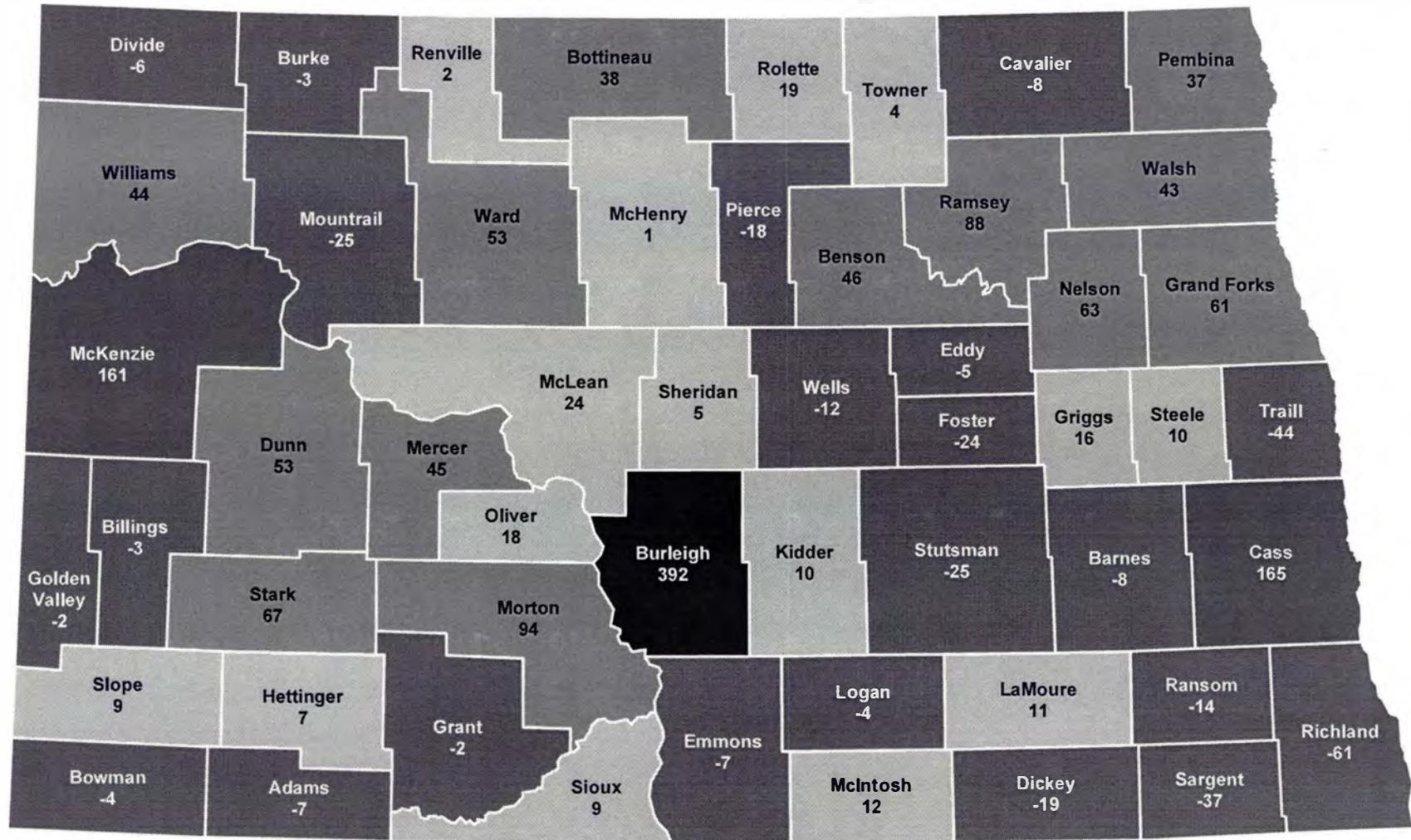
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	FEB 2012	JAN 2013	FEB 2013	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,203	1,065	1,217	↑	152	14.3	↑	14	1.2
13 Business and Financial Operations	411	451	479	↑	28	6.2	↑	68	16.5
15 Computer and Mathematical	408	349	551	↑	202	57.9	↑	143	35.0
17 Architecture and Engineering	562	425	645	↑	220	51.8	↑	83	14.8
19 Life, Physical, and Social Science	210	140	211	↑	71	50.7	↑	1	0.5
21 Community and Social Services	171	134	152	↑	18	13.4	↓	-19	-11.1
23 Legal	38	22	31	↑	9	40.9	↓	-7	-18.4
25 Education, Training, and Library	319	351	443	↑	92	26.2	↑	124	38.9
27 Arts, Design, Entertainment, Sports, and Media	170	222	274	↑	52	23.4	↑	104	61.2
29 Healthcare Practitioners and Technical	1,125	1,103	1,076	↓	-27	-2.4	↓	-49	-4.4
31 Healthcare Support	386	428	440	↑	12	2.8	↑	54	14.0
33 Protective Service	196	198	195	↓	-3	-1.5	↓	-1	-0.5
35 Food Preparation and Serving Related	703	1,281	738	↓	-543	-42.4	↑	35	5.0
37 Building and Grounds Cleaning and Maintenance	604	559	603	↑	44	7.9	↓	-1	-0.2
39 Personal Care and Service	369	438	373	↓	-65	-14.8	↑	4	1.1
41 Sales and Related	1,523	1,886	1,650	↓	-236	-12.5	↑	127	8.3
43 Office and Administrative Support	1,805	2,041	1,978	↓	-63	-3.1	↑	173	9.6
45 Farming, Fishing, and Forestry	759	578	935	↑	357	61.8	↑	176	23.2
47 Construction and Extraction	1,157	1,018	1,019	↑	1	0.1	↓	-138	-11.9
49 Installation, Maintenance, and Repair	1,044	1,199	1,024	↓	-175	-14.6	↓	-20	-1.9
51 Production	980	967	923	↓	-44	-4.6	↓	-57	-5.8
53 Transportation and Material Moving	1,592	1,980	2,033	↑	53	2.7	↑	441	27.7
55 Military Specific	9	12	26	↑	14	116.7	↑	17	188.9
Not Classified	1,736	1,654	1,733	↑	79	4.8	↓	-3	-0.2
TOTAL, ALL JOB OPENINGS	17,480	18,501	18,749	↑	248	1.3	↑	1,269	7.3

NORTH DAKOTA COUNTY JOB OPENINGS

Over-The-Year Numeric Change



Statewide Over-The-Year Numeric Change: +1,269

COUNTY OVER-THE-YEAR NUMERIC CHANGE (FEBRUARY 2013)

Decreases 0 - 24 25 - 99 100 - 249 Increases > 249

Source: Labor Market Information Center, Job Service North Dakota, Online Job Openings Report

[Map Creation Date: February 21, 2013 Author: Labor Market Information Center, Job Service North Dakota]

JOB OPENINGS DATA

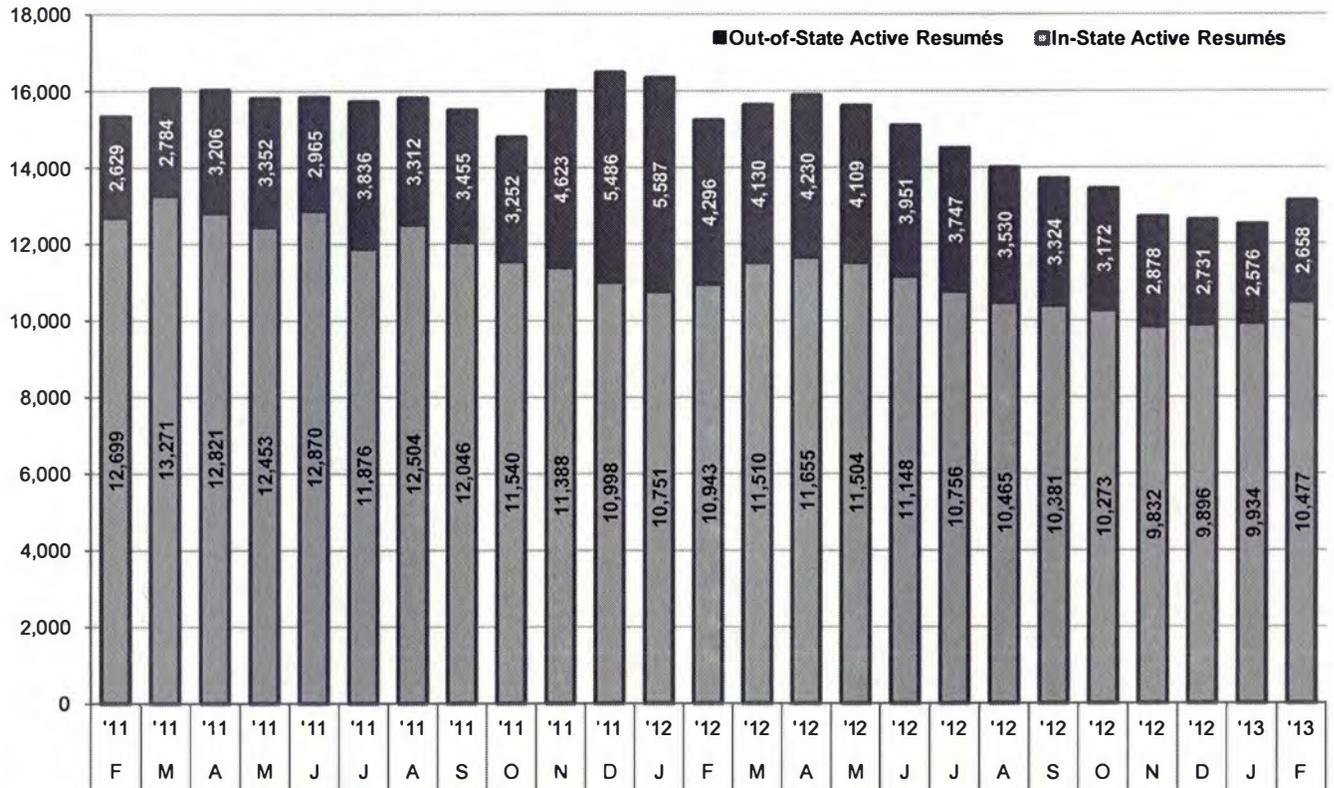
FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

COUNTY NAME	FEB	JAN	FEB	OVER-THE-MONTH		OVER-THE-YEAR			
	2012	2013	2013	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	31	26	24	↓	-2	-7.7	↓	-7	-22.6
Barnes	226	335	218	↓	-117	-34.9	↓	-8	-3.5
Benson	52	79	98	↑	19	24.1	↑	46	88.5
Billings	11	11	8	↓	-3	-27.3	↓	-3	-27.3
Bottineau	84	85	122	↑	37	43.5	↑	38	45.2
Bowman	41	30	37	↑	7	23.3	↓	-4	-9.8
Burke	14	10	11	↑	1	10.0	↓	-3	-21.4
Burleigh	2,678	3,228	3,070	↓	-158	-4.9	↑	392	14.6
Cass	4,015	4,069	4,180	↑	111	2.7	↑	165	4.1
Cavalier	46	26	38	↑	12	46.2	↓	-8	-17.4
Dickey	135	85	116	↑	31	36.5	↓	-19	-14.1
Divide	40	27	34	↑	7	25.9	↓	-6	-15.0
Dunn	59	87	112	↑	25	28.7	↑	53	89.8
Eddy	15	9	10	↑	1	11.1	↓	-5	-33.3
Emmons	23	23	16	↓	-7	-30.4	↓	-7	-30.4
Foster	68	46	44	↓	-2	-4.3	↓	-24	-35.3
Golden Valley	16	11	14	↑	3	27.3	↓	-2	-12.5
Grand Forks	1,339	1,380	1,400	↑	20	1.4	↑	61	4.6
Grant	12	11	10	↓	-1	-9.1	↓	-2	-16.7
Griggs	29	21	45	↑	24	114.3	↑	16	55.2
Hettinger	19	28	26	↓	-2	-7.1	↑	7	36.8
Kidder	7	12	17	↑	5	41.7	↑	10	142.9
LaMoure	50	52	61	↑	9	17.3	↑	11	22.0
Logan	15	12	11	↓	-1	-8.3	↓	-4	-26.7
McHenry	30	34	31	↓	-3	-8.8	↑	1	3.3
McIntosh	30	20	42	↑	22	110.0	↑	12	40.0
McKenzie	373	437	534	↑	97	22.2	↑	161	43.2
McLean	117	98	141	↑	43	43.9	↑	24	20.5
Mercer	151	188	196	↑	8	4.3	↑	45	29.8
Morton	332	336	426	↑	90	26.8	↑	94	28.3
Mountrail	239	209	214	↑	5	2.4	↓	-25	-10.5
Nelson	34	66	97	↑	31	47.0	↑	63	185.3
Oliver	28	33	46	↑	13	39.4	↑	18	64.3
Pembina	78	57	115	↑	58	101.8	↑	37	47.4
Pierce	71	46	53	↑	7	15.2	↓	-18	-25.4
Ramsey	340	383	428	↑	45	11.7	↑	88	25.9
Ransom	57	43	43	→	0	0.0	↓	-14	-24.6
Renville	33	41	35	↓	-6	-14.6	↑	2	6.1
Richland	277	228	216	↓	-12	-5.3	↓	-61	-22.0
Rolette	113	61	132	↑	71	116.4	↑	19	16.8
Sargent	96	19	59	↑	40	210.5	↓	-37	-38.5
Sheridan	1	6	6	→	0	0.0	↑	5	500.0
Sioux	75	84	84	→	0	0.0	↑	9	12.0
Slope	2	5	11	↑	6	120.0	↑	9	450.0
Stark	1,385	1,519	1,452	↓	-67	-4.4	↑	67	4.8
Steele	9	16	19	↑	3	18.8	↑	10	111.1
Stutsman	461	419	436	↑	17	4.1	↓	-25	-5.4
Towner	16	10	20	↑	10	100.0	↑	4	25.0
Traill	79	30	35	↑	5	16.7	↓	-44	-55.7
Walsh	171	198	214	↑	16	8.1	↑	43	25.1
Ward	1,836	2,141	1,889	↓	-252	-11.8	↑	53	2.9
Wells	98	75	86	↑	11	14.7	↓	-12	-12.2
Williams	1,923	1,996	1,967	↓	-29	-1.5	↑	44	2.3

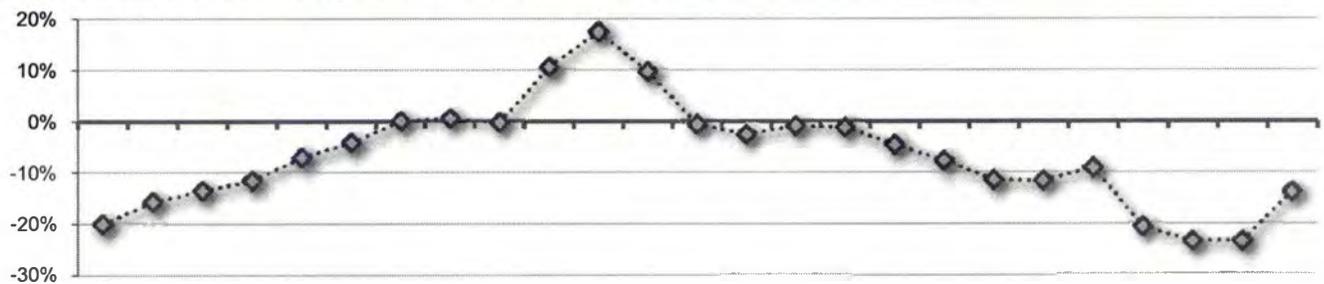
ACTIVE RESUMÉS DATA

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

ACTIVE RESUMÉS--TOTAL



ACTIVE RESUMÉS--OVER-THE-YEAR PERCENT CHANGE



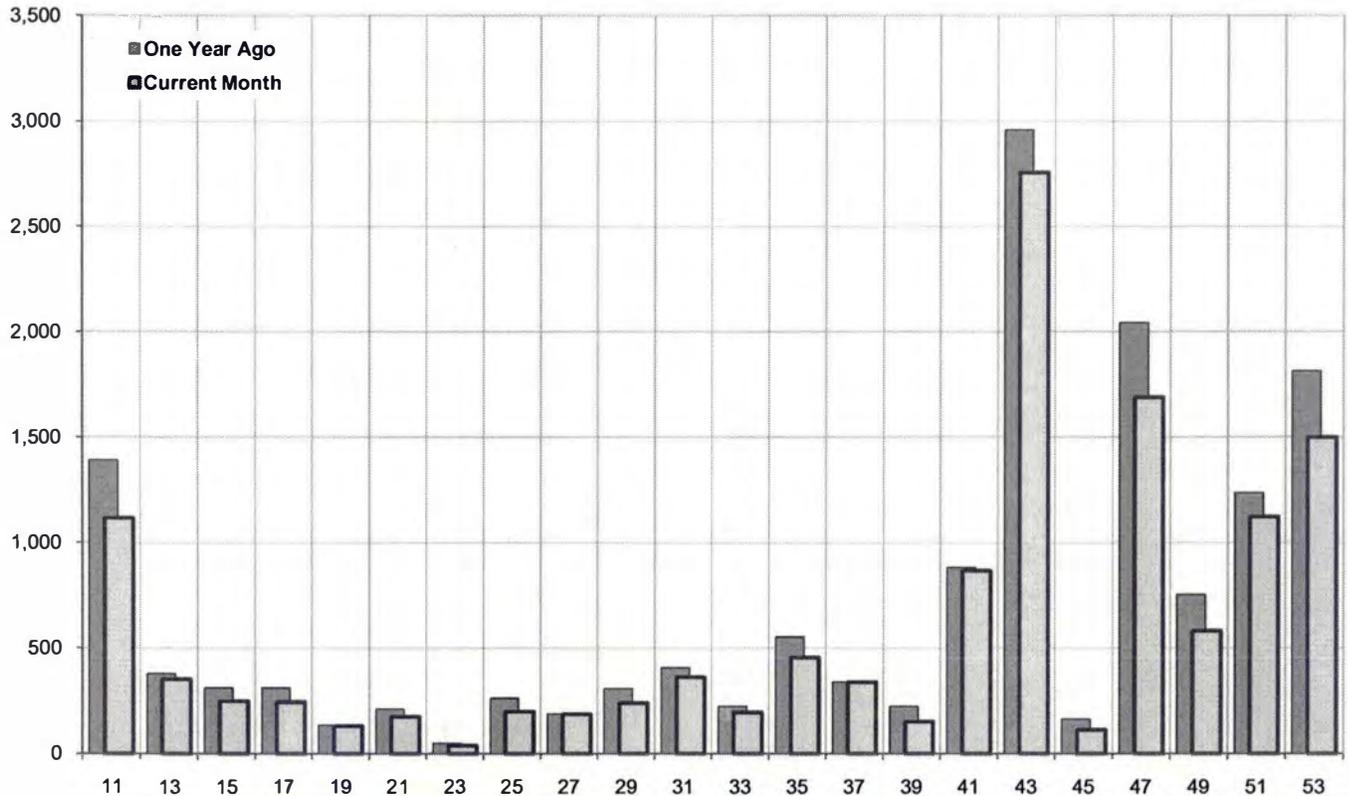
	MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12 MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
FEB 2012	15,239	↓ -1,099	-6.7	↓ -89	-0.6	15,805	↓ -334	-2.1	
MAR 2012	15,640	↑ 401	2.6	↓ -415	-2.6	15,767	↓ -124	-0.8	
APR 2012	15,885	↑ 245	1.6	↓ -142	-0.9	15,756	↑ 77	0.5	
MAY 2012	15,613	↓ -272	-1.7	↓ -192	-1.2	15,738	↑ 231	1.5	
JUN 2012	15,099	↓ -514	-3.3	↓ -736	-4.6	15,679	↑ 272	1.8	
JUL 2012	14,503	↓ -596	-3.9	↓ -1,209	-7.7	15,579	↑ 230	1.5	
AUG 2012	13,995	↓ -508	-3.5	↓ -1,821	-11.5	15,424	↑ 75	0.5	
SEP 2012	13,705	↓ -290	-2.1	↓ -1,796	-11.6	15,278	↓ -79	-0.5	
OCT 2012	13,445	↓ -260	-1.9	↓ -1,347	-9.1	15,163	↓ -194	-1.3	
NOV 2012	12,710	↓ -735	-5.5	↓ -3,301	-20.6	14,891	↓ -592	-3.8	
DEC 2012	12,627	↓ -83	-0.7	↓ -3,857	-23.4	14,568	↓ -1,123	-7.2	
JAN 2013	12,510	↓ -117	-0.9	↓ -3,828	-23.4	14,247	↓ -1,565	-9.9	
FEB 2013	13,135	↑ 625	5.0	↓ -2,104	-13.8	14,074	↓ -1,731	-11.0	

ACTIVE RESUMÉS DATA

ALL ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



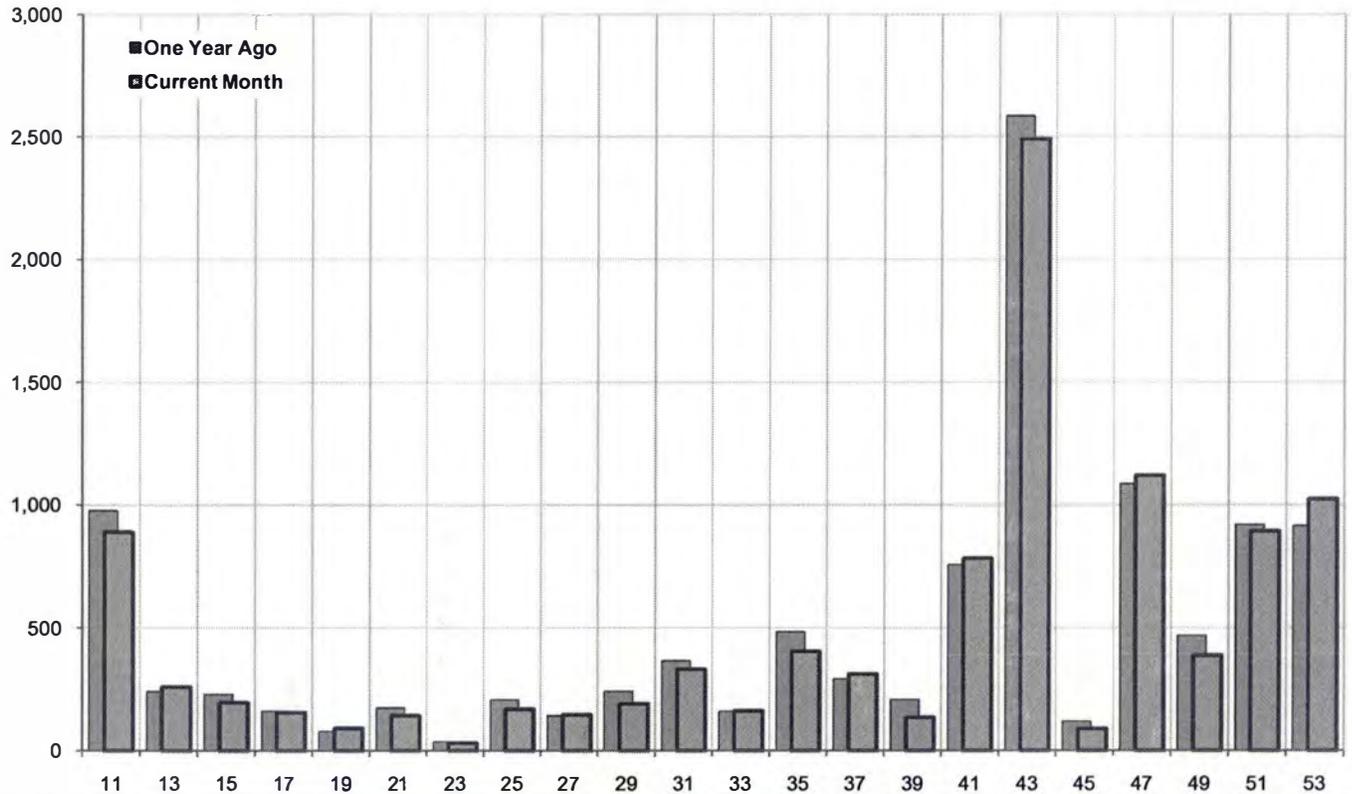
SOC CODE/OCCUPATIONAL GROUP	FEB	JAN	FEB	OVER-THE-MONTH		OVER-THE-YEAR			
	2012	2013	2013	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,392	1,097	1,116	↑	19	1.7	↓	-276	-19.8
13 Business and Financial Operations	378	335	353	↑	18	5.4	↓	-25	-6.6
15 Computer and Mathematical	312	227	249	↑	22	9.7	↓	-63	-20.2
17 Architecture and Engineering	312	222	245	↑	23	10.4	↓	-67	-21.5
19 Life, Physical, and Social Science	136	133	132	↓	-1	-0.8	↓	-4	-2.9
21 Community and Social Services	211	185	175	↓	-10	-5.4	↓	-36	-17.1
23 Legal	49	42	40	↓	-2	-4.8	↓	-9	-18.4
25 Education, Training, and Library	263	192	200	↑	8	4.2	↓	-63	-24.0
27 Arts, Design, Entertainment, Sports, and Media	189	159	187	↑	28	17.6	↓	-2	-1.1
29 Healthcare Practitioners and Technical	308	251	240	↓	-11	-4.4	↓	-68	-22.1
31 Healthcare Support	407	298	361	↑	63	21.1	↓	-46	-11.3
33 Protective Service	224	183	195	↑	12	6.6	↓	-29	-12.9
35 Food Preparation and Serving Related	552	457	455	↓	-2	-0.4	↓	-97	-17.6
37 Building and Grounds Cleaning and Maintenance	339	309	337	↑	28	9.1	↓	-2	-0.6
39 Personal Care and Service	224	147	153	↑	6	4.1	↓	-71	-31.7
41 Sales and Related	881	771	866	↑	95	12.3	↓	-15	-1.7
43 Office and Administrative Support	2,958	2,658	2,756	↑	98	3.7	↓	-202	-6.8
45 Farming, Fishing, and Forestry	164	98	114	↑	16	16.3	↓	-50	-30.5
47 Construction and Extraction	2,043	1,547	1,689	↑	142	9.2	↓	-354	-17.3
49 Installation, Maintenance, and Repair	753	558	581	↑	23	4.1	↓	-172	-22.8
51 Production	1,235	1,128	1,122	↓	-6	-0.5	↓	-113	-9.1
53 Transportation and Material Moving	1,813	1,460	1,500	↑	40	2.7	↓	-313	-17.3
55 Military Specific	25	14	17	↑	3	21.4	↓	-8	-32.0
Not Classified	71	39	52	↑	13	33.3	↓	-19	-26.8
TOTAL, ALL ACTIVE RESUMÉS	15,239	12,510	13,135	↑	625	5.0	↓	-2,104	-13.8

ACTIVE RESUMÉS DATA

IN-STATE ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



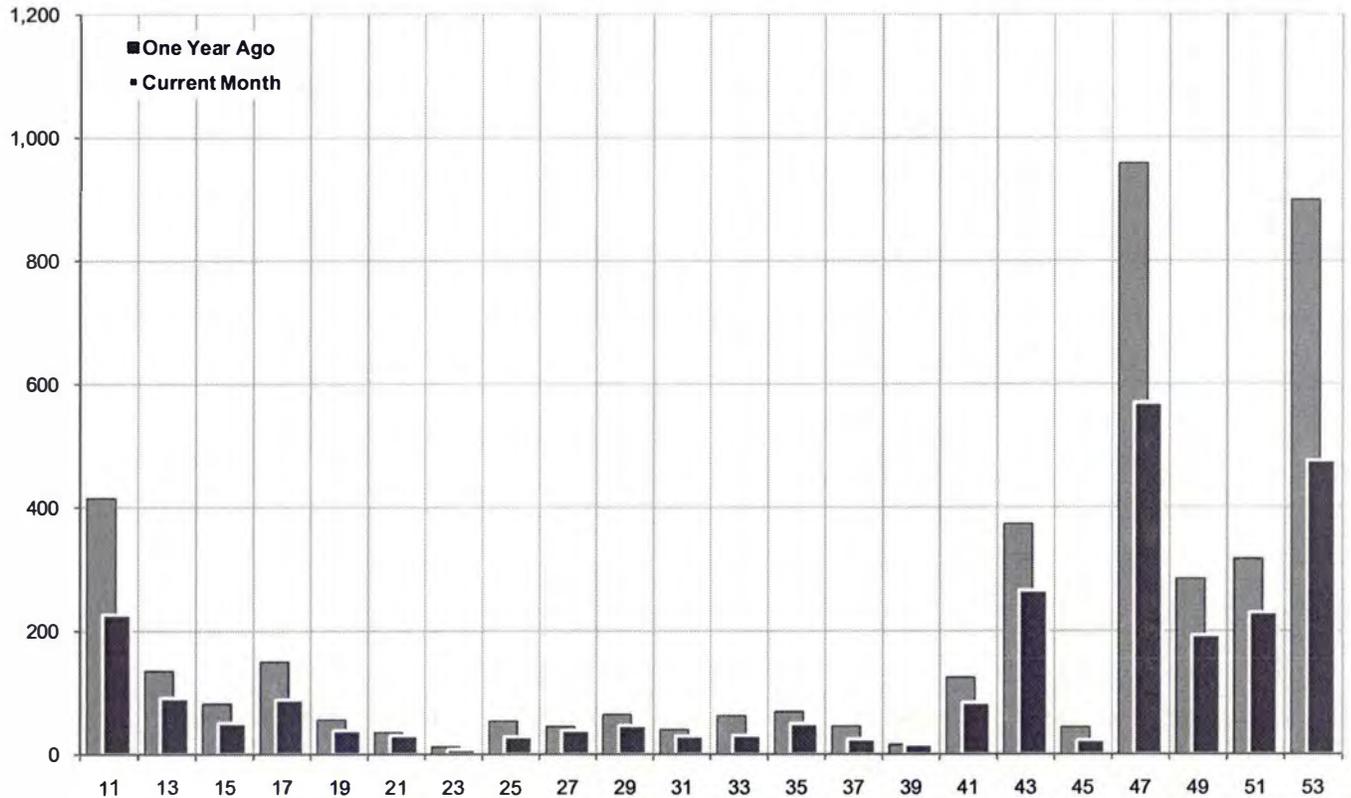
SOC CODE/OCCUPATIONAL GROUP	FEB	JAN	FEB	OVER-THE-MONTH		OVER-THE-YEAR			
	2012	2013	2013	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	977	862	889	↑	27	3.1	↓	-88	-9.0
13 Business and Financial Operations	243	255	261	↑	6	2.4	↑	18	7.4
15 Computer and Mathematical	230	179	198	↑	19	10.6	↓	-32	-13.9
17 Architecture and Engineering	162	143	156	↑	13	9.1	↓	-6	-3.7
19 Life, Physical, and Social Science	80	94	93	↓	-1	-1.1	↑	13	16.3
21 Community and Social Services	176	159	144	↓	-15	-9.4	↓	-32	-18.2
23 Legal	37	32	32	→	0	0.0	↓	-5	-13.5
25 Education, Training, and Library	209	163	171	↑	8	4.9	↓	-38	-18.2
27 Arts, Design, Entertainment, Sports, and Media	144	129	148	↑	19	14.7	↑	4	2.8
29 Healthcare Practitioners and Technical	243	209	193	↓	-16	-7.7	↓	-50	-20.6
31 Healthcare Support	367	277	331	↑	54	19.5	↓	-36	-9.8
33 Protective Service	161	152	164	↑	12	7.9	↑	3	1.9
35 Food Preparation and Serving Related	483	395	405	↑	10	2.5	↓	-78	-16.1
37 Building and Grounds Cleaning and Maintenance	293	291	312	↑	21	7.2	↑	19	6.5
39 Personal Care and Service	208	134	137	↑	3	2.2	↓	-71	-34.1
41 Sales and Related	756	689	782	↑	93	13.5	↑	26	3.4
43 Office and Administrative Support	2,585	2,395	2,490	↑	95	4.0	↓	-95	-3.7
45 Farming, Fishing, and Forestry	120	81	91	↑	10	12.3	↓	-29	-24.2
47 Construction and Extraction	1,085	1,009	1,119	↑	110	10.9	↑	34	3.1
49 Installation, Maintenance, and Repair	468	382	388	↑	6	1.6	↓	-80	-17.1
51 Production	918	888	892	↑	4	0.5	↓	-26	-2.8
53 Transportation and Material Moving	914	971	1,024	↑	53	5.5	↑	110	12.0
55 Military Specific	17	11	12	↑	1	9.1	↓	-5	-29.4
Not Classified	67	34	45	↑	11	32.4	↓	-22	-32.8
TOTAL, IN-STATE ACTIVE RESUMÉS	10,943	9,934	10,477	↑	543	5.5	↓	-466	-4.3

ACTIVE RESUMÉS DATA

OUT-OF-STATE ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	FEB	JAN	FEB	OVER-THE-MONTH		OVER-THE-YEAR			
	2012	2013	2013	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	415	235	227	↓	-8	-3.4	↓	-188	-45.3
13 Business and Financial Operations	135	80	92	↑	12	15.0	↓	-43	-31.9
15 Computer and Mathematical	82	48	51	↑	3	6.3	↓	-31	-37.8
17 Architecture and Engineering	150	79	89	↑	10	12.7	↓	-61	-40.7
19 Life, Physical, and Social Science	56	39	39	↔	0	0.0	↓	-17	-30.4
21 Community and Social Services	35	26	31	↑	5	19.2	↓	-4	-11.4
23 Legal	12	10	8	↓	-2	-20.0	↓	-4	-33.3
25 Education, Training, and Library	54	29	29	↔	0	0.0	↓	-25	-46.3
27 Arts, Design, Entertainment, Sports, and Media	45	30	39	↑	9	30.0	↓	-6	-13.3
29 Healthcare Practitioners and Technical	65	42	47	↑	5	11.9	↓	-18	-27.7
31 Healthcare Support	40	21	30	↑	9	42.9	↓	-10	-25.0
33 Protective Service	63	31	31	↔	0	0.0	↓	-32	-50.8
35 Food Preparation and Serving Related	69	62	50	↓	-12	-19.4	↓	-19	-27.5
37 Building and Grounds Cleaning and Maintenance	46	18	25	↑	7	38.9	↓	-21	-45.7
39 Personal Care and Service	16	13	16	↑	3	23.1	↔	0	0.0
41 Sales and Related	125	82	84	↑	2	2.4	↓	-41	-32.8
43 Office and Administrative Support	373	263	266	↑	3	1.1	↓	-107	-28.7
45 Farming, Fishing, and Forestry	44	17	23	↑	6	35.3	↓	-21	-47.7
47 Construction and Extraction	958	538	570	↑	32	5.9	↓	-388	-40.5
49 Installation, Maintenance, and Repair	285	176	193	↑	17	9.7	↓	-92	-32.3
51 Production	317	240	230	↓	-10	-4.2	↓	-87	-27.4
53 Transportation and Material Moving	899	489	476	↓	-13	-2.7	↓	-423	-47.1
55 Military Specific	8	3	5	↑	2	66.7	↓	-3	-37.5
Not Classified	4	5	7	↑	2	40.0	↑	3	75.0
TOTAL, OUT-OF-STATE ACTIVE RESUMÉS	4,296	2,576	2,658	↑	82	3.2	↓	-1,638	-38.1

ACTIVE RESUMÉS DATA

IN-STATE ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

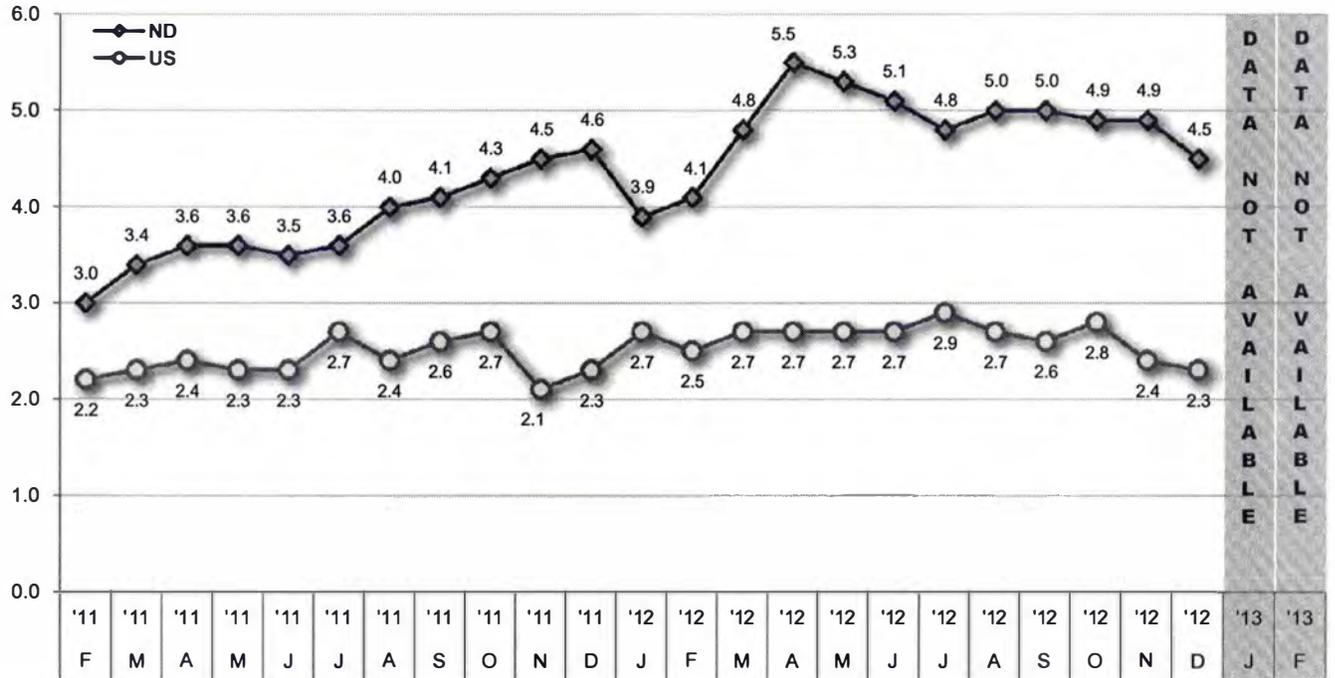
COUNTY NAME	FEB 2012	JAN 2013	FEB 2013	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	10	12	13	↑	1	8.3	↑	3	30.0
Barnes	155	160	173	↑	13	8.1	↑	18	11.6
Benson	66	74	80	↑	6	8.1	↑	14	21.2
Billings	10	2	1	↓	-1	-50.0	↓	-9	-90.0
Bottineau	52	32	44	↑	12	37.5	↓	-8	-15.4
Bowman	12	6	6	→	0	0.0	↓	-6	-50.0
Burke	8	12	14	↑	2	16.7	↑	6	75.0
Burleigh	1,620	1,361	1,393	↑	32	2.4	↓	-227	-14.0
Cass	2,955	2,496	2,585	↑	89	3.6	↓	-370	-12.5
Cavalier	9	18	14	↓	-4	-22.2	↑	5	55.6
Dickey	44	33	35	↑	2	6.1	↓	-9	-20.5
Divide	11	9	4	↓	-5	-55.6	↓	-7	-63.6
Dunn	37	48	65	↑	17	35.4	↑	28	75.7
Eddy	23	23	22	↓	-1	-4.3	↓	-1	-4.3
Emmons	19	51	55	↑	4	7.8	↑	36	189.5
Foster	18	11	14	↑	3	27.3	↓	-4	-22.2
Golden Valley	9	12	6	↓	-6	-50.0	↓	-3	-33.3
Grand Forks	933	876	912	↑	36	4.1	↓	-21	-2.3
Grant	19	6	7	↑	1	16.7	↓	-12	-63.2
Griggs	10	18	17	↓	-1	-5.6	↑	7	70.0
Hettinger	30	26	29	↑	3	11.5	↓	-1	-3.3
Kidder	22	25	27	↑	2	8.0	↑	5	22.7
LaMoure	38	34	40	↑	6	17.6	↑	2	5.3
Logan	4	12	9	↓	-3	-25.0	↑	5	125.0
McHenry	72	72	74	↑	2	2.8	↑	2	2.8
McIntosh	10	9	10	↑	1	11.1	→	0	0.0
McKenzie	37	60	67	↑	7	11.7	↑	30	81.1
McLean	95	86	88	↑	2	2.3	↓	-7	-7.4
Mercer	196	175	194	↑	19	10.9	↓	-2	-1.0
Morton	498	445	448	↑	3	0.7	↓	-50	-10.0
Mountrail	123	135	148	↑	13	9.6	↑	25	20.3
Nelson	27	26	19	↓	-7	-26.9	↓	-8	-29.6
Oliver	19	11	10	↓	-1	-9.1	↓	-9	-47.4
Pembina	111	55	70	↑	15	27.3	↓	-41	-36.9
Pierce	41	28	25	↓	-3	-10.7	↓	-16	-39.0
Ramsey	166	134	138	↑	4	3.0	↓	-28	-16.9
Ransom	53	31	29	↓	-2	-6.5	↓	-24	-45.3
Renville	40	19	22	↑	3	15.8	↓	-18	-45.0
Richland	333	252	244	↓	-8	-3.2	↓	-89	-26.7
Rolette	465	434	462	↑	28	6.5	↓	-3	-0.6
Sargent	34	14	22	↑	8	57.1	↓	-12	-35.3
Sheridan	7	9	14	↑	5	55.6	↑	7	100.0
Sioux	47	32	33	↑	1	3.1	↓	-14	-29.8
Slope	4	1	1	→	0	0.0	↓	-3	-75.0
Stark	362	468	490	↑	22	4.7	↑	128	35.4
Steele	11	8	11	↑	3	37.5	→	0	0.0
Stutsman	339	278	281	↑	3	1.1	↓	-58	-17.1
Towner	15	23	38	↑	15	65.2	↑	23	153.3
Traill	56	39	52	↑	13	33.3	↓	-4	-7.1
Walsh	124	102	100	↓	-2	-2.0	↓	-24	-19.4
Ward	1,121	1,122	1,225	↑	103	9.2	↑	104	9.3
Wells	42	25	29	↑	4	16.0	↓	-13	-31.0
Williams	381	484	568	↑	84	17.4	↑	187	49.1

SUPPLY/DEMAND RATES

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

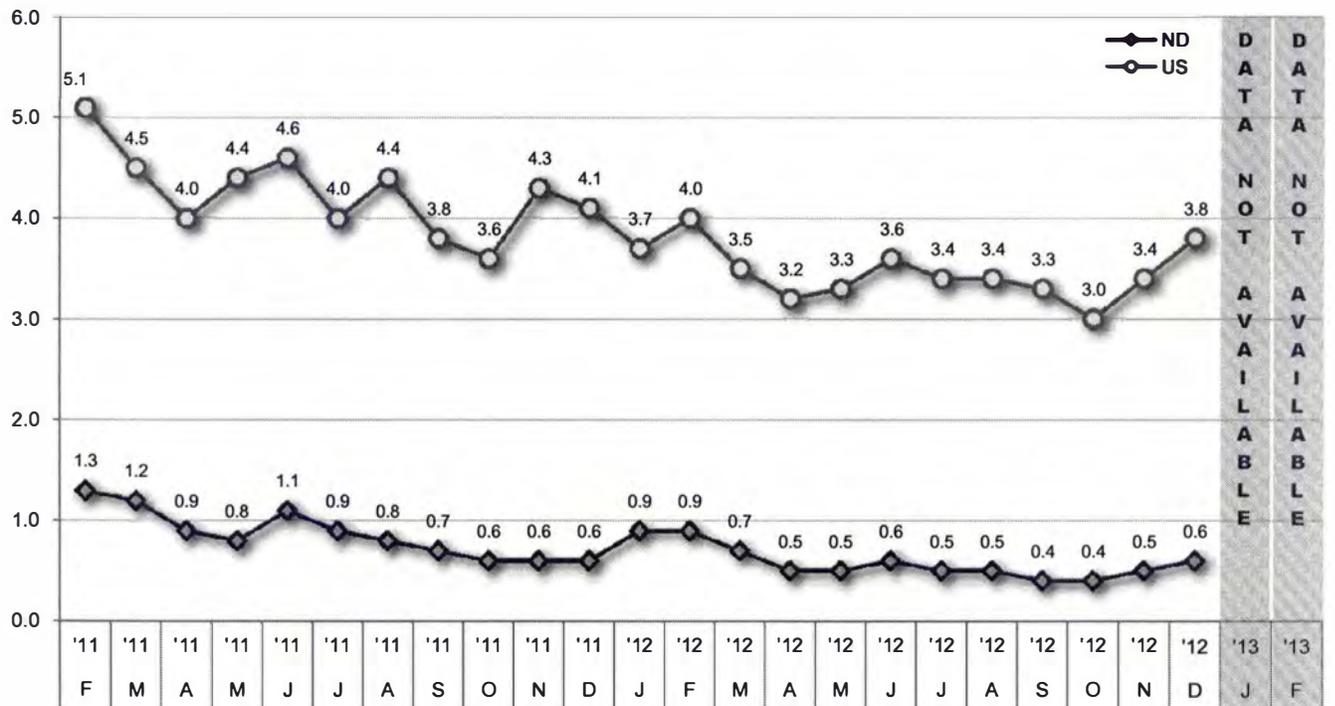
JOB OPENINGS RATE

The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the Current Employment Statistics (CES) program plus job openings (unfilled jobs). A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. The latest month for which North Dakota employment data are available is December 2012. The latest month for which U.S. job openings data are available is December 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



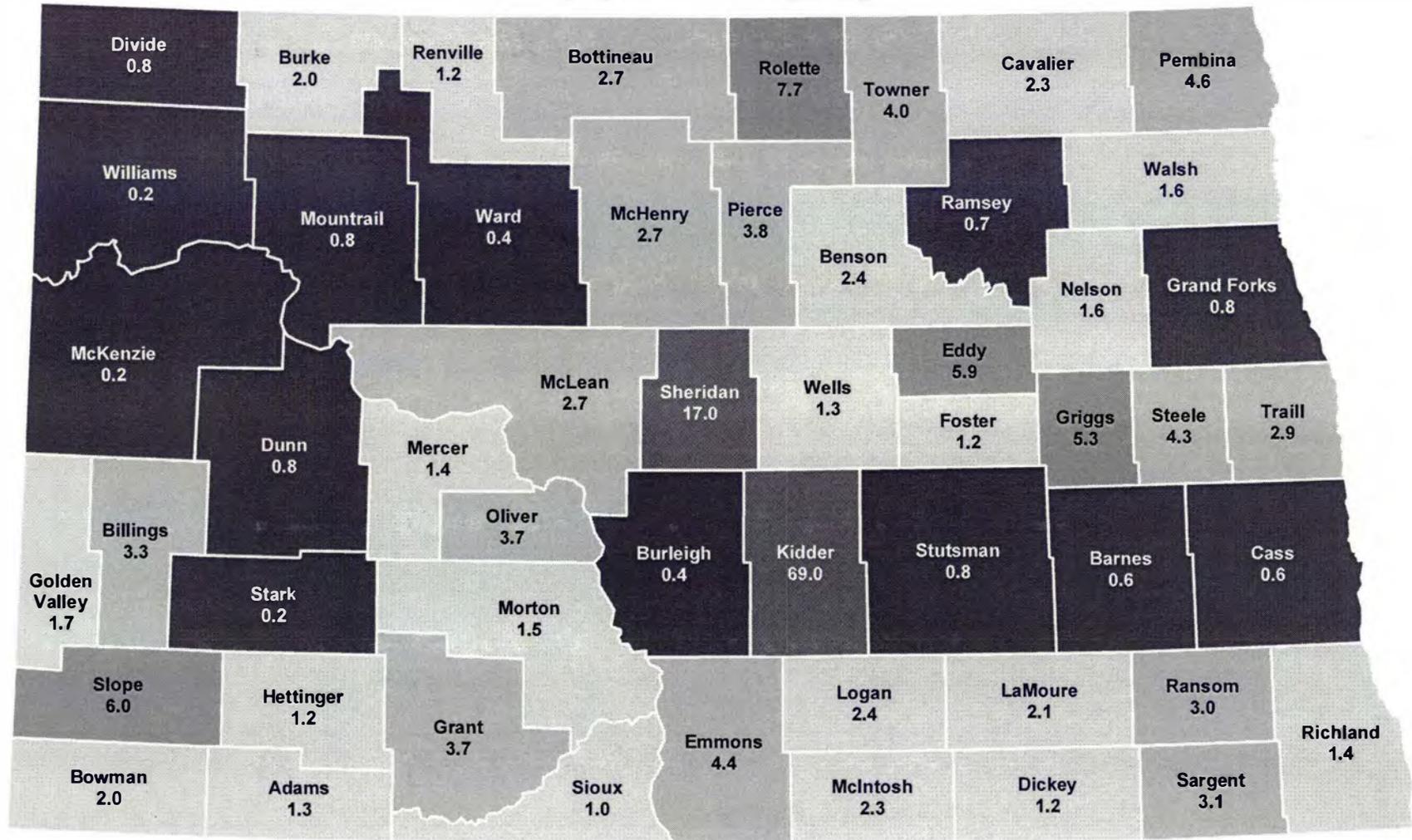
UNEMPLOYED PER JOB OPENING

Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the Local Area Unemployment Statistics (LAUS) program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply while a result greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is December 2012. The latest month for which U.S. job openings data are available is December 2012. U.S. data taken from the U.S. Bureau of Labor Statistics.



NORTH DAKOTA COUNTY SUPPLY/DEMAND RATES

Unemployed Per Job Opening



Statewide Supply/Demand Rate (Not Seasonally Adjusted): 0.6

COUNTY SUPPLY/DEMAND RATES (DECEMBER 2012)

Less than 1
 1.0 - 2.4
 2.5 - 4.9
 5.0 - 9.9
 10 and Higher

A supply/demand rate could not be calculated for counties shaded in gray because zero job openings were reported in the reference period.

Source: Labor Market Information Center, Job Service North Dakota, Online Job Openings Report

[Map Creation Date: January 22, 2013 Author: Labor Market Information Center, Job Service North Dakota]

SUPPLY/DEMAND RATES

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT—JOB SERVICE NORTH DAKOTA

UNEMPLOYED PER JOB OPENING

Less than 1 indicates more job openings than potential resident labor supply while greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is December 2012.

COUNTY NAME	DEC 2011	JUL 2012	AUG 2012	SEP 2012	OCT 2012	NOV 2012	DEC 2012
Adams	1.4	0.9	0.7	0.7	1.2	1.0	1.3
Barnes	0.9	0.5	0.4	0.4	0.4	0.5	0.6
Benson	3.5	2.1	1.2	1.0	1.1	2.0	2.4
Billings	5.0	1.1	2.0	2.2	2.8	9.0	3.3
Bottineau	1.6	1.1	1.5	1.1	1.0	1.4	2.7
Bowman	1.3	1.5	0.6	0.5	0.4	1.8	2.0
Burke	5.4	0.7	2.1	0.7	1.0	0.9	2.0
Burleigh	0.5	0.3	0.4	0.3	0.3	0.3	0.4
Cass	0.6	0.5	0.5	0.4	0.4	0.4	0.6
Cavalier	1.9	1.4	3.4	3.4	8.7	8.6	2.3
Dickey	0.7	0.8	0.8	0.7	0.6	0.8	1.2
Divide	1.0	0.5	0.8	1.0	0.8	0.6	0.8
Dunn	0.7	0.4	0.4	0.4	0.4	0.5	0.8
Eddy	4.4	2.4	2.6	3.6	6.3	4.6	5.9
Emmons	2.6	1.0	1.0	0.6	0.7	1.0	4.4
Foster	2.0	1.0	1.0	1.0	0.9	0.7	1.2
Golden Valley	0.8	0.9	1.0	1.1	1.9	1.7	1.7
Grand Forks	0.7	0.8	0.6	0.5	0.5	0.6	0.8
Grant	3.5	2.3	1.2	1.0	1.1	2.8	3.7
Griggs	1.3	0.4	0.5	0.8	1.1	1.9	5.3
Hettinger	1.4	1.7	2.3	1.3	0.8	1.1	1.2
Kidder	16.3	1.1	1.0	6.7	14.7	14.3	69.0
LaMoure	1.7	2.7	1.5	1.7	1.3	1.3	2.1
Logan	1.5	1.3	3.6	4.6	1.8	1.5	2.4
McHenry	4.3	2.5	2.5	2.4	1.8	1.8	2.7
McIntosh	2.3	4.3	4.1	2.1	2.4	1.9	2.3
McKenzie	0.2	0.2	0.2	0.2	0.2	0.2	0.2
McLean	2.7	1.3	2.0	1.4	1.5	1.6	2.7
Mercer	1.7	0.8	0.7	0.4	0.4	0.7	1.4
Morton	1.5	1.0	0.9	0.6	0.7	1.2	1.5
Mountrail	0.7	0.4	0.5	0.3	0.5	0.6	0.8
Nelson	1.6	1.3	1.3	0.9	1.2	1.1	1.6
Oliver	13.0	4.2	4.3	2.8	5.8	3.4	3.7
Pembina	4.0	1.4	1.3	1.6	1.5	2.6	4.6
Pierce	0.9	1.3	1.0	0.9	0.8	1.3	3.8
Ramsey	0.5	0.5	0.6	0.4	0.4	0.5	0.7
Ransom	3.0	2.4	2.1	1.4	1.1	1.7	3.0
Renville	0.9	0.7	0.6	0.2	0.3	0.3	1.2
Richland	1.3	0.8	0.6	0.6	0.6	0.8	1.4
Rolette	6.6	7.8	8.6	5.8	4.2	6.3	7.7
Sargent	0.7	0.9	0.8	0.8	0.9	2.1	3.1
Sheridan	6.3	3.8	4.8	4.8	8.5	10.5	17.0
Sioux	0.9	0.7	0.8	0.6	0.6	1.4	1.0
Slope	—	2.0	2.5	5.5	5.0	11.0	6.0
Stark	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Steele	5.0	0.7	1.2	1.0	2.4	3.0	4.3
Stutsman	0.8	0.7	0.6	0.5	0.5	0.6	0.8
Towner	2.9	4.9	3.3	1.0	0.9	1.8	4.0
Traill	3.2	1.6	2.9	1.5	1.6	2.1	2.9
Walsh	1.5	1.4	1.1	0.5	0.6	0.8	1.6
Ward	0.4	0.3	0.4	0.3	0.3	0.3	0.4
Wells	1.5	1.4	0.8	0.5	0.5	0.8	1.3
Williams	0.1	0.1	0.1	0.1	0.1	0.1	0.2

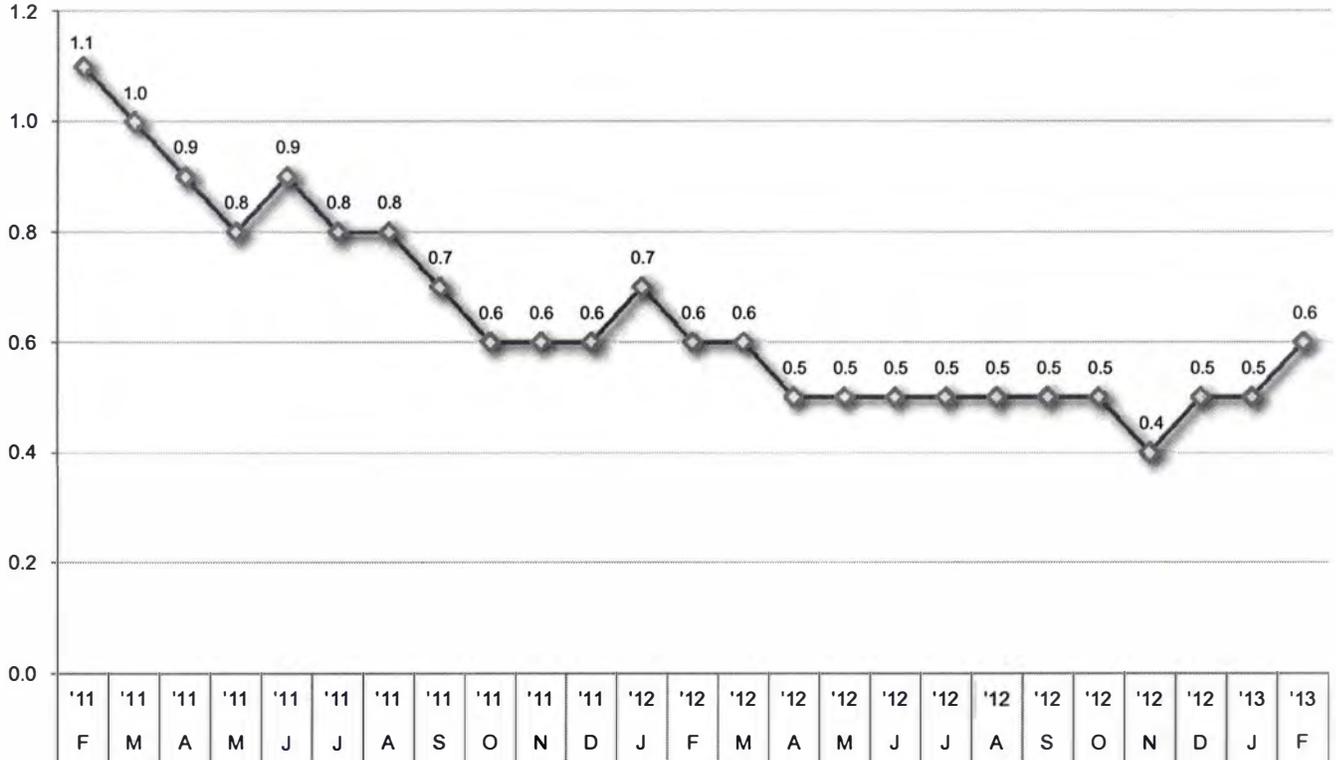
SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMÉS PER JOB OPENING

Active resumés per job opening is a supply/demand rate that uses active online resumés as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumés (i.e. resumés tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumés were excluded from this calculation. A result less than 1 indicates more job openings than local active resumés, while a result greater than 1 indicates more local active resumés than job openings. Also, this is the only supply/demand rate that can generate results at the occupational group level.



SOC CODE/OCCUPATIONAL GROUP	FEB 2012	SEP 2012	OCT 2012	NOV 2012	DEC 2012	JAN 2013	FEB 2013
11 Management	0.8	0.9	0.9	0.8	0.8	0.8	0.7
13 Business and Financial Operations	0.6	0.6	0.7	0.5	0.6	0.6	0.5
15 Computer and Mathematical	0.6	0.5	0.5	0.3	0.3	0.5	0.4
17 Architecture and Engineering	0.3	0.3	0.3	0.3	0.3	0.3	0.2
19 Life, Physical, and Social Science	0.4	0.6	0.5	0.6	0.6	0.7	0.4
21 Community and Social Services	1.0	1.0	1.1	1.1	1.1	1.2	0.9
23 Legal	1.0	1.2	1.5	0.8	1.0	1.5	1.0
25 Education, Training, and Library	0.7	0.4	0.3	0.4	0.5	0.5	0.4
27 Arts, Design, Entertainment, Sports, and Media	0.5	0.5	0.4	0.4	0.5	0.6	0.5
29 Healthcare Practitioners and Technical	0.2	0.2	0.2	0.2	0.2	0.2	0.2
31 Healthcare Support	1.0	0.7	0.7	0.6	0.7	0.6	0.8
33 Protective Service	0.8	0.6	0.9	0.9	0.7	0.8	0.8
35 Food Preparation and Serving Related	0.7	0.3	0.3	0.2	0.3	0.3	0.5
37 Building and Grounds Cleaning and Maintenance	0.5	0.3	0.3	0.4	0.4	0.5	0.5
39 Personal Care and Service	0.6	0.3	0.3	0.3	0.3	0.3	0.4
41 Sales and Related	0.5	0.3	0.3	0.3	0.3	0.4	0.5
43 Office and Administrative Support	1.4	1.0	1.0	1.0	1.3	1.2	1.3
45 Farming, Fishing, and Forestry	0.2	0.5	0.5	0.3	0.2	0.1	0.1
47 Construction and Extraction	0.9	0.5	0.6	0.7	0.8	1.0	1.1
49 Installation, Maintenance, and Repair	0.4	0.3	0.3	0.2	0.3	0.3	0.4
51 Production	0.9	0.6	0.5	0.7	0.8	0.9	1.0
53 Transportation and Material Moving	0.6	0.4	0.4	0.4	0.4	0.5	0.5

SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMÉS

FEBRUARY 2013 ONLINE JOB OPENINGS REPORT--JOB SERVICE NORTH DAKOTA

ACTIVE RESUMÉS PER JOB OPENING

Less than 1 indicates more job openings than local active resumés, while a result greater than 1 indicates more local active resumés than job openings.

COUNTY NAME	FEB 2012	SEP 2012	OCT 2012	NOV 2012	DEC 2012	JAN 2013	FEB 2013
Adams	0.3	0.6	0.9	0.6	0.6	0.5	0.5
Barnes	0.7	0.6	0.5	0.6	0.4	0.5	0.8
Benson	1.3	0.6	0.6	1.1	0.9	0.9	0.8
Billings	0.9	0.6	3.3	5.0	1.3	0.2	0.1
Bottineau	0.6	0.6	0.4	0.5	0.7	0.4	0.4
Bowman	0.3	0.1	0.1	0.3	0.3	0.2	0.2
Burke	0.6	0.3	0.4	0.2	0.6	1.2	1.3
Burleigh	0.6	0.4	0.4	0.4	0.4	0.4	0.5
Cass	0.7	0.5	0.5	0.5	0.5	0.6	0.6
Cavalier	0.2	1.8	4.0	2.9	0.6	0.7	0.4
Dickey	0.3	0.3	0.3	0.3	0.5	0.4	0.3
Divide	0.3	0.3	0.2	0.2	0.1	0.3	0.1
Dunn	0.6	0.4	0.4	0.5	0.6	0.6	0.6
Eddy	1.5	1.3	3.7	2.3	2.2	2.6	2.2
Emmons	0.8	0.3	0.5	0.5	2.0	2.2	3.4
Foster	0.3	0.7	0.4	0.2	0.3	0.2	0.3
Golden Valley	0.6	0.6	1.0	1.1	1.3	1.1	0.4
Grand Forks	0.7	0.4	0.4	0.4	0.5	0.6	0.7
Grant	1.6	0.5	0.6	0.9	0.8	0.5	0.7
Griggs	0.3	0.2	0.6	1.1	3.8	0.9	0.4
Hettinger	1.6	0.9	0.4	0.5	0.6	0.9	1.1
Kidder	3.1	1.3	2.3	1.3	5.0	2.1	1.6
LaMoure	0.8	0.9	0.6	0.5	0.8	0.7	0.7
Logan	0.3	4.2	1.2	0.8	0.5	1.0	0.8
McHenry	2.4	2.4	2.2	1.2	1.5	2.1	2.4
McIntosh	0.3	0.5	0.3	0.2	0.3	0.5	0.2
McKenzie	0.1	0.2	0.2	0.1	0.1	0.1	0.1
McLean	0.8	0.6	0.7	0.8	1.0	0.9	0.6
Mercer	1.3	0.5	0.7	0.7	1.0	0.9	1.0
Morton	1.5	0.9	1.1	1.1	1.2	1.3	1.1
Mountrail	0.5	0.4	0.7	0.6	0.8	0.6	0.7
Nelson	0.8	0.5	0.5	0.3	0.3	0.4	0.2
Oliver	0.7	1.6	2.7	0.9	0.8	0.3	0.2
Pembina	1.4	0.8	0.5	0.5	1.0	1.0	0.6
Pierce	0.6	0.7	0.6	0.7	1.3	0.6	0.5
Ramsey	0.5	0.4	0.4	0.3	0.4	0.3	0.3
Ransom	0.9	0.8	0.6	0.8	1.1	0.7	0.7
Renville	1.2	0.1	0.2	0.2	0.7	0.5	0.6
Richland	1.2	0.8	0.7	0.8	1.1	1.1	1.1
Rolette	4.1	8.9	6.0	6.3	6.3	7.1	3.5
Sargent	0.4	0.3	0.4	0.8	0.8	0.7	0.4
Sheridan	7.0	1.3	1.0	0.5	1.0	1.5	2.3
Sioux	0.6	0.6	0.4	0.5	0.4	0.4	0.4
Slope	2.0	0.0	0.0	1.0	0.5	0.2	0.1
Stark	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Steele	1.2	0.4	1.0	1.3	1.4	0.5	0.6
Stutsman	0.7	0.5	0.4	0.5	0.6	0.7	0.6
Towner	0.9	0.6	0.4	0.8	1.4	2.3	1.9
Traill	0.7	0.6	0.8	0.7	0.9	1.3	1.5
Walsh	0.7	0.3	0.4	0.3	0.5	0.5	0.5
Ward	0.6	0.5	0.5	0.4	0.5	0.5	0.6
Wells	0.4	0.3	0.2	0.3	0.2	0.3	0.3
Williams	0.2	0.3	0.3	0.2	0.2	0.2	0.3

ONLINE JOB OPENINGS REPORT NOTES

BACKGROUND

Online job openings statistics provide a timely overview of the current supply/demand dynamic of North Dakota's labor market. The Online Job Openings Report (OJOR) is the earliest published monthly indicator of North Dakota's labor market activity. Data publication generally occurs the first Tuesday of the month following the reference period. The report involves the monthly collection, processing, and dissemination of online job openings posted by employers and active resumé activities of job seekers. Both job openings and active resúmes are published for the major occupational groups at the statewide and regional levels. Data for counties are only available at a total aggregate level.

Various supply/demand rates are calculated for major occupational groups and select geographies. Job openings and active resúmes data are used to calculate the rate of active resúmes per job opening. Unemployment data from the Local Area Unemployment Statistics (LAUS) program is used to calculate the rate of unemployed per job opening and employment data from the Current Employment Statistics (CES) program is used to calculate the job openings rate. All these supply/demand rates provide users with alternate views of the local labor supply/demand situation. For comparability, national level job openings data from the U.S. Bureau of Labor Statistics (BLS) are extracted from the Job Openings and Labor Turnover Survey (JOLTS) and featured in the report. For a detailed description of the various supply/demand rates, see the 'Terms and Concepts' section.

METHODOLOGY AND COVERAGE

The OJOR is essentially a universe count of all North Dakota worksites with online advertised jobs posted either directly with Job Service North Dakota or indirectly through other online job sites. It should be stressed that coverage is limited to jobs posted online. Job vacancies advertised strictly through word-of-mouth, local print-only newspapers, outdoor signage, or any other non-online means are not counted.

The database from the Job Service North Dakota online labor exchange system is the underlying source for the OJOR and its corresponding time series. The data are a combination of local openings brought into the system either internally or externally. An internal job opening is submitted directly to the labor exchange system by either local office staff or authorized local employers. An external job opening is "spidered" into the system from outside online job sites including corporate, educational institution, newspaper, government, private job board, and recruiter sites. Keep in mind, almost all of the online job openings and active resúmes data are self-reported by the employer and job seeker, respectively, so accuracy cannot necessarily be guaranteed though system checks are in place to flag potential errors. Every effort is made to ensure the report is constructed using unduplicated data. The unduplication process involves the systematic analysis of key fields of each opening, such as company name, job title/description, and location, against all openings, flagging potential duplicate matches. An analyst reviews and eliminates legitimate duplicates.

The OJOR is not subject to the typical sampling error and non-response error components associated with most statistical surveys. Non-sampling error sources would include population under-coverage due to missing a portion of the targeted population (e.g. a large Internet job board), and over-coverage due to the inability to fully eliminate duplicate job openings. Additional potential sources of non-sampling error would include occupational and/or geographic coding errors which could affect the proper classification of individual job openings.

Occupational coding is done at the 6-digit Standard Occupational Classification (SOC) level and the 8-digit O*NET level. The SOC coding used in the OJOR is the same definitional coding used for federal employment and unemployment statistics. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level.

The geographic coding for an internal opening is determined by information submitted directly to the labor exchange system by either local office staff or authorized local employers. An external opening is coded against location information from the original posting.

Data are not seasonally adjusted and subject to revision. Dashes (---) indicate data not available.

TERMS AND CONCEPTS

DATA REFERENCE PERIOD. The OJOR collects data using a mid-month reference period (the week that includes the 12th of the month), which is standard for most BLS programs and provides a more accurate comparison for measures using data from those sources.

JOB OPENINGS. Job openings include all open and available online openings during the reference period. This figure may include openings posted no more than 90 days prior but still active during the reference period, as well as new openings.

ONLINE JOB OPENINGS REPORT NOTES

ACTIVE RESUMÉS. Active resumés are all online resumés that have been created or otherwise modified during the reference period. This figure may include resumés posted no more than 90 days prior but still active during the reference period, as well as new resumés. Active resumés may include those created by out-of-state candidates. Candidates may post multiple online resumés so active resumés should not be interpreted as an individual candidate count. Active resumés are not necessarily an indicator of unemployment since candidates posting resumés may or may not be unemployed.

SUPPLY/DEMAND RATES. Supply/demand rates, as outlined below, only provide a measure of relative slack of the labor market and whether a potential imbalance exists, but does not suggest that the qualifications of the job seekers directly align with the requirements of the advertised vacancies. Over time, these rates tend to trend closely with the general economic cycle, specifically labor market contractions/expansions.

JOB OPENINGS RATE. The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the CES program plus job openings (unfilled jobs). The number of unfilled jobs is an important measure of the unmet demand for labor. With that statistic, it is possible to paint a more complete picture of the state's labor market than by looking solely at the unemployment rate, a measure of the excess supply of labor. A higher rate is an indicator of increased job opportunities for seekers. This supply/demand rate includes those working more than one job and commuting from out of state. Calculations for the U.S. job openings rate use data from the JOLTS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

ACTIVE RESUMÉS PER JOB OPENING. Active resumés per job opening is a supply/demand rate that uses active online resumés as the supply input and is the most timely of the supply/demand rates. For this measure, only local active online resumés (i.e. resumés tied to an in-state North Dakota address) were used in the calculation in order to get a more accurate measure of the local supply situation. Out-of-state resumés are excluded from this calculation. A result less than 1 indicates more job openings than local active resumés, while a result greater than 1 indicates more local active resumés than job openings. Also, this is the only supply/demand rate that generates results at the occupational group level.

UNEMPLOYED PER JOB OPENING. Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the LAUS program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply, while a result greater than 1 indicates more potential resident labor supply than job openings. Calculations for the U.S. rate of unemployed per job opening are based on data from the JOLTS and the Current Population Survey (CPS) from the BLS. Due to timing issues, supplemental data used to calculate this rate typically lag one month, therefore the most recent published rate will lag one month in the latest published report. The U.S. data typically lag two months.

OCCUPATIONAL DATA. Occupational groups are based on the 2000 SOC coding system. It should be noted that there are no changes at the major occupational group level in the 2010 SOC revision, though the detailed composition of the groups may have changed but not enough to be significant at the group level. Openings and resumés are coded to the 6-digit SOC level and 8-digit O*NET level whenever possible. Data are aggregated to the major occupational group level.

UNEMPLOYMENT DATA. The unemployment data used in this report come from the CPS and the LAUS programs. Both programs provide timely and accurate data on the unemployed and are used to calculate supply/demand rates of unemployed per job opening. The unemployed are defined as those 16 years of age and older who were unemployed but actively seeking and available for work within the last month.

REGIONAL DATA. The eight North Dakota regions were established in 1968 and are made up of groupings of counties around a regional city center providing a majority of the services and exhibiting the greatest economic influence. Openings data are coded based on worksite location. Resumés data are coded based on the current residential address of the job seeker. While the regional reports are not as comprehensive as the statewide report, they do provide some local detail and comparisons not otherwise available.

WAGE DATA. The average hourly wage data are the latest available from the Occupational Employment Statistics (OES) program. OES wage data provide an accurate, comprehensive, point-in-time snapshot of wage levels of currently employed workers across all 800 SOC occupations. These wage data should not be interpreted as an advertised wage for openings in that occupational group. Occupational wage data specific to the OJOR regions are not available, instead, state-level North Dakota occupational wages are provided as a general guide.

ONLINE JOB OPENINGS REPORT NOTES

DATA INTERPRETATION

The OJOR contains a lot of data and information. For many, the issue becomes how to interpret it. While the top-line numbers get the most attention, the emphasis in interpreting the data should focus on the trend over time. Since the time series is not seasonally adjusted, the most appropriate comparison for any month should be the same month one year earlier.

Job openings data reflect a relative demand for labor. Job openings include all open and available online openings. It should not be assumed that the published job openings number is the entirety of the job openings market. There is a segment of the job openings market that relies solely on means other than online to recruit workers. Those openings aren't captured in the OJOR.

Active resumés data reflect a relative supply of labor. Active resumés include all online resumés that have been created or otherwise modified by job seekers with a desire to work in North Dakota. Therefore, a segment of active resumés belong to out-of-state candidates. Candidates may post multiple online resumés so active resumés should not be interpreted as an individual candidate count. Active resumés are not necessarily an indicator of unemployment since candidates posting resumés may or may not be unemployed. It should not be assumed that the published active resumés number is the entirety of the potential labor supply market. For example, those unemployed who haven't created an online resumé are not counted in the active resumé total. Similarly, "casual" job seekers who may peruse job openings but not create an online resumé are not included in the count.

Supply/demand rates are a calculation used to reconcile the relationship between labor market demand (e.g. job openings) and labor market supply (e.g. active resumés, unemployed). The resulting ratios highlight the relative slack of the labor market for occupational groups and select geographies. Generally, supply/demand rates (e.g. active resumés per job opening, unemployed per job opening) below 1 indicate a greater need for workers in an occupational group or area. In other words, there's not enough supply (workers) to keep up with demand (job openings). Generally, the opposite is true when supply/demand rates exceed 1. Of course, such an analysis only provides a general idea of where excess demand exists; it does not necessarily indicate a match if a candidate doesn't have the individual education, skills, or experience to get hired. Caution should be exercised when interpreting supply/demand rates. Occupational groups and geographies with a small number of openings exhibit much more volatility and may skew a user's interpretation of an area's labor market situation. It's important to reference the number of openings for an occupational group or geography in order to add context to any supply/demand analysis (high/low rates may mask a relatively small labor market demand and/or supply). This is especially true for geographies with small populations and labor forces.

Career planning and exploration is an integral component to a successful work life. Students are increasingly being introduced to career planning and exploration activities early on in their academic life. In conjunction with other pieces of labor market information (e.g. projections, wages, skill requirements, etc.), the supply/demand data can alert students, educators, and counselors to excess supply or higher demand in certain occupational groups or geographies. For job seekers, the OJOR data can help focus job searches and highlight occupational groups and/or geographic areas with the greatest opportunities or toughest competition. The business community, economic developers, and policy makers use supply/demand data to track trends in the labor market. OJOR data can potentially highlight labor imbalances. This can be especially helpful if a business is looking to expand or relocate, therefore needing a supply of available workers. Economic developers and policy makers use the data to gauge the general health of the economy and look for opportunities to maximize labor supply and demand.

SOC CODE AND OCCUPATIONAL GROUP STRUCTURE

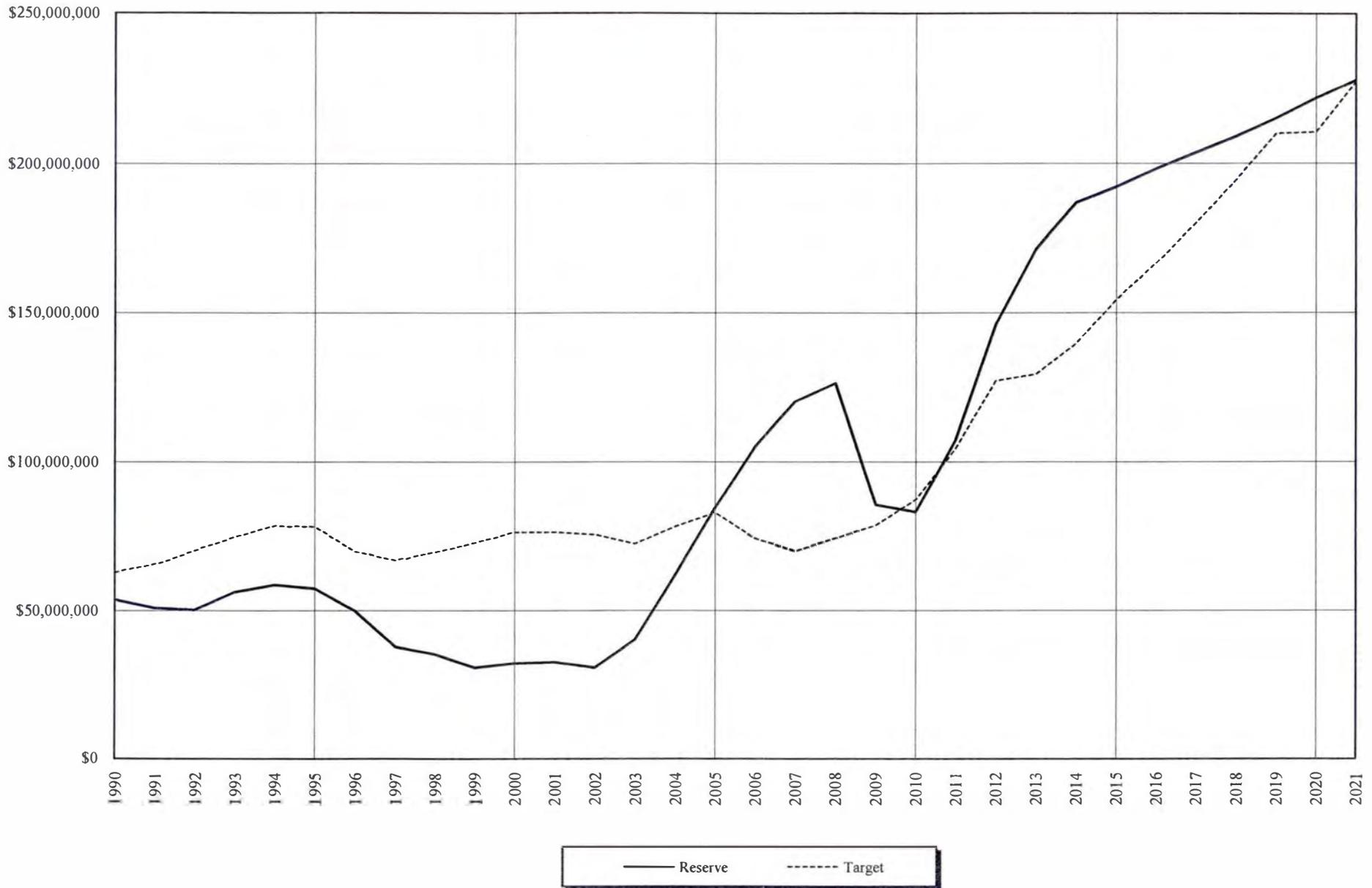
2011 AVERAGE WAGES

ND AVG HOURLY WAGE (\$)	SOC CODE/OCCUPATIONAL GROUP
	Sample Occupations
42.31	11 MANAGEMENT Managers, Education Administrators, Farmers and Ranchers, Human Resource Managers
26.49	13 BUSINESS AND FINANCIAL OPERATIONS Accountants, Auditors, Loan Officers, Tax Preparers
26.46	15 COMPUTER AND MATHEMATICAL Computer Programmers, Computer and Network Administrators, Web Developers, Statisticians
32.91	17 ARCHITECTURE AND ENGINEERING Engineers, Drafters, Architects, Surveyors
25.52	19 LIFE, PHYSICAL, AND SOCIAL SCIENCE Biologists, Chemists, Economists
19.34	21 COMMUNITY AND SOCIAL SERVICES Social Workers, Clergy, Counselors, Social and Human Service Assistants
33.76	23 LEGAL Lawyers, Court Reporters, Judges, Magistrate Judges, Magistrates, Paralegal and Legal Assistants
20.33	25 EDUCATION, TRAINING, AND LIBRARY Elementary School Teachers, Secondary School Teachers, Special Education Teachers, Librarians
16.14	27 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA Musicians and Singers, Photographers, Reporters and Correspondents, Umpires, Referees
28.67	29 HEALTHCARE PRACTITIONERS AND TECHNICAL Physicians and Surgeons, Dentists, Pharmacists, Registered Nurses, EMTs and Paramedics, Chiropractors
12.98	31 HEALTHCARE SUPPORT Home Health Aides, Medical Assistants, Medical Transcriptionists, Nursing Aides and Orderlies
18.30	33 PROTECTIVE SERVICE Correctional Officers, Firefighters, Police and Sheriff's Patrol Officers, Lifeguards
9.82	35 FOOD PREPARATION AND SERVING RELATED Cooks, Bartenders, Waiters and Waitresses, Counter Attendants, Dishwashers
11.53	37 BUILDING AND GROUNDS CLEANING AND MAINTENANCE Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maids and Housekeeping Cleaners
11.51	39 PERSONAL CARE AND SERVICE Childcare Workers, Hairdressers, Hairstylists, Fitness Trainers, Personal and Home Care Aides
15.28	41 SALES AND RELATED Cashiers, Retail Salespersons, Insurance Sales Agents, Telemarketers
14.59	43 OFFICE AND ADMINISTRATIVE SUPPORT Secretaries and Administrative Assistants, Office Clerks, Receptionists, Tellers
14.10	45 FARMING, FISHING, AND FORESTRY Farmworkers and Laborers, Graders and Sorters of Agricultural Products, Hunters and Trappers
20.99	47 CONSTRUCTION AND EXTRACTION Carpenters, Electricians, Plumbers, Roofers, Oil and Gas Roustabouts
21.26	49 INSTALLATION, MAINTENANCE, AND REPAIR Automotive Body Repairers, Mechanics, Electrical Power-Line Installers, Wind Turbine Service Technicians
17.19	51 PRODUCTION Assemblers and Fabricators, Machinists, Tool and Die Makers, Welders, Cutters, Solderers, Brazers
17.33	53 TRANSPORTATION AND MATERIAL MOVING Airline Pilots, Bus Drivers, Truck Drivers, Industrial Truck and Tractor Operators, Packers and Packagers
—	55 MILITARY SPECIFIC OCCUPATIONS Aircrew Officers, Infantry, Radar and Sonar Technicians, Special Forces

Trust Fund Balance Excluding Reed Act For Weeks Ending 10-11-2008 Through 3-16-2013



Trust Fund Reserve Versus Solvency Target



Attachment 2
 March 21, 2013
 SB 2016

SUMMARY OF WORKFORCE DEVELOPMENT AND WORKFORCE TRAINING FUNDS - 2013-15 BIENNIUM (As of Crossover)

Workforce development is the education and training of individuals provided by school districts, higher education institutions, and state and federal government agencies. Major state agencies partnering to provide workforce development and workforce training throughout the state include the North Dakota University System, Department for Career and Technical Education, Department of

Human Services, Job Service North Dakota, and Department of Commerce. The following is a summary of the funding included in the agencies' 2013-15 budgets, as of crossover, for workforce development and workforce training, excluding any educational training provided as general coursework by the University System and any educational training by school districts:

Agency	General Fund	Special Funds	Federal Funds	Total
SB 2016 - Job Service North Dakota				
Workforce 20/20 - This is a state-funded job training program designed to assist North Dakota business and industry in retraining and upgrading workers' skills to meet demands brought about by the introduction of new technologies and work methods into the workplace. Funding assists primarily with tuition and travel costs.	\$1,541,924			\$1,541,924
Trade adjustment assistance - This program provides special job training, job search assistance, relocation, and related services to workers who become unemployed as a result of foreign competition. The program provides for reemployment services and funds to assist workers in returning to suitable employment.			\$200,000	200,000
Job opportunities and basic skills (JOBS) training program - This program is designed to assist individuals receiving temporary assistance for needy families (TANF) to transition from welfare to work and self-sufficiency. This program is provided under contract with the Department of Human Services. The funding reflected is also included in the amount reported for the JOBS training program under the Department of Human Services.			1,627,821	1,627,821
Workforce Investment Act - The Workforce Investment Act is designed to increase occupational skills attainment, employment, retention, and earnings of participants through program activities resulting in improved quality of the workforce, reduced welfare dependency, and enhanced productivity and competitiveness of the nation.			10,877,826	10,877,826
Funding from the U.S. Department of Labor for SkillBuildND, a demonstration grant to help train workers for jobs in the oil industry and building trades. This grant targets population sectors with higher unemployment challenges (veterans and Native Americans)			1,274,213	1,274,213
New jobs training program - This program is designed to provide incentives to businesses and industries that are expanding employment opportunities or locating employment opportunities within the state.		\$516,724		516,724
Subtotal - Job Service North Dakota	\$1,541,924	\$516,724	\$13,979,860	\$16,038,508
SB 2018 - Department of Commerce				
Division of Workforce Development - This is funding for support of the Department of Commerce Division of Workforce Development. The division is responsible for identifying current and emerging workforce issues in the state, developing a coordinated response to issues raised by North Dakota workforce delivery system partners, and identifying and recommending responses relating to gaps in the workforce delivery system.				
Salaries and wages	\$918,551		\$185,650	\$1,104,201
Operating expenses	1,854,296	\$125,000	205,596	2,184,892
Workforce enhancement grant	2,000,000			2,000,000
Operation intern	1,500,000			1,500,000

Agency	General Fund	Special Funds	Federal Funds	Total
Workforce state commission grant			1,200,000	1,200,000
Other grants	3,500,000			3,500,000
SB 2218 - Department of Commerce				
Workforce development grants - This funding is provided to the tribally controlled colleges through the Department of Commerce. The grants may be used for development programs to provide workforce training or for assisting any North Dakota student at the college to establish a new business.	5,000,000			5,000,000
Subtotal - Department of Commerce	\$14,772,847	\$125,000	\$1,591,246	\$16,489,093
SB 2019 - Department for Career and Technical Education				
Workforce training contracts - This is funding provided to the state's two-year higher education institutions assigned primary responsibility for workforce training in their respective quadrant to develop the delivery system for needed training.	\$3,000,000	\$2,600,000		\$5,600,000
HB 1012 - Department of Human Services				
JOBS training program - This program is designed to assist individuals receiving TANF to transition from welfare to work and self-sufficiency. This program is provided under contract with Job Service North Dakota, Community Options for Residential and Employment Services, Inc., and Turtle Mountain Employment and Training.			\$8,174,472	8,174,472
Basic employment skills training (BEST) program - This program is intended to provide individuals participating in the supplemental nutrition assistance program with job-seeking and retention skills. The program is operating in Cass and Burleigh Counties.			189,580	189,580
Subtotal - Department of Human Services	\$3,000,000	\$2,600,000	\$8,364,052	\$13,964,052
Total funding for workforce development and workforce training in 2013-15 agency budget as of crossover	\$19,314,771	\$3,241,724	\$23,935,158	\$46,491,653

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STATEMENT OF PURPOSE OF AMENDMENT:**Senate Bill No. 2016 - Funding Summary**

	Executive Budget	Senate Version	House Changes	House Version
Job Service North Dakota				
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,966,274)	\$35,425,702
Operating expenses	18,687,700	18,687,700		18,687,700
Capital assets	20,000	20,000		20,000
Grants	8,850,497	8,850,497		8,850,497
Workforce 20/20	1,541,924	1,541,924		1,541,924
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Federal stimulus funds	496,496	496,496		496,496
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$80,395,593	\$80,395,593	(\$1,486,406)	\$78,909,187
Less estimated income	78,479,603	78,479,603	(1,472,664)	77,006,939
General fund	\$1,915,990	\$1,915,990	(\$13,742)	\$1,902,248
FTE	250.76	250.76	0.00	250.76
Bill Total				
Total all funds	\$80,395,593	\$80,395,593	(\$1,486,406)	\$78,909,187
Less estimated income	78,479,603	78,479,603	(1,472,664)	77,006,939
General fund	\$1,915,990	\$1,915,990	(\$13,742)	\$1,902,248
FTE	250.76	250.76	0.00	250.76

Senate Bill No. 2016 - Job Service North Dakota - Senate Action

The Senate did not change the executive recommendation for Job Service North Dakota.

Senate Bill No. 2016 - Job Service North Dakota - House Action

	Executive Budget	Senate Version	House Changes	House Version
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,966,274)	\$35,425,702
Operating expenses	18,687,700	18,687,700		18,687,700
Capital assets	20,000	20,000		20,000
Grants	8,850,497	8,850,497		8,850,497
Workforce 20/20	1,541,924	1,541,924		1,541,924
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Federal stimulus funds	496,496	496,496		496,496
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$80,395,593	\$80,395,593	(\$1,486,406)	\$78,909,187
Less estimated income	78,479,603	78,479,603	(1,472,664)	77,006,939
General fund	\$1,915,990	\$1,915,990	(\$13,742)	\$1,902,248
FTE	250.76	250.76	0.00	250.76

Department 380 - Job Service North Dakota - Detail of House Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total House Changes
Salaries and wages	6,950	(1,493,356)	(1,479,868)	(2,966,274)
Operating expenses				
Capital assets				
Grants				
Workforce 20/20				
Reed Act - Computer modernization				
Federal stimulus funds				
Accrued leave payments			1,479,868	1,479,868
Total all funds	\$6,950	(\$1,493,356)	\$0	(\$1,486,406)
Less estimated income	6,881	(1,479,545)	0	(1,472,664)
General fund	\$69	(\$13,811)	\$0	(\$13,742)
FTE	0.00	0.00	0.00	0.00

¹ Funding is added due to a calculation error in the executive compensation package.

² This amendment adjusts the state employee compensation and benefits package as follows:

- Reduces the performance component from 3 to 5 percent per year to 2 to 4 percent per year.
- Reduces the market component from 2 to 4 percent per year for employees below the midpoint of their salary range to up to 2 percent for employees in the first quartile of their salary range for the first year of the biennium only.
- Removes funding for additional retirement contribution increases.

³ A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.

PROPOSED AMENDMENTS TO SENATE BILL NO. 2016

That the House recede from its amendments as printed on pages 1248 and 1249 of the Senate Journal and page 1331 and 1332 of the House Journal and that Senate Bill No. 2016 be amended as follows:

Page 1, replace line 12 with:

"Salaries and wages	\$35,270,584	\$953,694	\$36,224,278
Accrued leave payments	0	1,479,868	1,479,868"

Page 1, replace lines 20 through 23 with:

"Total all funds	\$70,496,698	\$9,211,065	\$79,707,763
Less estimated income	<u>68,616,806</u>	<u>9,180,722</u>	<u>77,797,528</u>
Total general fund	\$1,879,892	\$30,343	\$1,910,235
Full-time equivalent positions	261.76	(11.00)	250.76"

ReNUMBER accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

Senate Bill No. 2016 - Job Service North Dakota - Conference Committee Action

	Executive Budget	Senate Version	Conference Committee Changes	Conference Committee Version	House Version	Comparison to House
Salaries and wages	\$38,391,976	\$38,391,976	(\$2,167,698)	\$36,224,278	\$35,425,702	\$798,576
Operating expenses	18,687,700	18,687,700		18,687,700	18,687,700	
Capital assets	20,000	20,000		20,000	20,000	
Grants	8,850,497	8,850,497		8,850,497	8,850,497	
Workforce 20/20	1,541,924	1,541,924		1,541,924	1,541,924	
Reed Act- Computer modernization	12,407,000	12,407,000		12,407,000	12,407,000	
Federal stimulus funds	496,496	496,496		496,496	496,496	
Accrued leave payments			1,479,868	1,479,868	1,479,868	
Total all funds	\$80,395,593	\$80,395,593	(\$687,830)	\$79,707,763	\$78,909,187	\$798,576
Less estimated income	<u>78,479,603</u>	<u>78,479,603</u>	<u>(682,075)</u>	<u>77,797,528</u>	<u>77,006,939</u>	<u>790,589</u>
General fund	\$1,915,990	\$1,915,990	(\$5,755)	\$1,910,235	\$1,902,248	\$7,987
FTE	250.76	250.76	0.00	250.76	250.76	0.00

Department No. 380 - Job Service North Dakota - Detail of Conference Committee Changes

	Corrects Executive Compensation Package ¹	Adjusts State Employee Compensation and Benefits Package ²	Provides Separate Line Item for Accrued Leave Payments ³	Total Conference Committee Changes
Salaries and wages	\$6,950	(\$694,780)	(\$1,479,868)	(\$2,167,698)
Operating expenses				
Capital assets				
Grants				
Workforce 20/20				
Reed Act- Computer modernization				
Federal stimulus funds				
Accrued leave payments			1,479,868	1,479,868

Total all funds	\$6,950	(\$694,780)	\$0	(\$687,830)
Less estimated income	6,881	(688,956)	0	(682,075)
General fund	\$69	(\$5,824)	\$0	(\$5,755)
FTE	0.00	0.00	0.00	0.00

¹ Funding is added due to a calculation error in the executive compensation package.

² This amendment adjusts the state employee compensation and benefits package as follows:

- Reduces the performance component from 3 to 5 percent per year to 3 to 5 percent for the first year of the biennium and 2 to 4 percent for the second year of the biennium.
- Reduces the market component from 2 to 4 percent per year to 1 to 2 percent per year for employees below the midpoint of their salary range.
- Reduces funding for retirement contribution increases to provide for a 1 percent state and 1 percent employee increase beginning in January 2014 and no increase in January 2015.

³ A portion of salaries and wages funding from the general fund (\$9,313) and from other funds (\$1,470,555) for permanent employees' compensation and benefits is reallocated to an accrued leave payments line item for paying annual leave and sick leave for eligible employees.