

2015 HOUSE APPROPRIATIONS

HB 1016

2015 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee - Education and Environment Division
Roughrider Room, State Capitol

HB 1016
1/12/2015
21809

Subcommittee
 Conference Committee



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

A.M.

Chairman Monson called the meeting to order. Called to order early to take roll call so that two reps can present bills from their interim committees. A recess was called so the representatives could go to the hearings they are presenting.

Chairman Monson : Recalled the meeting to order. The first bill on the agenda today is 1016 which is Job Service ND and the clerk will read the title.

Committee Clerk: Read the title of Bill 1016.

Cheri Geisen: Executive Director, Job Service ND. Referenced Attachment 1

Chairman Monson: Cheri, do you have an explanation as to why we have so small of an amount this time for the Federal funding? I think two years ago we were told to expect that and that would be a pretty tight budget because of it. What seems to be the reason in your mind?

Geisen: I believe most of it is just because one time we received a onetime Federal Grant Funds.

Rep. Schmidt: Under the Read Act we have \$12 million dollars appropriated and none spent. How do we take in \$12 million dollars and not project any expenditure?

12:23

Geisen: I do have slides here. The \$12.4 came to us in 2002 actually for the unemployment insurance technology project. Why don't we expend it? Here is where we again received some supplemental budget request from the Federal Government that we went after and we did receive it. So we have to use that money up first so we didn't use

those millions of dollars in Read Act. We don't expect those funding's from the Federal Government again.

Chairman Monson: So this is carry over funding from, when did you say?

Geisen: 2002

Chairman Monson: So 12 years. We have been carrying this on the books forward?

Geisen: I should say though there was these other projects we went into with other states and received some other funding. We keep trying to use that funding first prior to using this Federal funding. Federal Government likes it when multiple states get together instead of just one state so they will give you extra funds if you go into a multi-state. And we did do that and we did do requirements with multi-states since we received these funds.

Chairman Monson: So when this money was originally appropriated it was for a certain purpose. Is that purpose still being carried forward along with the funds or is it such a thing that you can move this amount of money around or?

Geisen: Mr. Chairman, you are exactly right. Those funds did have very specific funding and we do need to use it for that purpose.

Chairman Monson: Which If I heard you right are for?

Geisen: Modernization. So we actually have a main frame that runs our unemployment insurance and so we are trying to get off that main frame.

Chairman Monson: And you are still running on a main frame?

Geisen: So, again, I will go over some of those major items right here. The first one is the \$4 million dollars in salaries and wages and again, that is just due to the reduced federal funding and the absorption of the legislative pay. So we had a reduction of 13 FTEs during this last session. And will continue not to fill vacancies so we don't have to have any layoffs.

Vice Chairman Streyle: Has there been any modeling done on potential on 10 and 20,000 layoffs in the west? Can we argue that is foreign competition or not? How do they document foreign competition is?

Geisen: I am not aware of the definition of that, but I get back to you.

Vice Chairman Streyle: On the potential layoffs have we done any modeling on how that would impact our unemployment fund? Because it's going to happen maybe not to that extent, but we know there are layoffs happening as we speak. So have you been doing worst case scenario modeling and what it looks like on the revenue side?

Geisen: During the process of putting out our new tax rate, that would have taken place in November and December time frame, we did take into consideration some of the worst

case scenarios to make sure our trust fund cause even at that time we would want to know how many people if laid could we open our trust fund and would we have the dollars. I don't have the specifics on that, but I could get that also. But it was well taken into consideration. We actually, our first glimpse of that tax rate could have went more, but we actually stayed on a conservative side understanding the potential layoff and wanted to keep our trust fund in strong just in case of a major layoff.

Rep. Schmidt: What are we going to do with the \$4.6 million dollars that you aren't going to spend? We aren't going to sit on that for 12 years, are we?

Geisen: We didn't actually have these. \$12 million of the 24 we don't have. The only part we actually have is the \$12 million. We budgeted more in the appropriation when the Federal Government put out their fiscal note, their funding. They actually reduced our fundings. So we don't have this money.

Chairman Monson: You do have the \$12, but not this \$4.66.

Geisen: Yes.

Rep. Sanford: Who provides the training? How is that done?

Geisen: It would actually be the community based occupations; community colleges, TrainND, CNA, truck driving.

Rep. Sanford: Do the participants have a commitment that they make financially as well? How does that work?

Geisen: I take back what I said. This is employer based. The employer pays a 50/50 per cent.

Chairman Monson: Your Job Spidering is one of the amounts of money that is included in the general fund and that is the same as it was last biennium. We add all these starting on page 21-23, these should total up to general fund appropriation?

Geisen: This is correct.

25:16

Chairman Monson: So you say there is a change to be made or an amendment here to the green sheets. We can get the bill to do what it is supposed to do in the end.

Chairman Monson: Some of the frustrations I have and I know some of my colleagues on this committee have had in the past is we have many different budgets that have workforce training dollars.

Geisen: We work closely with all our partners. Workforce development Council which works with a lot of our partners. We do have the community colleges; we do have commerce on there. We created a strategic plan.

Rep. Sanford: When this is being coordinated ultimately there is a provider of the training. how nimble are you finding the trainers in their capacity to meet the needs that surface when we have job needs pretty wide spread?

Geisen: We work very well together and they are meeting our needs.

Rep. Schmidt: Why isn't the ND Safety Council a partner?

Geisen: I don't know about the ND Safety Council. It brings out a valuable point.

Rep. Schmidt: It would seem to me if we have a non-profit organization that's out there that does a lot of those trainings. Why do we spend tax dollars to duplicate and in some cases perhaps we are. Look at doing and endorsing with that type of mentality in process rather than what we have here.

Vice Chairman Streyle: When is the next report going to be available? What is the percentage, just a rough estimate on the employers that fill out the survey? Did we catch 8 out of 10 of them? As far as what job area they are in.

Geisen: Referred to Michael Ziesch.

Michael Ziesch: Manager in the market information center of Job Service. So my staff were the ones that conducted this research that Vice Chairman Streyle is referring to. It determines how the process went; we did identify the companies in the state by industry. The new report will be out in June of next year.

36:48

Vice Chairman Streyle: Is there any talk to do a test pilot from where they are living as apposed to where their pay check comes? Because that is a huge variable.

Ziesch: This current data does not contain that information. Because this is a place of work concept. The ability to go in there, possible Human Resources to get their place of residence concept. It would be possible, but a little more of an undertaking. We have a line of companies so we have that done. Yes it would be possible.

Geisen: Continued the testimony. Attachment #1.

Vice Chairman Streyle: On that some odd 12,000,000 you had is there IT projects and automation project that you could use for to help eleviate some of those as opposed to not knowing exactly running over technology that is more labor intensive?

Geisen: We do have part of the modernization project is to automate, but I must say that working with some of these other states we are automated much more that we actually realized. We do want to indicate that you do have the online claims and on jobsnd you can follow claims. We have 70% of our individuals actually using that. We do have the

technology we do use email, we do use texting to notify everyone. So I don't think that technology is necessarily going to help in this case.

Chairman Monson: Your main focus is unemployment insurance claims and finding employers and workers, some workforce training. Is that pretty much your key functions?

Geisen: Yes it is. I always talk about our three funding buckets and that is definitely the three we have.

Geisen: Continued testimony. Attachment #1

Chairman Monson: What happens if someone, because of the oil slowdown, is laid off in North Dakota and they go back to Texas. Do you coordinate with Texas? Can they get unemployment here and earn wages coming in through a job there? How do you work that?

Geisen: They still have to file with North Dakota because they earned the wages in North Dakota. So our laws take in effect what they can and cannot receive. This is sometimes different. Not all states are the same as to how they administer the unemployment insurance program. So when we file them we would pay the individual the claim. We have in our law stipulations that you have to, if you're not job attached, your employer doesn't feel like he is going to hire you back. If we know that they are going to be hired back from their employer we don't have some of those stipulations on them. So if they are going to be unemployed and they have no thought of coming back and an employer is not going to hire them back, we do have requirements that they do have to be looking for a job. Once they receive a job then any wages they do earn we will reduce our benefit amount, even if it is in another state.

Chairman Monson: You're kind of at the mercy of the information coming from the other state? The other Job Service? Then you can't really keep a good tab on that right?

Geisen: The process is automated and goes to a national database and we can go to the social security number and find out if that person is making wages from the other state.

Geisen: Continued testimony. Attachment #1

49:47

Chairman Monson: What is your lag time? And what is the affect when you're looking at increased number of people applying and decreased Federal Funding in your FTEs. What is your lag time there?

Geisen: I am going to call on Darren Brostrom for the actual averages that we are seeing right now.

Darren Brostrom, Unemployment Insurance Director. Our average wait time on the phones right now range anywhere from 20 min to an hour when they call us.

Chairman Monson: What did it use to be?

Brostrom: We typically try for 2 minutes where we would like to be as an average wait time. Back in the early 2000's it was .15 seconds. During our seasonal workload time frames November - March we typically go up to 10 minutes, but right now we are exceedingly high. In some cases a maximum wait can be an hour and half. That is when someone calls us to file a claim. In order to make a determination for benefits on average there it is 3 - 4 weeks.

Chairman Monson: That's quite a while for somebody to have to wait for an unemployment check.

Brostrom: The standard wait is 21 days. The reason for that wait is we are required by statute, both federal and state, to send request for information to both the claimant and to the employers. Then we have to give a significant 5-7 days' time period for those employers to respond. If there is any difference in those responses, we have to follow up again. By federal law we have to make two contacts with each of those entities. That in itself adds up to 14 days in ideal conditions.

Vice Chairman Streyle IF we see a surge in unemployment claims do we get additional federal funds for that or we know our federal funds are going to be down, period?

Rostrom: We are funded in the unemployment insurance program by our work load. The difficulty that we face is that workload is calculated on the delay. So we will get funding for the additional claims we receive, but we will get that after the fact. So we rely tremendously upon the temporary staffing funding that we have now. We are utilizing our temporary staff during this seasonal period. If we should have a situation in the west where we had a significant increase we have them looking at ways where we can handle that more appropriately. We will definitely rely on our technology, but that will put a significant strain and it will not be funded immediately.

Chairman Monson: So the Federal Government does their budgets hopefully on an annual basis. When we are on a two year budgeting cycle the 2nd year of the biennium, when we have no clue what the federal government is doing, how are you anticipating that you're going to keep this program running with a decent lag time?

Brostrom: We anticipate as we have. This isn't terribly new for us. We have seen flat funding for several years now. We are consistently looking at ways to improve efficiencies. We have automated many, many processes. We do rely on supplemental budget requests. In situations where we could face a significant underfunding, often times we will be able to go to the Federal Government and ask them for additional funds. Now, we are not expecting those funds to be available to us, however I think they would even recognize some of the things North Dakota is facing with oil prices and that sort of thing. We would work diligently to try to receive funds if possible.

Rep. Sanford: What kind of a lag time are we talking about here when you have a reality, you have an approval, you got to get some funding. How do you finance that? What is the lag time?

Brostrom: There are some opportunities in a quarterly basis for what the federal government calls above base funding. That would be an injection of funds based upon need. Quarterly we could receive above base dollars. That is somewhat of a safety net as well.

Geisen: Continued testimony. Attachment #1

Rep. Guggisberg : Question on your 20/20 and other workforce training program. It days to increase the value of the worker. Any rules that say their salary has to increase by a certain % or else there is claw back or anything like that?

Geisen: When they submit the application they have to indicate that to us. We do follow up as we do have the outcomes of this program and well as the salaries. We do follow-up on this program to make sure the salaries have increased.

Rep. Guggisberg: With the Tax rates what is the national tax rate?

Geisen: It is actually around 2 to 2.3 somewhere around there.

Rep. Dosch: Can you provide a graphical presentation just on the fund balance?

Geisen: Absolutely.

Vice Chairman Streyle: Maybe a high level allocation in rate of return?

Geisen: We will get that.

Chairman Monson: I am assuming these funds are deposited with the treasurer or do you have long return investments?

Brostrom: The funds are actually held with the federal government. Those funds don't to come to North Dakota. What we do as we expend those funds on a daily basis we send out expenditure reports and they then reimburse us for those funds. While we do receive interest on our trust fund balance we do not hold those funds or make any allocations or anything like that.

Chairman Monson: Thank you for your presentation. Chairman Monson closed the hearing.

2015 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee - Education and Environment Division Roughrider Room, State Capitol

HB 1016
1/30/2015
22913

- Subcommittee
 Conference Committee

Committee Clerk Signature

Gail Hrdlicka

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 Monson: Called the meeting to order. Because we are looking at some salary package stuff we are not going to finish that portion of it.

Chairman Monson: It is a reduction of 13 FTEs and basically it runs as you can see on the green sheets almost entirely on special funds, other funds.

Brady Larson: You're correct 2.1 million General Fund.

Chairman Monson: 237.76 FTEs. The proper amendment if I recall how we would do these would be that we would have to make a motion to reduce the FTEs by 13 because we are working off last year's base number of FTEs?

Larson: That would be correct, Mr. Chairman.

Chairman Monson: So when we get to the point where we want to make a motion that would be part of the motion, correct?

Larson: Correct.

Chairman Monson: I don't know how we can do a whole lot with this budget as far as taking anything else out. The Governor's Budget asks for a decrease in expenditures of number 2 of the green sheets of 8.7 million. Increases for inflationary adjustments. On 13 we are removing 1.743 million because we are looking at 13 fewer FTEs because of reduced federal funding. #4 the Governor's Budget is asking us for one time funding of \$80,000 to continue the oil and gas employment survey.

Larson: That would be correct.

Chairman Monson: Could we make a motion and also include in there the salary package would be automatic.

Larson: That would be out of order. You could move this bill out as is.

A Motion was made by Rep. Rep. Boe to do pass as recommended by the Governor and seconded by Rep. Guggisberg.

Larson: \$195,000 was listed as one time funding and perhaps \$100,000 of that was ongoing. \$9500 was technical one time.

Larson: I did confirm with Shawn that the committee had discussed making \$100,000 of that amount on going funding for ongoing operating expenses and leaving the \$9500 as one time funding.

Becky Deichert: The bill is listed as one time also.

Chairman Monson: Why do we need to make it ongoing? It will get spent this time and if it's not ongoing it will just come up in their budget two years from now. Instead of adding \$100,000 to the base this would make them come back for the whole \$109,500.

Larson: Technically, it was not a typo in the bill, but apparently Job Service had requested the change during their budget hearing.

Rep. Boe: I just as soon go ahead with the vote and if it is our intention to change it we can do that in the full committee.

Roll Vote was taken. Yes 7; No 0; absent 1; Rep. Boe will carry to the floor. Motion passed.

Meeting was adjourned

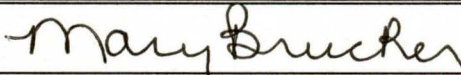
2015 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee
Roughrider Room, State Capitol

HB 1016
2/19/2015
24193

- Subcommittee
 Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

Provide an appropriation for defraying expenses of Job Service of North Dakota

Minutes:

Attached amendment #1

Representative Boe spoke on the amendment 15.8124.01004. We never adopted these amendments in committee. We never did anything to the Job Service budget because we didn't have the adjustments for the salary.

Brady Larson, Legislative Council: Reviewed the amendment. See attachment #1.

Chairman Jeff Delzer: Are they going to do another one?

Brady Larson: I'm not aware of that.

Representative Boe: I'm not sure. I don't recall if they were going to do that or not.

Brady Larson: The last item is one time funding for one stop application and that allows access to different Job Service job listings.

Chairman Jeff Delzer: That's computer software?

Brady Larson: Yes.

Chairman Jeff Delzer: The general fund total is \$2.117 million. Did you have much of a discussion about your workforce 20-20?

Representative Boe: I don't recall having a lot of discussion with that either. We looked at budget and that they cut down 13 FTE's and reduced down their federal funding. It didn't seem like it took a lot of money out of the state because it's mostly special funds that funded it. On the onetime funding for virtual one stop application out of the \$109,500 they wanted \$100,000 of that into base funding for the cost of running that in the future. We never did that; we left it as one time funding.

Chairman Jeff Delzer: It all came in to place when we were struggling to have employment and people working. It's part of that Greater North Dakota Vision 2000 is when it started. Human Resources used to have the Job Service budget and at that time the use of this was really questionable. It would be nice to get the list and see who gets the grants.

Representative Bellew: When did general funds become a permanent part of this budget?

Chairman Jeff Delzer: When Human Resources had it the only general fund money at that time was the Workforce 2020. We added money for the employment survey and I think it's probably a valid thing to continue.

Representative Skarphol: They cannot use federal funds to do it so that's why we have to have some general fund appropriations in there to do it. It is interesting to read about Workforce 2020 on the web because there's some pretty specific guidelines they are supposed to comply with.

Chairman Jeff Delzer: Brady, let's get some of that information so we can tell how that's working. We won't hold the bill up for that.

Representative Monson: Most of North Dakota 2020 is thru the commerce budget. We have a report on where that money goes. Job Service is a small total in that.

Chairman Jeff Delzer: Job Service is where it started and migrated over to commerce. It has now grown much larger in commerce.

Representative Boe: We didn't dig into the Workforce 2020; we thought it looked pretty clean. **Made a motion to move the amendment 01004.**

Representative Monson: Seconded.

Voice Vote: Motion carried.

Representative Boe: Made a motion for a do pass as amended.

Representative Monson: Seconded.

Roll Call Vote: 22 YES 0 NO 1 ABSENT
Motion carries

Representative Boe will carry this bill.

Handwritten:
 2-20-15
 1082

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1016

Page 1, replace lines 12 through 23 with:

"Salaries and wages	\$36,224,278	\$3,605,368	\$39,829,646
Accrued leave payments	1,479,868	(1,479,868)	0
Operating expenses	18,687,700	(5,175,043)	13,512,657
Capital assets	20,000	0	20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	37,912	1,579,836
Reed Act - Unemployment insurance	<u>12,407,000</u>	<u>0</u>	<u>12,407,000</u>
computer modernization			
Total all funds	\$79,211,267	(\$6,457,802)	\$72,753,465
Less estimated income	<u>77,301,032</u>	<u>(6,664,680)</u>	<u>70,636,352</u>
Total general fund	\$1,910,235	\$206,878	\$2,117,113
Full-time equivalent positions	250.76	(13.00)	237.76"

Re-number accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

House Bill No. 1016 - Job Service North Dakota - House Action

	Base Budget	House Changes	House Version
Salaries and wages	\$36,224,278	\$3,605,368	\$39,829,646
Operating expenses	18,687,700	(5,175,043)	13,512,657
Capital assets	20,000		20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	37,912	1,579,836
Reed Act - Computer modernization	12,407,000		12,407,000
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Less estimated income	<u>77,301,032</u>	<u>(6,664,680)</u>	<u>70,636,352</u>
General fund	\$1,910,235	\$206,878	\$2,117,113
FTE	250.76	(13.00)	237.76

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

	Adds Funding for Base Payroll Changes ¹	Adds Funding for Salary and Benefit Increases ²	Removes FTE Positions ³	Adjusts Operating Expenses ⁴	Adds One-Time Funding for Oil and Gas Employment Survey ⁵	Adds One-Time Funding for Virtual OneStop Application ⁶
Salaries and wages	\$2,973,610	\$2,319,074	(\$1,743,316)		\$56,000	
Operating expenses	15,000			(5,323,543)	24,000	109,500
Capital assets						
Grants				(3,446,171)		
Workforce 20/20	(36,167)	8,296		65,783		
Reed Act - Computer modernization						
Accrued leave payments	<u>(1,479,868)</u>					
Total all funds	\$1,472,575	\$2,327,370	(\$1,743,316)	(\$8,703,931)	\$80,000	\$109,500
Less estimated income	<u>1,513,952</u>	<u>2,316,213</u>	<u>(1,743,316)</u>	<u>(8,751,529)</u>	<u>0</u>	<u>0</u>
	(\$41,377)	\$11,157	\$0	\$47,598	\$80,000	\$109,500

2012

General fund						
FTE	0.00	0.00	(13.00)	0.00	0.00	0.00

	Total House Changes
Salaries and wages	\$3,605,368
Operating expenses	(5,175,043)
Capital assets	
Grants	(3,446,171)
Workforce 20/20	37,912
Reed Act - Computer modernization	
Accrued leave payments	(1,479,868)
Total all funds	(\$6,457,802)
Less estimated income	(6,664,680)
General fund	\$206,878
FTE	(13.00)

¹ Funding is added for cost-to-continue 2013-15 biennium salaries and benefit increases and for other base payroll changes.

² The following funding is added for 2015-17 biennium performance salary adjustments of 2 to 4 percent per year and increases in monthly health insurance premiums:

	General Fund	Other Funds	Total
Salary increase - Performance	\$6,541	\$1,349,305	\$1,355,846
Health insurance increase	4,616	966,908	971,524
Total	\$11,157	\$2,316,213	\$2,327,370

³ Funding and 13 FTE positions are removed as the result of a reduction in anticipated federal funding to be received.

⁴ Funding for operating expenses is adjusted for decreases in expenditures due to cost-savings and for inflationary increases.

⁵ One-time funding is added to continue the oil and gas employment survey authorized by the 2013 Legislative Assembly.

⁶ One-time funding is added for a Virtual OneStop application to allow access to Job Service North Dakota job listings.

Date: 1/30/15
Roll Call Vote #: 1

2015 HOUSE STANDING COMMITTEE ROLL CALL VOTES

BILL/RESOLUTION NO. 1016

House Appropriations - Education and Environment Division Committee

Subcommittee

Amendment LC# or Description: _____

Recommendation: Adopt Amendment
 Do Pass Do Not Pass Without Committee Recommendation
 As Amended Rerefer to Appropriations
 Place on Consent Calendar

Other Actions: Reconsider _____

Motion Made By Rep. Boe Seconded By Rep. Guggisberg

Representatives	Yes	No	Representatives	Yes	No
Chairman Monson	✓		Rep. Boe	✓	
Vice Chairman Streyle	A ✓		Rep. Guggisberg	✓	
Rep. Dosch	✓				
Rep. Martinson	✓				
Rep. Sanford	✓				
Rep. Schmidt	✓				

Total Yes 7 No 0

Absent 1

Floor Assignment Rep. Boe

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

No pass as recommended by the Governor.

REPORT OF STANDING COMMITTEE

HB 1016: Appropriations Committee (Rep. Delzer, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (22 YEAS, 0 NAYS, 1 ABSENT AND NOT VOTING). HB 1016 was placed on the Sixth order on the calendar.

Page 1, replace lines 12 through 23 with:

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Renumber accordingly

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Workforce 20/20	(36,167)	8,296		65,783		
Reed Act - Computer modernization						
Accrued leave payments	<u>(1,479,868)</u>					
Total all funds	\$1,472,575	\$2,327,370	(\$1,743,316)	(\$8,703,931)	\$80,000	\$109,500
Less estimated income	<u>1,513,952</u>	<u>2,316,213</u>	<u>(1,743,316)</u>	<u>(8,751,529)</u>	<u>0</u>	<u>0</u>
General fund	(\$41,377)	\$11,157	\$0	\$47,598	\$80,000	\$109,500
FTE	0.00	0.00	(13.00)	0.00	0.00	0.00

Total House Changes

Salaries and wages	\$3,605,368
Operating expenses	(5,175,043)
Capital assets	
Grants	(3,446,171)
Workforce 20/20	37,912
Reed Act - Computer modernization	
Accrued leave payments	(1,479,868)
Total all funds	(\$6,457,802)
Less estimated income	(6,664,680)
General fund	\$206,878
FTE	(13.00)

¹ Funding is added for cost-to-continue 2013-15 biennium salaries and benefit increases and for other base payroll changes.

² The following funding is added for 2015-17 biennium performance salary adjustments of 2 to 4 percent per year and increases in monthly health insurance premiums:

	General Fund	Other Funds	Total
Salary increase - Performance	\$6,541	\$1,349,305	\$1,355,846
Health insurance increase	4,616	966,908	971,524
Total	\$11,157	\$2,316,213	\$2,327,370

³ Funding and 13 FTE positions are removed as the result of a reduction in anticipated federal funding to be received.

⁴ Funding for operating expenses is adjusted for decreases in expenditures due to cost-savings and for inflationary increases.

⁵ One-time funding is added to continue the oil and gas employment survey authorized by the 2013 Legislative Assembly.

⁶ One-time funding is added for a Virtual OneStop application to allow access to Job Service North Dakota job listings.

2015 SENATE APPROPRIATIONS

HB 1016

2015 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee
Harvest Room, State Capitol

HB 1016
3/4/2015
Job # 24289

- Subcommittee
 Conference Committee

Committee Clerk Signature

Katy Quinn for Ailie Dehner

Explanation or reason for introduction of bill/resolution:

A BILL for an Act to defray the expenses of Job Service of ND

Minutes:

Attachment # 1 - 3

Chairman Holmberg called the committee to order on Wednesday, March 04, 2015 at 9:00 am in regards to HB 1016. All committee members were present. Sean Smith, Legislative Council and Becky Keller, OMB was also present.

Cheri Giesen, Executive Director, Job Service ND testified in favor of HB 1016 and provided written Testimony Attached # 1 - stating this agency is a ND workforce agency and gives an updated review of the work of Job Service of ND. She also did a PF presentation. The green sheet, attachment # 2 was also produced for the committee.

V.Chairman Bowman: Are we getting enough educated people to go out in the workforce to take care of the jobs that are available?

Cheri Giesen: Based on our analysis we have 20,000 openings and only 10,000 to supply that need. Workforce is the top concern of all employers' needs.

V.Chairman Bowman: When our kids start school, go on to college, does our colleges tell them about the job opportunities that might direct them right away to get trained and work.

Cheri Giesen: I sit on the career and technical education board and I can tell you that we partner very well with them. We provide the data on what are the jobs, what can you make a pamphlet together, here is what you can make, we try to get it through the career fairs.

Senator Heckaman: On the workforce investment, how much money did you receive to train?

Cheri Giesen: Around \$4,000,000, some of that is used for training, it was for 2013. The prices are increasing but our funding is staying level,

She continued with her testimony on page 7.

Senator Carlisle: You can't add FTE's; the state can't add if the federal doesn't.

Cheri Giesen: The state can always augment the funding. There is nothing precluding you that I am aware of.

Senator Carlisle: You've got fewer employees and you have a lot of business.

Cheri Giesen: We can show our increase needs, but the federal funding has a standard level of funding.

Senator Carlisle: I was under the impression we can't add FTE's. You are saying we could.

Chairman Holmberg: The agency is a federal agency and we have tried to stay away from that. We could if we wanted to.

Cheri Giesen continued with her testimony on page 10 - Appropriation Update.

Senator Carlisle: We've got the commerce bill coming over. Won't that work in that budget?

Cheri Giesen: Commerce and us, anyone with a workforce training program.

Senator Robinson: We have workforce training dollars in several, would there be an advantage pooling all of these into one agency. Should they not all be in one area?

Cheri Giesen: There has always been consolidating, in commerce, handing out equipment to the community colleges, we do the funding for the people to go get training. Commerce doesn't have that footprint, but they have the economic developers.

Chairman Holmberg: There is a document prepared already. We are pretty good, where the responsibility of solving, we are very good on identifying the silos, at least historically.

Cheri Giesen then read more of her prepared testimony.

V.Chairman Bowman: When we're looking at new industries coming into state, it's going to take a lot of people. Are you working with those companies?

Cheri Giesen: Yes, we are working with them. We will try to find workforce for them.

Senator Robinson: Do we know based on our projections, what kind of shortfall we are going to have to place the people into the jobs that will be open?

Cheri Giesen: Most of our staff will sit on development and housing.

Senator Robinson: Do we know, what type of success we have because of this fair we placed this many people what kinds of jobs? Do we have those stats?

Cheri Giesen: We are tracking additional efforts that we are making with the out of state. We want to make sure it is valuable. Job fairs are harder; the hardest part is collecting the social security numbers. I think we have some areas to improve on that.

Senator Robinson: It is difficult to see where you're greatest return is.

Cheri Giesen: An overview of the budget on page 19. She continued with Federal Funding and Agency Challenges - page 21.

Chairman Holmberg: I was going to ask about the mental health issues.

Senator Robinson: How many offices are there?

Cheri Giesen: 16 offices.

Senator Robinson: Any in position for closure.

Cheri Giesen: That is last resort.

Senator Robinson: Do we have unduplicated accounts?

Cheri Giesen: No. We do have people in our case management.

Chairman Holmberg: Years ago Grand Forks built a new office and then the number of people working in it decreased. Do you lease out space in your offices, and is that part of your income?

Cheri Giesen: We do have trainND and JobCorp, its part of the grant line item. Unemployment insurance, on page 25.

Deana Wiese, Executive Director of the ITCouncil of ND (ITCND) presented written Testimony Attached # 3 in support of HB 1016.

Chairman Holmberg closed the hearing on 1016.

2015 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee
Harvest Room, State Capitol

HB 1016
3/27/2015
Job # 25545

Subcommittee
 Conference Committee

Committee Clerk Signature

Alice Grove for Rose Janning

Explanation or reason for introduction of bill/resolution:

A BILL for an Act to defray the expenses of Job Service of ND

Minutes:

Attachment 1

Legislative Council - Sean Smith
OMB - Becky Keller

Senator Carlisle called the sub-committee to order on HB 1016. Senator Sorvaag and Senator O'Connell were also present.

Referring to green sheet - back page - market equity - If we wanted to add some money back in to this budget, is there a figure that you could live with and a figure that we could sell with the House? It shows \$420,000 they took out of your market equity, which we did on all the budgets. If anybody has any thoughts.

Cheri Giesen, Executive Director, Job Service ND: Just for transparency sake, the \$426, is federal funds. And if you are asking if general funds would pay for it, I would take you up in a heartbeat but I want to make sure that you understand that if you appropriate that \$426 that would come out of federal funding. You could appropriate it and not have to sell anybody on it because you are not asking for general funds. But if you are asking to help us with general funds to help us compensate our budget...

Senator Carlisle: And that hasn't been the practice, so how would we do that if it wouldn't cost the general fund?

Becky Keller: We're actually showing about \$1,700 coming out of the general fund also. Anything that you appropriate that is not general funds, it's just appropriating it and if they don't get the funding, they can't use it. It's just authority that you are granting.

Senator Carlisle: What would be correct language then if we wanted to do the, how would we do the 17 plus authority; what's the right term we want to use to get any or all of the 400 back?

Sean Smith: I think you would just change the bill. We wouldn't need any additional language in the bill. Just include the money back.

Senator Sorvaag: You're talking just the 424 then?

Senator Sorvaag: I know that it is an insignificant amount, but to be consistent across the board, I would recommend we leave the 17,24 out and work solely with special funds which justifies the argument.

Senator Carlisle: So then we want an amendment to put the \$424,739 back in, right?

Senator O'Connell: I'd feel more comfortable putting the 17 back in because then when we go to the House we've got something to bargain with too. Otherwise they are going to cut us someplace else.

Senator Sorvaag: I think it's important to stay consistent in what we do.

Senator Carlisle: What Senator O'Connell is saying we want to have something. You might end up with zero on the 17,24. We would have to explain to the full committee but then they might say, don't go there. Then they will reamend that and take it out. Make two separate statements on the amendment. There isn't anything else that we've told other agencies we think we are pretty solid on both sides with the 3&3 and holding the medicals, In light of things, we have 10,000 state employees and their families in Burleigh County and if we can hold the 3 & 3, and the medical.

Sean Smith: Adding the market back in. It will be separate. The general fund is \$1,724; and federal funding is \$424,739.

Cheri Giesen: Had previously asked for one more amendment (from her testimony on 3/4/15 listed under the tab of Itemized Changes). It was not asking for additional dollars, it's just how we indicate the budget. I want to be transparent that the dollars were going to be ongoing instead of one time. This application will cost us \$50,000/year and ongoing for the rest of the time. When it is in onetime, sometimes the perception is that we are not going to come back and ask again. We know that we would have to not use the ap for that to happen so \$9,500 is the onetime fee and \$100,000 is actually ongoing.

Senator Sorvaag: At the green sheet, we'd change the \$109,500. to \$9,500. and the \$100,000 you want it into the ongoing.

Cheri Giesen: Yes.


Senator Carlisle closed the hearing on HB1016.

2015 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Harvest Room, State Capitol

HB 1016
3/31/2015
Job # 25568

- Subcommittee
 Conference Committee

Committee Clerk Signature 

Explanation or reason for introduction of bill/resolution:

A Discussion on Job Service

Minutes:

No attachments

Chairman Holmberg called the committee to order on Tuesday, March 31, 2015 in regards to HB 1016. All committee members were present. Chris Kadrmaz, Legislative Council and Becky Deichert, OMB were also present.

This is discussion only in full Appropriations Committee regarding Job Service.

Senator Carlisle: Look at the green sheet, on the back, under market salary increase.

I just talked to the chairman, there is \$1,724.00 of general fund we had started to put in an amendment but we told job service we generally don't do general funds. Talked to the chairman this morning, and he said take that back out so we don't start down that road at all. So \$1,724.00 will be coming out of the amendment, but there is \$424,000 in market equity and it's federal funds, so we thought we'd give it to them if they can access the federal funds.

Senator Sorvaag: The only question was the \$1700, that is why we split it.

Senator Carlisle: I told Chris to have that taken out. Then you see on the back page, the \$400,000 targeted equity, it's federal funds so we gave our authorization to access it. that will be an amendment. This job also includes discussion regarding HB 1006 and

Chairman Holmberg: Any questions on 1016. We will have the amendments and then we will actually do the voting. ((2.09) There was further discussion regarding HB 1006, but no decision was made concerning that bill.

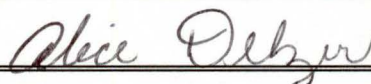
2015 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee
Harvest Room, State Capitol

HB 1016
4/2/2015
JOB # 25765

- Subcommittee
 Conference Committee

Committee Clerk Signature



Explanation or reason for introduction of bill/resolution:

A BILL for an Act to defray the expenses of Job Services of North Dakota (Do Pass as Amended)

Minutes:

Amendment # 15.8124.02002

Chairman Holmberg called the committee to order on Thursday, April 02, 2015 at 11:00 am in regards to HB 1016. All committee members were present. Adam Mathiak, Legislative Council and Nick Creamer, OMB were also present.

Senator Carlisle moved the amendment # 15.8124.02002. He explained the amendment. 2nd by **Senator Sorvaag**.

Chairman Holmberg: All in favor say aye. It carried.

Senator Carlisle moved a Do Pass as Amended. 2nd by **Senator O'Connell**

Chairman Holmberg: Call the roll on a Do Pass as Amended on 1016.

A Roll Call vote was taken. Yea: 13; Nay: 0; Absent: 0.

Senator Sorvaag will carry the bill. The hearing was closed on HB 1016.

1 of 2
 ET
 04/02/15

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1016

Page 1, replace line 12 with:

"Salaries and wages \$36,224,278 \$3,435,960 \$39,660,238"

Page 1, replace lines 20 through 22 with:

"Total all funds \$79,211,267 (\$6,627,210) \$72,584,057
 Less estimated income 77,301,032 (6,833,166) 70,467,866
 Total general fund \$1,910,235 \$205,956 \$2,116,191"

Page 2, replace lines 8 through 9 with:

"Virtual OneStop application 0 9,500
 Total all funds \$616,496 \$89,500"

Page 2, replace line 11 with:

"Total general fund \$120,000 \$89,500"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

House Bill No. 1016 - Job Service North Dakota - Senate Action

	Base Budget	House Version	Senate Changes	Senate Version
Salaries and wages	\$36,224,278	\$39,829,646	(\$169,408)	\$39,660,238
Operating expenses	18,687,700	13,512,657		13,512,657
Capital assets	20,000	20,000		20,000
Grants	8,850,497	5,404,326		5,404,326
Workforce 20/20	1,541,924	1,579,836		1,579,836
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Accrued leave payments	1,479,868			
Total all funds	\$79,211,267	\$72,753,465	(\$169,408)	\$72,584,057
Less estimated income	<u>77,301,032</u>	<u>70,636,352</u>	<u>(168,486)</u>	<u>70,467,866</u>
General fund	\$1,910,235	\$2,117,113	(\$922)	\$2,116,191
FTE	250.76	237.76	0.00	237.76

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

	Adjusts Funding for Health Insurance Premium Increases ¹	Total Senate Changes
Salaries and wages	(\$169,408)	(\$169,408)
Operating expenses		
Capital assets		
Grants		
Workforce 20/20		
Reed Act - Computer modernization		

Accrued leave payments		
Total all funds	(\$169,408)	(\$169,408)
Less estimated income	(168,486)	(168,486)
General fund	(\$922)	(\$922)
FTE	0.00	0.00

¹ Funding for employee health insurance premiums is adjusted to reflect the revised premium estimate of \$1,130.22 per month.

This amendment also transfers \$100,000 from the general fund for the Virtual OneStop application system from one-time funding to ongoing funding.

Date: 4.2.15
~~3.30.15~~
 Roll Call Vote #: 1

**2015 SENATE STANDING COMMITTEE
 ROLL CALL VOTES
 BILL/RESOLUTION NO. HB 1016**

Senate Appropriations Committee

Subcommittee

Amendment LC# or Description: ~~15.8124.02001~~ 15.8124.02002

- Recommendation: Adopt Amendment
 Do Pass Do Not Pass Without Committee Recommendation
 As Amended Rerefer to Appropriations
 Place on Consent Calendar
 Other Actions: Reconsider _____

Motion Made By Carlisle Seconded By Sorvaag

Senators	Yes	No	Senators	Yes	No
Chairman Holmberg			Senator Heckaman		
Senator Bowman			Senator Mathern		
Senator Krebsbach			Senator O'Connell		
Senator Carlisle			Senator Robinson		
Senator Sorvaag					
Senator G. Lee					
Senator Kilzer					
Senator Erbele					
Senator Wanzek					

Total (Yes) _____ No _____

Absent _____

Floor Assignment _____

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

Date: 4-2-15
~~3-30-15~~
 Roll Call Vote #: 2

**2015 SENATE STANDING COMMITTEE
 ROLL CALL VOTES
 BILL/RESOLUTION NO. HB 1016**

Senate Appropriations Committee

Subcommittee

Amendment LC# or Description: _____

Recommendation: Adopt Amendment
 Do Pass Do Not Pass Without Committee Recommendation
 As Amended Rerefer to Appropriations
 Place on Consent Calendar
 Other Actions: Reconsider _____

Motion Made By Carlisle Seconded By O'Connell

Senators	Yes	No	Senators	Yes	No
Chairman Holmberg	✓		Senator Heckaman	✓	
Senator Bowman	✓		Senator Mathern	✓	
Senator Krebsbach	✓		Senator O'Connell	✓	
Senator Carlisle	✓		Senator Robinson	✓	
Senator Sorvaag	2				
Senator G. Lee	✓				
Senator Kilzer	✓				
Senator Erbele	✓				
Senator Wanzek	✓				

Total (Yes) 13 No 0

Absent 0

Floor Assignment Sorvaag

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

REPORT OF STANDING COMMITTEE

HB 1016, as engrossed: Appropriations Committee (Sen. Holmberg, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (13 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed HB 1016 was placed on the Sixth order on the calendar.

Page 1, replace line 12 with:

"Salaries and wages \$36,224,278 \$3,435,960 \$39,660,238"

Page 1, replace lines 20 through 22 with:

"Total all funds \$79,211,267 (\$6,627,210) \$72,584,057
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 Total all funds \$616,496 \$89,500"

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"Total general fund \$120,000 \$89,500"

ReNUMBER accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

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General fund	\$1,910,235	\$2,117,113	(\$922)	\$2,116,191
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Department No. 380 - Job Service North Dakota - Detail of Senate Changes

	Adjusts Funding for Health Insurance Premium Increases'	Total Senate Changes
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Operating expenses		
Capital assets		
Grants		
Workforce 20/20		
Reed Act - Computer modernization		
Accrued leave payments		
Total all funds	(\$169,408)	(\$169,408)
Less estimated income	<u>(168,486)</u>	<u>(168,486)</u>
	(\$922)	(\$922)

General fund		
FTE	0.00	0.00

¹ Funding for employee health insurance premiums is adjusted to reflect the revised premium estimate of \$1,130.22 per month.

This amendment also transfers \$100,000 from the general fund for the Virtual OneStop application system from one-time funding to ongoing funding.

2015 CONFERENCE COMMITTEE

HB 1016

2015 HOUSE STANDING COMMITTEE MINUTES

Appropriations Committee - Education and Environment Division
Roughrider Room, State Capitol

HB 1016
4/17/2015
Job #26196

Subcommittee
 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:

Chairman Dosch: Called the meeting to order. You guys made some changes, so if you'd like to go through what those were?

Senator Sorvaag: We made two changes. Of course, the health insurance that we're making all of them decrease. And the other was with Virtual Stop. When it came over from you, it had \$109,500 for that as one-time spending. We were told that \$100,000 dollars was already in the operating expenses for ongoing. So we changed the Virtual Stop one-time to just \$9,500. That's the extent of the amendments we made, just taking that \$100,000 out of one time because it's an ongoing for this software program. As explained to us, it's already built into their operating.

Chairman Dosch: So, you didn't need to increase their ongoing by that \$100,000?

Sorvaag: I presume it was already accounted for. Our presumption was that it was because we never increased the ongoing at all.

Becky Larson, OMB: The \$109,500 was added to the executive budget. It was my mistake putting the whole \$109,500 in one-time. I should have just put the \$9,500 as one-time. So it is in the budget; it's just how we're representing the one-time vs. the ongoing. So that \$100,000 should never have been shown in the one-time column.

Sorvaag: That was our understanding, too; that it was already in the operating.

Dosch: That was the only other change?

Sorvaag: Yes.

Chairman Dosch: And that's been confirmed with Job Service? We're all good on that? OK. I'm a little bit shocked here; the Senate reduced spending on a bill?

Sorvaag: We just rearranged it.

Dosch: **Made a motion to accede to the Senate amendments and seconded by Guggisberg. Yes 6, No 0, Absent 0. Motion carried.**

Meeting adjourned.

REPORT OF CONFERENCE COMMITTEE

HB 1016, as engrossed: Your conference committee (Sens. Sorvaag, Carlisle, Mathern and Reps. Dosch, Sanford, Guggisberg) recommends that the **HOUSE ACCEDE** to the Senate amendments as printed on HJ pages 1361-1362 and place HB 1016 on the Seventh order.

Engrossed HB 1016 was placed on the Seventh order of business on the calendar.

2015 TESTIMONY

HB 1016

HB1016 #1
1/12/15

Job Service North Dakota Testimony HB 1016

January 12, 2015
House Appropriations
Education and Environment Division



Presented by:
Cheri Giesen
Executive Director
Job Service North Dakota



Mr. Chairman and members of the Committee, my name is Cheri Giesen and I am the Executive Director of Job Service North Dakota.

It is such an honor to be here today representing Job Service as I have only been with the agency since July.

Job Service is an extremely efficient agency and, as testimony will unveil, an agency in which everyone is dedicated to carrying out our mission.

Thank you for this opportunity to testify today and to ask for your support of Job Service North Dakota's 2015-17 biennium budget.

Agency Overview

Job Service North Dakota . . . Proud to be our state's workforce agency.

- Administer 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 proud to be North Dakota's workforce agency.

We take great pride in connecting employers and job seekers to each other.

We take great pride in effectively administering our workforce training and unemployment insurance programs.

We take great pride in our labor market information because it provides a wealth of information to employers, students, job seekers and policy makers like you.

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.



As I mentioned, I am extremely fortunate to have such committed staff to carry out our vision which is to “strengthen the economy of North Dakota as a strategic partner in the delivery of workforce services.”

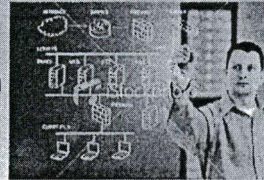
I saw this first-hand while I toured all the Job Service locations this fall and see it every day at our central office here in Bismarck. I can assure you that Job Service has been working diligently to understand the state’s workforce needs and I will explain more in the rest of my presentation.

North Dakota's strong economy has kept us busy!



Rapidly-growing population

Nation's fastest-growing economy



Thousands of new jobs

Strongest growth in per capita income

**JOB
SERVICE**
North Dakota 

We all are proud of our growing population, our growing economy, the incredible number of new jobs created in North Dakota, and the fact that our state had the strongest growth in per capita income in the country.

When you take all that into consideration, it's easy to understand why Job Service stays busy. We are encountering record numbers of employers and job seekers using our services.

Job Service Successes

Meeting Workforce & Business Needs

- Provide a labor exchange through jobsnd.com to help connect workers and employers
Post job openings and resumes – *no charge to employers or job seekers*
- Assist customers in 16 local offices around the state
- Adapt to changing customer demographics and needs
 - New Americans
 - Mental Health Constraints
 - Social Constraints

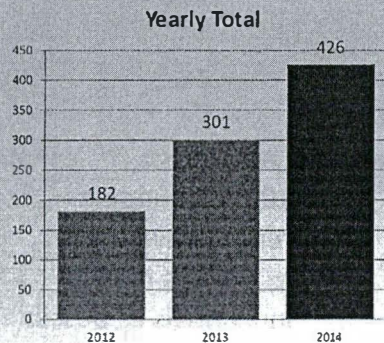


You can see here some of the most common ways we help meet our customers' needs.

- We provide a labor exchange through jobsnd.com to help connect workers and employers. The labor exchange is where employers post job openings and job seekers post résumés. There's no charge to any of our customers for this service.
- Customers can visit any one of our 16 local offices around the state and get assistance at no charge.
- Our staff – particularly staff in our larger offices – are adapting to our changing customer demographics. For example, 75 percent of the customers visiting our Fargo office are New Americans and many of the customers visiting our Williston office are from out-of-state representing many cultures such as Congolese, and many customers have mental health or other social constraints.

Job Service Successes

Job Fairs



- 426 job fairs in 2014
- 134% increase since 2012



One of the most successful ways we are meeting workforce needs is through job fairs. They are a cost-effective way employers recruit employees for their open positions. We provide space in our offices for employers to meet with job seekers and conduct interviews. This is especially helpful to new employers who don't have their own brick and mortar yet. They come to our house. We know there have been plenty of times employers have hired individuals on the spot. This truly has become our value-added service.

If you take a look at this graph, you can see just how job fair activity has increased over the last few years.

We posted a total of 426 job fairs on jobsnd.com in 2014. That's a 134 percent increase since 2012. The majority of these job fairs are held for individual employers in our offices around the state, but we also participate in larger job fairs with multiple employers. For example, more than 110 employers participated in a 2-day job fair this past September and the job fair attracted more than 1,500 job seekers.

Job Service Successes

Training Services: Workforce Investment Act

Job Service provides training services for adults, dislocated workers, and youth.

Individuals Enrolled in WIA Training		
	PY 12	PY 13
Adults	165	185
Dislocated Workers	28	24
Youth	126	109
Total	319	318

100% of funding received was used to train as many individuals as possible.

PY = Program Year which runs from July 1 to June 30 of the following year.



To also help meet the workforce needs, Job Service provides training services through the federal Workforce Investment Act programs to help eligible adults, dislocated workers, and youth find and qualify for meaningful employment. We help pay for training expenses such as tuition, books, and equipment.

This chart shows the number of individuals enrolled in training for Program Years 12 and 13. As you can see, we did reduce the number of individuals trained. We will continue to see this decline in the future. We do use every federal dollar available but with flat to declining federal funding and the cost of training rising, we will have to send fewer to training.

Job Service Successes

Workforce Investment Act Training

PY 13	Total Training	
	No. Trained	%
Energy	47	15
Advanced Mftg.	39	12
Value-Added Ag.	0	0
Technology	19	6
Healthcare	117	37
Transportation	54	17
Support Occupations	19	6
Other	23	7
Total	318	100

Job Service continues to meet all federal WIA negotiated performance measures.



This chart represents the occupations in which individuals are being trained with the federal Workforce Investment Act funding during PY 13. We try to support the state's five target industries and high-demand, high-wage occupations.

When individuals come into our office and they qualify for federal training assistance, ninety-three percent (93%) of the time, we enroll them into these occupations in order to help meet employers' workforce needs.

Job Service continues to meet all of the Workforce Investment Act's negotiated performance measures.

Job Service Successes

Training Services: SkillBuildND

- \$2 million U.S. Dept. of Labor demonstration grant
- Veterans and Native Americans received priority
- Trained unemployed, underemployed, and dislocated workers for occupations related to the oil industry and building trades
- 224 participated in occupational training
- 18 public and private training facilities
- Met or exceeded all performance goals
- Participants' 1st quarter average earnings after training was \$8,454 (69% above \$5,000 goal)



This last biennium we also had great success with a one-time federal grant we called SkillBuildND.

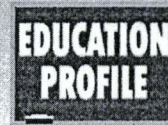
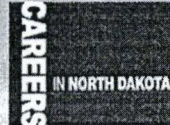
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Job Service met or exceeded our performance goals in all areas and the average wage of those employed during the first 1st quarter after the program was \$8,454.

Valuable Data

Labor Market Information

Job Service provides a wealth of labor market tools and information on jobsnd.com.

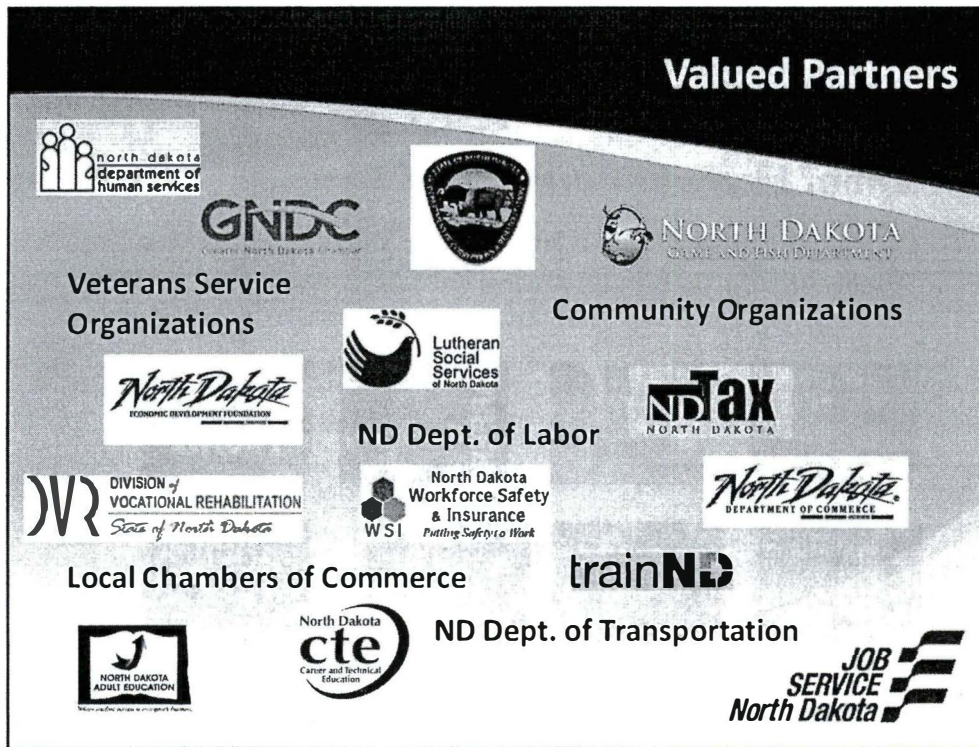


**JOB
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North Dakota 

Our Labor Market Information Center provides a wealth of information about what's happening in our state's labor market and the data is used in many ways.

The Online Job Openings Report is one of the most popular reports. This is the report that tells us how many job openings are available in North Dakota and the workforce available to fill those positions. I have included a copy of the most recent Report in your packets and would encourage you to visit jobsnd.com to see all the information that's available right at your fingertips.

In addition to these regularly produced publications, the Labor Market Information Center can conduct special research like the Oil and Gas Employment Report which I will talk about shortly.



Our successes wouldn't happen without the help of our valued partners.

Some of these partners help us understand the employment needs in the state while others actually provide the training to meet those needs.

Some partners refer their clients to our programs and link to jobsnd.com from their websites. Some of these partners help us with fraud detection in our unemployment insurance program, while other partners help us collect unemployment insurance overpayments.

We are thankful these partners promote Job Service as the place to go to help people find jobs and employers find workers.

2013-15
Appropriation Update



Requested Information

- No major funding increases or decreases were approved by the legislature during the 2011 or 2013 legislative sessions.
- Job Service has no major audit findings to report.



Job Service was asked to report on several items during our testimony today. Two of these items were related to funding increases or decreases and audit findings.

Job Service did not have any major funding increases or decreases during the last two legislative sessions, and I am pleased to report that Job Service has no major audit findings to report.

2013-15 At-a-Glance

		Appropriation	Projected Expenditures	Variance
Source:				
General Fund	2.6%	2,045,340	2,045,340	0
Federal Funds	96.7%	77,206,471	53,556,805	(23,649,666)
Special Funds	0.7%	<u>591,057</u>	<u>200,464</u>	<u>(390,593)</u>
Total Funds		79,842,868	55,802,609	(24,040,259)
Expenditures:				
Salaries/Wages		36,344,383	33,247,907	(3,096,476)
Accrued Leave		1,479,868	165,019	(1,314,849)
Operating Exp.		18,702,700	16,501,457	(2,201,243)
Capital Assets		20,000	20,000	0
Grants/Benefits/Claims		8,850,497	4,190,331	(4,660,166)
Workforce 20/20		1,541,924	1,541,924	0
Reed Act*		12,407,000	0	(12,407,000)
UI Special Admin*		<u>496,496</u>	<u>135,971</u>	<u>(360,525)</u>
Total		79,842,868	55,802,609	(24,040,259)

*One-time funding.



This slide shows our current biennium budget and expenditures.

Many people are surprised to learn that – even though Job Service is a state agency – we are 96.7 percent federally-funded.

Our appropriation was \$79.8 million and we project to expend \$55.8 million or \$24 million less than our appropriation.

About half of the \$24 million difference is due to Job Service receiving less federal funding than we projected when putting our budget together.

Salaries and Wages

Appropriation	
Salaries & Wages	\$ 36,344,383
Accrued Leave	1,479,868
Projected Expenditures	<u>(33,412,926)</u>
Variance	\$ 4,411,325

Job Service projects to spend \$4.4 million less in salaries and wages than what was appropriated due to reduced federal funding and the absorption of legislative pay raises.

Flat federal funding required the following staff reductions:

- Staffing – (13 FTEs)
- We will continue to look at not filling vacancies as they arise in anticipation of funding cuts.



Job Service projects to spend \$4.4 million less in salaries and wages than what was appropriated due to reduced federal funding and the absorption of legislative pay raises.

Flat federal funding required the following staff reductions:

- Staffing – (13 FTEs)
- We will continue to look at not filling vacancies rather than laying off our valuable staff.

Operating Expenses

Appropriation	\$18,702,700
Projected Expenditure	<u>(16,501,457)</u>
Variance	\$ 2,201,243

We expect to expend \$2.2 million less in operating expenses in order to balance our federal funding level.



We also expect to expend \$2.2 million less in operating expenses in order to balance our federal funding level.

Grants, Benefits, Claims

Appropriation	\$ 8,850,497
Projected Expenditure	<u>(4,190,331)</u>
Variance	\$ 4,660,166

Job Service projects to spend \$4.66 million less in grants, benefits, and claims than was appropriated this biennium.

- Workforce Investment Act Variance = (\$2.3 million)
- Trade Act Variance = (\$2.3 million)
The Trade Act provides aid to workers whose jobs are impacted by foreign competition.



Job Service projects to expend \$4.66 million less in grants, benefits, and claims than was appropriated this biennium.

This variance is made up of \$2.3 million budgeted for a Workforce Investment Act grant that we did not receive and \$2.3 million in Trade Act dollars. The Trade Act provides aid to workers whose jobs are impacted by foreign competition.

Since North Dakota is not experiencing layoffs or closures at this time that are due to foreign competition, these Trade Act funds can't be expended.

Reed Act

Appropriation	\$12,407,000
Projected Expenditure	(0)
Variance	\$ 12,407,000

Reed Act funds were appropriated in 2002 for an unemployment insurance technology modernization project.

We are requesting that these funds be appropriated in the 2015-17 biennium.



Another variance is \$12.4 million in Reed Act funds. We received these funds from the U.S. Department of Labor in 2002.

These funds are for the replacement of our antiquated unemployment insurance technology and have strict expenditure guidelines. Job Service is not expending these funds this biennium because we received other federal grant funds for this purpose that we must use first.

We are requesting a continued appropriation of Reed Act funds in the 2015-17 biennium again as we are not sure of any additional federal grant funds available for this purpose.

2015-17
Appropriations Request



Base General Fund Request

Job Spidering

General Fund appropriation request: \$300,000

Job spidering is an online tool that searches the Internet for job postings and automatically posts them to jobsnd.com.

- Job postings are captured from several sites including:
 - Monster
 - Career Builder
 - Employer job boards
 - Government job boards
- 72% of jobs posted on jobsnd.com are "spidered" jobs
- 4.6 million total visits to jobsnd.com in 2014
- No charge to jobseekers and employers.



Thank you for appropriating \$300,000 in state funds for Job Spidering when federal funds were not available. Your actions have been instrumental in making jobsnd.com the premier website for job listings in North Dakota.

Job spidering is an online tool that searches the Internet for online job postings and automatically posts them to jobsnd.com.

- Job postings are captured from several sites including:
Monster Employer job boards Career Builder
Indeed.com Government job boards

Seventy-two percent of jobs posted on jobsnd.com are "spidered" jobs. If we didn't have job spidering we would capture 28 percent of the job postings unless employers or staff manually enter their openings into the system.

Job Service is requesting a General Fund appropriation of \$300,000 for job spidering for the 2015-17 biennium in order to continue providing this valuable service. There is no charge to our customers and will help attract job seekers to our jobs and give North Dakota employers – who need employees – a larger pool of talent from which to hire.

Base General Fund Request

Workforce 20/20

General Fund appropriation request: \$1,582,167

- State-funded training program which helps employers keep up with technological advances, global competition, and new work methods.
- Funding helps employers train and upgrade current workers' skills.
- The state recovers program investment in 11 to 12 months due to the increase in employee wages.
- Valuable program to retain employees.
- 95% of trainees stay in North Dakota.
- Economic Developers promote Workforce 20/20 program as an incentive to prospective new employers.



Job Service is requesting a General Fund appropriation of \$ 1,582,167 to continue the Workforce 20/20 program.

- State-funded training program which helps employers keep up with technological advances, global competition, and new work methods.
- Funding helps employers train and upgrade current workers' skills.
- The state recovers program investment in 11 to 12 months due to the increase in employee wages.
- Valuable program to retain employees.
- 95 percent of trainees stay in North Dakota.
- Economic Developers promote Workforce 20/20 program as an incentive to prospective new employers.

This is one of the programs I am looking to improve during the next biennium.

Please refer to the most recent Workforce 20/20 Biennium Report in your handouts for more information.

Base 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 create new, high-wage jobs by relocating to or expanding current operations in North Dakota.
- State income tax withholdings are captured to repay loans, grants, or self-financing.
- 909 – New positions filled in 2011-13 biennium.
- \$22,712 – Avg. annual pre-New Jobs training salary.
- \$38,665 – Avg. annual salary 1 yr. after training (41.3% increase).
- Economic developers promote New Jobs program as an incentive to prospective new employers.



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

Employers may qualify if they are creating new, high-wage jobs by relocating to or expanding current operations in ND.

- The program is funded by state income tax withholdings that are captured to repay loans, grants, or self-financing.
- 909 – New jobs positions filled in 2011-13 biennium.
- \$22,712 – Avg. annual pre-New Jobs training salary.
- \$38,665 – Avg. annual salary 1 yr. after program training (41.3% increase).
- Economic developers promote the New Jobs Training Program as an incentive to prospective new employers.

Please refer to the North Dakota New Jobs Training report in your handouts for more information.

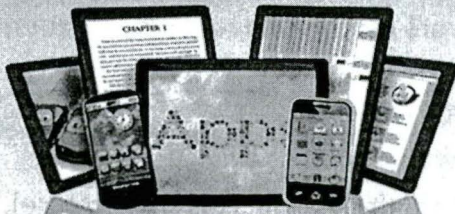
**General Fund
Change Request**

**Making Jobsnd.com
Mobile Device Friendly**


General Fund Appropriation Request: \$109,500

\$ 9,500 (One-Time)
\$100,000 (Continuing)

**4.6 million visits to
jobsnd.com in 2014**



Mobile device image available at
<http://mundumedia.com/mobile-online-presence-and-apps/>, Nov. 5, 2013



All you have to do is look around to see that digital mobility is everywhere. People are relying more and more on their mobile devices to search for jobs. Unfortunately, it is very clumsy and frustrating to register or search for a job on jobsnd.com from a mobile device.

To help remedy this situation, we are asking for a General Fund Appropriation of \$109,500.

This item is listed as a One-time funding item in our bill, but should be \$9,500 in one-time funding and \$100,000 in continuing funding as you see here on the slide.

Having a mobile friendly application will make visiting jobsnd.com easier for our customers.

General Fund Change Request

9 in 10 job seekers say they will use their mobile device during the job search process in the next 12 months.

In the next 12 months, **75%** are likely to search for jobs via a mobile device.

44% are likely to use a mobile device to search for jobs at least once a day.

45% of job seekers report using their mobile device to search for jobs at least once a day.

1 in 2 think mobile devices will be the most common way to search for jobs in two years or less.

1 in 5 already believe they are.

This graphic is part of the larger "2013 Mobile Growth Statistics" Infographic created by Super Monitoring and posted on digitalbuzzblog.com.

90% of job seekers today plan to use mobile devices during their job search.

Source: Survey data is based on a Glassdoor survey conducted online from April 22-30, 2014 among 1,000 employees and job seekers.

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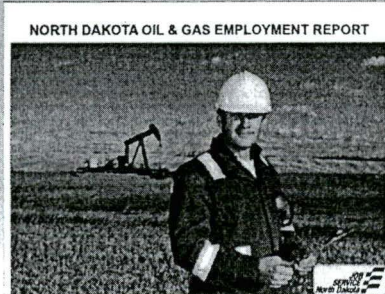
This graphic is part of the larger "2013 Mobile Growth Statistics" Infographic. As you can see, it shows some results from a Glassdoor survey including the statistic that "Nine out of ten job seekers say they will use their mobile device during the job search process."

I hope you'll support our request for this mobile friendly application and help us literally get our jobs in the hands of job seekers.

General Fund Change Request

Oil and Gas Employment Study

General Fund appropriation request: \$80,000



Research for CY 15 and CY 16
will continue with funding.

Comprehensive Data:

- Examines all employers in the state rather than taking a sample.
- Information is available down to the worksite level.
- Information is available for all geographies and industries in the state.



The last General Fund Change request we have is for the Oil and Gas Employment study.

Job Service is requesting \$80,000 to continue providing the Oil and Gas Employment Report.

You may recall that the 2013 legislature directed Job Service to identify all employees who should be included in oil- and gas-related employment (HB 1358). The result was the comprehensive North Dakota Oil & Gas Employment Report.

Our Labor Market Information staff worked diligently to get the data for this report. Rather than taking a sample, all employers in the state were examined which provided much more robust results. The report includes data down to the worksite level and is available for all geographies and industries in the state.

These funds will allow us to continue the research for the following biennium, providing data for calendar years 2015 and 2016.

2015-17 Appropriation

	2015-17 Base Level	Adjustments or Change Packages	2015-17 Appropriation
Salaries/Wages	\$36,224,278	\$4,674,722	\$40,899,000
Accrued leave pay	1,479,868	(1,479,868)	0
Operating Expenses	18,687,700	(5,175,043)	13,512,657
Capital Assets	20,000	0	20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	40,243	1,582,167
Reed Act	12,407,000	0	12,407,000
Total	\$79,211,267	(\$5,386,117)	\$73,825,150
Less Est. Income	<u>77,301,032</u>	<u>(5,597,686)</u>	<u>71,703,346</u>
Total Gen. Fund	\$1,910,235	\$211,569	\$2,121,804
FTEs	250.76	(13.00)	237.76



This slide summarizes our base level, adjustments, and final 2015-17 appropriation request.

The lion's share of the \$4.7 million is due to the state's compensation package and includes the Accrued Leave Payment adjustment as OMB has not continued this line item. This includes the salaries to perform the oil and gas report previously mentioned.

The \$5.2 million less in operating expenses is mostly due to the one-time federal grant we don't expect to receive this biennium. However, it does include the oil and gas report and the mobile-friendly application.

The \$3.4 million less in grants is due to a reduction in federal grant funds.

The Workforce 20/20 line item includes a small increase in employer grant/contract funds for the program.

Federal Funding and Agency Challenges



Agency Challenges

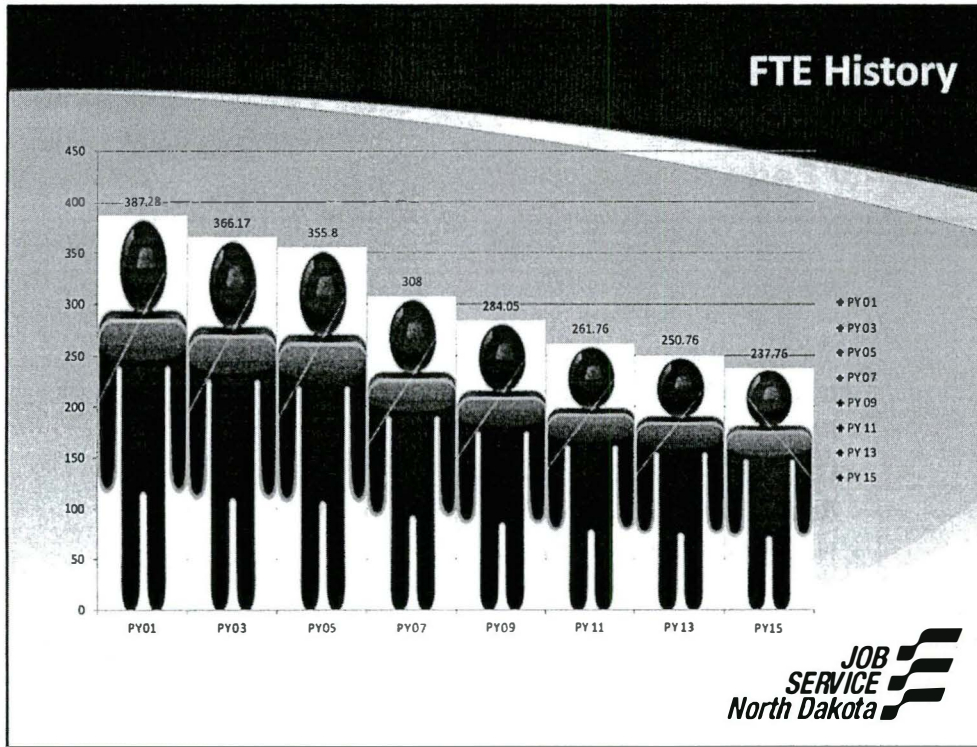
New Federal Regulations Workforce Innovation and Opportunity Act (WIOA)

- Signed into law July 22, 2014
- Make up 1/3 of our agency budget
- Federal funded training program
- Law takes effect July 1, 2015
- Regulations being released Spring 2015
- New unfunded mandate



The President signed the Workforce Innovation & Opportunity Act (WIOA) into law on July 22, 2014. WIOA supersedes the Workforce Investment Act which currently makes up one-third of our agency funding. As you might imagine, this is a huge change for our agency.

- This is the funding we use to send customers to training such as truck driving, welding and CNA courses.
- Regulations were scheduled to be released January 18 but the release has been pushed back to Spring 2015. Until then, we will not know the full impact of this new law.
- We will have three months to implement the Workforce Innovations & Opportunity Act. By comparison, when the Workforce Investment Act was implemented we had more than two years to implement.
- This mandate is unfunded.



You can see by our FTE count why the newly enacted Workforce Innovation and Opportunity Act and other workload increases are struggles for Job Service.

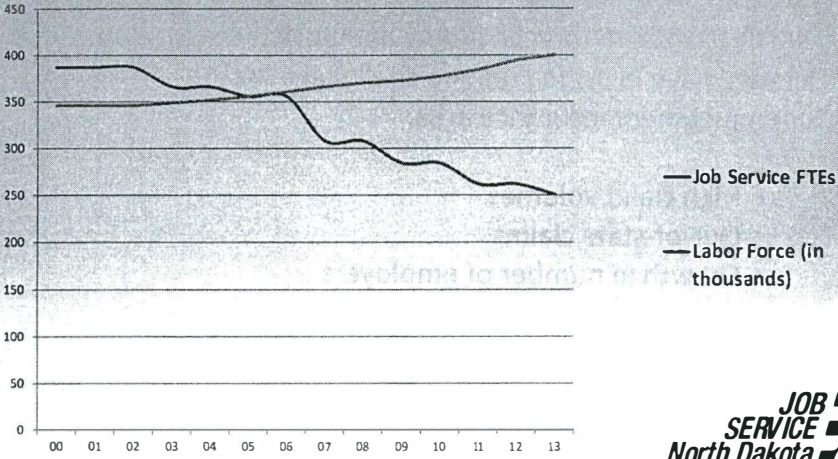
We have reduced our staff size by 150 FTEs over the past 13 years.

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	
	> <u>11.00</u>
PY 13 – 250.76	
	> <u>13.00</u>
PY 15 – 237.76	
Total Reduction	149.52 over 13 years

Agency Challenges

Needs Growing, Resources Declining



This is just another representation of the widening gap between our state's growing labor force and the declining number of FTEs we have to meet customer demands

Job Service has done a great job over the years as our FTEs have decreased, but I am concerned about meeting the workload demands and the level of customer service we can provide.

Agency Challenges

Unemployment Insurance Activity

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

- High claim volumes
- Out-of-state claims
- Growth in number of employers



You might be surprised to find out that our strong economy creates challenges in our unemployment insurance area. I know I was surprised to learn that even with the country's lowest unemployment rate, unemployment insurance activity has actually increased.

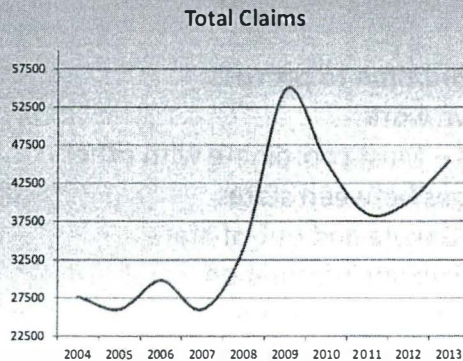
The UI area is experiencing:

- High claims volumes
- A high number of out-of-state claims
- Large growth in number of employers

In the next few slides I will touch on these three items.

Agency Challenges

High Unemployment Insurance Claim Volumes



- Volume peaked in 2009 at height of national recession
- Currently processing 20,000 more claims per year than pre-recession average

**JOB
SERVICE**
North Dakota

This chart shows a 65 percent increase in total claims since 2007.

The volume peaked in 2009 at the height of the national recession, however, we are still currently processing 20,000 more claims per year than pre-recession averages. This is being done with basically the same base unemployment insurance funding level that we had in 2004.

The only reason Job Service was able to manage the increased workload during the recession was because of federal funding (stimulus funds and Emergency Unemployment Compensation) we received to hire temporary staff.

Agency Challenges

Out-of-State Claims

Close to 50% of claims are now out-of-state claimants

- Prior to 2008 out-of-state claims were 10%

Out-of-State Claims take more time to process

- Extensive administrative work
- Combined wage claims – Must coordinate with other states and transfer wages between states
- Work with both North Dakota and out-of-state employers to gather eligibility information
- Quarterly billings – Must bill other states proportionately so that ND employers are not overcharged



Another big challenge we face is the volume of out-of-state claims we receive.

Close to 50% of claims are now from out-of-state claimants

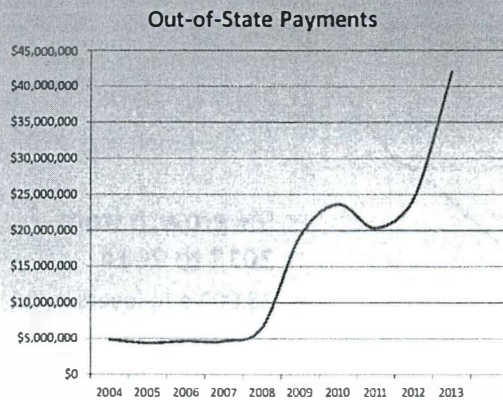
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Agency Challenges

Out-of-State Claims



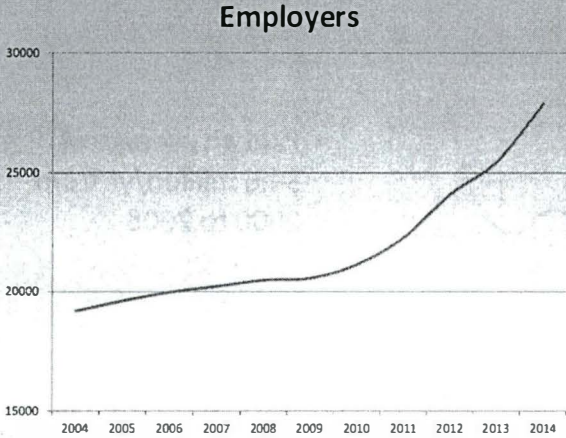
- \$40 million paid in 2014
- Paid an average of \$4.6 million/yr from 2000 to 2008



This graph shows the increase in out-of-state claims. To put this in perspective, in one year (2014) we paid more than \$40 million to out-of-state claimants. Prior to 2008, our total benefit payments to out-of-state claimants averaged \$4.6 million per year.

Agency Challenges

Growth in Number of Employers



- 40% growth from 2007 to 2014
20,000 employers in '07
- 9% growth from 2013 to 2014
28,000 employers in '14



We also continue to see significant growth in the number of employers in North Dakota. In fact, North Dakota experienced 40 percent employer growth from 2007 to 2014 and have seen 9 percent growth in the last year alone.

Agency Challenges

What do more employers mean to Job Service?

It takes longer to:

- Process reports to determine liability for new employers
- Process employer successions as business are bought and sold
- Meet increased federal requirements for employer audits
- Process quarterly wage reports for all employers
- Respond to employer questions
- Process more appeals



What does having more employers mean to Job Service?

It takes longer to:

- Process reports to determine liability for new employers
- Process employer successions as business are bought and sold
- Meet increased federal requirements for employer audits
- Process quarterly wage reports for all employers
- Respond to employer questions
- Process more appeals

Agency Challenges

Reduced UI Federal Funding

- Unemployment Insurance program is 100% federally funded in North Dakota
- Federal funding will decline by 3.6% in 2015
 - Our plan is to cut temporary seasonal staff

What impact does this all have?

- Declining federal funds limit our ability to provide a higher level of customer service.
 - Average call wait times for claimants have increased
 - Average time it takes to determine eligibility
 - Response time to employer questions



The North Dakota Unemployment Insurance program is 100 percent federally funded. Federal funding will decline by 3.6% in 2015 at the same time staff costs are increasing.

What impact does this all have?

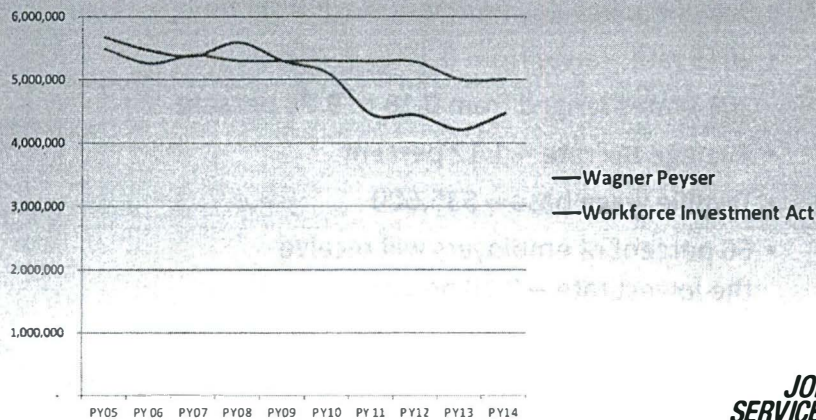
Declining funds limit Job Service's ability to provide the desired levels of customer service. Average wait times for people filing or adjudicating claims for unemployment insurance get longer. The average time it takes to determine eligibility gets longer. The time it takes to respond to employer questions gets longer.

We have the technology to communicate electronically with our customers, but at the end of day, when one of your constituents has delayed payments, is denied benefits, or has questions – they want to talk to a human being. I just want you to be aware of why it may take longer for customers to talk with someone at Job Service.

It doesn't matter how much technology we put toward this challenge, if customers want to speak to a person and can't get through, they call you – to see if there's anything you can do.

Agency Challenges

Wagner-Peyser Act and Workforce Investment Act, Federal Funding



The other two major funding sources for Job Service are the Workforce Investment Act and Wagner-Peyser grants. These grants fund the local offices and employment services in your communities.

The funding for Wagner-Peyser has been relatively level but as you can see, the Workforce Investment Act has declined overall over the last ten years. We don't foresee any changes in the future.

The reduction in federal funding has impacted the number of staff in local offices who provide services to North Dakota's job seekers and employers. Our plan would be to do as we have done in the past and carefully prioritize our workload and reduce FTEs as needed.

2015 Unemployment Insurance Tax Rates

- Solvent unemployment insurance trust fund
- 2015 rates range from 0.10 to 9.70 percent
2014 rates ranged from 0.16 to 9.76 percent
- Average tax rate – 1.12 percent
- Taxable wage base – \$35,600
- 66 percent of employers will receive the lowest rate – 0.10 percent



I'd like to end my presentation on a high note.

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

Employers will again see lower unemployment insurance tax rates in 2015. The 2015 tax rate will range from 0.10 percent to 9.70 percent compared to the 2014 schedule which ranged from 0.16 percent to 9.76 percent. The new 2015 rates will help us maintain a stable tax environment for employers while providing a level of reduction in rates and an adequate reserve to pay benefits. Even though the taxable wage base increased, 66% of North Dakota employers will receive the lowest tax rate.

Success Stories

KAREN & BARB,

THANK YOU SO MUCH FOR
EVERYTHING!
I APPRECIATE ALL THE TIME
AND SUPPORT FROM YOU BOTH.

☺

NOT ONLY WAS THE CLASS
INFORMATIVE AND HELPFUL,
BUT IT WAS FUN AND IT
WAS A RAGING SUCCESS FOR
ME IN MY CASE.

THERE IS NO AMOUNT OF 'THANK
YOU'S' THAT COULD EVER BE
ENOUGH.

SO THANKS AGAIN FOR
EVERYTHING.

THINGS DO EVENTUALLY GET
BETTER, YOU JUST HAVE TO
KEEP ON TRUCKIN' ALONG. ★

* **THANK YOU!** *

SINCERELY,
Amanda
Martinez



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.

Success Stories

Dear

Susan,

Words aren't enough to tell you how very grateful I am, not only for being so sweet and patient with me through my claim process but really going out of your way to make sure everything was ok.

Your sincere compassion shows and with your job, I'm sure most people can be difficult but I want you to know you are extremely appreciated and I'm so glad I got to meet you. There are not many people left in the world like you and sometimes it can make us feel alone like no one cares about each other. You are definitely among the special sweet individuals I hold close to my heart. All the lives you affect in such a powerful positive way is something to be cherished. Keep up the GREAT WORK! Customer service is a hard profession and I admire the kindness and strength you have provided me. I will carry it now forever!

* This card made me think of the hunting dog I saw in your office and his face was so precious and sweet. I felt it would make you smile!

You make me so happy,
I could wag my tail off!

Very Sincerely,
Danni Wagner AKA Wags!

**JOB
SERVICE**
North Dakota

This is a note from a Veteran and shows the personal relationships that grow between our staff and customers.

Success Stories

Susan,

Great news. I received the Baker Hughes job and I accepted it. I also got offers from Halliburton and Butler but chose the Baker Hughes job. As a new twist to my journey we have already successfully rented our house so my family will be coming with me. I read that you might assist spouses as well. If this is possible please let me know. She is looking for work in the intro accounting area or administration assistant. I know there are a lot of those jobs out there but we could use your help pinpointing some opportunities. Again thank you so much for all your help if not for you I didn't think I would have even applied for that job so I really owe you.

Very respectfully
Neil Werlinger



This email came to Job Service from a Veteran who received three job offers with good companies.

Success Stories

Linda -
I never thought this day would
come, but it did - I ^{now} am an
ELL teacher for the Beulah
School District! I couldn't
have done it without your help
and the funding from job
service! You have helped our
family so very much and
we thank you from the bottom
of our hearts! In appreciation!
Dwight, Bev + Skye

**JOB
SERVICE**
North Dakota 

This thank-you is from a customer who got a job as an English Language Learner teacher in Beulah.

Success Stories

Dear Terri Jerik -
Thank you for all your support during these last couple of months.
Without your talents I might have given up, and become discouraged about getting another job.
I am writing now, as I move back into the workforce. The "Bridges" program confirmed and really let me know that I was on my proper path.
Let people know that if an older person, eight months out of work can find a job, it is possible!
Don't stop looking & believing!
- Bob Korbstrom - Beano

**JOB
SERVICE**
North Dakota 

This thank you is from an older satisfied customer who said, "Let people know that if an older person, eight months out of work can find a job, it is possible!"

Thank you.



Workforce 20/20 Report 2011-13 Biennium



Helping train today's workers for new technologies.

Background

Workforce 20/20 began in 1991 as Workforce 2000 and was renamed Workforce 20/20 in 2005. This state-funded training program helps ease the challenge North Dakota employers face to find highly-skilled workers as technological advancements, global competition, and new work methods are introduced. Workforce 20/20 provides training funds to help upgrade current workers' skills and is a smart way for North Dakota businesses to remain competitive.

North Dakota's Economy (1993-2013)*

- North Dakota's manufacturing employment increased by 37.6% or 7,013 jobs in 20 years.
- North Dakota wages grew an average of 72.9%; manufacturing wages increased 41.6%.
- The number of North Dakota establishments in all industries increased by 5,161 to 32,529.
- North Dakota's population grew by more than 82,000 residents in the last 20 years. The greatest growth was between 2006 and 2013 at a rate of 11%.
- North Dakota was 1st for lowest U.S. unemployment at a rate of 2.9% in 2011. North Dakota's highest reported unemployment rate over the past 20 years was 4.1% in 2009; National unemployment rates ranged from 7.4% to 9.6%.
- North Dakota's Labor Force Participation rate ranked second in the U.S. during 2013, at an adjusted rate of 71.5%.

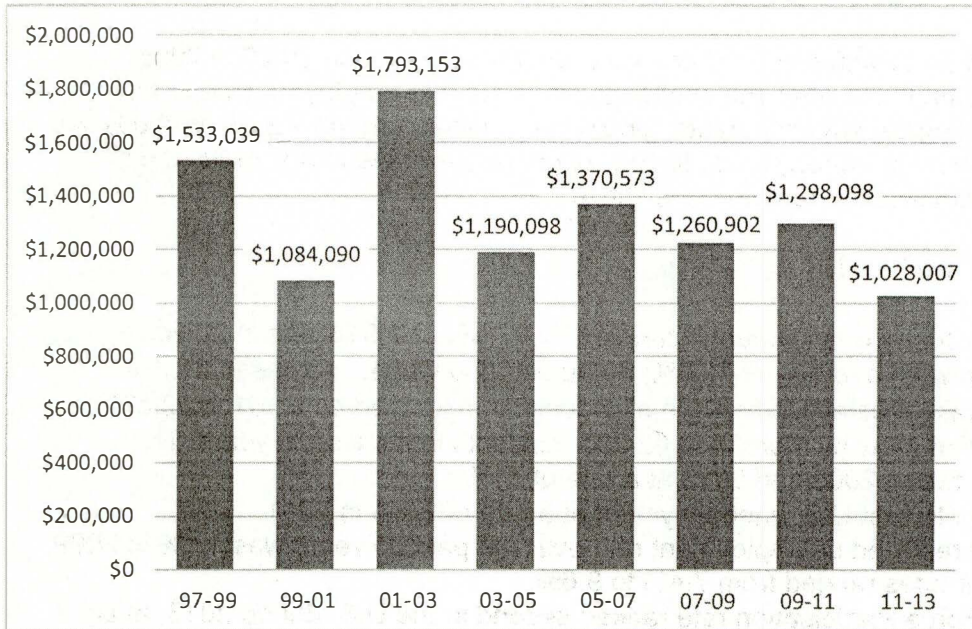
*Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

When most states were experiencing weakened economies, 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. Some western North Dakota counties progressed into the oil industry at record speeds. High-paying jobs in the oil fields caused pay rates and living costs to increase across the state. Today, North Dakota's challenge is finding people to fill positions due to the state's low unemployment rate and a high labor force participation rate.

In order to support the increased demand for a skilled workforce and the growing number of businesses, the Workforce 20/20 program gives North Dakota a valuable tool to attract and retain employers and employees. The North Dakota legislature's appropriation to the Workforce 20/20 program for the biennium enabled Job Service to award \$878,913.64 in Workforce 20/20 funds to employers to train 1,506 North Dakota participants.

The 2011-13 biennium showed a pattern of training that not only helped employers improve their workers' skills, but helped keep employees satisfied and discouraged employees from looking at jobs elsewhere. Workforce 20/20 helped 51 different businesses to keep 79% of the Workforce 20/20 trained employees at least one year after the employee was trained. An additional 16% of the trained individuals remained employed in North Dakota but took a job with a different employer. The result was a North Dakota retention rate of 95.3 percent showing improvement from the 85.1 percent retention rate during the 2009-11 biennium. An added benefit was employers forecasting 49 new employees would be needed to be hired to fill the jobs left open by Workforce 20/20 trainees being moved into other positions in the business.

Funds Expended; Historical Overview 1997-2013



Comment

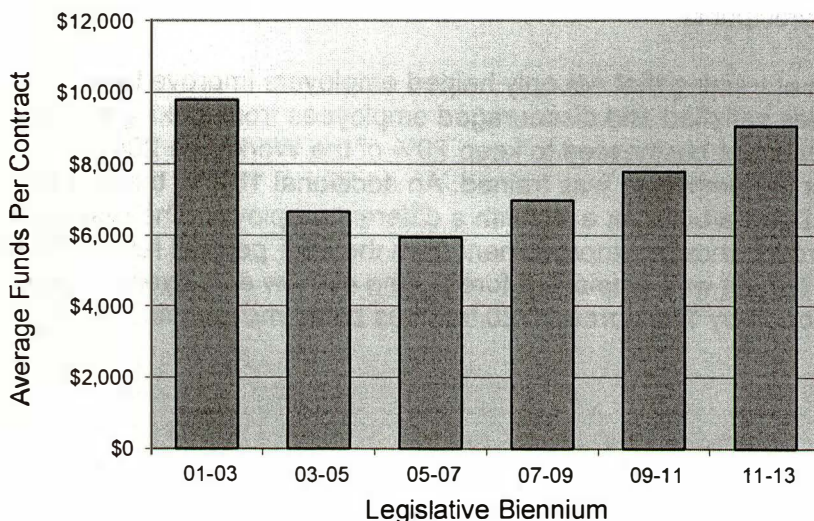
The North Dakota legislative assembly appropriates Workforce 20/20 program funds and returns unspent funds to the General Fund at the end of each biennium.

\$1,512,491 was budgeted during the 2011-13 biennium, Final biennium spending was \$878,914 on training and \$149,094 on administrative costs at a total of \$1,028,007.

Job Service North Dakota has always operated within the administrative fee guidelines. The process is to re-obligate training funds as agreements are returned with unspent obligations. This biennium showed \$129,599 more obligated funds than actual expected funds with many agreements closing too late in the biennium to re-obligate the funding.

Reductions in manufacturing employment also contributed to the lower biennium spending. In 2010, North Dakota manufacturing employment dipped from the 2008 baseline by 14.6 percent. The 2011-13 biennium showed positive improvements, but the state recovered only 70.5 percent of the manufacturing employment lost since 2010.

Average Contract Reimbursement Awarded; 2001-2013



Comment

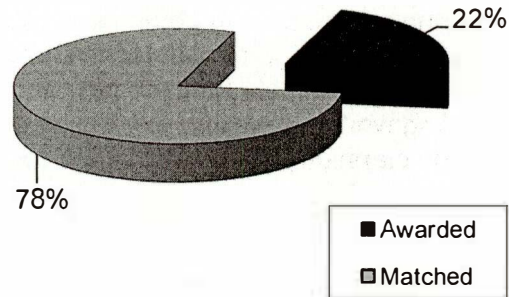
Technology and training costs associated with new equipment implementation and changing work methods continued to increase following the 2005-07 biennium.

Funding for the 2011-13 biennium allowed the program to invest in 97 training contracts with an average investment of \$9,061 per contract.

The average per contract cost of 2011-13 biennium agreements was \$1,267 higher than the previous 2009-11 biennium.

Value of Matching Contributions from Employers; 2011-2013

Source	Funds
Workforce 20/20 Funds	\$ 878,913.64
Employer In-Kind Match	\$3,206,128.71
Total Training Costs	\$4,085,042.35



Comment

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

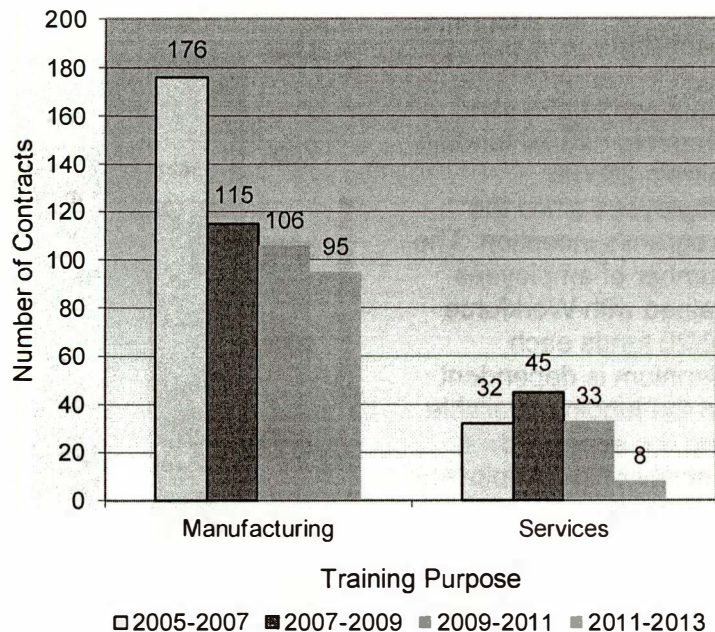
Employers matched an average of \$3.21 for every reimbursement dollar received from Workforce 20/20 during the 2011-13 biennium. Examples of matching funds are employees' wages and portions of the training fees not covered by Workforce 20/20 reimbursements.

Contracts by Training Purpose; 2011-2013

Comment

By statute, Job Service North Dakota gives Workforce 20/20 funding priority to applicants/employers 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
- (6) Provide training for unemployed and employed North Dakota residents for new and expanding businesses.



As shown, the business sector with the most potential for promoting statewide economic development and growth during the last four biennia has been the manufacturing sector. High-tech service sector training numbers dropped proportionately with the number of agreements funded this biennium.

Expenditures on New and Expanding Industry; 2011-2013

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 a priority of approximately 50% of available funds to new and expanding businesses. During the 2011-13 biennium, 58% of the funding went to new and expanding businesses to train 889 of the 1,506 total workers trained during the biennium.

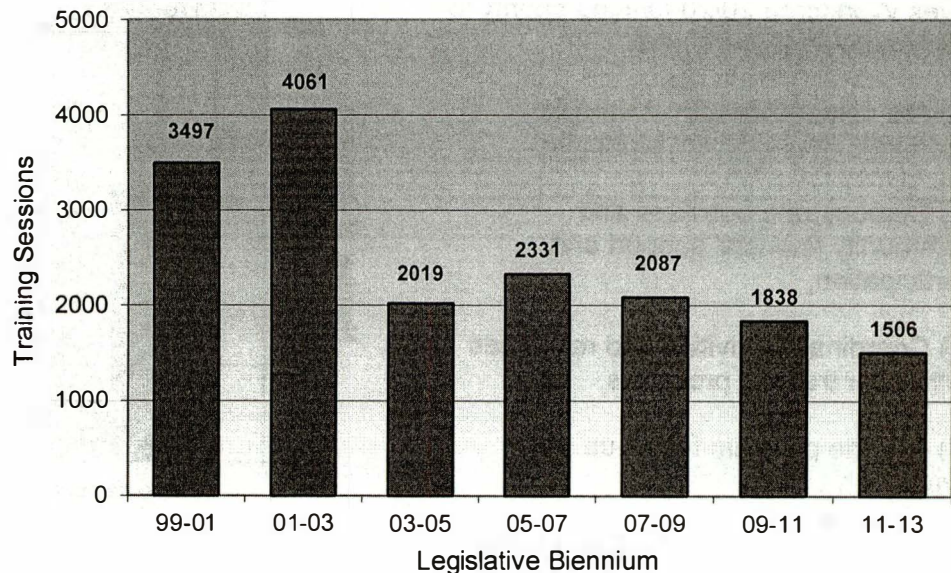
Type of Business	Contracts Awarded	Workers [†] Trained	Expenditures	Percent of Total Expenditure
Expanding	57	885	\$468,177.63	57.11%
New	1	4	\$10,000.00	0.99%
Subtotal	58	889	\$478,177.63	58.10%
Existing	39	404	\$400,736.01	41.90%
Total	97	1,506	\$878,913.64	100.00%

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

Training Sessions each Biennium 1999-2013

Comment

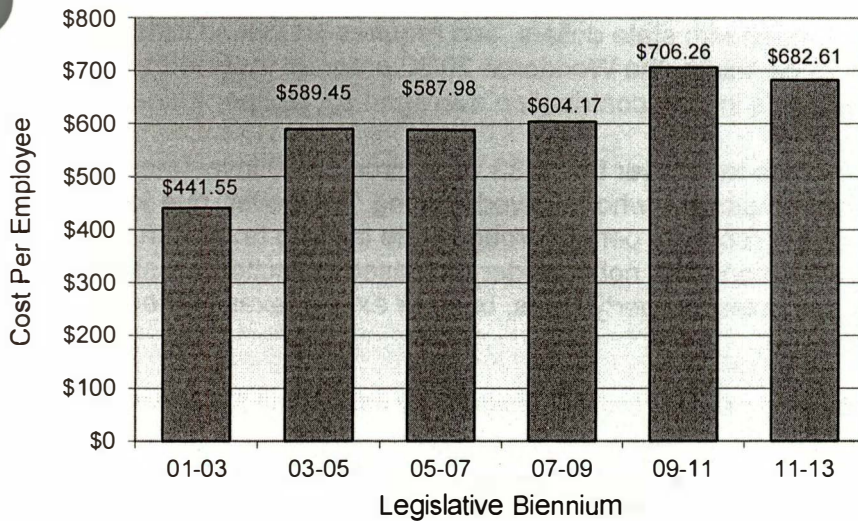
Employers have used Workforce 20/20 funding to train 26,786 employees since the program's inception. The number of employees trained with Workforce 20/20 funds each biennium is dependent on the funding available and the economic viability of the employers' proposals.



The selection of training and employers who will receive reimbursements goes beyond just training

a large number of employees. The overall economic impact is also considered, such as wages, generation of out-of-state revenue, and other economic benefits to the community or state. The Workforce 20/20 training program is an excellent asset to North Dakota. Employees who receive training through the program stay in North Dakota, earn increased incomes, and gain skills our state's employers need to remain competitive.

Cost per Employee; Historical Overview 2001-2013



Comment

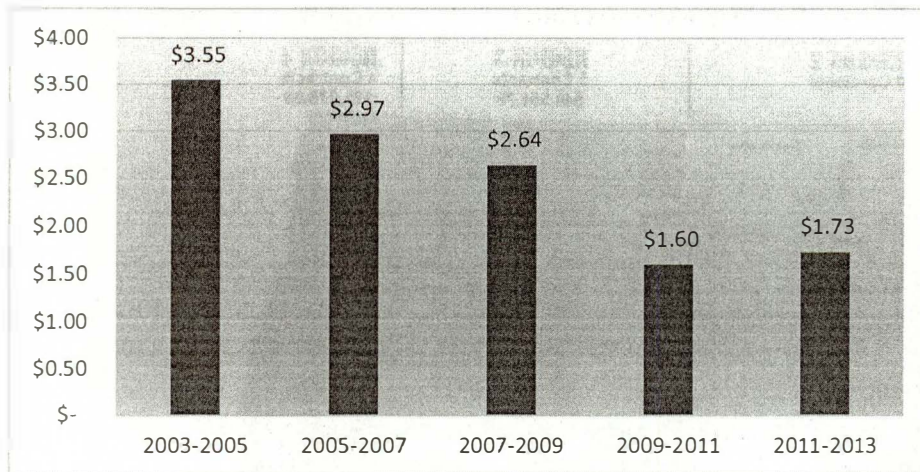
Workforce 20/20 cost per employee varies from year to year based on the amount of funds expended, the number of employees trained, and the cost of training.

Due to noticeable increases in training costs during the 2009-11 biennium, the Workforce 20/20 Committee standardized training reimbursement amounts on some trainings and targeted within a range of funding for other trainings.

Average Hourly Wage Rate Increases; 2003-2013

Comment

Wages of Workforce 20/20 trained individuals increased an average of \$1.73 per hour for the employees one year after they received the training. 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 2011-13 biennium, 200 percent of the federal and state minimum wage was \$14.50 per hour. Hourly wage rates are collected prior to training and then again at 90-day, 180-day, and 1-year intervals after training ended.

Some companies seeking Workforce 20/20 funding were entering into contracts for efficiency training (i.e. Lean Manufacturing or productivity) again this biennium.

However, employers were no longer focusing on cross-training employees to get more work done. Employers were now investing in training for their valued employees in an effort to keep them on board. Training to expand skills in a job already being performed can make an employee feel valued and successful while bringing new ideas and advanced technologies into the business. As finding replacement workers became more difficult, it became critical for employers to train for the needs of the employee and the business alike.

Financial Impact for North Dakota

The Workforce 20/20 training program is funded with state dollars, and requires an in-kind funding match from employers. During the 2011-13 biennium, the Workforce 20/20 program invested an average of \$683 per trainee and the employer's in-kind contribution averaged \$2,192 per trainee.

It takes North Dakota approximately 11 months to recover the \$683 Workforce 20/20 investment through state income tax withholdings from employees who received training.* However, due to overtime pay, commissions, and bonuses, the recovery period through state income taxes can be much 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.

**Calculated using a North Dakota income tax withholding calculator and the average hourly wage rate of \$23.56 earned by trainees one year after training.*

Geographical Distribution Workforce 20/20 Grants, 2011-2013

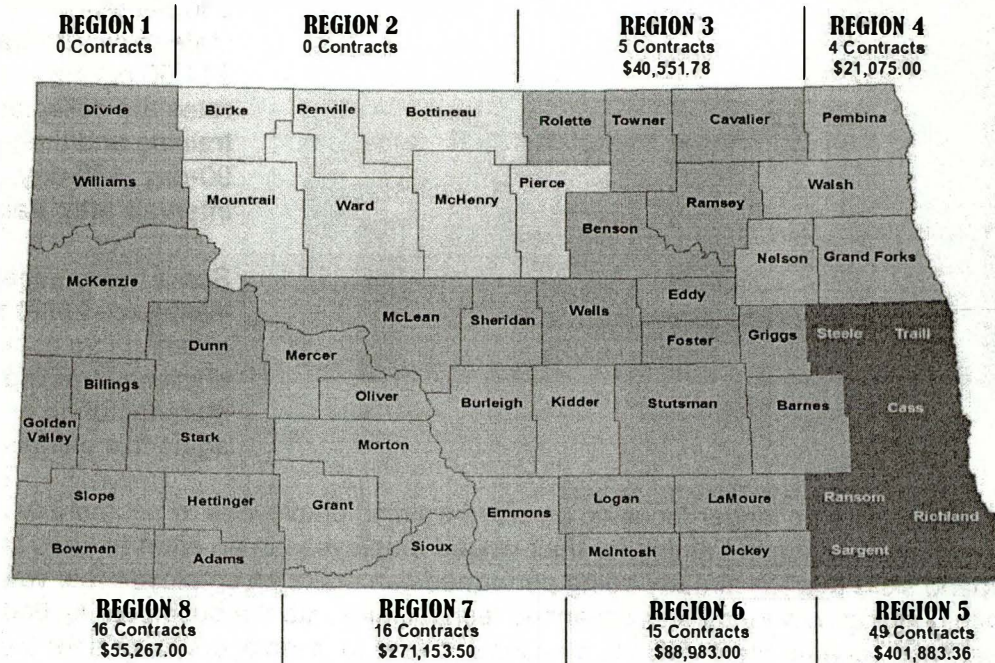
Comment

This map depicts the geographical distribution of Workforce 20/20 funds for the 2011-13 biennium (the most recent biennium for which all contracts are closed and future fund adjustments are not required).

Regions 1 and 2 had oil activity during this biennium and did not use Workforce 20/20. During the 2009-11 biennium, Region 2 had two contracts and Region 1 had none. Region 5 is consistently a big user of Workforce 20/20 dollars under the manufacturing and service industries and saw the most contracts and the most dollars going to their training needs.

WORKFORCE 20/20 PROGRAM

Funds Spent by Service Region During the '11 - '13 Biennium



Source: Job Service North Dakota, Workforce Programs

Other Indicators Relating to the Effectiveness of the Workforce 20/20 Program

Comment

The effectiveness of the Workforce 20/20 program goes beyond simply measuring the increased numbers of businesses and employees benefiting from the program. The effectiveness can also be gauged by customer comments.

Job Service sends a customer survey with every 90-Day Wage Request. All 100% of the surveys received showed "Satisfied" with Workforce 20/20 (88% were actually "VERY satisfied.") The following employer comments attest to the success of the Workforce 20/20 Program during the 201113 biennium.

Contract WF-11-013

"I would though like to thank Karen Paul and the rest of the Workforce 20/20 staff for all their help."

Contract WF-11-019

"Well organized requirements make application process simple."

Contract WF-11-022

"Process went smooth & 20/20 administration (people and process) was easy to work with."

Contract WF-11-034

"Excellent program of significant value to our company."

Contract WF-11-037

"Great assistance for businesses in North Dakota."

Contract WF-11-038

"This allows the introduction of new technologies and job opportunities that are very beneficial to both the state and the business. "

Contract WF-11-051

"Program has allowed 'John' to increase Technical Knowledge."

Contract WF-11-054

"Program is excellent as is - just continue on for the future."

Contract WF-11-060

"The program works well and it was very helpful to us."

Contract WF-11-063

"Excellent program, Easy to use neat people to work with."

Contract WF-11-088

"Program has been very supportive of our employee training. The program is run well and easy to work with. I have no suggestions at this time."

General comments included:

"No improvements needed - works great and very appreciated!"

"All is Well."

"Program is Wonderful."

"Great Service."

"Do a great job"

"Karyn was very helpful"

"This is a great program"

"No suggestions at this time. All was very good!"

Biennium Survey Results (cont.); 2011-2013

Survey information is often used for program improvements. A survey suggestion from the 2009-2011 biennium survey was to have a more **defined basis of funding**.

The Workforce Committee established a set of funding levels per participant for some types of training. Examples included \$1,000 per participant for welding training and \$875 per participant for lean process improvement. The Committee also standardized consistent amounts for travel reimbursement.

This process kept funding consistent for all businesses but did not allow for variations such as travel distance, space rental costs, or different training levels. The Committee identified that the consistency was causing less funding on some agreements and noticed that the biennium obligation was trending downward due to the new process. They also identified that a much larger than normal amount of obligated funding was being returned (\$184,272) due to a higher number of non-North Dakota employees within the training sessions.

The Workforce 20/20 Committee returned to the practice of funding a percentage, as close to 50% as possible, of the total training cost by the end of the biennium and communication was clarified that only North Dakota participants could receive reimbursement for their training. Funding trends returned to normal into the next biennium.

The 2011-2013 survey only had one suggestion for program improvement:

WF-11-005: *"I would like to see coordination between ND & MN training programs. Both states as well as employers and employees along the border would benefit."* (This comment was also noted in the 2009-11 biennium surveys).



WORKFORCE PROGRAMS
WF2020 Biennium Report 1.15

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

The North Dakota New Jobs Training Program is a state-funded workforce training program enacted into law in 1993 by the North Dakota legislative assembly. The program provides a mechanism for primary-sector businesses to secure funding to help offset the cost of creating new jobs as their businesses expand in or relocate to North Dakota.

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. The New Jobs Training Program helps primary sector businesses secure funding to offset the costs of creating new employment opportunities

Under the New Jobs Training Program, a business acquires funds in the form of a loan, grant, or self-financing option. The loan may be acquired from a commercial lender, a local development corporation, the Bank of North Dakota, or other qualified lender. A grant may be acquired from a state, city, or local economic development corporation.

State income tax withholdings generated from the newly-created permanent, full-time positions are 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 lender. 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.

To qualify, the business must be in a primary-sector industry either locating to the state or expanding employment in the state. A "primary sector business" is an individual, corporation, limited liability company, partnership, or association which, through the employment or labor, adds value to a product, process, or service and results in the creation of new wealth. The term includes tourism, but does not include production agriculture or the oil industry.

Primary sector businesses must also meet these criteria:

1. A new employer locating in North Dakota must create a minimum of five new jobs.
2. An existing business must increase its base employment level by a minimum of one new job.
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 in the eligible new positions 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.

If the business creates the number of new jobs identified in the program agreement at the wage rates projected, most loans, grants, or self-financing options will be reimbursed in less than the ten-year program period. 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

By the end of 2013, Job Service North Dakota had entered into 264 New Jobs Training Program agreements for approximately 16,589 new jobs. As of October 31, 2014, employers have earned \$28.7 million in New Jobs tax credits. At this time, North Dakota income tax credits totaling approximately \$20.3 million are available for 130 active agreements over the next ten years. Based on a review of completed and closed agreements, employers are claiming 93 percent of the projected credits available to them.

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

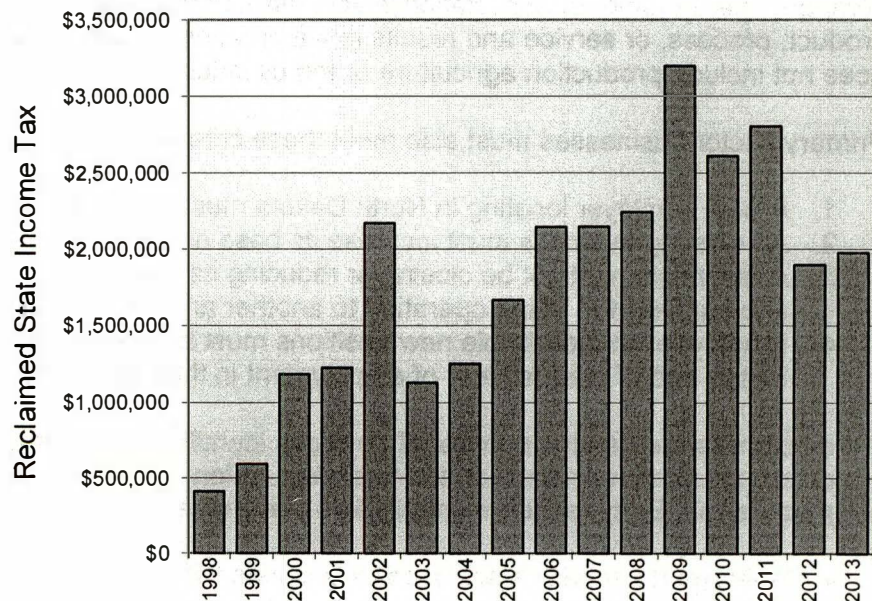
- The number of permanent, full-time new positions created.
- The wage rate paid to individuals filling the newly-created positions.
- A withholding formula provided by the North Dakota State Tax Department that is applied to the actual annual salary of the new jobs being created. The formula is applied 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 New Jobs Training Program agreement.

Tax Credits Claimed By Fiscal Year¹; 1998-2013

Employers claim their income tax withholding credits by filing quarterly reports with the North Dakota State Tax Department. An employer has up to ten years from the effective date of the agreement to claim the North Dakota income tax withholding credit. Fiscal years 2012 and 2013 could show increased claims in future reports as all employers have the right to claim reimbursements up to three years after the quarter the taxes were paid.

New Jobs Training collections have been less and agreements are running longer since the legislative reduction of individual North Dakota income tax amounts. In June 2013, individual income tax percentages decreased between 0.06% and 0.77%. Any further individual income tax reductions will further affect new and open agreements.

Through December 31, 2013, the State Tax Department has issued tax credits totaling \$28,677,906.66.



¹Data is from the ND State Tax Department. Fiscal Years run July through June.

Since the start of the New Jobs Training Program, 234 (64%) of the 364 agreements are no longer active and the files have been closed. The closed agreements from 1998 to 2013 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 on completed agreements from 1998 to 2013					
Closed Agreements	Reported New Jobs	Projected New Jobs	Job Creation Rate	Tax Credits Claimed	Average Investment per New Job
234	12,352	14,723	83.9%	\$26.7 million	\$2,161.72

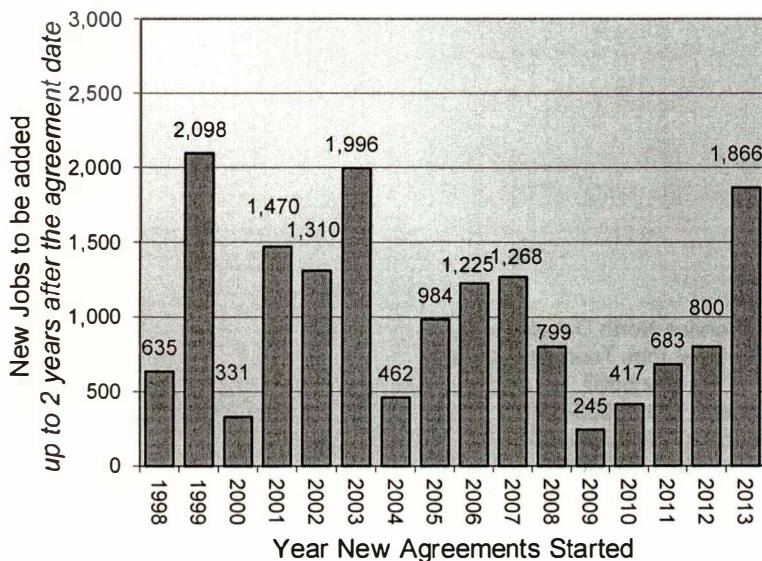
As shown above, 14,723 new North Dakota jobs were expected from the 234 closed agreements. As a new agreement is written, the business estimates the expected jobs to be created within the following two years. As business needs change, hiring needs change. This is reflected in the Reported New Jobs column which shows 12,352 jobs were actually created.

While tax credits will cause a reduction in state revenues, this reduction is offset by the positive economic impacts the new jobs will create in North Dakota. 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, while other states perform complex calculations based on the number of employees, employee state income tax withholdings, and an employee's longevity with the company. Cap ranges have remained constant across other states from \$1,500 in Maryland and \$5,000 in Rhode Island, to \$6,500 in North Carolina.

Projected New Positions by Calendar Year 1998-2013

The table below shows a projection of new jobs that will be created in North Dakota over two years following the agreement date. Agreements written in 2013 will show job creations in 2014 and 2015. Agreements are based on estimated new jobs being created during the calendar year stated.



Projections can fluctuate as amendments for unexpected business events are written. The actual number of new positions created is not fully known until employers file their final quarterly statements and agreements are closed. An agreement is closed as it meets its ten-year period, the loan is repaid, or the financing obligations have been met, whichever comes first. Closed agreements in 2011-13 had an average life of 7.9 years.

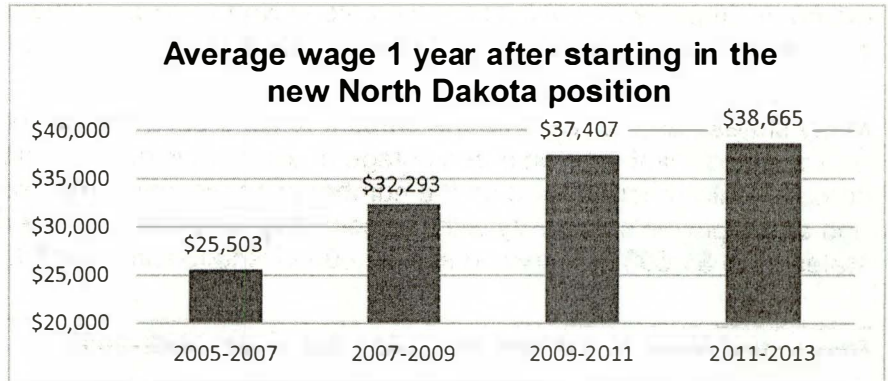
Employers cannot claim a credit for positions filled by out-of-state residents since North Dakota state income tax is not withheld from the payroll of out-of-state residents.

Biennium Performance

The most recent biennium for which North Dakota Century Code Section 54-60-19 accountability measures are available is the 2011-13 biennium. Employers filled 909 proposed new positions. The following table shows the wage and employment summary for those 909 new job positions.

ND New Jobs Training Program Accountability Measures (2011-13 Biennium)			
	Pre-Training	1 Year After Training	
New Positions Filled in ND	Average Annual Salary	Average Annual Salary	Average Annual ND Income Tax Paid Per Participant
909	\$22,712	\$38,665	\$ 424.38

After one year of being hired into a newly created position, employees showed an average wage increase of 42 percent. North Dakota's unemployment wage records for these individuals generated an aggregate annual payroll of \$35.1 million.



The primary sector business employees in New Jobs Training Program positions have shown an average wage increase of 34 percent since the 2005-07 biennium. An average wage increase of 4 percent was shown from the previous biennium (2009-11), to the current biennium (2011-13).

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

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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 2014 ONLINE JOB OPENINGS REPORT

JOB OPENINGS

- Online job openings totaled 22,371 open and available positions in December 2014. Openings were lower by 7.7 percent (-1,855) over the prior month but 20.5 percent higher (+3,813) than one year ago.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of job openings with 2,331, followed by Transportation and Material Moving with 2,223 and Sales and Related with 2,133. Four other occupational groups also reported job opening counts greater than 1,000 (Management; Healthcare Practitioners and Technical; Food Preparation and Serving Related; and Installation, Maintenance, and Repair).
- Nine of 22 non-military major occupational groups reported over-the-year gains of 100 or more job openings. The Production occupational group reported the largest over-the-year decline.
- Cass County reported the largest over-the-year increase in the number of job openings with 1,576, followed by Burleigh County (+550) and Ward County (+503). Twenty of 53 counties reported over-the-year decreases led by McKenzie and Mercer.

ACTIVE RESUMÉS

- Active resumés totaled 10,433 in December 2014. Active resumés were higher by 0.7 percent (+75) over the prior month but 1.6 percent lower (-167) than one year ago. There were a total of 8,770 in-state active resumés and 1,663 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 2,373, followed by Construction and Extraction with 1,305 and Transportation and Material Moving with 972.
- Nine of 22 non-military major occupational groups reported over-the-year gains in active resumés. Installation, Maintenance, and Repair reported the largest year-over-year decrease in active resumés (-113), followed by Management (-111) and Transportation and Material Moving (-73).

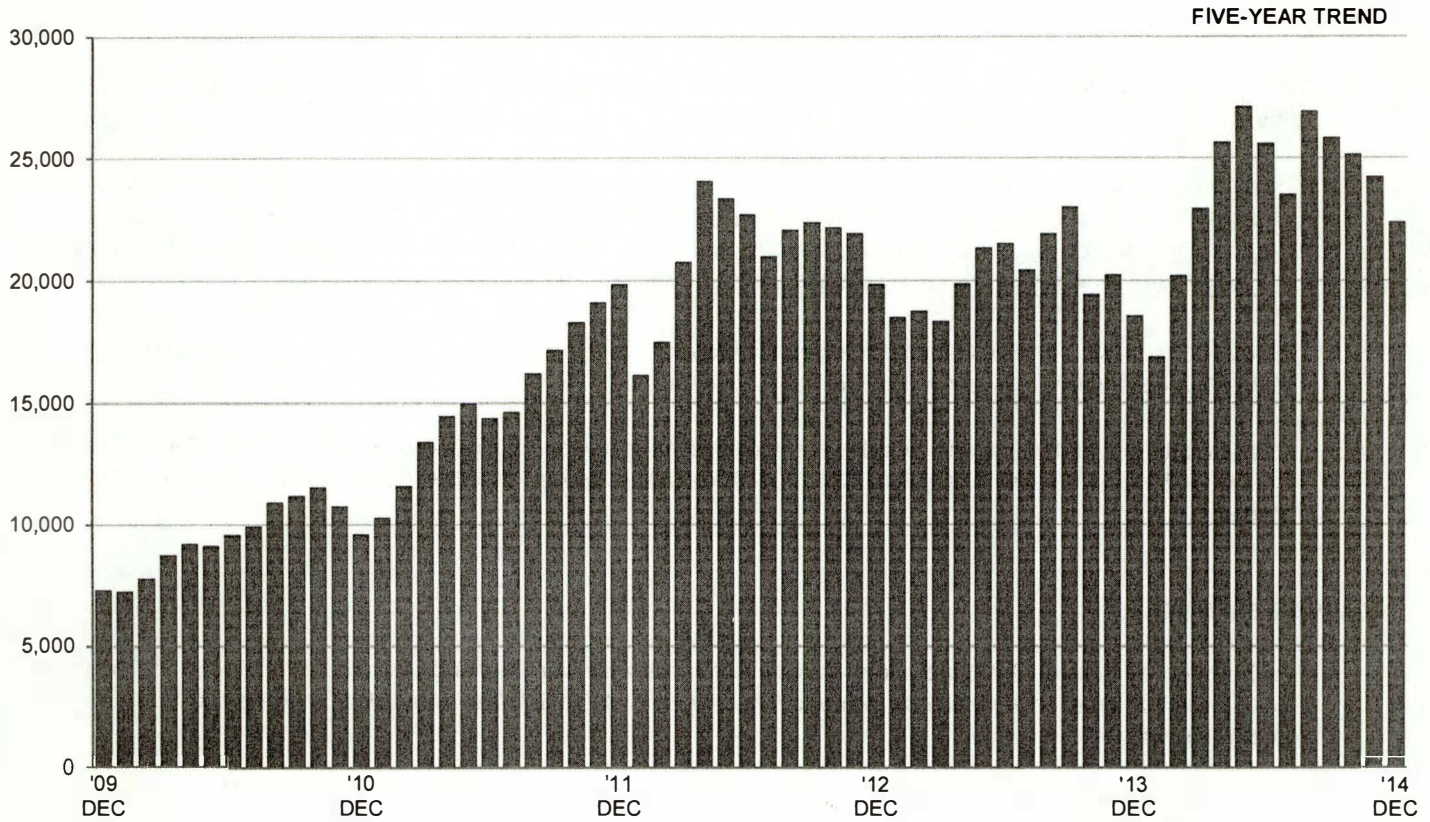
SUPPLY/DEMAND RATES

- North Dakota's rate of active resumés per job opening was 0.4 in December 2014. One year ago it was 0.5. Twenty-one of 22 non-military major occupational groups reported rates of less than 1.0 while one year ago all occupational groups were in that category. Rates less than 1.0 indicate more job openings than active resumés. Eleven of 22 non-military major occupational groups reported rate decreases from the prior year.
- North Dakota's job openings rate was 4.8 percent in November 2014, the latest month for which data are available. One year prior, North Dakota's rate was 4.2. The U.S. rate for November was not available at the time of publication, but an October 2014 comparison showed North Dakota at 5.0 percent versus the U.S. rate of 3.5 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 0.4 in November 2014, the latest month for which data are available. One year prior, North Dakota's rate was 0.5. Again, the U.S. rate was not available at the time of publication, but an October 2014 comparison showed North Dakota at 0.3 unemployed persons per job opening versus the U.S. rate of 1.7. Twenty-two 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, twenty-seven counties reported rates of less than 1.0.

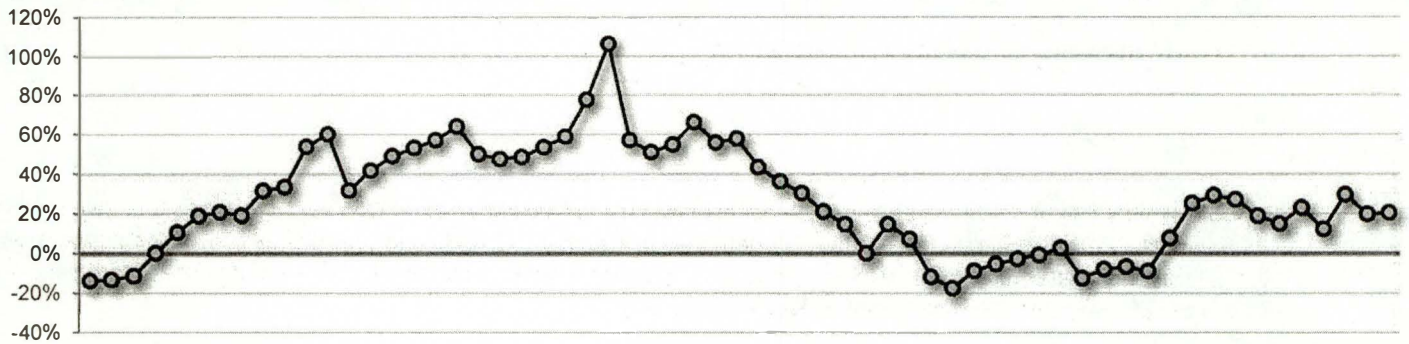
JOB OPENINGS DATA

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

JOB OPENINGS--TOTAL



JOB OPENINGS--OVER-THE-YEAR PERCENT CHANGE

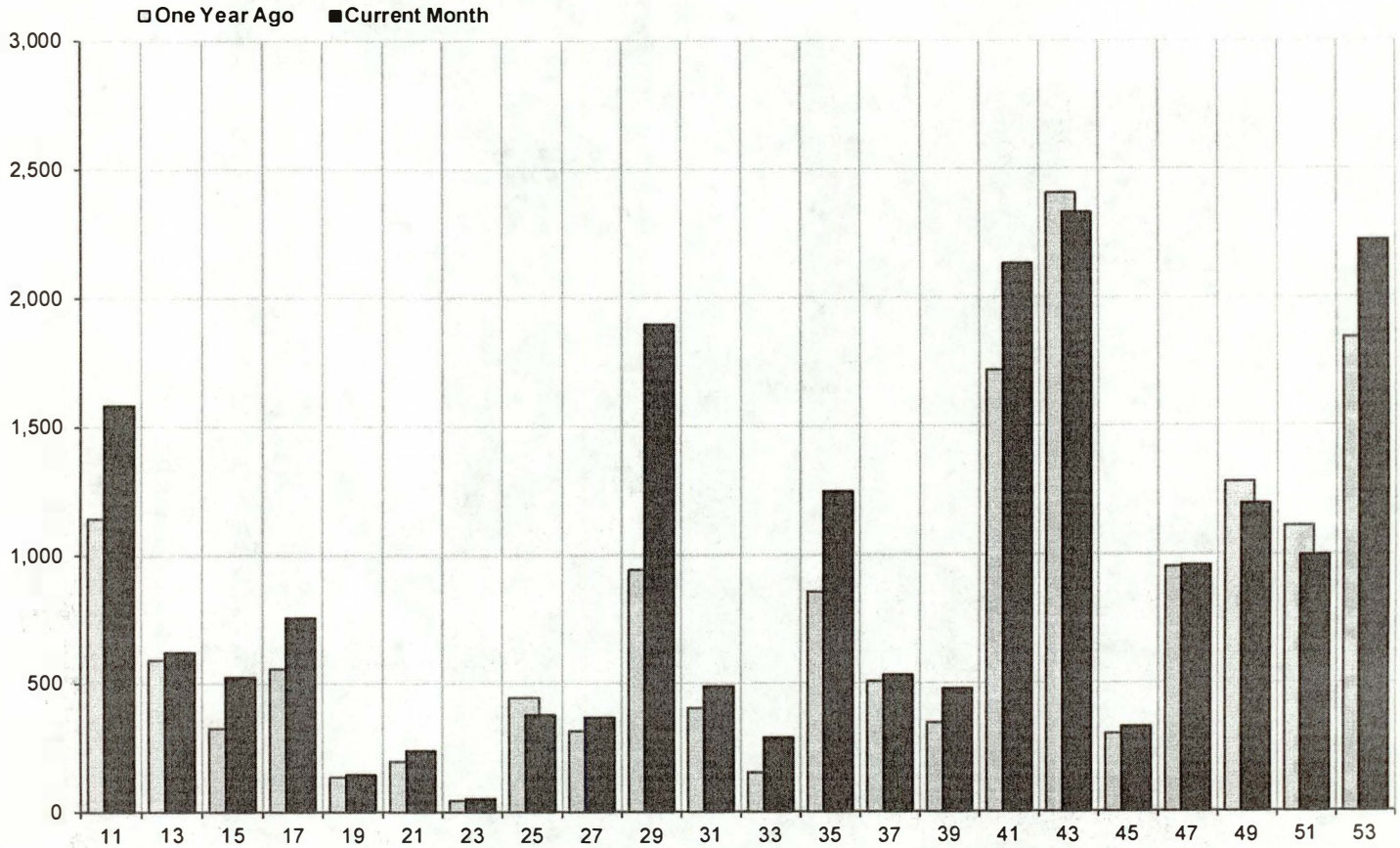


MOST RECENT 13 MONTHS		TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12-MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
DEC	2013	18,558	↓ -1,662	-8.2	↓ -1,305	-6.6	20,155	↓ -1,002	-4.7
JAN	2014	16,877	↓ -1,681	-9.1	↓ -1,624	-8.8	20,021	↓ -1,330	-6.2
FEB	2014	20,205	↑ 3,328	19.7	↑ 1,456	7.8	20,145	↓ -1,312	-6.1
MAR	2014	22,932	↑ 2,727	13.5	↑ 4,608	25.1	20,524	↓ -735	-3.5
APR	2014	25,653	↑ 2,721	11.9	↑ 5,779	29.1	21,009	↑ 105	0.5
MAY	2014	27,128	↑ 1,475	5.7	↑ 5,792	27.1	21,490	↑ 752	3.6
JUN	2014	25,602	↓ -1,526	-5.6	↑ 4,081	19.0	21,831	↑ 1,187	5.7
JUL	2014	23,501	↓ -2,101	-8.2	↑ 3,065	15.0	22,085	↑ 1,487	7.2
AUG	2014	26,929	↑ 3,428	14.6	↑ 5,018	22.9	22,507	↑ 1,920	9.3
SEP	2014	25,837	↓ -1,092	-4.1	↑ 2,831	12.3	22,738	↑ 2,101	10.2
OCT	2014	25,154	↓ -683	-2.6	↑ 5,734	29.5	23,219	↑ 2,815	13.8
NOV	2014	24,226	↓ -928	-3.7	↑ 4,006	19.8	23,552	↑ 3,285	16.2
DEC	2014	22,371	↓ -1,855	-7.7	↑ 3,813	20.5	23,870	↑ 3,715	18.4

JOB OPENINGS DATA

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

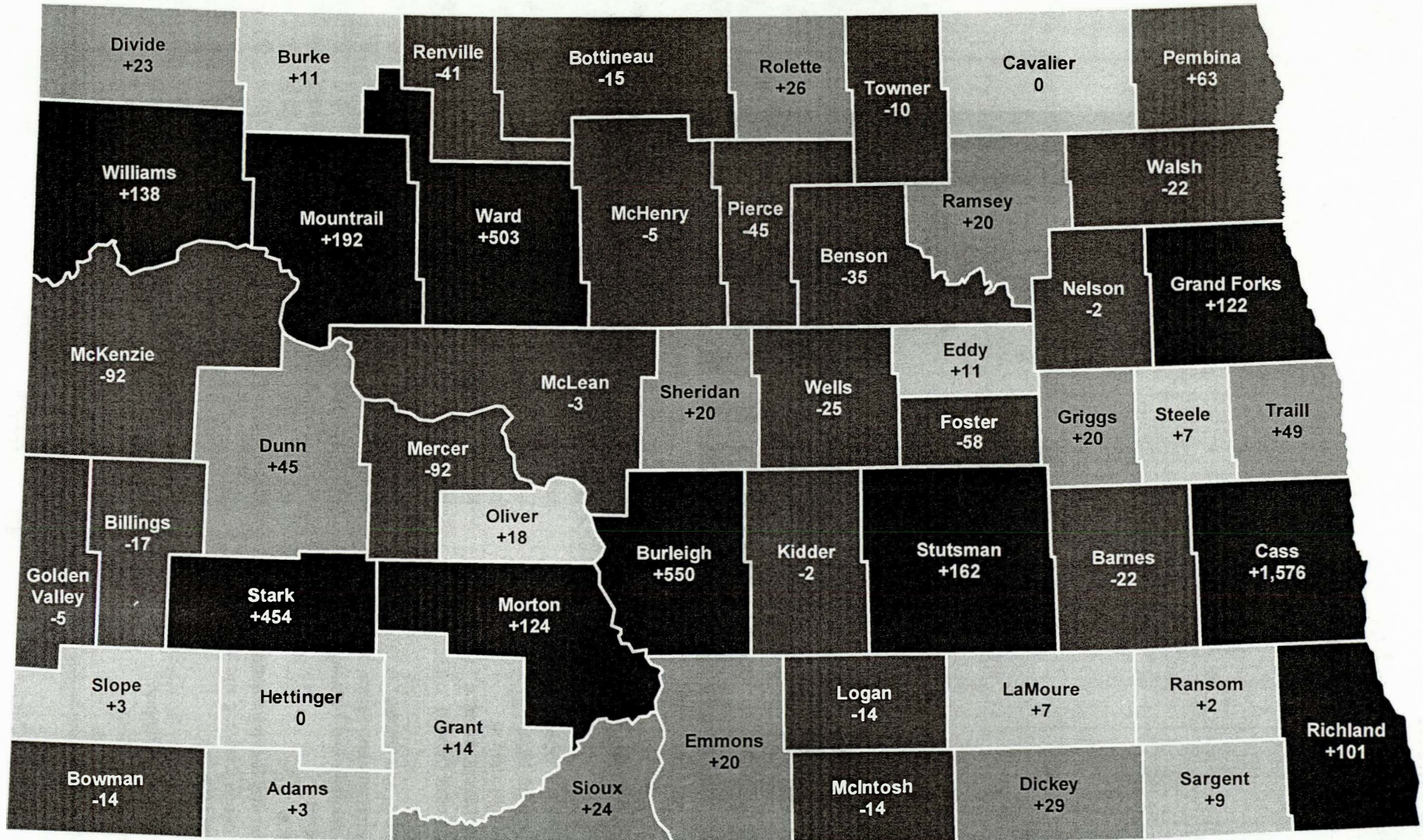
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	DEC 2013	NOV 2014	DEC 2014	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,143	1,678	1,583	↓	-95	-5.7	↑	440	38.5
13 Business and Financial Operations	591	792	621	↓	-171	-21.6	↑	30	5.1
15 Computer and Mathematical	325	810	524	↓	-286	-35.3	↑	199	61.2
17 Architecture and Engineering	556	802	755	↓	-47	-5.9	↑	199	35.8
19 Life, Physical, and Social Science	136	150	146	↓	-4	-2.7	↑	10	7.4
21 Community and Social Service	197	218	238	↑	20	9.2	↑	41	20.8
23 Legal	44	56	51	↓	-5	-8.9	↑	7	15.9
25 Education, Training, and Library	444	394	377	↓	-17	-4.3	↓	-67	-15.1
27 Arts, Design, Entertainment, Sports, and Media	314	321	367	↑	46	14.3	↑	53	16.9
29 Healthcare Practitioners and Technical	943	1,756	1,896	↑	140	8.0	↑	953	101.1
31 Healthcare Support	403	472	487	↑	15	3.2	↑	84	20.8
33 Protective Service	153	216	288	↑	72	33.3	↑	135	88.2
35 Food Preparation and Serving Related	855	1,543	1,247	↓	-296	-19.2	↑	392	45.8
37 Building and Grounds Cleaning and Maintenance	507	624	531	↓	-93	-14.9	↑	24	4.7
39 Personal Care and Service	346	492	478	↓	-14	-2.8	↑	132	38.2
41 Sales and Related	1,717	2,460	2,133	↓	-327	-13.3	↑	416	24.2
43 Office and Administrative Support	2,407	2,857	2,331	↓	-526	-18.4	↓	-76	-3.2
45 Farming, Fishing, and Forestry	302	265	329	↑	64	24.2	↑	27	8.9
47 Construction and Extraction	951	1,047	957	↓	-90	-8.6	↑	6	0.6
49 Installation, Maintenance, and Repair	1,282	1,310	1,198	↓	-112	-8.5	↓	-84	-6.6
51 Production	1,110	1,201	997	↓	-204	-17.0	↓	-113	-10.2
53 Transportation and Material Moving	1,843	2,302	2,223	↓	-79	-3.4	↑	380	20.6
55 Military Specific	15	7	17	↑	10	142.9	↑	2	13.3
Not Classified	1,974	2,453	2,597	↑	144	5.9	↑	623	31.6
TOTAL, ALL JOB OPENINGS	18,558	24,226	22,371	↓	-1,855	-7.7	↑	3,813	20.5

NORTH DAKOTA COUNTY JOB OPENINGS

Over-The-Year Numeric Change



North Dakota Over-The-Year Numeric Change: +3,813

COUNTY OVER-THE-YEAR NUMERIC CHANGE (DECEMBER 2014)

Y/Y Decrease
 No Change
 +1 - +19
 +20 - +49
 +50 - +99
 Y/Y Increase > 99

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

[Map Creation Date: December 18, 2014 Author: Labor Market Information Center, Job Service North Dakota]

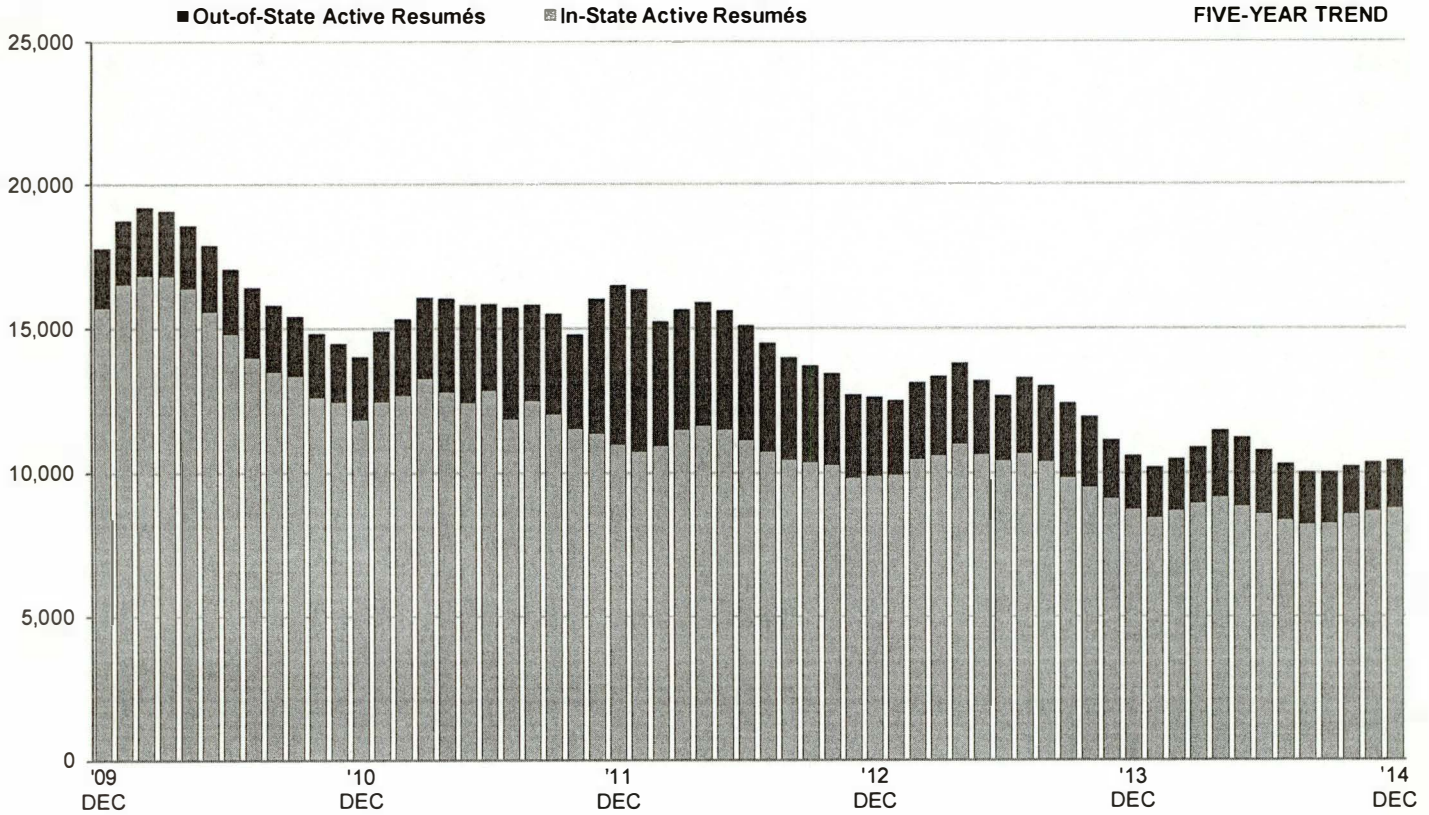
JOB OPENINGS DATA

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

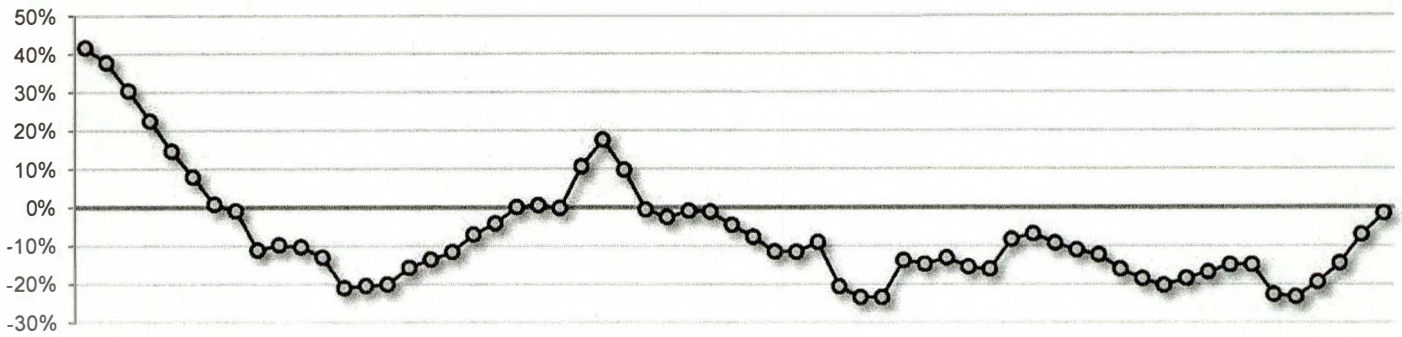
COUNTY NAME	DEC 2013	NOV 2014	DEC 2014	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	45	37	48	↑	11	29.7	↑	3	6.7
Barnes	280	313	258	↓	-55	-17.6	↓	-22	-7.9
Benson	59	24	24	→	0	0.0	↓	-35	-59.3
Billings	19	2	2	→	0	0.0	↓	-17	-89.5
Bottineau	108	76	93	↑	17	22.4	↓	-15	-13.9
Bowman	46	24	32	↑	8	33.3	↓	-14	-30.4
Burke	24	26	35	↑	9	34.6	↑	11	45.8
Burleigh	2,783	3,972	3,333	↓	-639	-16.1	↑	550	19.8
Cass	4,144	6,358	5,720	↓	-638	-10.0	↑	1,576	38.0
Cavalier	9	14	9	↓	-5	-35.7	→	0	0.0
Dickey	98	101	127	↑	26	25.7	↑	29	29.6
Divide	28	59	51	↓	-8	-13.6	↑	23	82.1
Dunn	77	89	122	↑	33	37.1	↑	45	58.4
Eddy	2	14	13	↓	-1	-7.1	↑	11	550.0
Emmons	14	33	34	↑	1	3.0	↑	20	142.9
Foster	110	57	52	↓	-5	-8.8	↓	-58	-52.7
Golden Valley	14	6	9	↑	3	50.0	↓	-5	-35.7
Grand Forks	1,823	2,239	1,945	↓	-294	-13.1	↑	122	6.7
Grant	4	6	18	↑	12	200.0	↑	14	350.0
Griggs	27	39	47	↑	8	20.5	↑	20	74.1
Hettinger	20	25	20	↓	-5	-20.0	→	0	0.0
Kidder	3	0	1	↑	1	---	↓	-2	-66.7
LaMoure	36	56	43	↓	-13	-23.2	↑	7	19.4
Logan	35	25	21	↓	-4	-16.0	↓	-14	-40.0
McHenry	37	25	32	↑	7	28.0	↓	-5	-13.5
McIntosh	24	14	10	↓	-4	-28.6	↓	-14	-58.3
McKenzie	491	382	399	↑	17	4.5	↓	-92	-18.7
McLean	88	72	85	↑	13	18.1	↓	-3	-3.4
Mercer	329	309	237	↓	-72	-23.3	↓	-92	-28.0
Morton	347	429	471	↑	42	9.8	↑	124	35.7
Mountrail	157	307	349	↑	42	13.7	↑	192	122.3
Nelson	17	29	15	↓	-14	-48.3	↓	-2	-11.8
Oliver	4	12	22	↑	10	83.3	↑	18	450.0
Pembina	58	81	121	↑	40	49.4	↑	63	108.6
Pierce	115	44	70	↑	26	59.1	↓	-45	-39.1
Ramsey	282	339	302	↓	-37	-10.9	↑	20	7.1
Ransom	57	68	59	↓	-9	-13.2	↑	2	3.5
Renville	69	17	28	↑	11	64.7	↓	-41	-59.4
Richland	213	282	314	↑	32	11.3	↑	101	47.4
Rolette	72	73	98	↑	25	34.2	↑	26	36.1
Sargent	26	38	35	↓	-3	-7.9	↑	9	34.6
Sheridan	0	3	20	↑	17	566.7	↑	20	---
Sioux	43	31	67	↑	36	116.1	↑	24	55.8
Slope	0	2	3	↑	1	50.0	↑	3	---
Stark	1,442	2,016	1,896	↓	-120	-6.0	↑	454	31.5
Steele	1	33	8	↓	-25	-75.8	↑	7	700.0
Stutsman	389	604	551	↓	-53	-8.8	↑	162	41.6
Towner	17	11	7	↓	-4	-36.4	↓	-10	-58.8
Trail	39	121	88	↓	-33	-27.3	↑	49	125.6
Walsh	168	191	146	↓	-45	-23.6	↓	-22	-13.1
Ward	2,326	2,834	2,829	↓	-5	-0.2	↑	503	21.6
Wells	75	60	50	↓	-10	-16.7	↓	-25	-33.3
Williams	1,864	2,204	2,002	↓	-202	-9.2	↑	138	7.4

ACTIVE RESUMÉS DATA

ACTIVE RESUMÉS--TOTAL



ACTIVE RESUMÉS--OVER-THE-YEAR PERCENT CHANGE



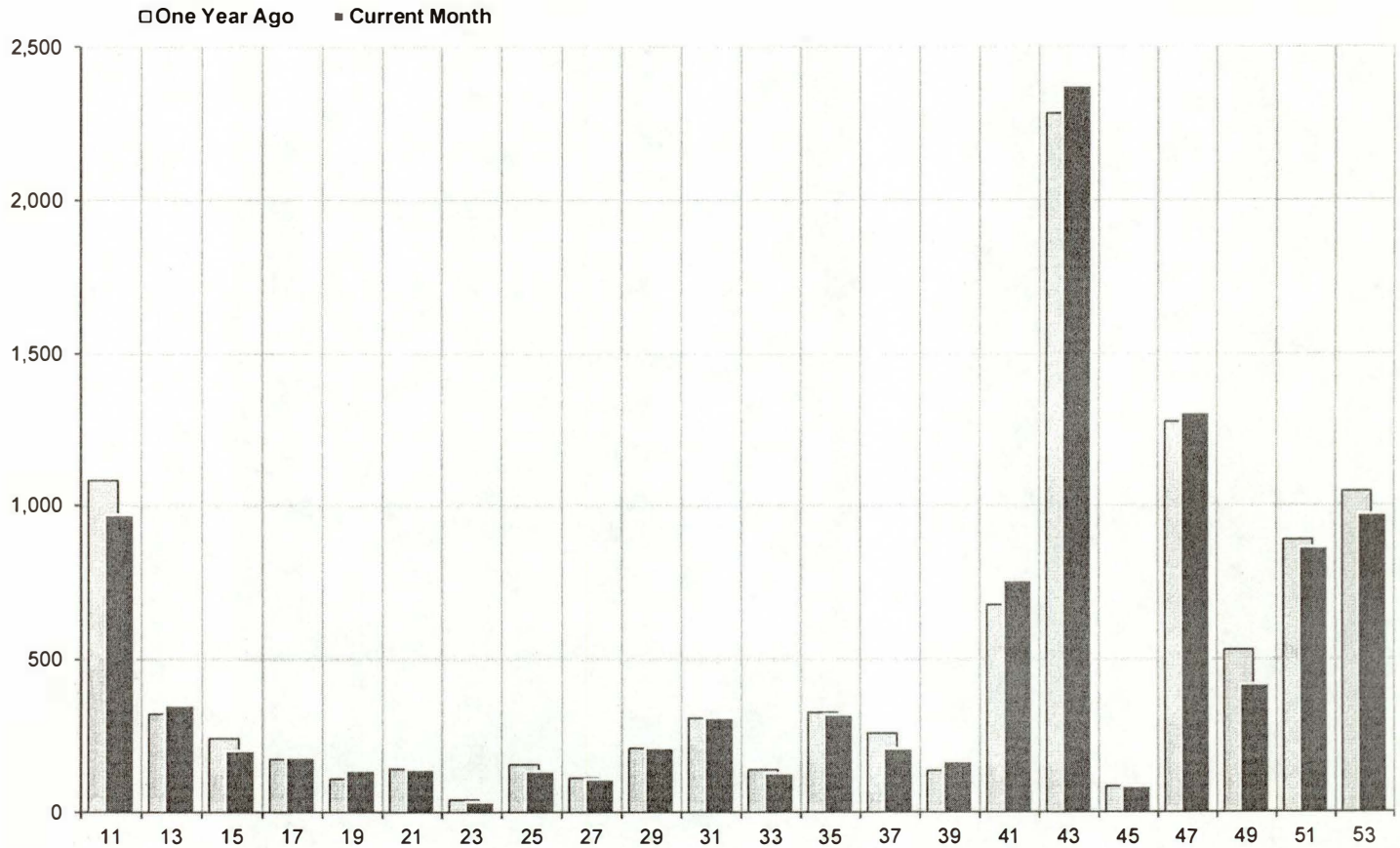
MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12-MONTH MOVING AVERAGE	OVER-THE-YEAR	
		NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
DEC 2013	10,600	↓ -544	-4.9	↓ -2,027	-16.1	12,594	↓ -1,974	-13.6
JAN 2014	10,195	↓ -405	-3.8	↓ -2,315	-18.5	12,401	↓ -1,846	-13.0
FEB 2014	10,483	↑ 288	2.8	↓ -2,652	-20.2	12,180	↓ -1,894	-13.5
MAR 2014	10,889	↑ 406	3.9	↓ -2,457	-18.4	11,972	↓ -1,910	-13.8
APR 2014	11,471	↑ 582	5.3	↓ -2,323	-16.8	11,784	↓ -1,924	-14.0
MAY 2014	11,234	↓ -237	-2.1	↓ -1,960	-14.9	11,616	↓ -1,890	-14.0
JUN 2014	10,781	↓ -453	-4.0	↓ -1,893	-14.9	11,460	↓ -1,844	-13.9
JUL 2014	10,302	↓ -479	-4.4	↓ -3,002	-22.6	11,208	↓ -1,996	-15.1
AUG 2014	10,008	↓ -294	-2.9	↓ -3,017	-23.2	10,961	↓ -2,163	-16.5
SEP 2014	10,015	↑ 7	0.1	↓ -2,414	-19.4	10,757	↓ -2,260	-17.4
OCT 2014	10,223	↑ 208	2.1	↓ -1,731	-14.5	10,611	↓ -2,282	-17.7
NOV 2014	10,358	↑ 135	1.3	↓ -786	-7.1	10,546	↓ -2,216	-17.4
DEC 2014	10,433	↑ 75	0.7	↓ -167	-1.6	10,532	↓ -2,062	-16.4

ACTIVE RESUMÉS DATA

ALL ACTIVE RESUMÉS

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

SOC CODE/OCCUPATIONAL GROUP



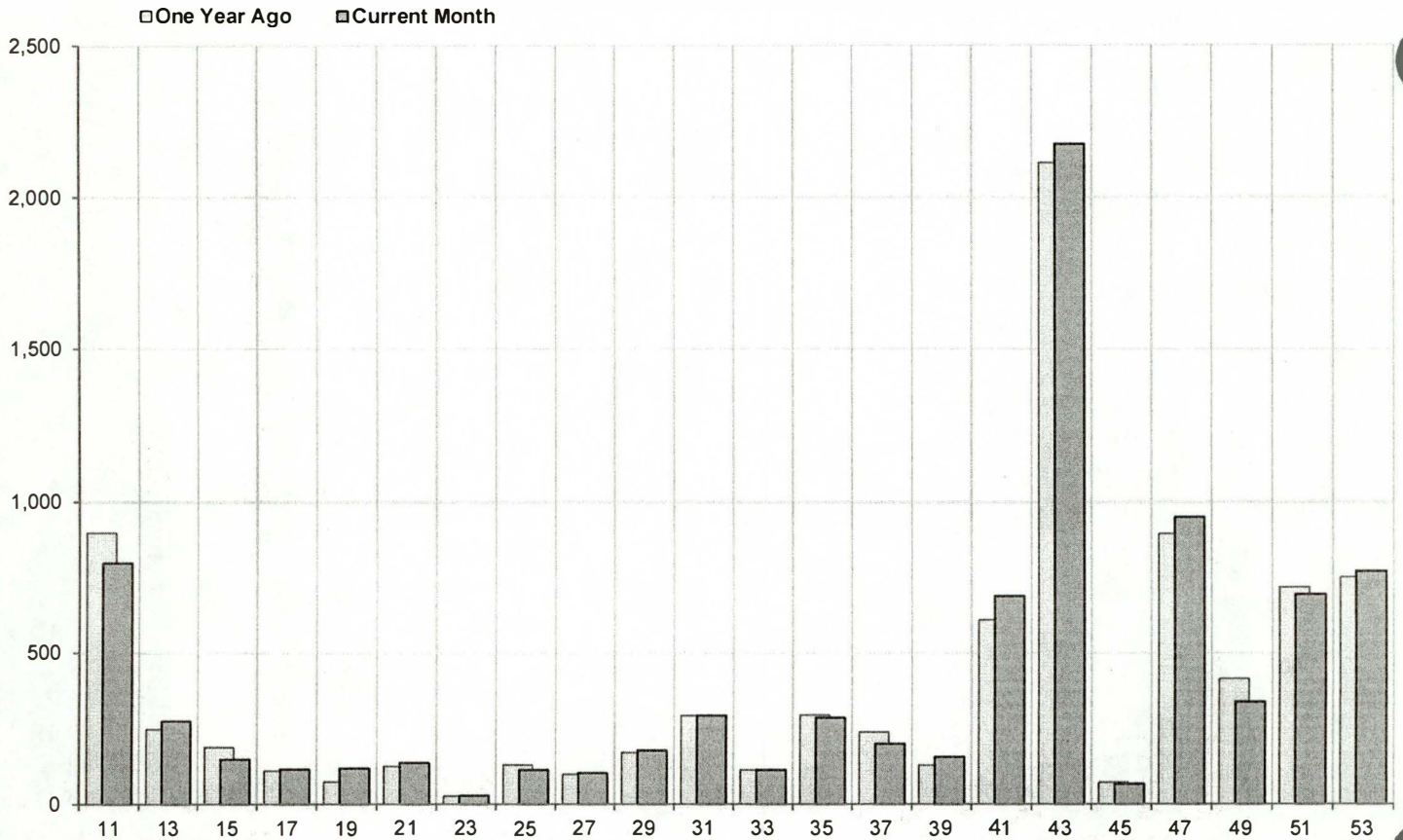
SOC CODE/OCCUPATIONAL GROUP	DEC 2013	NOV 2014	DEC 2014	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	1,082	993	971	↓	-22	-2.2	↓	-111	-10.3
13 Business and Financial Operations	321	352	351	↓	-1	-0.3	↑	30	9.3
15 Computer and Mathematical	241	219	201	↓	-18	-8.2	↓	-40	-16.6
17 Architecture and Engineering	174	190	181	↓	-9	-4.7	↑	7	4.0
19 Life, Physical, and Social Science	109	131	139	↑	8	6.1	↑	30	27.5
21 Community and Social Service	142	138	142	↑	4	2.9	↔	0	0.0
23 Legal	41	27	35	↑	8	29.6	↓	-6	-14.6
25 Education, Training, and Library	156	138	136	↓	-2	-1.4	↓	-20	-12.8
27 Arts, Design, Entertainment, Sports, and Media	112	122	109	↓	-13	-10.7	↓	-3	-2.7
29 Healthcare Practitioners and Technical	209	224	212	↓	-12	-5.4	↑	3	1.4
31 Healthcare Support	308	333	310	↓	-23	-6.9	↑	2	0.6
33 Protective Service	140	138	129	↓	-9	-6.5	↓	-11	-7.9
35 Food Preparation and Serving Related	326	340	320	↓	-20	-5.9	↓	-6	-1.8
37 Building and Grounds Cleaning and Maintenance	258	215	208	↓	-7	-3.3	↓	-50	-19.4
39 Personal Care and Service	137	181	168	↓	-13	-7.2	↑	31	22.6
41 Sales and Related	678	727	758	↑	31	4.3	↑	80	11.8
43 Office and Administrative Support	2,282	2,347	2,373	↑	26	1.1	↑	91	4.0
45 Farming, Fishing, and Forestry	85	81	85	↑	4	4.9	↔	0	0.0
47 Construction and Extraction	1,275	1,217	1,305	↑	88	7.2	↑	30	2.4
49 Installation, Maintenance, and Repair	531	394	418	↑	24	6.1	↓	-113	-21.3
51 Production	889	848	864	↑	16	1.9	↓	-25	-2.8
53 Transportation and Material Moving	1,045	952	972	↑	20	2.1	↓	-73	-7.0
55 Military Specific	16	17	16	↓	-1	-5.9	↔	0	0.0
Not Classified	43	34	30	↓	-4	-11.8	↓	-13	-30.2
TOTAL, ALL ACTIVE RESUMÉS	10,600	10,358	10,433	↑	75	0.7	↓	-167	-1.6

ACTIVE RESUMÉS DATA

IN-STATE ACTIVE RESUMÉS

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

SOC CODE/OCCUPATIONAL GROUP



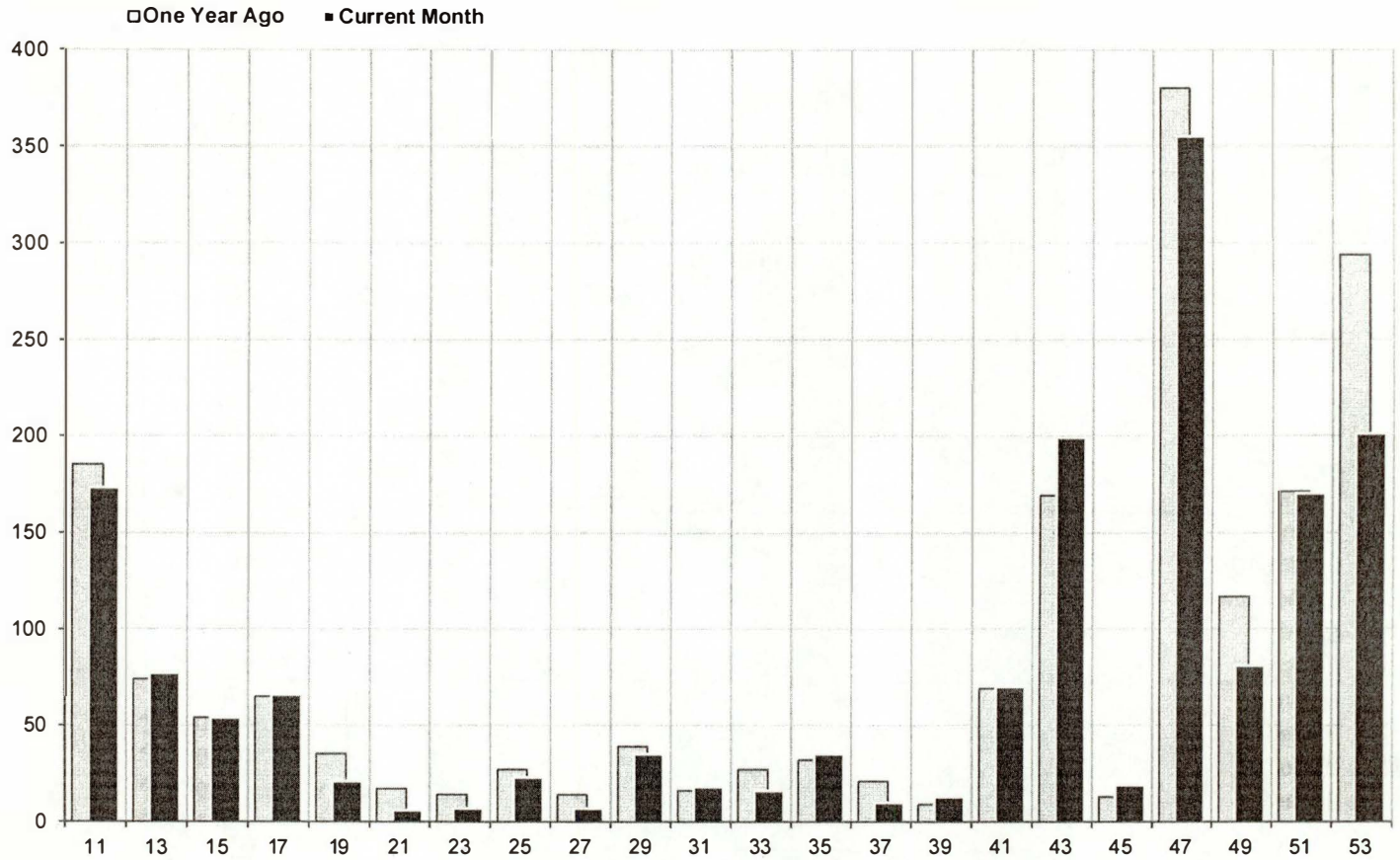
SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2013	2014	2014	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	897	820	798	↓	-22	-2.7	↓	-99	-11.0
13 Business and Financial Operations	247	275	274	↓	-1	-0.4	↑	27	10.9
15 Computer and Mathematical	187	156	147	↓	-9	-5.8	↓	-40	-21.4
17 Architecture and Engineering	109	118	115	↓	-3	-2.5	↑	6	5.5
19 Life, Physical, and Social Science	74	110	118	↑	8	7.3	↑	44	59.5
21 Community and Social Service	125	128	136	↑	8	6.3	↑	11	8.8
23 Legal	27	21	28	↑	7	33.3	↑	1	3.7
25 Education, Training, and Library	129	112	113	↑	1	0.9	↓	-16	-12.4
27 Arts, Design, Entertainment, Sports, and Media	98	113	102	↓	-11	-9.7	↑	4	4.1
29 Healthcare Practitioners and Technical	170	180	177	↓	-3	-1.7	↑	7	4.1
31 Healthcare Support	292	315	292	↓	-23	-7.3	→	0	0.0
33 Protective Service	113	118	113	↓	-5	-4.2	→	0	0.0
35 Food Preparation and Serving Related	294	306	285	↓	-21	-6.9	↓	-9	-3.1
37 Building and Grounds Cleaning and Maintenance	237	205	198	↓	-7	-3.4	↓	-39	-16.5
39 Personal Care and Service	128	172	155	↓	-17	-9.9	↑	27	21.1
41 Sales and Related	609	658	688	↑	30	4.6	↑	79	13.0
43 Office and Administrative Support	2,113	2,163	2,174	↑	11	0.5	↑	61	2.9
45 Farming, Fishing, and Forestry	72	59	66	↑	7	11.9	↓	-6	-8.3
47 Construction and Extraction	895	854	950	↑	96	11.2	↑	55	6.1
49 Installation, Maintenance, and Repair	414	312	337	↑	25	8.0	↓	-77	-18.6
51 Production	718	695	694	↓	-1	-0.1	↓	-24	-3.3
53 Transportation and Material Moving	751	744	771	↑	27	3.6	↑	20	2.7
55 Military Specific	12	13	11	↓	-2	-15.4	↓	-1	-8.3
Not Classified	40	29	28	↓	-1	-3.4	↓	-12	-30.0
TOTAL, IN-STATE ACTIVE RESUMÉS	8,751	8,676	8,770	↑	94	1.1	↑	19	0.2

ACTIVE RESUMÉS DATA

OUT-OF-STATE ACTIVE RESUMÉS

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2013	2014	2014	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	185	173	173	↔	0	0.0	↓	-12	-6.5
13 Business and Financial Operations	74	77	77	↔	0	0.0	↑	3	4.1
15 Computer and Mathematical	54	63	54	↓	-9	-14.3	↔	0	0.0
17 Architecture and Engineering	65	72	66	↓	-6	-8.3	↑	1	1.5
19 Life, Physical, and Social Science	35	21	21	↔	0	0.0	↓	-14	-40.0
21 Community and Social Service	17	10	6	↓	-4	-40.0	↓	-11	-64.7
23 Legal	14	6	7	↑	1	16.7	↓	-7	-50.0
25 Education, Training, and Library	27	26	23	↓	-3	-11.5	↓	-4	-14.8
27 Arts, Design, Entertainment, Sports, and Media	14	9	7	↓	-2	-22.2	↓	-7	-50.0
29 Healthcare Practitioners and Technical	39	44	35	↓	-9	-20.5	↓	-4	-10.3
31 Healthcare Support	16	18	18	↔	0	0.0	↑	2	12.5
33 Protective Service	27	20	16	↓	-4	-20.0	↓	-11	-40.7
35 Food Preparation and Serving Related	32	34	35	↑	1	2.9	↑	3	9.4
37 Building and Grounds Cleaning and Maintenance	21	10	10	↔	0	0.0	↓	-11	-52.4
39 Personal Care and Service	9	9	13	↑	4	44.4	↑	4	44.4
41 Sales and Related	69	69	70	↑	1	1.4	↑	1	1.4
43 Office and Administrative Support	169	184	199	↑	15	8.2	↑	30	17.8
45 Farming, Fishing, and Forestry	13	22	19	↓	-3	-13.6	↑	6	46.2
47 Construction and Extraction	380	363	355	↓	-8	-2.2	↓	-25	-6.6
49 Installation, Maintenance, and Repair	117	82	81	↓	-1	-1.2	↓	-36	-30.8
51 Production	171	153	170	↑	17	11.1	↓	-1	-0.6
53 Transportation and Material Moving	294	208	201	↓	-7	-3.4	↓	-93	-31.6
55 Military Specific	4	4	5	↑	1	25.0	↑	1	25.0
Not Classified	3	5	2	↓	-3	-60.0	↓	-1	-33.3
TOTAL, OUT-OF-STATE ACTIVE RESUMÉS	1,849	1,682	1,663	↓	-19	-1.1	↓	-186	-10.1

ACTIVE RESUMÉS DATA

IN-STATE ACTIVE RESUMÉS

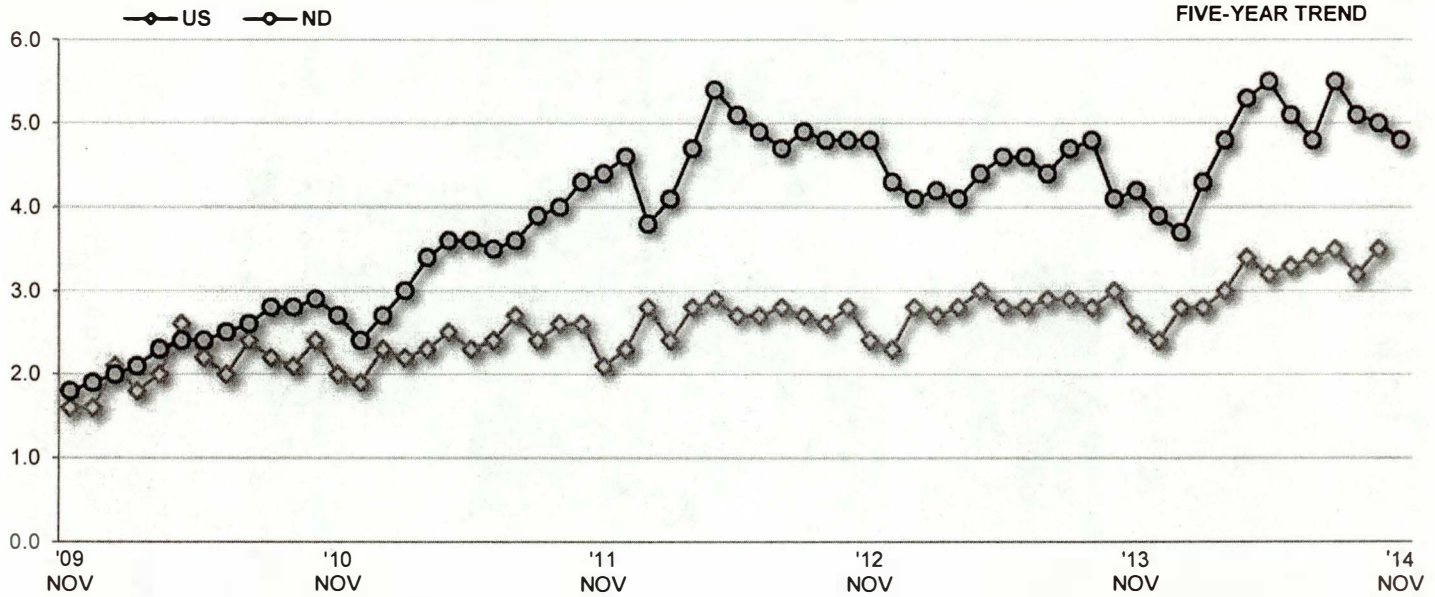
DECEMBER 2014 ONLINE JOB OPENINGS REPORT

COUNTY NAME	DEC	NOV	DEC	OVER-THE-MONTH		OVER-THE-YEAR			
	2013	2014	2014	NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	18	15	8	↓	-7	-46.7	↓	-10	-55.6
Barnes	178	149	137	↓	-12	-8.1	↓	-41	-23.0
Benson	61	68	66	↓	-2	-2.9	↑	5	8.2
Billings	3	6	6	↔	0	0.0	↑	3	100.0
Bottineau	27	20	25	↑	5	25.0	↓	-2	-7.4
Bowman	14	5	6	↑	1	20.0	↓	-8	-57.1
Burke	13	19	15	↓	-4	-21.1	↑	2	15.4
Burleigh	1,094	1,093	1,206	↑	113	10.3	↑	112	10.2
Cass	1,913	1,729	1,777	↑	48	2.8	↓	-136	-7.1
Cavalier	9	7	5	↓	-2	-28.6	↓	-4	-44.4
Dickey	17	18	19	↑	1	5.6	↑	2	11.8
Divide	7	6	5	↓	-1	-16.7	↓	-2	-28.6
Dunn	38	28	36	↑	8	28.6	↓	-2	-5.3
Eddy	21	14	19	↑	5	35.7	↓	-2	-9.5
Emmons	45	37	32	↓	-5	-13.5	↓	-13	-28.9
Foster	16	8	11	↑	3	37.5	↓	-5	-31.3
Golden Valley	6	8	6	↓	-2	-25.0	↔	0	0.0
Grand Forks	582	578	562	↓	-16	-2.8	↓	-20	-3.4
Grant	7	7	8	↑	1	14.3	↑	1	14.3
Griggs	9	6	11	↑	5	83.3	↑	2	22.2
Hettinger	28	23	28	↑	5	21.7	↔	0	0.0
Kidder	10	20	20	↔	0	0.0	↑	10	100.0
LaMoure	19	23	26	↑	3	13.0	↑	7	36.8
Logan	3	5	6	↑	1	20.0	↑	3	100.0
McHenry	62	60	63	↑	3	5.0	↑	1	1.6
McIntosh	3	4	6	↑	2	50.0	↑	3	100.0
McKenzie	63	69	64	↓	-5	-7.2	↑	1	1.6
McLean	77	45	43	↓	-2	-4.4	↓	-34	-44.2
Mercer	142	161	174	↑	13	8.1	↑	32	22.5
Morton	425	379	373	↓	-6	-1.6	↓	-52	-12.2
Mountrail	213	80	72	↓	-8	-10.0	↓	-141	-66.2
Nelson	21	14	13	↓	-1	-7.1	↓	-8	-38.1
Oliver	9	14	10	↓	-4	-28.6	↑	1	11.1
Pembina	47	24	36	↑	12	50.0	↓	-11	-23.4
Pierce	39	12	13	↑	1	8.3	↓	-26	-66.7
Ramsey	136	161	140	↓	-21	-13.0	↑	4	2.9
Ransom	10	19	18	↓	-1	-5.3	↑	8	80.0
Renville	23	24	24	↔	0	0.0	↑	1	4.3
Richland	169	189	191	↑	2	1.1	↑	22	13.0
Rolette	358	271	285	↑	14	5.2	↓	-73	-20.4
Sargent	23	11	13	↑	2	18.2	↓	-10	-43.5
Sheridan	11	2	1	↓	-1	-50.0	↓	-10	-90.9
Sioux	32	20	20	↔	0	0.0	↓	-12	-37.5
Slope	1	1	2	↑	1	100.0	↑	1	100.0
Stark	491	630	629	↓	-1	-0.2	↑	138	28.1
Steele	13	8	12	↑	4	50.0	↓	-1	-7.7
Stutsman	244	261	264	↑	3	1.1	↑	20	8.2
Towner	7	10	9	↓	-1	-10.0	↑	2	28.6
Traill	30	33	40	↑	7	21.2	↑	10	33.3
Walsh	81	89	85	↓	-4	-4.5	↑	4	4.9
Ward	1,227	1,382	1,324	↓	-58	-4.2	↑	97	7.9
Wells	29	29	22	↓	-7	-24.1	↓	-7	-24.1
Williams	627	782	784	↑	2	0.3	↑	157	25.0

SUPPLY/DEMAND RATES

JOB OPENINGS RATE (%)

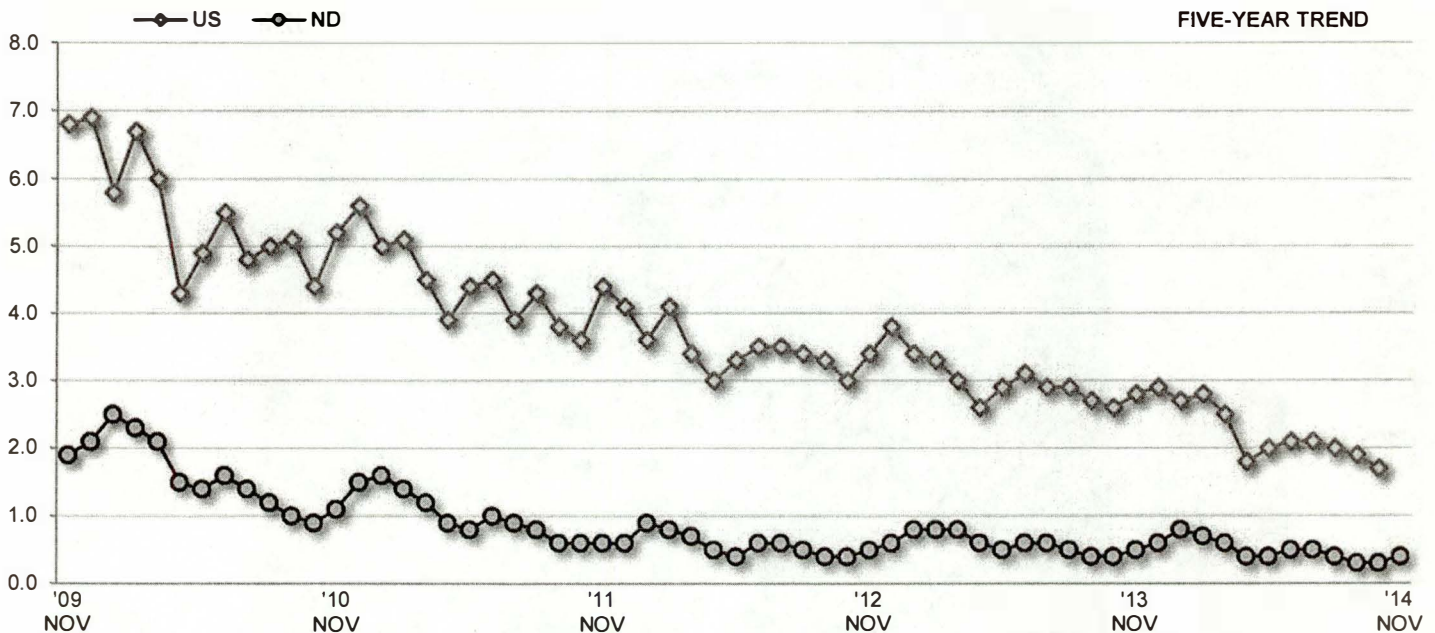
The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the Current Employment Statistics (CES) program plus job openings (unfilled jobs). A higher rate is 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 2014. The latest month for which U.S. job openings data are available is October 2014. U.S. data taken from the U.S. Bureau of Labor Statistics.



	NOV 2013	JUN 2014	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014
NORTH DAKOTA	4.2	5.1	4.8	5.5	5.1	5.0	4.8
UNITED STATES	2.6	3.3	3.4	3.5	3.2	3.5	---

UNEMPLOYED PER JOB OPENING

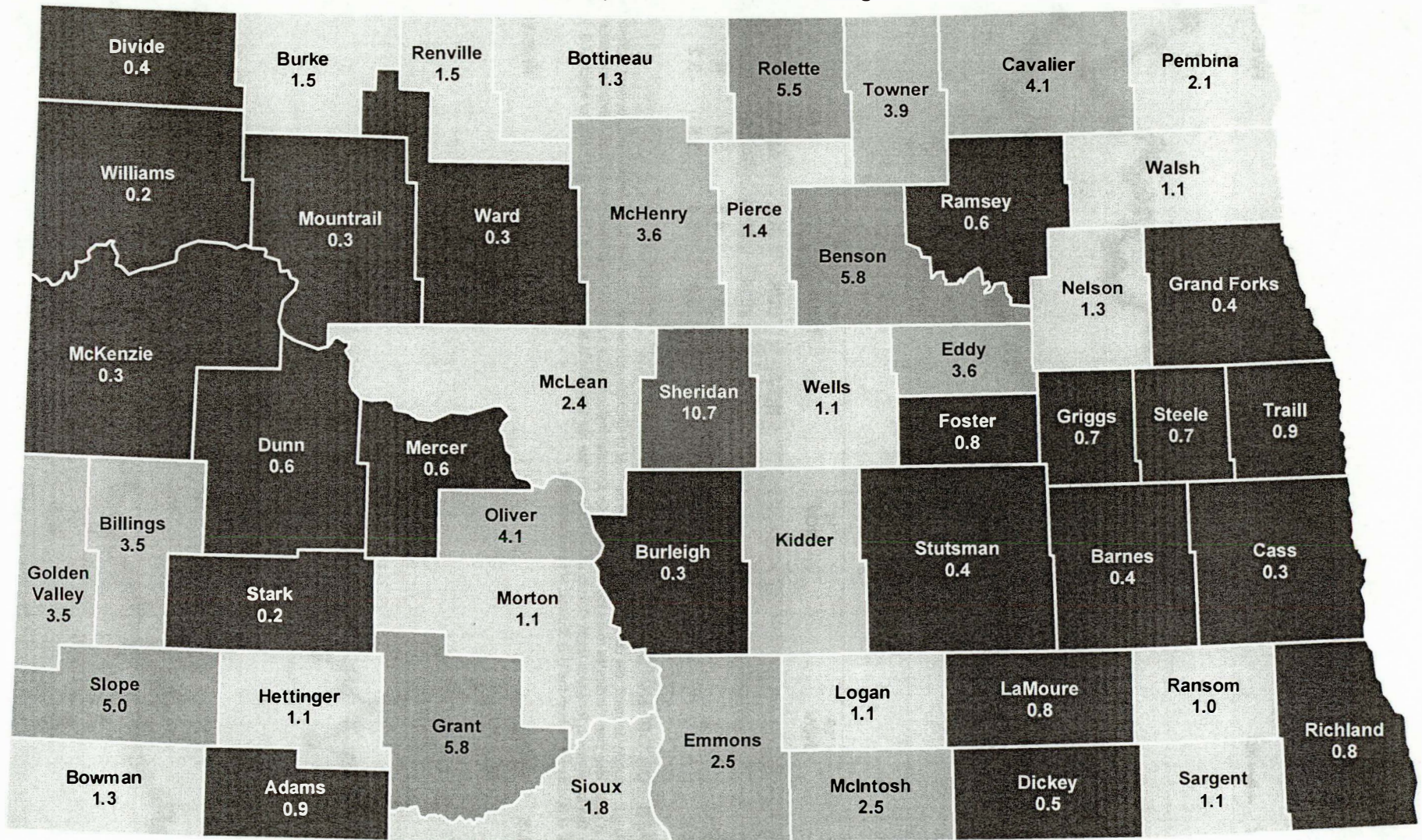
Unemployed per job opening is a supply/demand rate calculated by taking the number of unemployed persons from the Local Area Unemployment Statistics (LAUS) program and dividing by job openings. A result less than 1 indicates more job openings than potential resident labor supply while a result greater than 1 indicates more potential resident labor supply than job openings. The latest month for which North Dakota unemployment data are available is November 2014. The latest month for which U.S. job openings data are available is October 2014. U.S. data taken from the U.S. Bureau of Labor Statistics.



	NOV 2013	JUN 2014	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014
NORTH DAKOTA	0.5	0.5	0.5	0.4	0.3	0.3	0.4
UNITED STATES	2.8	2.1	2.1	2.0	1.9	1.7	---

NORTH DAKOTA COUNTY SUPPLY/DEMAND RATES

Unemployed Per Job Opening



North Dakota Supply/Demand Rate (Not Seasonally Adjusted): 0.4

COUNTY SUPPLY/DEMAND RATES (NOVEMBER 2014)

< 1.0
 1.0 - 2.4
 2.5 - 4.9
 5.0 - 9.9
 > 9.9

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: December 22, 2014 Author: Labor Market Information Center, Job Service North Dakota]

SUPPLY/DEMAND RATES

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

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 2014.

COUNTY NAME	NOV 2013	JUN 2014	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014
Adams	0.5	0.7	1.0	0.8	0.7	0.5	0.9
Barnes	0.5	0.6	0.6	0.4	0.5	0.4	0.4
Benson	2.3	1.1	1.1	1.1	1.3	0.5	5.8
Billings	0.6	0.5	1.1	0.3	0.4	6.0	3.5
Bottineau	1.1	1.6	1.5	1.0	1.0	1.3	1.3
Bowman	1.6	0.6	0.9	0.7	0.7	1.0	1.3
Burke	1.3	1.0	0.6	0.9	0.7	0.8	1.5
Burleigh	0.3	0.3	0.3	0.3	0.2	0.2	0.3
Cass	0.4	0.4	0.4	0.3	0.3	0.3	0.3
Cavalier	1.8	1.7	3.2	1.8	1.3	1.7	4.1
Dickey	0.5	0.6	0.5	0.3	0.4	0.4	0.5
Divide	0.8	0.8	0.9	0.4	0.5	0.3	0.4
Dunn	0.5	0.5	0.6	0.5	0.5	0.3	0.6
Eddy	16.0	4.4	5.0	1.5	2.6	2.5	3.6
Emmons	5.8	1.5	1.6	1.7	2.0	2.0	2.5
Foster	0.5	0.7	0.6	0.5	0.7	0.6	0.8
Golden Valley	6.0	0.5	0.6	0.5	0.8	1.1	3.5
Grand Forks	0.5	0.5	0.5	0.4	0.3	0.4	0.4
Grant	2.5	4.9	1.9	0.7	4.3	8.3	5.8
Griggs	0.7	0.7	1.1	0.8	1.0	0.6	0.7
Hettinger	0.9	1.7	1.8	1.1	1.3	1.5	1.1
Kidder	10.8	10.4	9.6	7.2	3.5	4.1	---
LaMoure	1.1	1.0	0.8	0.5	0.5	0.6	0.8
Logan	0.8	1.1	1.0	1.1	1.2	0.6	1.1
McHenry	2.9	2.5	1.8	1.2	1.3	1.7	3.6
McIntosh	1.5	1.5	1.4	1.4	1.7	1.5	2.5
McKenzie	0.2	0.4	0.4	0.3	0.3	0.3	0.8
McLean	1.8	1.4	1.5	1.4	1.8	1.7	2.4
Mercer	0.6	0.7	0.6	0.5	0.4	0.4	0.6
Morton	1.0	0.7	1.0	0.8	0.7	0.7	1.1
Mountrail	0.6	0.3	0.3	0.3	0.3	0.3	0.3
Nelson	2.8	1.8	1.3	1.4	2.3	1.2	1.3
Oliver	43.0	2.1	3.3	2.1	2.2	2.0	4.1
Pembina	2.3	1.7	2.7	1.3	0.8	0.8	2.1
Pierce	0.8	1.2	1.0	0.8	0.9	0.9	1.4
Ramsey	0.4	0.4	0.4	0.3	0.3	0.3	0.6
Ransom	1.2	1.9	0.8	0.7	0.6	0.8	1.0
Renville	0.6	0.7	0.6	0.5	0.5	1.1	1.5
Richland	0.9	1.1	0.9	0.6	0.4	0.5	0.8
Rolette	6.2	9.7	7.7	7.5	4.6	3.8	5.5
Sargent	1.4	1.0	1.0	0.7	0.8	0.8	1.1
Sheridan	5.5	---	27.0	2.5	3.5	5.3	10.7
Sioux	0.8	0.3	0.3	0.8	1.1	0.8	1.8
Slope	1.8	2.8	12.0	3.3	10.0	4.5	5.0
Stark	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Steele	0.9	1.7	1.4	1.0	1.0	1.9	0.7
Stutsman	0.5	0.5	0.5	0.4	0.4	0.3	0.4
Towner	2.0	3.5	4.4	1.8	3.5	2.8	3.9
Traill	1.7	1.9	1.6	1.6	1.0	0.9	0.9
Walsh	1.0	1.4	1.2	0.7	0.5	0.6	1.1
Ward	0.3	0.3	0.3	0.3	0.3	0.2	0.3
Wells	0.9	1.0	0.9	1.0	1.5	1.0	1.1
Williams	0.2	0.2	0.2	0.1	0.1	0.2	0.2

SUPPLY/DEMAND RATES

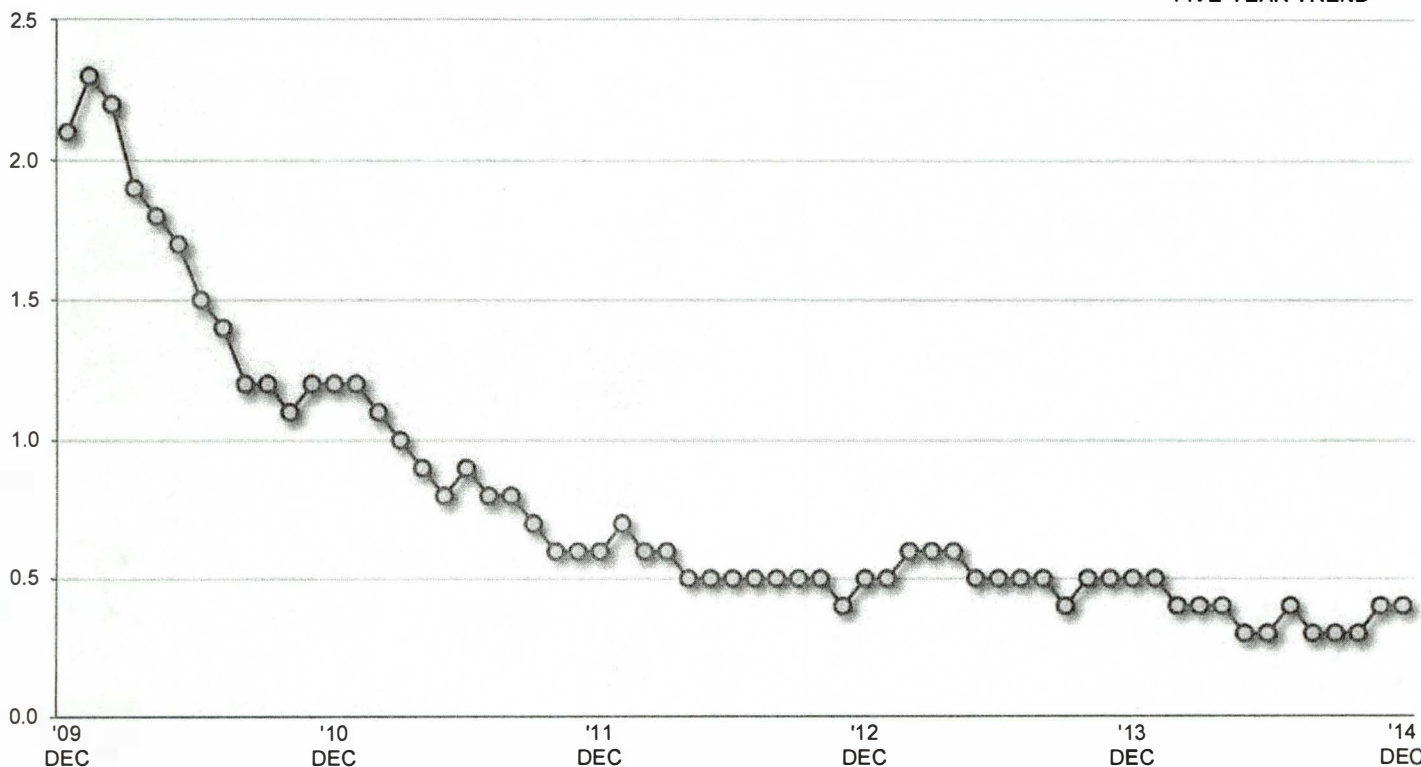
IN-STATE ACTIVE RESUMÉS

DECEMBER 2014 ONLINE JOB OPENINGS REPORT

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.

FIVE-YEAR TREND



SOC CODE/OCCUPATIONAL GROUP	DEC 2013	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014
11 Management	0.8	0.5	0.4	0.5	0.5	0.5	0.5
13 Business and Financial Operations	0.4	0.4	0.4	0.4	0.4	0.3	0.4
15 Computer and Mathematical	0.6	0.5	0.4	0.3	0.3	0.2	0.3
17 Architecture and Engineering	0.2	0.1	0.1	0.2	0.1	0.1	0.2
19 Life, Physical, and Social Science	0.5	0.5	0.5	0.5	0.6	0.7	0.8
21 Community and Social Service	0.6	0.5	0.5	0.5	0.5	0.6	0.6
23 Legal	0.6	0.5	0.4	0.6	0.3	0.4	0.5
25 Education, Training, and Library	0.3	0.2	0.2	0.3	0.3	0.3	0.3
27 Arts, Design, Entertainment, Sports, and Media	0.3	0.3	0.2	0.3	0.3	0.4	0.3
29 Healthcare Practitioners and Technical	0.2	0.1	0.1	0.1	0.1	0.1	0.1
31 Healthcare Support	0.7	0.6	0.5	0.7	0.6	0.7	0.6
33 Protective Service	0.7	0.9	0.9	0.6	0.5	0.5	0.4
35 Food Preparation and Serving Related	0.3	0.3	0.2	0.2	0.3	0.2	0.2
37 Building and Grounds Cleaning and Maintenance	0.5	0.3	0.3	0.3	0.4	0.3	0.4
39 Personal Care and Service	0.4	0.4	0.2	0.2	0.3	0.3	0.3
41 Sales and Related	0.4	0.3	0.2	0.2	0.2	0.3	0.3
43 Office and Administrative Support	0.9	0.8	0.7	0.6	0.7	0.8	0.9
45 Farming, Fishing, and Forestry	0.2	0.4	0.2	0.2	0.2	0.2	0.2
47 Construction and Extraction	0.9	0.4	0.5	0.5	0.7	0.8	1.0
49 Installation, Maintenance, and Repair	0.3	0.2	0.2	0.2	0.2	0.2	0.3
51 Production	0.6	0.6	0.5	0.5	0.5	0.6	0.7
53 Transportation and Material Moving	0.4	0.3	0.2	0.2	0.3	0.3	0.3
NORTH DAKOTA	0.5	0.4	0.3	0.3	0.3	0.4	0.4

SUPPLY/DEMAND RATES

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	DEC 2013	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014
Adams	0.4	0.6	0.5	0.5	0.4	0.4	0.2
Barnes	0.6	0.4	0.3	0.5	0.4	0.5	0.5
Benson	1.0	0.6	0.6	0.9	0.5	2.8	2.8
Billings	0.2	0.3	0.3	0.3	4.0	3.0	3.0
Bottineau	0.3	0.2	0.2	0.2	0.3	0.3	0.3
Bowman	0.3	0.1	0.1	0.1	0.2	0.2	0.2
Burke	0.5	0.2	0.3	0.3	0.5	0.7	0.4
Burleigh	0.4	0.3	0.3	0.3	0.3	0.3	0.4
Cass	0.5	0.3	0.3	0.3	0.2	0.3	0.3
Cavalier	1.0	0.4	0.1	0.2	0.3	0.5	0.6
Dickey	0.2	0.1	0.1	0.1	0.2	0.2	0.1
Divide	0.3	0.3	0.1	0.2	0.1	0.1	0.1
Dunn	0.5	0.4	0.3	0.3	0.2	0.3	0.3
Eddy	10.5	1.3	0.2	0.5	0.6	1.0	1.5
Emmons	3.2	0.5	0.3	0.4	1.2	1.1	0.9
Foster	0.1	0.0	0.1	0.1	0.2	0.1	0.2
Golden Valley	0.4	0.6	0.5	0.5	0.6	1.3	0.7
Grand Forks	0.3	0.3	0.2	0.2	0.3	0.3	0.3
Grant	1.8	0.7	0.2	0.7	2.7	1.2	0.4
Griggs	0.3	0.2	0.2	0.3	0.1	0.2	0.2
Hettinger	1.4	1.4	0.6	0.9	1.2	0.9	1.4
Kidder	3.3	1.0	1.2	0.7	1.8	---	20.0
LaMoure	0.5	0.3	0.2	0.2	0.3	0.4	0.6
Logan	0.1	0.0	0.2	0.3	0.2	0.2	0.3
McHenry	1.7	1.1	0.7	1.0	1.5	2.4	2.0
McIntosh	0.1	0.3	0.3	0.3	0.2	0.3	0.6
McKenzie	0.1	0.3	0.2	0.2	0.2	0.2	0.2
McLean	0.9	0.5	0.4	0.8	0.7	0.6	0.5
Mercer	0.4	0.6	0.6	0.5	0.6	0.5	0.7
Morton	1.2	0.8	0.7	0.7	0.7	0.9	0.8
Mountrail	1.4	0.2	0.2	0.2	0.3	0.3	0.2
Nelson	1.2	0.4	0.2	0.6	0.4	0.5	0.9
Oliver	2.3	0.2	0.3	0.4	0.6	1.2	0.5
Pembina	0.8	0.6	0.2	0.2	0.1	0.3	0.3
Pierce	0.3	0.4	0.2	0.2	0.2	0.3	0.2
Ramsey	0.5	0.3	0.2	0.3	0.3	0.5	0.5
Ransom	0.2	0.2	0.3	0.2	0.3	0.3	0.3
Renville	0.3	0.3	0.3	0.3	1.0	1.4	0.9
Richland	0.8	0.7	0.5	0.3	0.5	0.7	0.6
Rolette	5.0	3.1	3.4	4.0	3.1	3.7	2.9
Sargent	0.9	0.4	0.2	0.3	0.2	0.3	0.4
Sheridan	---	7.0	0.2	0.3	0.5	0.7	0.1
Sioux	0.7	0.1	0.2	0.4	0.4	0.6	0.3
Slope	---	2.0	0.0	0.0	0.5	0.5	0.7
Stark	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Steele	13.0	0.4	0.3	0.3	0.5	0.2	1.5
Stutsman	0.6	0.3	0.3	0.3	0.4	0.4	0.5
Towner	0.4	2.6	0.7	1.2	1.3	0.9	1.3
Traill	0.8	0.4	0.4	0.4	0.3	0.3	0.5
Walsh	0.5	0.4	0.3	0.2	0.3	0.5	0.6
Ward	0.5	0.5	0.4	0.4	0.4	0.5	0.5
Wells	0.4	0.3	0.4	0.6	0.5	0.5	0.4
Williams	0.3	0.3	0.3	0.3	0.4	0.4	0.4

ONLINE JOB OPENINGS REPORT NOTES

BACKGROUND

The Online Job Openings Report (OJOR) is the earliest monthly indicator of North Dakota's labor market activity and provides a timely overview of the current supply/demand dynamic. The OJOR is generally published the first working Wednesday of the month following the reference month (i.e. January data published the first working Wednesday in February), though exceptions may occur. The report involves the monthly collection, processing, and dissemination of online job openings posted by employers and online 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 deduplicated data. The deduplication 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 2010 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 between the 2000 and 2010 SOC structures, 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 2010 SOC coding system. 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 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.

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.

ONLINE JOB OPENINGS REPORT NOTES

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

2013 AVERAGE WAGES

ND AVG HOURLY WAGE (\$)	SOC CODE/OCCUPATIONAL GROUP Sample Occupations
46.01	11 MANAGEMENT Managers, Education Administrators, Farmers and Ranchers, Human Resource Managers
27.20	13 BUSINESS AND FINANCIAL OPERATIONS Accountants, Auditors, Loan Officers, Tax Preparers
29.01	15 COMPUTER AND MATHEMATICAL Computer Programmers, Computer and Network Administrators, Web Developers, Statisticians
30.44	17 ARCHITECTURE AND ENGINEERING Engineers, Drafters, Architects, Surveyors
27.08	19 LIFE, PHYSICAL, AND SOCIAL SCIENCE Biologists, Chemists, Economists
20.47	21 COMMUNITY AND SOCIAL SERVICE Social Workers, Clergy, Counselors, Social and Human Service Assistants
32.93	23 LEGAL Lawyers, Court Reporters, Judges, Magistrate Judges, Magistrates, Paralegal and Legal Assistants
22.46	25 EDUCATION, TRAINING, AND LIBRARY Elementary School Teachers, Secondary School Teachers, Special Education Teachers, Librarians
17.42	27 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA Musicians and Singers, Photographers, Reporters and Correspondents, Umpires, Referees
31.46	29 HEALTHCARE PRACTITIONERS AND TECHNICAL Physicians and Surgeons, Dentists, Pharmacists, Registered Nurses, EMTs and Paramedics, Chiropractors
14.21	31 HEALTHCARE SUPPORT Home Health Aides, Medical Assistants, Medical Transcriptionists, Nursing Aides and Orderlies
18.94	33 PROTECTIVE SERVICE Correctional Officers, Firefighters, Police and Sheriff's Patrol Officers, Lifeguards
10.42	35 FOOD PREPARATION AND SERVING RELATED Cooks, Bartenders, Waiters and Waitresses, Counter Attendants, Dishwashers
12.31	37 BUILDING AND GROUNDS CLEANING AND MAINTENANCE Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maids and Housekeeping Cleaners
12.05	39 PERSONAL CARE AND SERVICE Childcare Workers, Hairdressers, Hairstylists, Fitness Trainers, Personal and Home Care Aides
16.37	41 SALES AND RELATED Cashiers, Retail Salespersons, Insurance Sales Agents, Telemarketers
15.72	43 OFFICE AND ADMINISTRATIVE SUPPORT Secretaries and Administrative Assistants, Office Clerks, Receptionists, Tellers
15.55	45 FARMING, FISHING, AND FORESTRY Farmworkers and Laborers, Graders and Sorters of Agricultural Products, Hunters and Trappers
22.91	47 CONSTRUCTION AND EXTRACTION Carpenters, Electricians, Plumbers, Roofers, Oil and Gas Roustabouts
22.33	49 INSTALLATION, MAINTENANCE, AND REPAIR Automotive Body Repairers, Mechanics, Electrical Power-Line Installers, Wind Turbine Service Technicians
18.43	51 PRODUCTION Assemblers and Fabricators, Machinists, Tool and Die Makers, Welders, Cutters, Solderers, Brazers
19.36	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

HB 1016
January



PO Box 2599 • Bismarck, ND 58502
Phone: 701.355.4458 • Fax: 701.223.4645
office@itcnd.org • www.itcnd.org

January 26, 2015

Chairman Monson and members of the House Appropriations Committee – Education & Environment Division:

The Information Technology Council of North Dakota (ITCND) was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. ITCND has nearly 90 member organizations, with representatives from both the public and private sector.

ITCND supports additional funding and greater flexibility for Workforce 20/20 and New Jobs Training included in HB 1016. One of ITCND's legislative priorities is supporting investment in tech-based workforce training and development programs as North Dakota's IT industry is expanding rapidly. Recent Job Service North Dakota data shows that North Dakota has seen an increase of more than 20 percent in IT occupations over the past decade and is projecting a 45 percent increase for the next decade. Job growth in North Dakota's IT industry has more than tripled that of the nation. A shortage of skilled workforce is a limiting factor for technology-based industry growth. Therefore, the development of a high-quality workforce is vital to the future growth of North Dakota's IT industry. A key component in this process is ensuring there are workforce training programs, such as Workforce 20/20 and the New Jobs Training. Historically, roughly a quarter of the companies using the New Job Training program are IT-based.

Thank you for the opportunity to express our support for HB 1016.

Sincerely,

Deana Wiese
Executive Director

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1016

Page 1, replace lines 12 through 23 with:

"Salaries and wages	\$36,224,278	\$3,605,368	\$39,829,646
Accrued leave payments	1,479,868	(1,479,868)	0
Operating expenses	18,687,700	(5,175,043)	13,512,657
Capital assets	20,000	0	20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	37,912	1,579,836
Reed Act - Unemployment insurance computer modernization	<u>12,407,000</u>	<u>0</u>	<u>12,407,000</u>
Total all funds	\$79,211,267	(\$6,457,802)	\$72,753,465
Less estimated income	<u>77,301,032</u>	<u>(6,664,680)</u>	<u>70,636,352</u>
Total general fund	\$1,910,235	\$206,878	\$2,117,113
Full-time equivalent positions	250.76	(13.00)	237.76"

Renumber accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

House Bill No. 1016 - Job Service North Dakota - House Action

	Base Budget	House Changes	House Version
Salaries and wages	\$36,224,278	\$3,605,368	\$39,829,646
Operating expenses	18,687,700	(5,175,043)	13,512,657
Capital assets	20,000		20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	37,912	1,579,836
Reed Act - Computer modernization	12,407,000		12,407,000
Accrued leave payments	1,479,868	(1,479,868)	
Total all funds	\$79,211,267	(\$6,457,802)	\$72,753,465
Less estimated income	<u>77,301,032</u>	<u>(6,664,680)</u>	<u>70,636,352</u>
General fund	\$1,910,235	\$206,878	\$2,117,113
FTE	250.76	(13.00)	237.76

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

	Adds Funding for Base Payroll Changes ¹	Adds Funding for Salary and Benefit Increases ²	Removes FTE Positions ³	Adjusts Operating Expenses ⁴	Adds One-Time Funding for Oil and Gas Employment Survey ⁵	Adds One-Time Funding for Virtual OneStop Application ⁶
Salaries and wages	\$2,973,610	\$2,319,074	(\$1,743,316)		\$56,000	
Operating expenses	15,000			(5,323,543)	24,000	109,500
Capital assets						
Grants				(3,446,171)		
Workforce 20/20	(36,167)	8,296		65,783		
Reed Act - Computer modernization						
Accrued leave payments	<u>(1,479,868)</u>					
Total all funds	\$1,472,575	\$2,327,370	(\$1,743,316)	(\$8,703,931)	\$80,000	\$109,500
Less estimated income	<u>1,513,952</u>	<u>2,316,213</u>	<u>(1,743,316)</u>	<u>(8,751,529)</u>	<u>0</u>	<u>0</u>
	(\$41,377)	\$11,157	\$0	\$47,598	\$80,000	\$109,500

General fund						
FTE	0.00	0.00	(13.00)	0.00	0.00	0.00
	Total House Changes					
Salaries and wages	\$3,605,368					
Operating expenses	(5,175,043)					
Capital assets						
Grants	(3,446,171)					
Workforce 20/20	37,912					
Reed Act - Computer modernization						
Accrued leave payments	(1,479,868)					
Total all funds	(\$6,457,802)					
Less estimated income	(6,664,680)					
General fund	\$206,878					
FTE	(13.00)					

¹ Funding is added for cost-to-continue 2013-15 biennium salaries and benefit increases and for other base payroll changes.

² The following funding is added for 2015-17 biennium performance salary adjustments of 2 to 4 percent per year and increases in monthly health insurance premiums:

	General Fund	Other Funds	Total
Salary increase - Performance	\$6,541	\$1,349,305	\$1,355,846
Health insurance increase	4,616	966,908	971,524
Total	\$11,157	\$2,316,213	\$2,327,370

³ Funding and 13 FTE positions are removed as the result of a reduction in anticipated federal funding to be received.

⁴ Funding for operating expenses is adjusted for decreases in expenditures due to cost-savings and for inflationary increases.

⁵ One-time funding is added to continue the oil and gas employment survey authorized by the 2013 Legislative Assembly.

⁶ One-time funding is added for a Virtual OneStop application to allow access to Job Service North Dakota job listings.

HB 1016

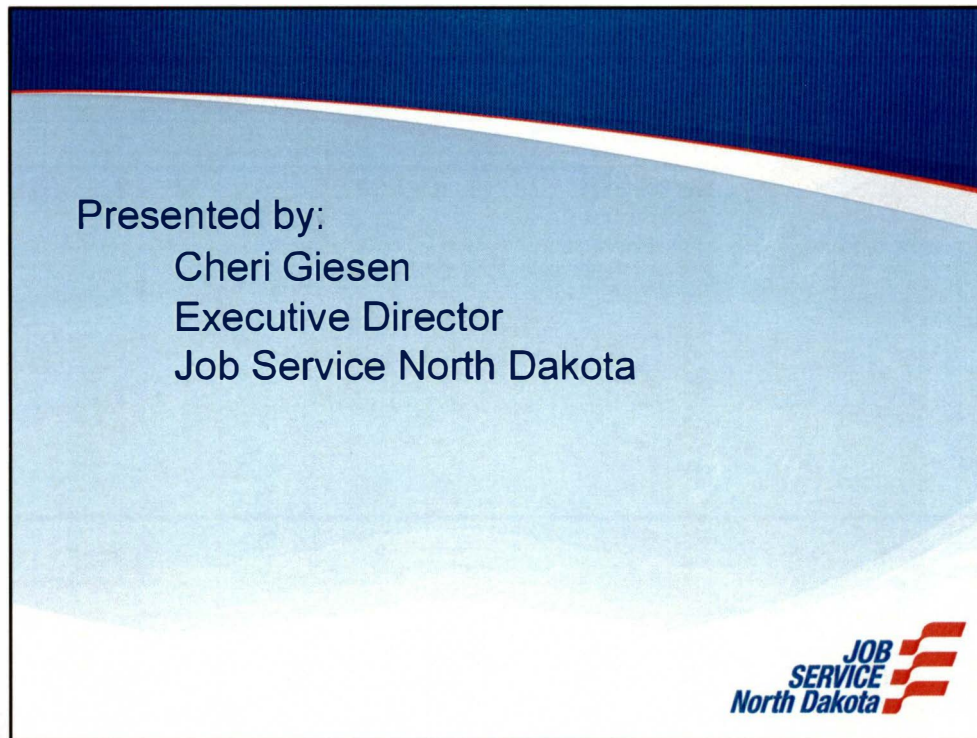
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3-4-15

Job Service North Dakota
Testimony
HB 1016

March 4, 2015
Senate Appropriations





Mr. Chairman and members of the Committee, my name is Cheri Giesen and I am the Executive Director of Job Service North Dakota.

It is such an honor to be here today representing Job Service as I have only been with the agency since July.

Job Service is an extremely efficient agency and an agency in which everyone is dedicated to carrying out our mission.

Thank you for this opportunity to testify today and to ask for your support of Job Service North Dakota's 2015-17 biennium budget.

Agency Overview

Job Service North Dakota . . . Proud to be our state's workforce agency.

- Administer 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

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.



Job Service North Dakota is proud to be North Dakota's workforce agency.

We take great pride in connecting employers and job seekers to each other.

We take great pride in effectively administering our workforce training and unemployment insurance programs.

We take great pride in our labor market information because it provides a wealth of information to employers, students, job seekers and policy makers like you.

As I mentioned, I am extremely fortunate to have such committed staff to carry out our vision which is to "strengthen the economy of North Dakota as a strategic partner in the delivery of workforce services."

I saw this first-hand while I toured all the Job Service locations this fall and see it every day at our central office here in Bismarck. I can assure you that Job Service has been working diligently to understand the state's workforce needs and I will explain more in the rest of my presentation.

Job Service Successes

Meeting Workforce & Business Needs

- Provide a labor exchange through jobsnd.com to help connect workers and employers
Post job openings and resumes – *no charge to employers or job seekers*
- Assist customers in 16 local offices around the state
- Adapt to changing customer demographics and needs
 - New Americans
 - Mental Health Constraints
 - Social Constraints



North Dakota's strong economy has kept Job Service busy as we continue to encounter record numbers of employers and job seekers using our services.

You can see here some of the most common ways we help meet our customers' needs.

- We provide a labor exchange through jobsnd.com to help connect workers and employers. The labor exchange is where employers post job openings and job seekers post résumés. There's no charge to any of our customers for this service.
- Customers can visit any one of our 16 local offices around the state and get assistance at no charge.
- Our staff – particularly staff in our larger offices – are adapting to our changing customer demographics. For example, 75% of the customers visiting our Fargo office are New Americans and many of the customers visiting our Williston office are from out-of-state representing many cultures such as Congolese, many with mental health or other social constraints.



One of the most successful ways we are meeting workforce needs is through job fairs. They are a cost-effective way employers recruit employees for their open positions. We provide space in our offices for employers to meet with job seekers and conduct interviews. This is especially helpful to new employers who don't have their own brick and mortar yet. They come to our house. We know there have been plenty of times employers have hired individuals on the spot. This truly has become our value-added service.

If you take a look at this graph, you can see just how job fair activity has increased over the last few years.

We posted a total of 426 job fairs on jobsnd.com in 2014. That's a 134% increase since 2012. The majority of these job fairs are held for individual employers in our offices around the state, but we also participate in larger job fairs with multiple employers. For example, more than 110 employers participated in a 2-day job fair this past September and the job fair attracted more than 1,500 job seekers. Several larger job fairs are being scheduled for this spring.

Job Service Successes

Workforce Investment Act Training

PY 13	Total Training	
	No. Trained	%
Energy	47	15
Advanced Mftg.	39	12
Value-Added Ag.	0	0
Technology	19	6
Healthcare	117	37
Transportation	54	17
Support Occupations	19	6
Other	23	7
Total	318	100

Training for adults, dislocated workers, and youth.

Job Service continues to meet all federal WIA negotiated performance measures.



Job Service provides training services through federal Workforce Investment Act programs to help eligible adults, dislocated workers, and youth find and qualify for meaningful employment. We help pay for training expenses such as tuition, books, and equipment. One hundred percent of the funding received was used to train as many individuals as possible.

This chart represents the occupations in which individuals are being trained with the federal Workforce Investment Act funding during PY 13. Participants are trained in areas that support the state's five target industries and high-demand, high-wage occupations.

When individuals come into our office and they qualify for federal training assistance, ninety-three percent (93%) of the time, we enroll them into these occupations in order to help meet employers' workforce needs.

Job Service continues to meet all of the Workforce Investment Act's negotiated performance measures.

Job Service Successes

Training Services: SkillBuildND

- \$2 million U.S. Dept. of Labor demonstration grant
- Veterans and Native Americans received priority
- Trained unemployed, underemployed, and dislocated workers for oil industry and building trades occupations
- 224 participated in occupational training
- 18 public and private training facilities
- Met or exceeded all performance goals
- Participants' 1st quarter average earnings after training was \$8,454 (69% above \$5,000 goal)



This last biennium we also had great success with a one-time federal grant we called SkillBuildND.

\$2 million U.S. Dept. of Labor demonstration grant

- Veterans and Native Americans received priority
- Trained unemployed, underemployed, and dislocated workers for oil industry and building trades occupations
- 224 participated in occupational training
- 18 public or private training facilities
- Met or exceeded all performance goals
- Participants' 1st quarter average earnings after training was \$8,454 (69% above \$5,000 goal)

We met or exceeded our performance goals in all areas and the average wage of those employed during the first 1st quarter after the program was \$8,454.

Valuable Data

Labor Market Information

Job Service provides a wealth of labor market tools and information on jobsnd.com.

JOB SERVICE
North Dakota

Our Labor Market Information Center provides a wealth of information about what's happening in our state's labor market and the data is used in many ways.

The Online Job Openings Report is one of the most popular reports. This is the report that tells us how many job openings are available in North Dakota and the workforce available to fill those positions. I have included a copy of the most recent Report in your packets and would encourage you to visit jobsnd.com to see all the information that's available right at your fingertips.

In addition to these regularly produced publications, the Labor Market Information Center can conduct special research like the Oil and Gas Employment Report which I will talk about shortly.



Our successes wouldn't happen without all our valued partnerships.

Some of these partners help us understand the employment needs in the state while others actually provide the training to meet those needs.

Some partners refer their clients to our programs.

Some of these partners help us with fraud detection in our Unemployment Insurance program, while other partners help us collect unemployment insurance overpayments.

We are thankful these partners promote Job Service as the place to go to help people find jobs and employers find workers. Some of these partners link back to jobsnd.com from their sites.




Now that you have an idea of some of the ways we help meet our customers needs, I'll review our current biennium appropriation.

2013-15 At-a-Glance

		Appropriation	Projected Expenditures	Variance
Source:				
General Fund	2.6%	2,045,340	2,045,340	0
Federal Funds	96.7%	77,206,471	53,556,805	(23,649,666)
Special Funds	0.7%	591,057	200,464	(390,593)
Total Funds		79,842,868	55,802,609	(24,040,259)
Expenditures:				
Salaries/Wages*		36,344,383	33,247,907	(3,096,476)
Accrued Leave		1,479,868	165,019	(1,314,849)
Operating Exp. *		18,702,700	16,501,457	(2,201,243)
Capital Assets		20,000	20,000	0
Grants/Benefits/Claims		8,850,497	4,190,331	(4,660,166)
Workforce 20/20		1,541,924	1,541,924	0
Reed Act		12,407,000	0	(12,407,000)
UI Special Admin*		496,496	135,971	(360,525)
Total		79,842,868	55,802,609	(24,040,259)

*One-time funding.



This slide shows our current biennium budget and expenditures.

Many people are surprised to learn that – even though Job Service is a state agency – we are 96.7 percent federally-funded.

Our appropriation was \$79.8 million and we project to expend \$55.8 million or \$24 million less than our appropriation.

About half of the \$24 million difference is due to Job Service receiving less federal funding than we projected when putting our budget together.


Per your request, I'd like to also draw your attention to one-time funding items in our 2013-15 budget which are:

Unemployment Insurance Special Administration: Expended \$135,971 Federal Funds
 Oil and Gas Employment Study: \$120,000 General Funds
 Produced report for CY 2013.
 Will complete CY 2014 report by July 2015.

The next slide shows our major variances.

Major Variances

Salaries & Wages	\$ 4,411,325
<ul style="list-style-type: none"> • Reduced federal funding, absorption of legislative pay raises • Reduced staff (13 FTEs) 	
Operating Expenses	\$ 2,201,243
<ul style="list-style-type: none"> • Reduced to balance federal funding level 	
Grants, Benefits, Claims	\$ 4,660,166
<ul style="list-style-type: none"> • WIA (\$2.3 million not received) • Trade Act (\$2.3 million; no layoffs/closures prompting expenditure) 	
Reed Act	\$ 12,407,000
<ul style="list-style-type: none"> • Strict expenditure guidelines • For UI technology modernization only 	



Salaries and Wages

Job Service projects to spend \$4.4 million less in salaries and wages than what was appropriated due to reduced federal funding and the absorption of legislative pay raises.

Flat federal funding required the following staff reductions:

- Staffing – (13 FTEs) We will continue to look at not filling vacancies instead of having layoffs.

Operating Expenses

We expect to expend \$2.2 million less in operating expenses in order to balance our federal funding level.

Grants, Benefits, Claims

Job Service projects to expend \$4.66 million less in grants, benefits, and claims than was appropriated this biennium.

This variance is made up of \$2.3 million budgeted for a Workforce Investment Act grant that we did not receive and \$2.3 million in Trade Act dollars. The Trade Act provides aid to workers whose jobs are impacted by foreign competition. Since North Dakota is not experiencing layoffs or closures at this time that are due to foreign competition, these Trade Act funds can't be expended.

Reed Act

Another variance is \$12.4 million in Reed Act funds. We received these funds from the U.S. Department of Labor for the replacement of our antiquated unemployment insurance technology. These funds have strict expenditure guidelines. We have not expended these funds as of yet because we received other federal grant funds for this purpose that we need to use first. We are requesting a continued appropriation of these funds in the 2015-17 biennium again as we are not sure of any additional federal grant funds available for this purpose.



I'll be covering the major components of our 2015-17 Appropriations.

Base General Fund Request

Workforce 20/20

General Fund appropriation request: **\$1,582,167**

- State-funded training program which helps employers keep up with technological advances, global competition, and new work methods.
- Funding helps employers train and upgrade current workers' skills.
- The state recovers program investment in 11 to 12 months due to the increase in employee wages.
- Valuable program to retain employees.
- 95% of trainees stay in North Dakota.
- Economic Developers promote Workforce 20/20 program as an incentive to prospective new employers



Job Service is making a base general fund request in the amount of \$1,582,167 to continue the Workforce 20/20 program.

*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.

- State-funded training program which helps employers keep up with technological advances, global competition, and new work methods.
- Funding helps employers train and upgrade current workers' skills.
- The state recovers program investment in 11 to 12 months due to the increase in employee wages.
- Valuable program to retain employees.
- 95% of trainees stay in North Dakota.
- Economic developers promote Workforce 20/20 program as an incentive to prospective new employers.

This is one of the programs I am looking to improve during the next biennium.

New Jobs Training

- Helps new or expanding primary-sector businesses secure funding for worker education and training.
- Employers may qualify if they create new, high-wage jobs by relocating to or expanding current operations in North Dakota.
- State income tax withholdings are captured to repay loans, grants, or self-financing.
- 909 – New positions filled in 2011-13 biennium.
- \$22,712 – Avg. annual pre-New Jobs training salary.
- \$38,665 – Avg. annual salary 1 yr. after training (41.3% increase).
- Economic developers promote New Jobs program as an incentive to prospective new employers.



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

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

Employers may qualify if they are creating new, high-wage jobs by relocating to ND or expanding current operations in ND.

The program is funded by state income tax withholdings that are captured to repay loans, grants, or self-financing.

- 909 – New jobs positions filled in 2011-13 biennium.
- 87% – Trainees still employed in ND after initial training period.
- \$22,712 – Avg. annual pre-New Jobs training salary.
- \$38,665 – Avg. annual salary 1 yr. after program training (41.3% increase).

Economic Developers promote the New Jobs Training Program as an incentive to prospective new employers.

**General Fund
Change Request**

**Making Jobsnd.com
Mobile Device Friendly**

General Fund Appropriation Request: \$109,500

\$ 9,500 (One-Time)
\$100,000 (Continuing)

**4.6 million visits to
jobsnd.com in 2014**



Mobile device image available at
<http://mundumedia.com/mobile-online-presence-and-apps/>, Nov. 5, 2013



This is the beginning of our Change Request starting with our top priority, making jobsnd.com mobile friendly.

All you have to do is look around to see that digital mobility is everywhere. People are relying more and more on their mobile devices to search for jobs. Unfortunately, it is very clumsy and frustrating to register or search for a job on jobsnd.com on a mobile device.

To help remedy this situation, we are asking for a General Fund Appropriation of \$109,500.

This item is listed as a One-time funding item in our bill, but should be \$9,500 in one-time funding and \$100,000 in continuing funding as you see here on the slide.

Just think how much easier it will be for those 4.6 million visitors to search for jobs on our site.

General Fund Change Request

This graphic is part of the larger "2013 Mobile Growth Statistics" Infographic created by Super Monitoring and posted on digitalbuzzblog.com.

90% of job seekers today plan to use mobile devices during their job search.

Source: Survey data is based on a Glassdoor survey conducted online from April 22-30, 2014 among 1,000 employees and job seekers.

Here's an interesting statistic from Glassdoor:

Nine out of ten job seekers say they will use their mobile device during the job search process.

I hope you'll support our request for this mobile friendly application and help us literally get our jobs in the hands of job seekers.

**General Fund
Change Request**

**Oil and Gas
Employment Study**

General Fund appropriation request: \$80,000



NORTH DAKOTA OIL & GAS EMPLOYMENT REPORT

Research for CY 15 and CY 16
will continue with funding.

Comprehensive Data:

- Examines all employers in the state rather than taking a sample.
- Information is available down to the worksite level.
- Information is available for all geographies and industries in the state.



The last General fund Change request we have is for the Oil and Gas Employment study.


Job Service is requesting \$80,000 in one-time funds to continue providing the Oil and Gas Employment Report.

You may recall that the 2013 legislature directed Job Service to identify all employees who should be included in oil- and gas-related employment (HB 1358). The legislature also appropriated \$120,000 for that study which was expended and resulted in a comprehensive North Dakota Oil & Gas Employment Report.

Our Labor Market Information staff worked hard to get the data for this report. Rather than taking a sample, all employers in the state were examined which provided much more robust results. The report includes data down to the worksite level and is available for all geographies and industries in the state.

These funds will allow us to continue the research for the following biennium, providing data for calendar years 2015 and 2016.

Executive Budget		2015-17 Appropriation	
	2015-17 Base Level	Adjustments or Change Packages	2015-17 Appropriation
Salaries/Wages	\$36,224,278	\$4,674,722	\$40,899,000
Accrued leave pay	1,479,868	(1,479,868)	0
Operating Expenses	18,687,700	(5,175,043)	13,512,657
Capital Assets	20,000	0	20,000
Grants	8,850,497	(3,446,171)	5,404,326
Workforce 20/20	1,541,924	40,243	1,582,167
Reed Act	<u>12,407,000</u>	<u>0</u>	<u>12,407,000</u>
Total	\$79,211,267	(\$5,386,117)	\$73,825,150
Less Est. Income	<u>77,301,032</u>	<u>(5,597,686)</u>	<u>71,703,346</u>
Total Gen. Fund	\$1,910,235	\$211,569	\$2,121,804
FTEs	250.76	(13.00)	237.76



This slide summarizes our base level, adjustments, and final 2015-17 appropriation request.

The lion's share of the \$4.7 million is due to the state's compensation package and includes the Accrued Leave Payment adjustment as OMB has not continued this line item. This includes the salaries to perform the oil and gas report.

The \$5.2 million less in operating expenses is mostly due to the one-time federal grant we don't expect to receive this biennium. However, it does include the oil and gas report and the mobile application.

The \$3.4 million less in grants are due to a reduction in federal grant funds.

The Workforce 20/20 line item includes a small increase in employer grant/contract funds for the program.

Requested Information

- A comparison of the optional adjustment requests made by your department or institution to those included in the executive recommendation.
No adjustment requests to report.
- An itemized listing of any changes your department or institution is asking the committee to make to the executive recommendation.
Please refer to handout.

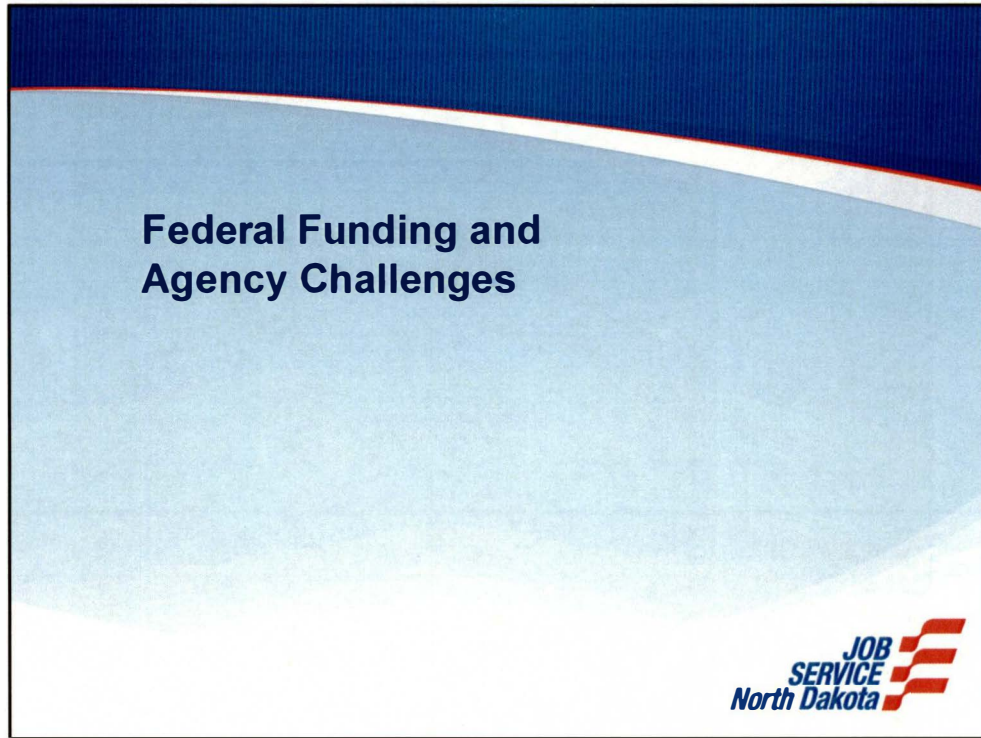


You asked us to prepare and present two documents today.

The first document was to show a comparison of the optional adjustment requests we made to those included in the executive recommendation. Job Service did not make any optional adjustment requests.

The second document you requested was an itemized listing of any changes we asked the committee to make to the executive recommendation.

You can see those changes on the handout we distributed with your testimony.



This next section of my presentation leads into your request asking about the level of federal funding and also addresses some of our agency challenges.

Agency Challenges

New Federal Regulations Workforce Innovation and Opportunity Act (WIOA)

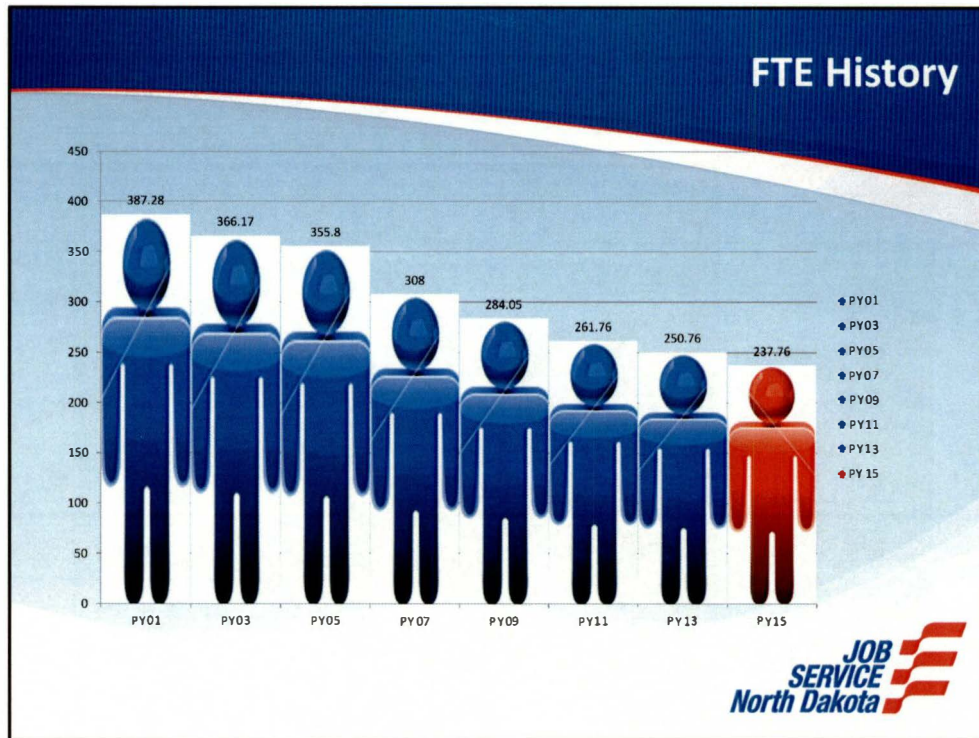
- Signed into law July 22, 2014
- Make up 1/3 of our agency budget
- Federal funded training program
- Law takes effect July 1, 2015
- Regulations being released Spring 2015
- New unfunded mandate



The first challenge has to do with a new federal regulation.

The President signed the Workforce Innovation & Opportunity Act (WIOA) into law on July 22, 2014. WIOA supersedes the Workforce Investment Act which currently makes up 1/3 of our agency funding. As you might imagine, this is a huge change for our agency.

- This is the funding we use to send ND citizens to training such as truck driving, welding and CNA courses.
- Regulations were scheduled to be released January 18 but the release has been pushed back to Spring 2015. Until then, we will not know the full impact of this new law.
- We will have 3 months to implement this new law. By comparison, when the Workforce Investment Act was implemented we had more than two years to implement.
- This mandate is unfunded.



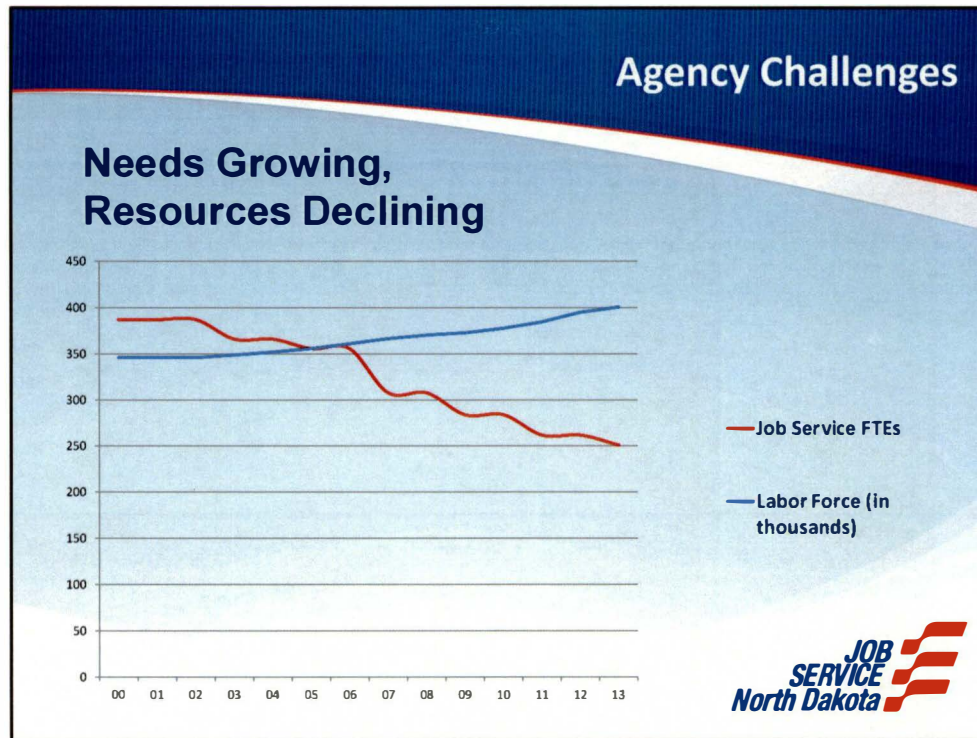
You can see by our FTE count why the newly enacted Workforce Innovation and Opportunity Act and other workload increases are struggles for Job Service.

We have reduced our staff size by 150 FTEs over the past 13 years.

By the Numbers

- PY 01 – 387.28
- PY 03 – 366.17 >21.11
- PY 05 – 355.80 >10.37
- PY 07 – 308.00 >47.80
- PY 09 – 284.05 >23.95
- PY 11 – 261.76 >22.29
- PY 13 – 250.76 >11.00
- PY 15 – 237.76 >13.00

Total Reduction 149.52 over 13 years



This is just another representation of the widening gap between our state's growing labor force and the declining number of FTEs we have to meet customer demands

Job Service has done a great job over the years as our FTEs have decreased, but I am concerned about meeting the workload demands and the level of customer service we can provide.

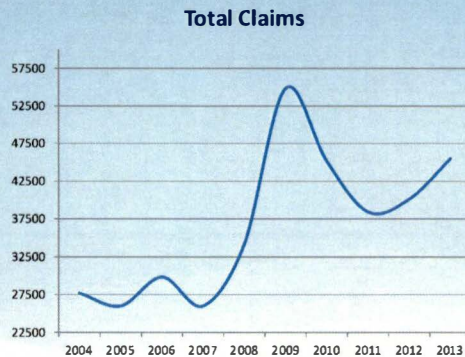
Job seekers visit our offices looking for help – and many of the job seekers we see today are what might be considered hard-to-serve job seekers. They need more attention than might otherwise be needed.

Employers are also reaching out to our staff to help them fill their open positions.

In a nutshell, our customers' needs have grown while our resources have declined.

Agency Challenges

High Unemployment Insurance Claim Volumes



- Volume peaked in 2009 at height of national recession
- Currently processing 20,000 more claims per year than pre-recession average



You might be surprised to find out that our strong economy creates challenges in our unemployment insurance area. I know I was surprised that even with the country's lowest unemployment rate, unemployment insurance activity has actually increased.

The UI area is experiencing:

- High claim volumes
- High number of out-of-state claims
- Large growth in number of employers

This chart shows a 65% increase in total claims since 2007.

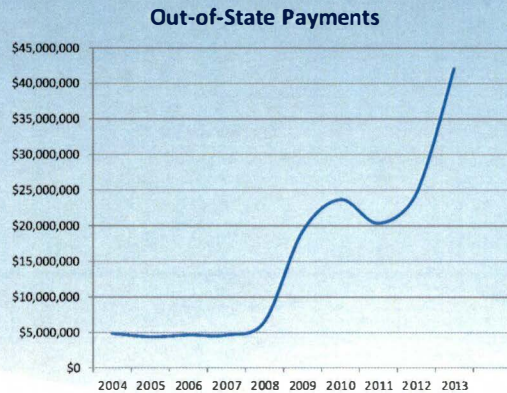
The volume peaked in 2009 at the height of the national recession, however, we are currently processing 20,000 more claims per year than pre-recession averages.

The only reason we were able to manage the increased workload during the recession was because we received additional federal funding (stimulus funds and Emergency Unemployment Compensation) to hire temporary staff.

The increased workload we have today being done with basically the same base unemployment insurance funding level as we had in 2004.

Agency Challenges

Out-of-State Claims



- Nearly 50% of claims are currently out-of-state claimants (only 10% prior to 2008)
- \$40 million paid in 2014
- Paid an average of \$4.6 million/yr from 2000 to 2008



Another big challenge we face is the volume of out-of-state claims we receive.

Nearly 50% of claims are now from out-of-state claimants

- Prior to 2008 out-of-state claims were 10%

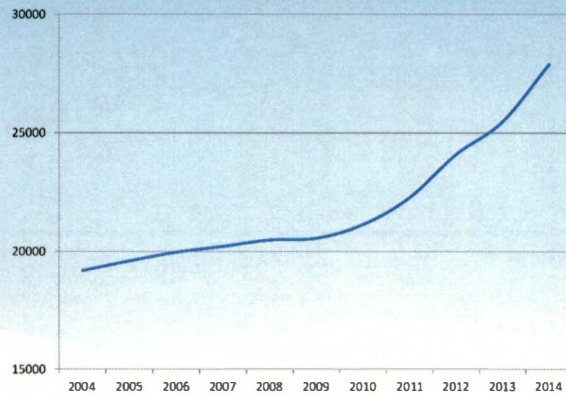
Out-of-State Claims take more time to process

- Extensive administrative work
- Combined wage claims – Coordinate with other states and transfer wages between states
- Work with both North Dakota and out-of-state employers to gather eligibility information
- Quarterly billings – Bill other states proportionately so that North Dakota employers are not overcharged.

Agency Challenges

Growth in Number of Employers

Employers



- **40% growth from 2007 to 2014**
20,000 employers in '07
- **9% growth from 2013 to 2014**
28,000 employers in '14



We also continue to see significant growth in the number of employers in North Dakota. In fact, we have 40% growth from 2007 to 2014 and have seen 9% growth in the last year alone.

Agency Challenges

What do more employers mean to Job Service?

It takes longer to:

- Process reports to determine liability for new employers
- Process employer successions as business are bought and sold
- Meet increased federal requirements for employer audits
- Process quarterly wage reports for all employers
- Respond to employer questions
- Process more appeals



What does having more employers mean to Job Service?

It takes longer to:

- Process reports to determine liability for new employers
- Process employer successions as business are bought and sold
- Meet increased federal requirements for employer audits
- Process quarterly wage reports for all employers
- Respond to employer questions
- Process more appeals

Agency Challenges

Reduced UI Federal Funding

- Unemployment Insurance program is 100% federally funded in North Dakota
- Federal funding will decline by 3.6% in 2015
 - Our plan is to cut temporary seasonal staff

What impact does this all have?

- Declining federal funds limit our ability to provide a higher level of customer service.
 - Average call wait times for claimants have increased
 - Average time it takes to determine eligibility
 - Response time to employer questions



I've explained that we have a greater workload, and now the next slides will explain our reduced funding levels.

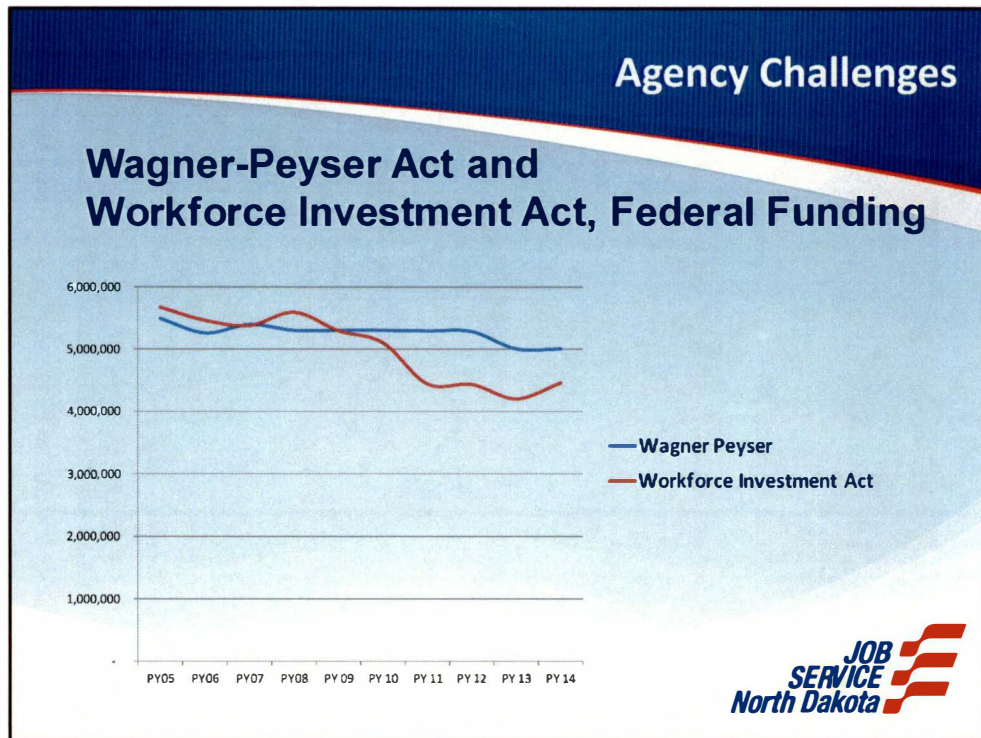
- Unemployment Insurance program is 100% federally funded in ND
- Federal funding will decline by 3.6% in 2015 with the federal budget signed by the President
- Staff costs are increasing due to wage growth

What impact does this all have?

- Declining funds limit ability to provide desired levels of customer service – and customer service is near and dear to my heart
- Average wait times for people filing or adjudicating claims for unemployment insurance
- Average time it takes to determine eligibility has increased
- Response time to employer questions has increased

We have the technology to communicate electronically with our customers, but at the end of day, when one of your constituents has delayed payments, is denied benefits, or has questions – they want to talk to a human being. I just want you to be aware of why it may take longer for customers to talk with someone at Job Service.

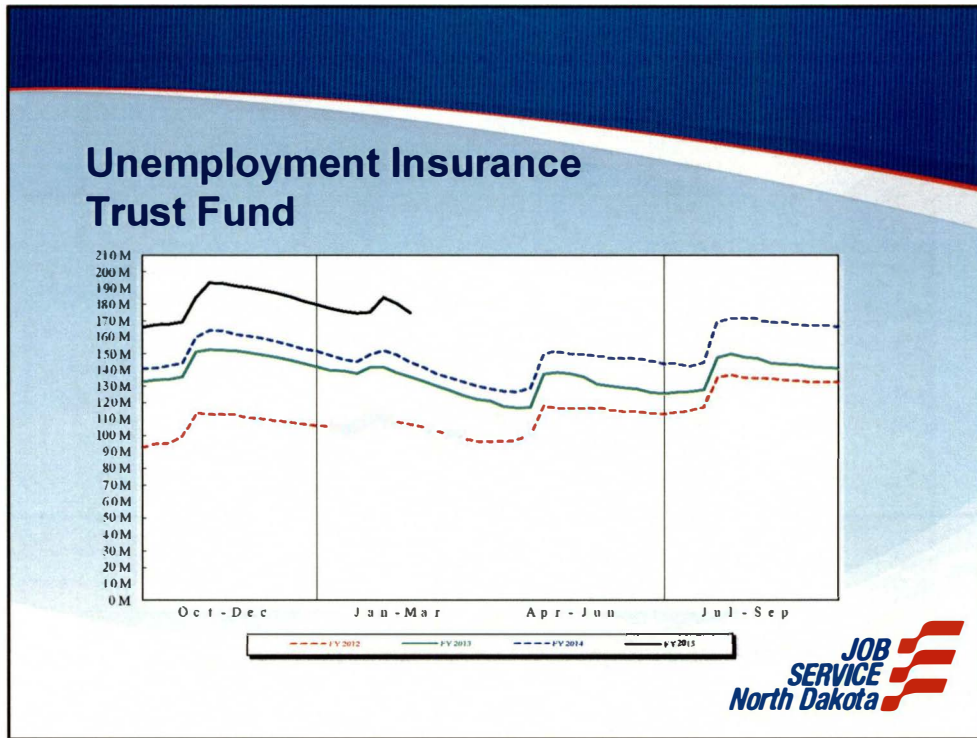
We don't have federal funds to hire additional staff to provide better service.



The other two major funding sources for Job Service are the Workforce Investment Act and Wagner-Peyser grants. These grants fund the local offices and employment services in your communities.

The funding for Wagner-Peyser has been relatively level but as you can see, the Workforce Investment Act has declined overall over the last 10 years. We don't foresee any changes in the future.

The reduction in federal funding has impacted the number of staff in local offices who provide services to North Dakota's job seekers and employers. Our plan would be to do as we have done in the past and carefully prioritize our workload and reduce FTEs as needed.

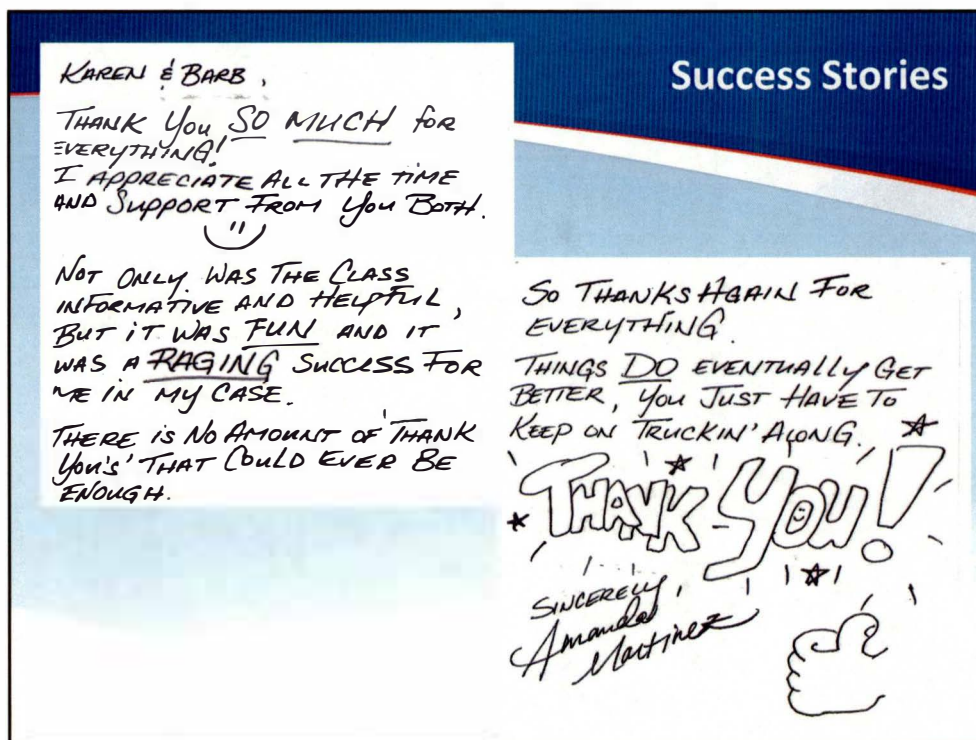


North Dakota's unemployment insurance trust fund is currently in good shape and in a position to handle large layoffs should they occur.

North Dakota statute dictates the trust fund target balance which is intended to cover benefit payments based upon recessionary history.

The formula used to develop the target takes into account:

- Past recessionary periods.
- Identifies the worst year in the last 20 years.
- Identifies the next two worst years in the last 10 years.



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.

Success Stories

Dear

Susan,

Words aren't enough to tell you how very grateful I am, not only for being so sweet and patient with me through my claim process but really going out of your way to make sure everything was ok.

Your sincere compassion shows and with your job, I'm sure most people can be difficult but I want you to know you are extremely appreciated and I'm so glad I got to meet you. There are not many people left in the world like you and sometimes it can make us feel alone like no one cares about each other. You are definitely among the special, sweet individuals I hold close to my heart. All the lives you affect in such a powerful positive way is something to be cherished. Keep up the GREAT WORK! Customer service is a hard profession and I admire the kindness and strength you have provided me. I will carry it now forever!

* This card made me think of the hunting dog I saw in your office and his face was so precious and sweet. I felt it would make you smile 😊

You Make Me So happy,
I could wag my tail off!

Very Sincerely,
Danni Wagner AKA Wags 😊



This is a note from a Veteran. Shows the personal relationships that grow between our staff and customers.

Success Stories

Susan,

Great news. I received the Baker Hughes job and I accepted it. I also got offers from Halliburton and Butler but chose the Baker Hughes job. As a new twist to my journey we have already successfully rented our house so my family will be coming with me. I read that you might assist spouses as well. If this is possible please let me know. She is looking for work in the intro accounting area or administration assistant. I know there are a lot of those jobs out there but we could use your help pinpointing some opportunities. Again thank you so much for all your help if not for you I didn't think I would have even applied for that job so I really owe you.

Very respectfully
Neil Werlinger



Veteran who got three job offers with good companies.

Success Stories

Linda -
I never thought this day would come, but it did - I ^{now} am an EL teacher for the Beulah School District! I couldn't have done it without your help and the funding from job service! You have helped our family so very much and we thank you from the bottom of our hearts! In appreciation!
Dwight, Ber + Skye



Thank you from a customer who got a job as an English Language Learner teacher in Beulah.

Success Stories

Dear Terri Jerik -

Thank you for all your support during these last couple of months.

Without your talents, I might have given up, and become discouraged about getting another job.

I am writing now, as I move back into the workforce. The "Bridges" program confirmed and really let me know that I was on my proper path.

Let people know that if an older person, eight months out of work, can find a job, it is possible!

Don't stop looking & believing!

- Bob Rindstrom - Bemis



This thank you is from an older satisfied customer who said, "Let people know that if an older person, eight months out of work can find a job, it is possible!"

Thank you.



● Workforce 20/20 Report 2011-13 Biennium



Helping train today's workers for new technologies.

Background

Workforce 20/20 began in 1991 as Workforce 2000 and was renamed Workforce 20/20 in 2005. This state-funded training program helps ease the challenge North Dakota employers face to find highly-skilled workers as technological advancements, global competition, and new work methods are introduced. Workforce 20/20 provides training funds to help upgrade current workers' skills and is a smart way for North Dakota businesses to remain competitive.

North Dakota's Economy (1993-2013)*

- North Dakota's manufacturing employment increased by 37.6% or 7,013 jobs in 20 years.
- North Dakota wages grew an average of 72.9%; manufacturing wages increased 41.6%.
- The number of North Dakota establishments in all industries increased by 5,161 to 32,529.
- North Dakota's population grew by more than 82,000 residents in the last 20 years. The greatest growth was between 2006 and 2013 at a rate of 11%.
- North Dakota was 1st for lowest U.S. unemployment at a rate of 2.9% in 2011. North Dakota's highest reported unemployment rate over the past 20 years was 4.1% in 2009; National unemployment rates ranged from 7.4% to 9.6%.
- North Dakota's Labor Force Participation rate ranked second in the U.S. during 2013, at an adjusted rate of 71.5%.

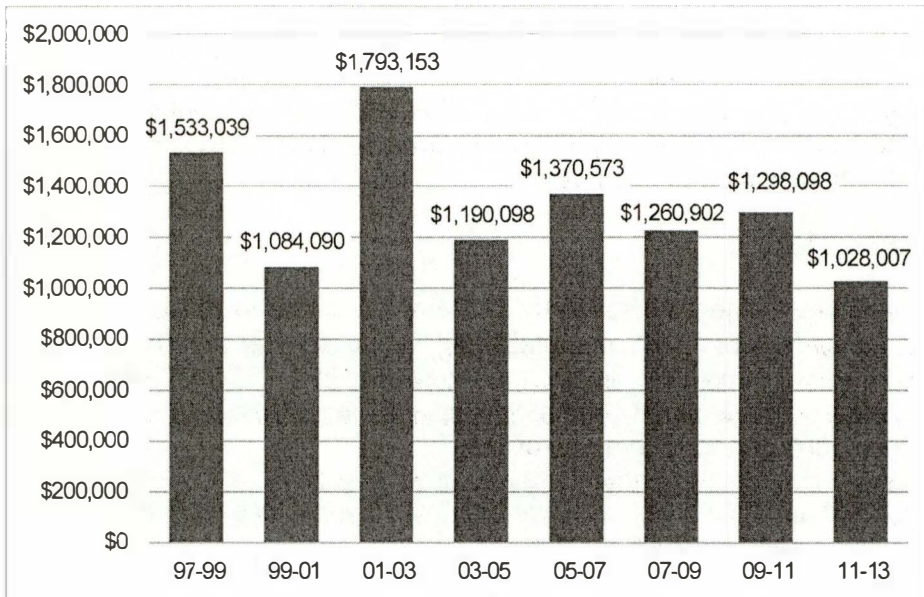
* Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

When most states were experiencing weakened economies, 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. Some western North Dakota counties progressed into the oil industry at record speeds. High-paying jobs in the oil fields caused pay rates and living costs to increase across the state. Today, North Dakota's challenge is finding people to fill positions due to the state's low unemployment rate and a high labor force participation rate.

In order to support the increased demand for a skilled workforce and the growing number of businesses, the Workforce 20/20 program gives North Dakota a valuable tool to attract and retain employers and employees. The North Dakota legislature's appropriation to the Workforce 20/20 program for the biennium enabled Job Service to award \$878,913.64 in Workforce 20/20 funds to employers to train 1,506 North Dakota participants.

The 2011-13 biennium showed a pattern of training that not only helped employers improve their workers' skills, but helped keep employees satisfied and discouraged employees from looking at jobs elsewhere. Workforce 20/20 helped 51 different businesses to keep 79% of the Workforce 20/20 trained employees at least one year after the employee was trained. An additional 16% of the trained individuals remained employed in North Dakota but took a job with a different employer. The result was a North Dakota retention rate of 95.3 percent showing improvement from the 85.1 percent retention rate during the 2009-11 biennium. An added benefit was employers forecasting 49 new employees would be needed to be hired to fill the jobs left open by Workforce 20/20 trainees being moved into other positions in the business.

Funds Expended; Historical Overview 1997-2013



Comment

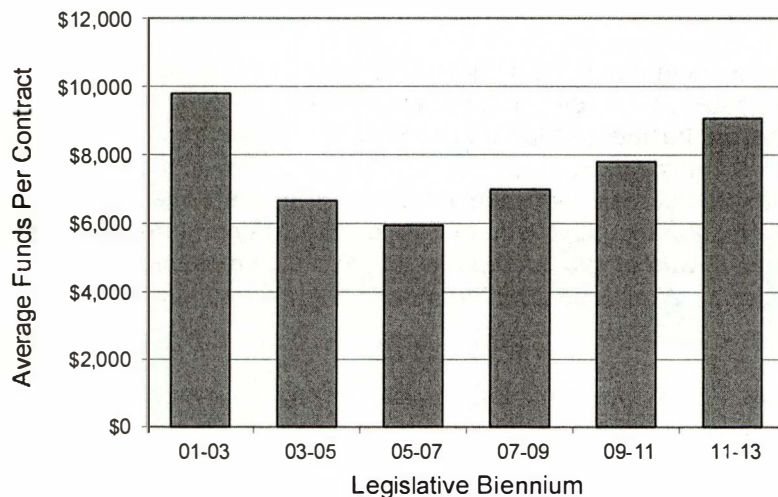
The North Dakota legislative assembly appropriates Workforce 20/20 program funds and returns unspent funds to the General Fund at the end of each biennium.

\$1,512,491 was budgeted during the 2011-13 biennium, Final biennium spending was \$878,914 on training and \$149,094 on administrative costs at a total of \$1,028,007.

Job Service North Dakota has always operated within the administrative fee guidelines. The process is to re-obligate training funds as agreements are returned with unspent obligations. This biennium showed \$129,599 more obligated funds than actual expected funds with many agreements closing too late in the biennium to re-obligate the funding.

Reductions in manufacturing employment also contributed to the lower biennium spending. In 2010, North Dakota manufacturing employment dipped from the 2008 baseline by 14.6 percent. The 2011-13 biennium showed positive improvements, but the state recovered only 70.5 percent of the manufacturing employment lost since 2010.

Average Contract Reimbursement Awarded; 2001-2013



Comment

Technology and training costs associated with new equipment implementation and changing work methods continued to increase following the 2005-07 biennium.

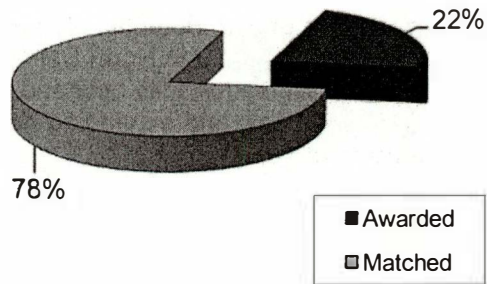
Funding for the 2011-13 biennium allowed the program to invest in 97 training contracts with an average investment of \$9,061 per contract.

The average per contract cost of 2011-13 biennium agreements was \$1,267 higher than the previous 2009-11 biennium.

1,40

Value of Matching Contributions from Employers; 2011-2013

Source	Funds
Workforce 20/20 Funds	\$ 878,913.64
Employer In-Kind Match	\$3,206,128.71
Total Training Costs	\$4,085,042.35



Comment

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

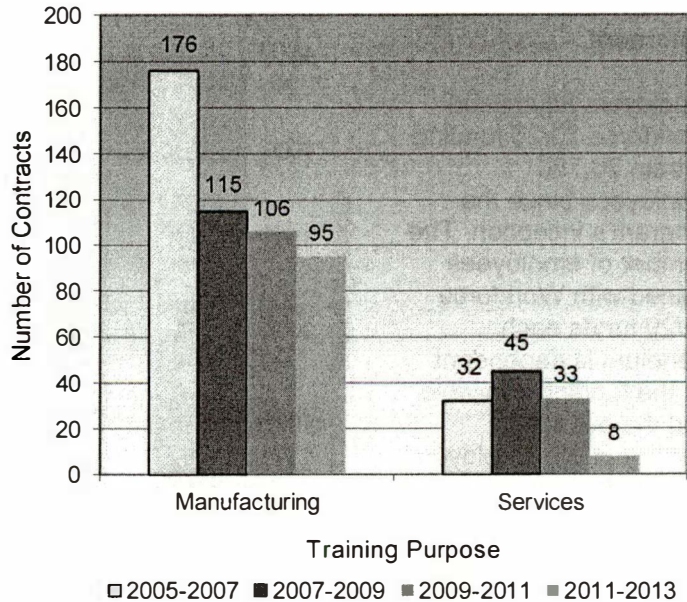
Employers matched an average of \$3.21 for every reimbursement dollar received from Workforce 20/20 during the 2011-13 biennium. Examples of matching funds are employees' wages and portions of the training fees not covered by Workforce 20/20 reimbursements.

Contracts by Training Purpose; 2011-2013

Comment

By statute, Job Service North Dakota gives Workforce 20/20 funding priority to applicants/employers 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
- (6) Provide training for unemployed and employed North Dakota residents for new and expanding businesses.



As shown, the business sector with the most potential for promoting statewide economic development and growth during the last four biennia has been the manufacturing sector. High-tech service sector training numbers dropped proportionately with the number of agreements funded this biennium.

Expenditures on New and Expanding Industry; 2011-2013

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 a priority of approximately 50% of available funds to new and expanding businesses. During the 2011-13 biennium, 58% of the funding went to new and expanding businesses to train 889 of the 1,506 total workers trained during the biennium.

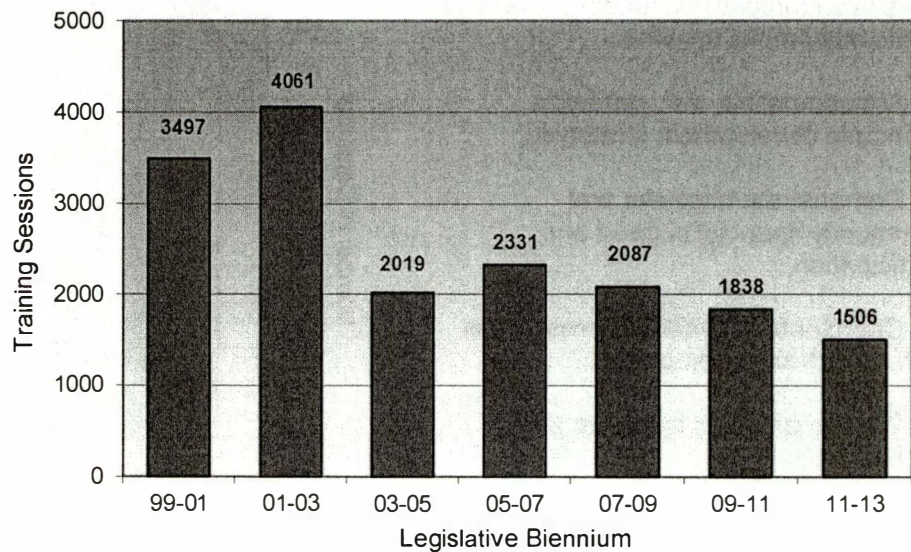
Type of Business	Contracts Awarded	Workers [†] Trained	Expenditures	Percent of Total Expenditure
Expanding	57	885	\$468,177.63	57.11%
New	1	4	\$10,000.00	0.99%
Subtotal	58	889	\$478,177.63	58.10%
Existing	39	404	\$400,736.01	41.90%
Total	97	1,506	\$878,913.64	100.00%

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

Training Sessions each Biennium 1999-2013

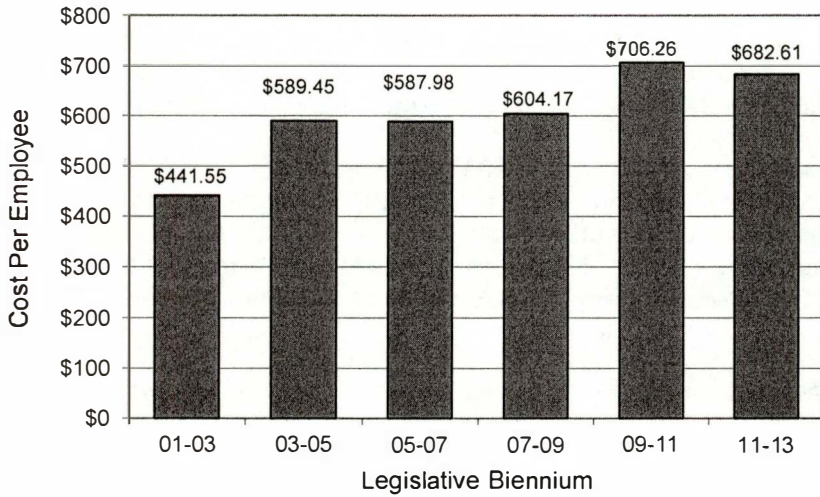
Comment

Employers have used Workforce 20/20 funding to train 26,786 employees since the program's inception. The number of employees trained with Workforce 20/20 funds each biennium is dependent on the funding available and the economic viability of the employers' proposals.



The selection of training and employers who will receive reimbursements goes beyond just training a large number of employees. The overall economic impact is also considered, such as wages, generation of out-of-state revenue, and other economic benefits to the community or state. The Workforce 20/20 training program is an excellent asset to North Dakota. Employees who receive training through the program stay in North Dakota, earn increased incomes, and gain skills our state's employers need to remain competitive.

Cost per Employee; Historical Overview 2001-2013



Comment

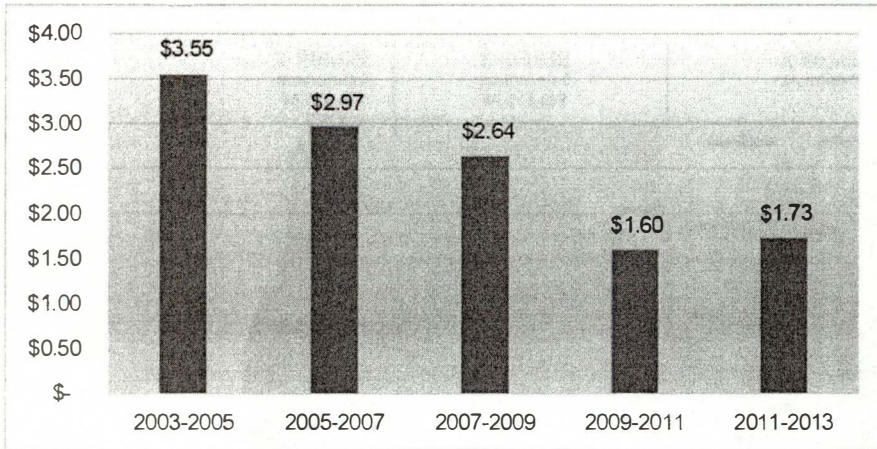
Workforce 20/20 cost per employee varies from year to year based on the amount of funds expended, the number of employees trained, and the cost of training.

Due to noticeable increases in training costs during the 2009-11 biennium, the Workforce 20/20 Committee standardized training reimbursement amounts on some trainings and targeted within a range of funding for other trainings.

Average Hourly Wage Rate Increases; 2003-2013

Comment

Wages of Workforce 20/20 trained individuals increased an average of \$1.73 per hour for the employees one year after they received the training. 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 2011-13 biennium, 200 percent of the federal and state minimum wage was \$14.50 per hour. Hourly wage rates are collected prior to training and then again at 90-day, 180-day, and 1-year intervals after training ended.

Some companies seeking Workforce 20/20 funding were entering into contracts for efficiency training (i.e. Lean Manufacturing or productivity) again this biennium.

However, employers were no longer focusing on cross-training employees to get more work done. Employers were now investing in training for their valued employees in an effort to keep them on board. Training to expand skills in a job already being performed can make an employee feel valued and successful while bringing new ideas and advanced technologies into the business. As finding replacement workers became more difficult, it became critical for employers to train for the needs of the employee and the business alike.

Financial Impact for North Dakota

The Workforce 20/20 training program is funded with state dollars, and requires an in-kind funding match from employers. During the 2011-13 biennium, the Workforce 20/20 program invested an average of \$683 per trainee and the employer's in-kind contribution averaged \$2,192 per trainee.

It takes North Dakota approximately 11 months to recover the \$683 Workforce 20/20 investment through state income tax withholdings from employees who received training.* However, due to overtime pay, commissions, and bonuses, the recovery period through state income taxes can be much 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.

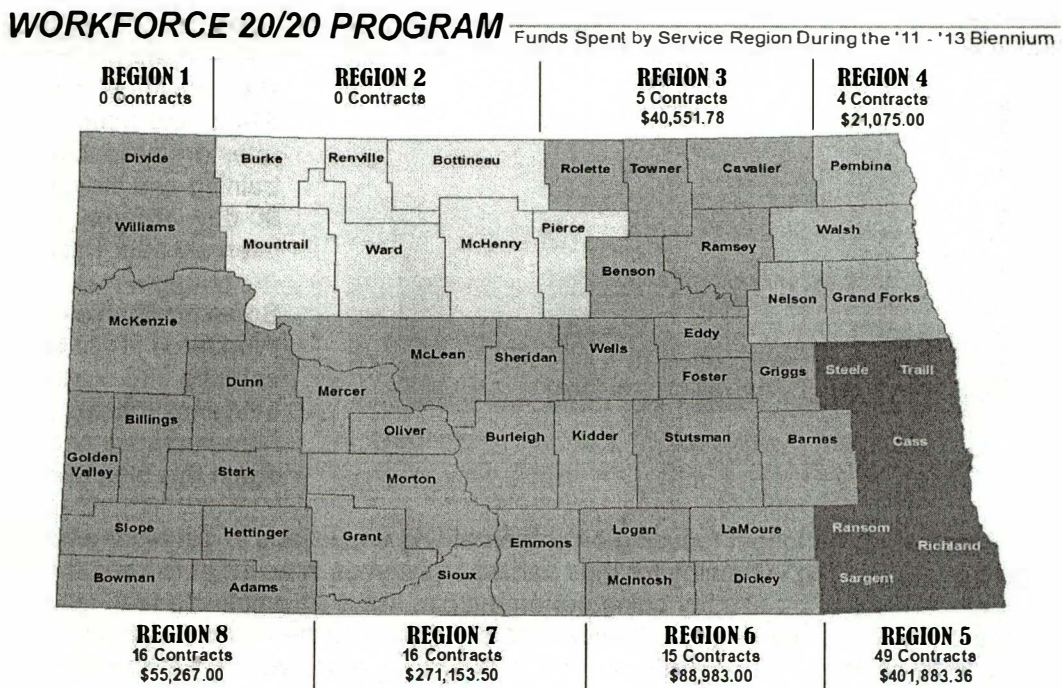
*Calculated using a North Dakota income tax withholding calculator and the average hourly wage rate of \$23.56 earned by trainees one year after training.

Geographical Distribution Workforce 20/20 Grants, 2011-2013

Comment

This map depicts the geographical distribution of Workforce 20/20 funds for the 2011-13 biennium (the most recent biennium for which all contracts are closed and future fund adjustments are not required).

Regions 1 and 2 had oil activity during this biennium and did not use Workforce 20/20. During the 2009-11 biennium, Region 2 had two contracts and Region 1 had none. Region 5 is consistently a big user of Workforce 20/20 dollars under the manufacturing and service industries and saw the most contracts and the most dollars going to their training needs.



Source: Job Service North Dakota, Workforce Programs

Other Indicators Relating to the Effectiveness of the Workforce 20/20 Program

Comment

The effectiveness of the Workforce 20/20 program goes beyond simply measuring the increased numbers of businesses and employees benefiting from the program. The effectiveness can also be gauged by customer comments.

Job Service sends a customer survey with every 90-Day Wage Request. All 100% of the surveys received showed "Satisfied" with Workforce 20/20 (88% were actually "VERY satisfied.") The following employer comments attest to the success of the Workforce 20/20 Program during the 201113 biennium.

Contract WF-11-013

"I would though like to thank Karen Paul and the rest of the Workforce 20/20 staff for all their help."

Contract WF-11-019

"Well organized *requirements make application process simple.*"

Contract WF-11-022

"*Process went smooth & 20/20 administration (people and process) was easy to work with.*"

Contract WF-11-034

"Excellent program of significant value to our company."

Contract WF-11-037

"Great assistance for businesses in North Dakota."

Contract WF-11-038

"This allows the introduction of new technologies and job opportunities that are very beneficial to both *the state and the business.* "

Contract WF-11-051

"Program has allowed 'John' to increase Technical Knowledge."

Contract WF-11-054

"Program is excellent as is - just continue on for the future."

Contract WF-11-060

"The program works well and it was very helpful to us."

Contract WF-11-063

"Excellent program, Easy to use neat people to work with."

Contract WF-11-088

"Program has been very supportive of our employee training. The program is run well and easy to work with. I have no suggestions at this time."

General comments included:

"No improvements needed - *works great and very appreciated!*"

"All is Well."

"Program is Wonderful."

"Great Service."

"Do a great job"

"Karyn was very helpful"

"This is a great program"

"No suggestions at this time. All was very good!"

Biennium Survey Results (cont.); 2011-2013

Survey information is often used for program improvements. A survey suggestion from the 2009-2011 biennium survey was to have a more **defined basis of funding**.

The Workforce Committee established a set of funding levels per participant for some types of training. Examples included \$1,000 per participant for welding training and \$875 per participant for lean process improvement. The Committee also standardized consistent amounts for travel reimbursement.

This process kept funding consistent for all businesses but did not allow for variations such as travel distance, space rental costs, or different training levels. The Committee identified that the consistency was causing less funding on some agreements and noticed that the biennium obligation was trending downward due to the new process. They also identified that a much larger than normal amount of obligated funding was being returned (\$184,272) due to a higher number of non-North Dakota employees within the training sessions.

The Workforce 20/20 Committee returned to the practice of funding a percentage, as close to 50% as possible, of the total training cost by the end of the biennium and communication was clarified that only North Dakota participants could receive reimbursement for their training. Funding trends returned to normal into the next biennium.

The 2011-2013 survey only had one suggestion for program improvement:

WF-11-005: *"I would like to see coordination between ND & MN training programs. Both states as well as employers and employees along the border would benefit."* (This comment was also noted in the 2009-11 biennium surveys).



WORKFORCE PROGRAMS
WF2020 Biennium Report 1.15

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North Dakota New Jobs Training Report

Reported Through 2013

The North Dakota New Jobs Training Program is a state-funded workforce training program enacted into law in 1993 by the North Dakota legislative assembly. The program provides a mechanism for primary-sector businesses to secure funding to help offset the cost of creating new jobs as their businesses expand in or relocate to North Dakota.

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. The New Jobs Training Program helps primary sector businesses secure funding to offset the costs of creating new employment opportunities

Under the New Jobs Training Program, a business acquires funds in the form of a loan, grant, or self-financing option. The loan may be acquired from a commercial lender, a local development corporation, the Bank of North Dakota, or other qualified lender. A grant may be acquired from a state, city, or local economic development corporation.

State income tax withholdings generated from the newly-created permanent, full-time positions are 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 lender. 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.

To qualify, the business must be in a primary-sector industry either locating to the state or expanding employment in the state. A "primary sector business" is an individual, corporation, limited liability company, partnership, or association which, through the employment or labor, adds value to a product, process, or service and results in the creation of new wealth. The term includes tourism, but does not include production agriculture or the oil industry.

Primary sector businesses must also meet these criteria:

1. A new employer locating in North Dakota must create a minimum of five new jobs.
2. An existing business must increase its base employment level by a minimum of one new job.
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 in the eligible new positions 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.

If the business creates the number of new jobs identified in the program agreement at the wage rates projected, most loans, grants, or self-financing options will be reimbursed in less than the ten-year program period. 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

By the end of 2013, Job Service North Dakota had entered into 264 New Jobs Training Program agreements for approximately 16,589 new jobs. As of October 31, 2014, employers have earned \$28.7 million in New Jobs tax credits. At this time, North Dakota income tax credits totaling approximately \$20.3 million are available for 130 active agreements over the next ten years. Based on a review of completed and closed agreements, employers are claiming 93 percent of the projected credits available to them.

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

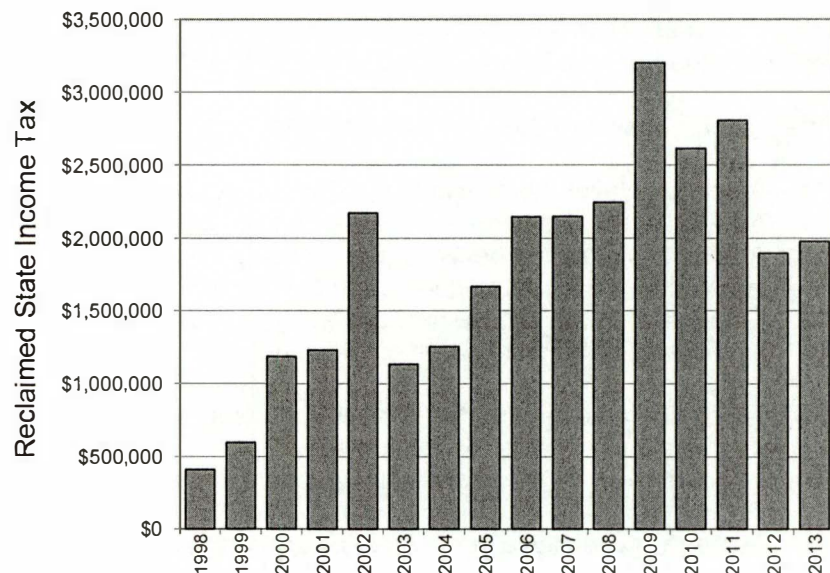
- The number of permanent, full-time new positions created.
- The wage rate paid to individuals filling the newly-created positions.
- A withholding formula provided by the North Dakota State Tax Department that is applied to the actual annual salary of the new jobs being created. The formula is applied 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 New Jobs Training Program agreement.

Tax Credits Claimed By Fiscal Year¹; 1998-2013

Employers claim their income tax withholding credits by filing quarterly reports with the North Dakota State Tax Department. An employer has up to ten years from the effective date of the agreement to claim the North Dakota income tax withholding credit. Fiscal years 2012 and 2013 could show increased claims in future reports as all employers have the right to claim reimbursements up to three years after the quarter the taxes were paid.

New Jobs Training collections have been less and agreements are running longer since the legislative reduction of individual North Dakota income tax amounts. In June 2013, individual income tax percentages decreased between 0.06% and 0.77%. Any further individual income tax reductions will further affect new and open agreements.

Through December 31, 2013, the State Tax Department has issued tax credits totaling \$28,677,906.66.



¹Data is from the ND State Tax Department. Fiscal Years run July through June.

Since the start of the New Jobs Training Program, 234 (64%) of the 364 agreements are no longer active and the files have been closed. The closed agreements from 1998 to 2013 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 on completed agreements from 1998 to 2013					
Closed Agreements	Reported New Jobs	Projected New Jobs	Job Creation Rate	Tax Credits Claimed	Average Investment per New Job
234	12,352	14,723	83.9%	\$26.7 million	\$2,161.72

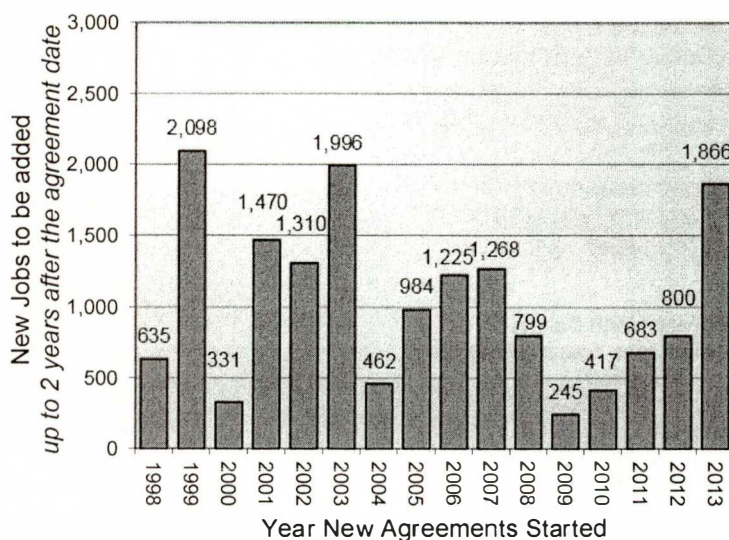
As shown above, 14,723 new North Dakota jobs were expected from the 234 closed agreements. As a new agreement is written, the business estimates the expected jobs to be created within the following two years. As business needs change, hiring needs change. This is reflected in the Reported New Jobs column which shows 12,352 jobs were actually created.

While tax credits will cause a reduction in state revenues, this reduction is offset by the positive economic impacts the new jobs will create in North Dakota. 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, while other states perform complex calculations based on the number of employees, employee state income tax withholdings, and an employee's longevity with the company. Cap ranges have remained constant across other states from \$1,500 in Maryland and \$5,000 in Rhode Island, to \$6,500 in North Carolina.

Projected New Positions by Calendar Year 1998-2013

The table below shows a projection of new jobs that will be created in North Dakota over two years following the agreement date. Agreements written in 2013 will show job creations in 2014 and 2015. Agreements are based on estimated new jobs being created during the calendar year stated.



Projections can fluctuate as amendments for unexpected business events are written. The actual number of new positions created is not fully known until employers file their final quarterly statements and agreements are closed. An agreement is closed as it meets its ten-year period, the loan is repaid, or the financing obligations have been met, whichever comes first. Closed agreements in 2011-13 had an average life of 7.9 years.

Employers cannot claim a credit for positions filled by out-of-state residents since North Dakota state income tax is not withheld from the payroll of out-of-state residents.

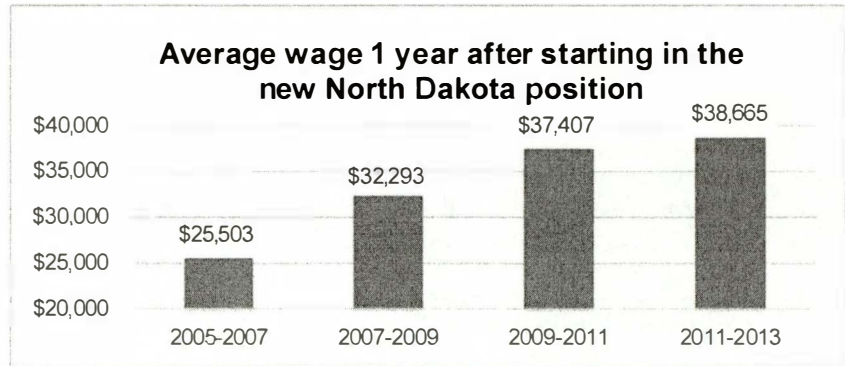
Biennium Performance

The most recent biennium for which North Dakota Century Code Section 54-60-19 accountability measures are available is the 2011-13 biennium. Employers filled 909 proposed new positions. The following table shows the wage and employment summary for those 909 new job positions.

ND New Jobs Training Program Accountability Measures (2011-13 Biennium)			
	Pre-Training	1 Year After Training	
New Positions Filled in ND	Average Annual Salary	Average Annual Salary	Average Annual ND Income Tax Paid Per Participant
909	\$22,712	\$38,665	\$ 424.38

After one year of being hired into a newly created position, employees showed an average wage increase of 42 percent. North Dakota's unemployment wage records for these individuals generated an aggregate annual payroll of \$35.1 million.

The primary sector business employees in New Jobs Training Program positions have shown an average wage increase of 34 percent since the 2005-07 biennium. An average wage increase of 4 percent was shown from the previous biennium (2009-11), to the current biennium (2011-13).



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 North Dakota New Jobs Training Program
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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.



JANUARY 2015 ONLINE JOB OPENINGS REPORT

JOB OPENINGS

- Online job openings totaled 19,695 open and available positions in January 2015. Openings were lower by 12.0 percent (-2,676) over the prior month but 16.7 percent higher (+2,818) than one year ago.
- Of the 22 non-military major occupational groups, Office and Administrative Support reported the largest number of job openings with 1,935, followed by Transportation and Material Moving with 1,751 and Sales and Related with 1,623. Three other occupational groups also reported job opening counts greater than 1,000 (Management; Healthcare Practitioners and Technical; and Installation, Maintenance, and Repair).
- Eight of 22 non-military major occupational groups reported over-the-year gains of 100 or more job openings. The Production occupational group reported the largest over-the-year decline.
- Cass County reported the largest over-the-year increase in the number of job openings with 1,496, followed by Grand Forks County (+472) and Burleigh County (+411). Nineteen of 53 counties reported over-the-year decreases led by Williams.

ACTIVE RESUMÉS

- Active resumés totaled 10,031 in January 2015. Active resumés were lower by 3.9 percent (-402) over the prior month and 1.6 percent lower (-164) than one year ago. There were a total of 8,469 in-state active resumés and 1,562 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 2,302, followed by Construction and Extraction with 1,287 and Transportation and Material Moving with 962.
- Nine of 22 non-military major occupational groups reported over-the-year gains in active resumés. Installation, Maintenance, and Repair reported the largest year-over-year decrease in active resumés (-143), followed by Transportation and Material Moving (-105) and Management (-62).

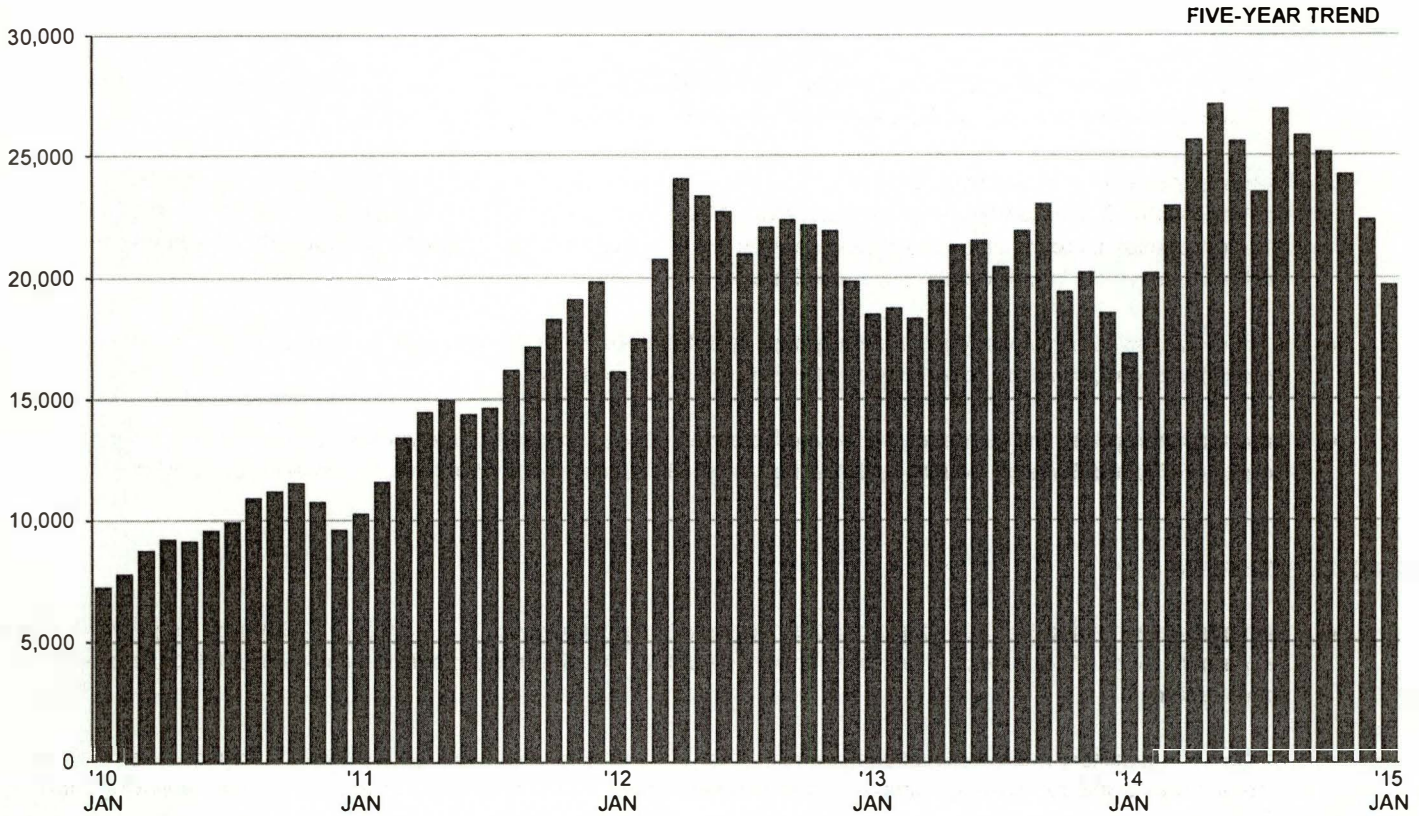
SUPPLY/DEMAND RATES

- North Dakota's rate of active resumés per job opening was 0.4 in January 2015. One year ago it was 0.5. Nineteen of 22 non-military major occupational groups reported rates of less than 1.0 while one year ago twenty occupational groups were in that category. Rates less than 1.0 indicate more job openings than active resumés. Twelve of 22 non-military major occupational groups reported rate decreases from the prior year.
- North Dakota's job openings rate was 4.5 percent in December 2014, the latest month for which data are available. One year prior, North Dakota's rate was 3.9. The U.S. rate for December was not available at the time of publication, but a November 2014 comparison showed North Dakota at 4.8 percent versus the U.S. rate of 3.1 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 December 2014, 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 a November 2014 comparison showed North Dakota at 0.4 unemployed persons per job opening versus the U.S. rate of 1.9. Nineteen 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, twenty counties reported rates of less than 1.0.

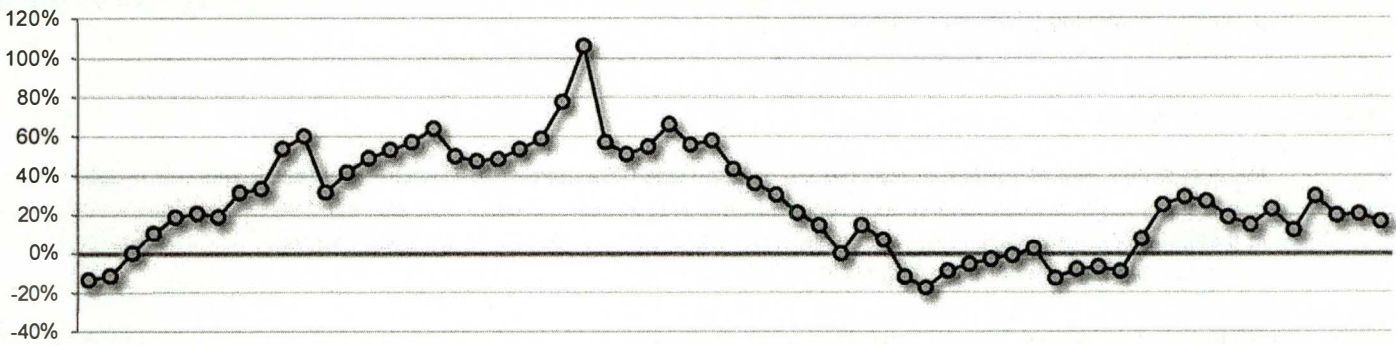
JOB OPENINGS DATA

JANUARY 2015 ONLINE JOB OPENINGS REPORT

JOB OPENINGS--TOTAL



JOB OPENINGS--OVER-THE-YEAR PERCENT CHANGE



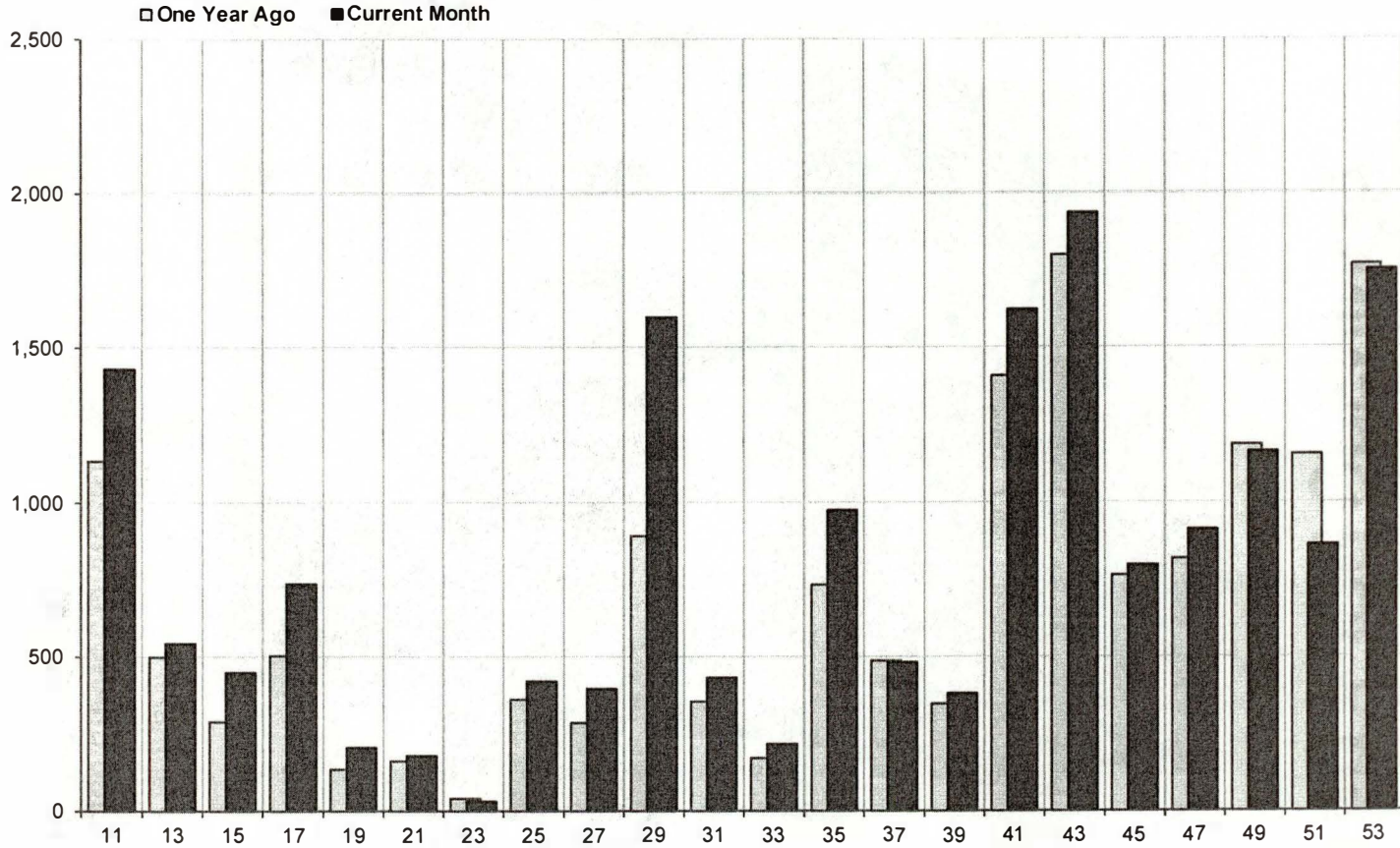
	MOST RECENT 13 MONTHS	TOTAL	OVER-THE-MONTH		OVER-THE-YEAR		12-MONTH MOVING AVERAGE	OVER-THE-YEAR	
			NUMERIC CHANGE	PERCENT CHANGE	NUMERIC CHANGE	PERCENT CHANGE		NUMERIC CHANGE	PERCENT CHANGE
JAN	2014	16,877	↓ -1,681	-9.1	↓ -1,624	-8.8	20,021	↓ -1,330	-6.2
FEB	2014	20,205	↑ 3,328	19.7	↑ 1,456	7.8	20,145	↓ -1,312	-6.1
MAR	2014	22,932	↑ 2,727	13.5	↑ 4,608	25.1	20,524	↓ -735	-3.5
APR	2014	25,653	↑ 2,721	11.9	↑ 5,779	29.1	21,009	↑ 105	0.5
MAY	2014	27,128	↑ 1,475	5.7	↑ 5,792	27.1	21,490	↑ 752	3.6
JUN	2014	25,602	↓ -1,526	-5.6	↑ 4,081	19.0	21,831	↑ 1,187	5.7
JUL	2014	23,501	↓ -2,101	-8.2	↑ 3,065	15.0	22,085	↑ 1,487	7.2
AUG	2014	26,929	↑ 3,428	14.6	↑ 5,018	22.9	22,507	↑ 1,920	9.3
SEP	2014	25,837	↓ -1,092	-4.1	↑ 2,831	12.3	22,738	↑ 2,101	10.2
OCT	2014	25,154	↓ -683	-2.6	↑ 5,734	29.5	23,219	↑ 2,815	13.8
NOV	2014	24,226	↓ -928	-3.7	↑ 4,006	19.8	23,552	↑ 3,285	16.2
DEC	2014	22,371	↓ -1,855	-7.7	↑ 3,813	20.5	23,870	↑ 3,715	18.4
JAN	2015	19,695	↓ -2,676	-12.0	↑ 2,818	16.7	24,105	↑ 4,084	20.4

1.53

JOB OPENINGS DATA

JANUARY 2015 ONLINE JOB OPENINGS REPORT

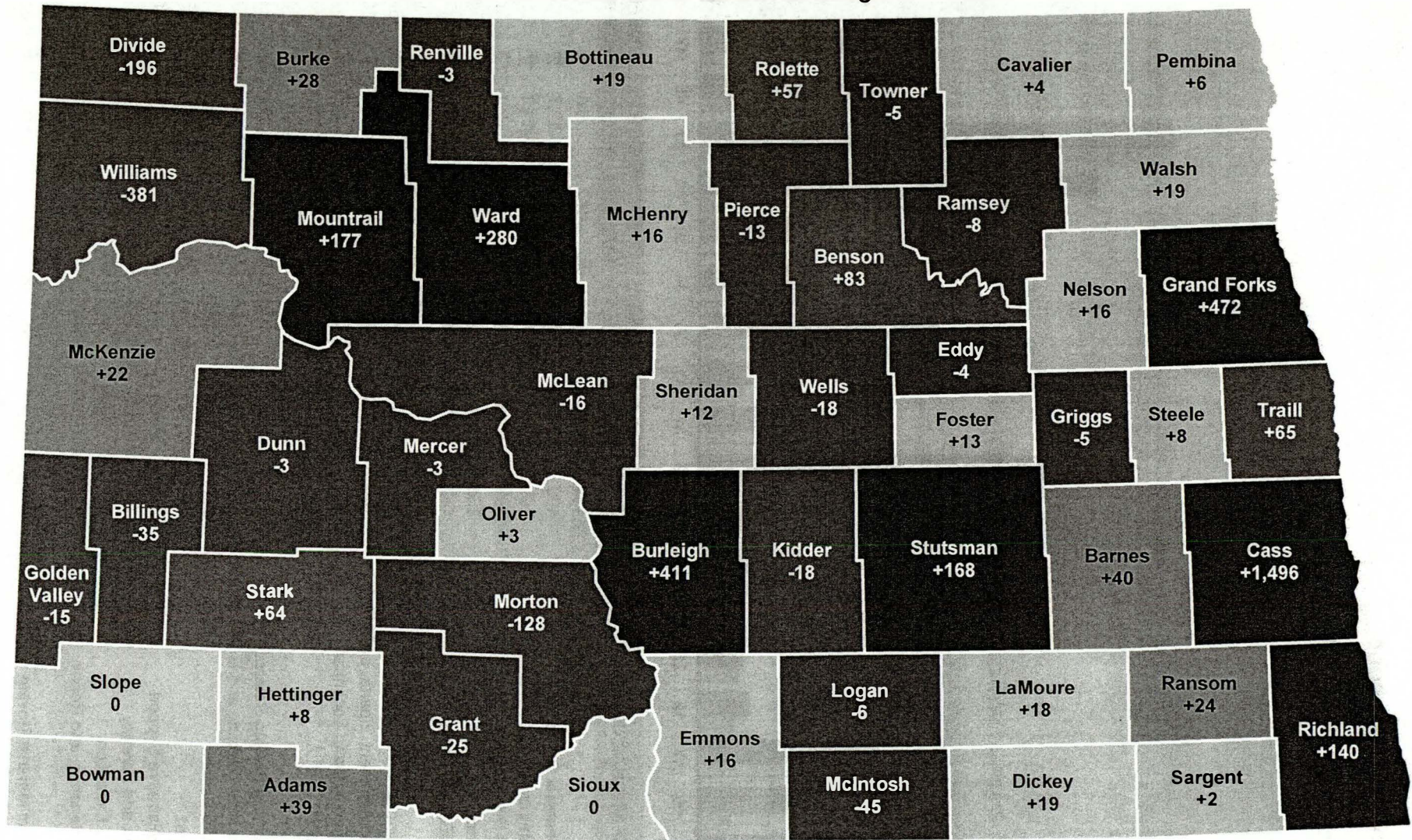
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR	
				NUM CHG	PCT CHG	NUM CHG	PCT CHG
11 Management	1,134	1,583	1,431	↓ -152	-9.6	↑ 297	26.2
13 Business and Financial Operations	499	621	542	↓ -79	-12.7	↑ 43	8.6
15 Computer and Mathematical	289	524	449	↓ -75	-14.3	↑ 160	55.4
17 Architecture and Engineering	503	755	737	↓ -18	-2.4	↑ 234	46.5
19 Life, Physical, and Social Science	135	146	206	↑ 60	41.1	↑ 71	52.6
21 Community and Social Service	162	238	179	↓ -59	-24.8	↑ 17	10.5
23 Legal	41	51	32	↓ -19	-37.3	↓ -9	-22.0
25 Education, Training, and Library	361	377	420	↑ 43	11.4	↑ 59	16.3
27 Arts, Design, Entertainment, Sports, and Media	286	367	396	↑ 29	7.9	↑ 110	38.5
29 Healthcare Practitioners and Technical	891	1,896	1,598	↓ -298	-15.7	↑ 707	79.3
31 Healthcare Support	354	487	432	↓ -55	-11.3	↑ 78	22.0
33 Protective Service	171	288	217	↓ -71	-24.7	↑ 46	26.9
35 Food Preparation and Serving Related	734	1,247	975	↓ -272	-21.8	↑ 241	32.8
37 Building and Grounds Cleaning and Maintenance	486	531	481	↓ -50	-9.4	↓ -5	-1.0
39 Personal Care and Service	347	478	381	↓ -97	-20.3	↑ 34	9.8
41 Sales and Related	1,408	2,133	1,623	↓ -510	-23.9	↑ 215	15.3
43 Office and Administrative Support	1,799	2,331	1,935	↓ -396	-17.0	↑ 136	7.6
45 Farming, Fishing, and Forestry	764	329	797	↑ 468	142.2	↑ 33	4.3
47 Construction and Extraction	817	957	912	↓ -45	-4.7	↑ 95	11.6
49 Installation, Maintenance, and Repair	1,186	1,198	1,163	↓ -35	-2.9	↓ -23	-1.9
51 Production	1,154	997	862	↓ -135	-13.5	↓ -292	-25.3
53 Transportation and Material Moving	1,769	2,223	1,751	↓ -472	-21.2	↓ -18	-1.0
55 Military Specific	10	17	4	↓ -13	-76.5	↓ -6	-60.0
Not Classified	1,577	2,597	2,172	↓ -425	-16.4	↑ 595	37.7
TOTAL, ALL JOB OPENINGS	16,877	22,371	19,695	↓ -2,676	-12.0	↑ 2,818	16.7

NORTH DAKOTA COUNTY JOB OPENINGS

Over-The-Year Numeric Change



North Dakota Over-The-Year Numeric Change: +2,818

COUNTY OVER-THE-YEAR NUMERIC CHANGE (JANUARY 2015)

Y/Y Decrease
 No Change
 +1 - +19
 +20 - +49
 +50 - +99
 Y/Y Increase > 99

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

[Map Creation Date: January 22, 2015 Author: Labor Market Information Center, Job Service North Dakota]

1.55

JOB OPENINGS DATA

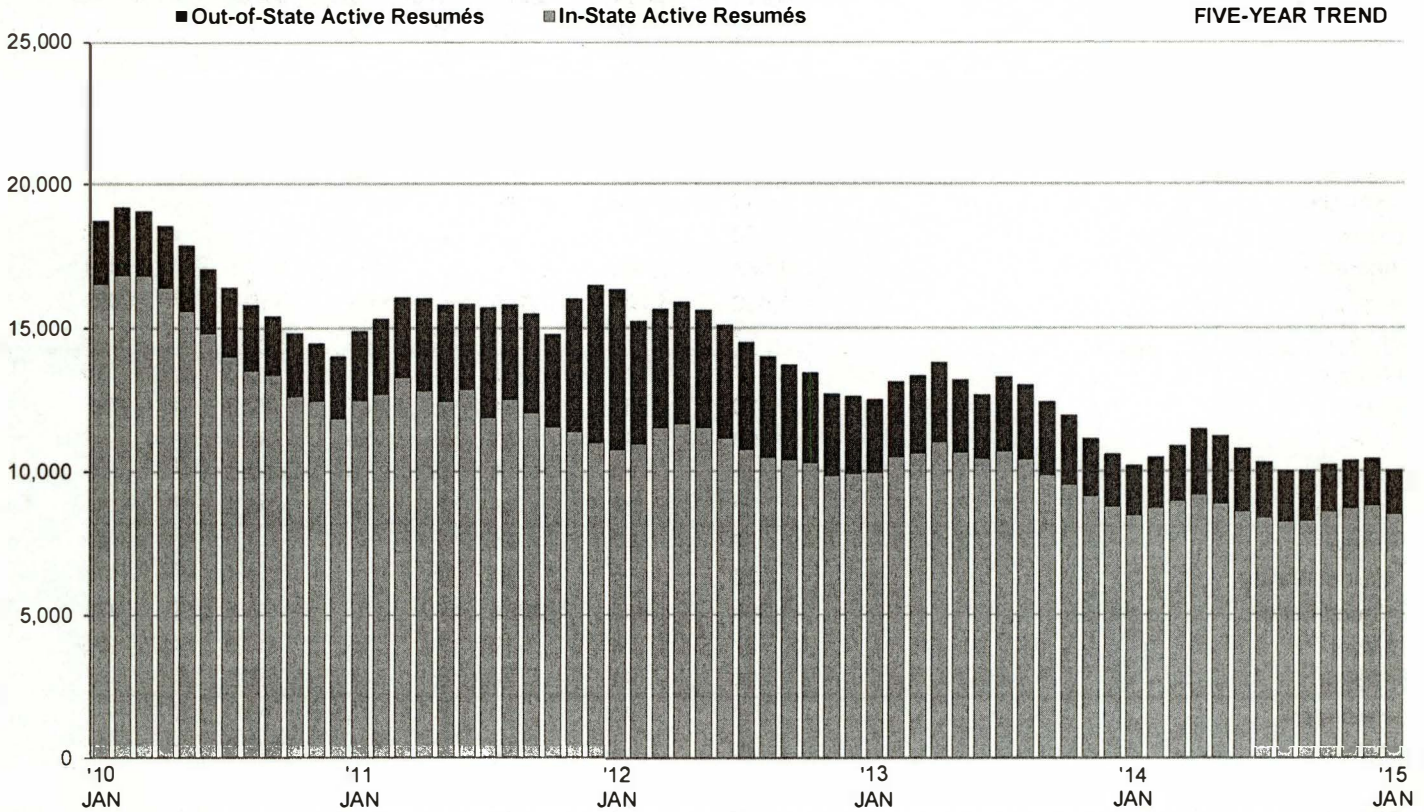
JANUARY 2015 ONLINE JOB OPENINGS REPORT

COUNTY NAME	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	22	48	61	↑	13	27.1	↑	39	177.3
Barnes	260	258	300	↑	42	16.3	↑	40	15.4
Benson	90	24	173	↑	149	620.8	↑	83	92.2
Billings	44	2	9	↑	7	350.0	↓	-35	-79.5
Bottineau	76	93	95	↑	2	2.2	↑	19	25.0
Bowman	40	32	40	↑	8	25.0	↔	0	0.0
Burke	13	35	41	↑	6	17.1	↑	28	215.4
Burleigh	2,563	3,333	2,974	↓	-359	-10.8	↑	411	16.0
Cass	3,630	5,720	5,126	↓	-594	-10.4	↑	1,496	41.2
Cavalier	27	9	31	↑	22	244.4	↑	4	14.8
Dickey	116	127	135	↑	8	6.3	↑	19	16.4
Divide	220	51	24	↓	-27	-52.9	↓	-196	-89.1
Dunn	86	122	83	↓	-39	-32.0	↓	-3	-3.5
Eddy	12	13	8	↓	-5	-38.5	↓	-4	-33.3
Emmons	30	34	46	↑	12	35.3	↑	16	53.3
Foster	38	52	51	↓	-1	-1.9	↑	13	34.2
Golden Valley	25	9	10	↑	1	11.1	↓	-15	-60.0
Grand Forks	1,366	1,945	1,838	↓	-107	-5.5	↑	472	34.6
Grant	37	18	12	↓	-6	-33.3	↓	-25	-67.6
Griggs	34	47	29	↓	-18	-38.3	↓	-5	-14.7
Hettinger	25	20	33	↑	13	65.0	↑	8	32.0
Kidder	30	1	12	↑	11	1100.0	↓	-18	-60.0
LaMoure	46	43	64	↑	21	48.8	↑	18	39.1
Logan	20	21	14	↓	-7	-33.3	↓	-6	-30.0
McHenry	31	32	47	↑	15	46.9	↑	16	51.6
McIntosh	58	10	13	↑	3	30.0	↓	-45	-77.6
McKenzie	379	399	401	↑	2	0.5	↑	22	5.8
McLean	114	85	98	↑	13	15.3	↓	-16	-14.0
Mercer	246	237	243	↑	6	2.5	↓	-3	-1.2
Morton	481	471	353	↓	-118	-25.1	↓	-128	-26.6
Mountrail	225	349	402	↑	53	15.2	↑	177	78.7
Nelson	28	15	44	↑	29	193.3	↑	16	57.1
Oliver	28	22	31	↑	9	40.9	↑	3	10.7
Pembina	93	121	99	↓	-22	-18.2	↑	6	6.5
Pierce	81	70	68	↓	-2	-2.9	↓	-13	-16.0
Ramsey	284	302	276	↓	-26	-8.6	↓	-8	-2.8
Ransom	51	59	75	↑	16	27.1	↑	24	47.1
Renville	51	28	48	↑	20	71.4	↓	-3	-5.9
Richland	175	314	315	↑	1	0.3	↑	140	80.0
Rolette	35	98	92	↓	-6	-6.1	↑	57	162.9
Sargent	42	35	44	↑	9	25.7	↑	2	4.8
Sheridan	0	20	12	↓	-8	-40.0	↑	12	---
Sioux	57	67	57	↓	-10	-14.9	↔	0	0.0
Slope	5	3	5	↑	2	66.7	↔	0	0.0
Stark	1,326	1,896	1,390	↓	-506	-26.7	↑	64	4.8
Steele	4	8	12	↑	4	50.0	↑	8	200.0
Stutsman	369	551	537	↓	-14	-2.5	↑	168	45.5
Towner	11	7	6	↓	-1	-14.3	↓	-5	-45.5
Traill	30	88	95	↑	7	8.0	↑	65	216.7
Walsh	178	146	197	↑	51	34.9	↑	19	10.7
Ward	1,778	2,829	2,058	↓	-771	-27.3	↑	280	15.7
Wells	98	50	80	↑	30	60.0	↓	-18	-18.4
Williams	1,769	2,002	1,388	↓	-614	-30.7	↓	-381	-21.5

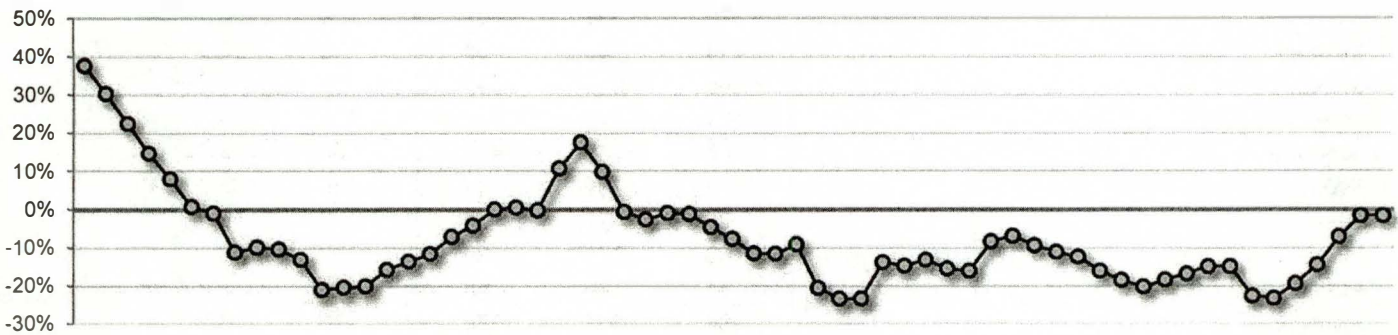
ACTIVE RESUMÉS DATA

JANUARY 2015 ONLINE JOB OPENINGS REPORT

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
JAN 2014	10,195	↓ -405	-3.8	↓ -2,315	-18.5	12,401	↓ -1,846	-13.0
FEB 2014	10,483	↑ 288	2.8	↓ -2,652	-20.2	12,180	↓ -1,894	-13.5
MAR 2014	10,889	↑ 406	3.9	↓ -2,457	-18.4	11,972	↓ -1,910	-13.8
APR 2014	11,471	↑ 582	5.3	↓ -2,323	-16.8	11,784	↓ -1,924	-14.0
MAY 2014	11,234	↓ -237	-2.1	↓ -1,960	-14.9	11,616	↓ -1,890	-14.0
JUN 2014	10,781	↓ -453	-4.0	↓ -1,893	-14.9	11,460	↓ -1,844	-13.9
JUL 2014	10,302	↓ -479	-4.4	↓ -3,002	-22.6	11,208	↓ -1,996	-15.1
AUG 2014	10,008	↓ -294	-2.9	↓ -3,017	-23.2	10,961	↓ -2,163	-16.5
SEP 2014	10,015	↑ 7	0.1	↓ -2,414	-19.4	10,757	↓ -2,260	-17.4
OCT 2014	10,223	↑ 208	2.1	↓ -1,731	-14.5	10,611	↓ -2,282	-17.7
NOV 2014	10,358	↑ 135	1.3	↓ -786	-7.1	10,546	↓ -2,216	-17.4
DEC 2014	10,433	↑ 75	0.7	↓ -167	-1.6	10,532	↓ -2,062	-16.4
JAN 2015	10,031	↓ -402	-3.9	↓ -164	-1.6	10,520	↓ -1,881	-15.2

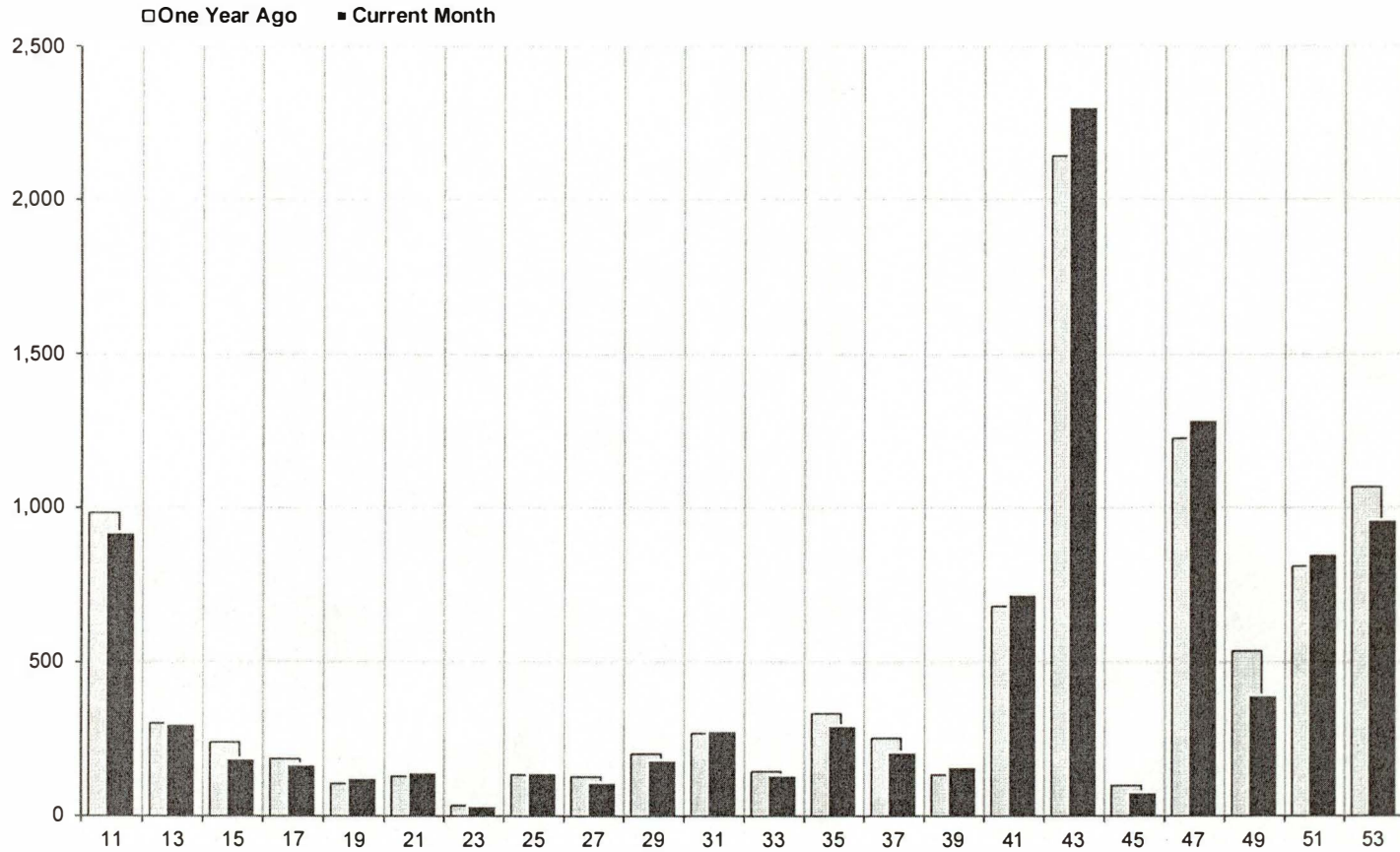
1.57

ACTIVE RESUMÉS DATA

ALL ACTIVE RESUMÉS

JANUARY 2015 ONLINE JOB OPENINGS REPORT

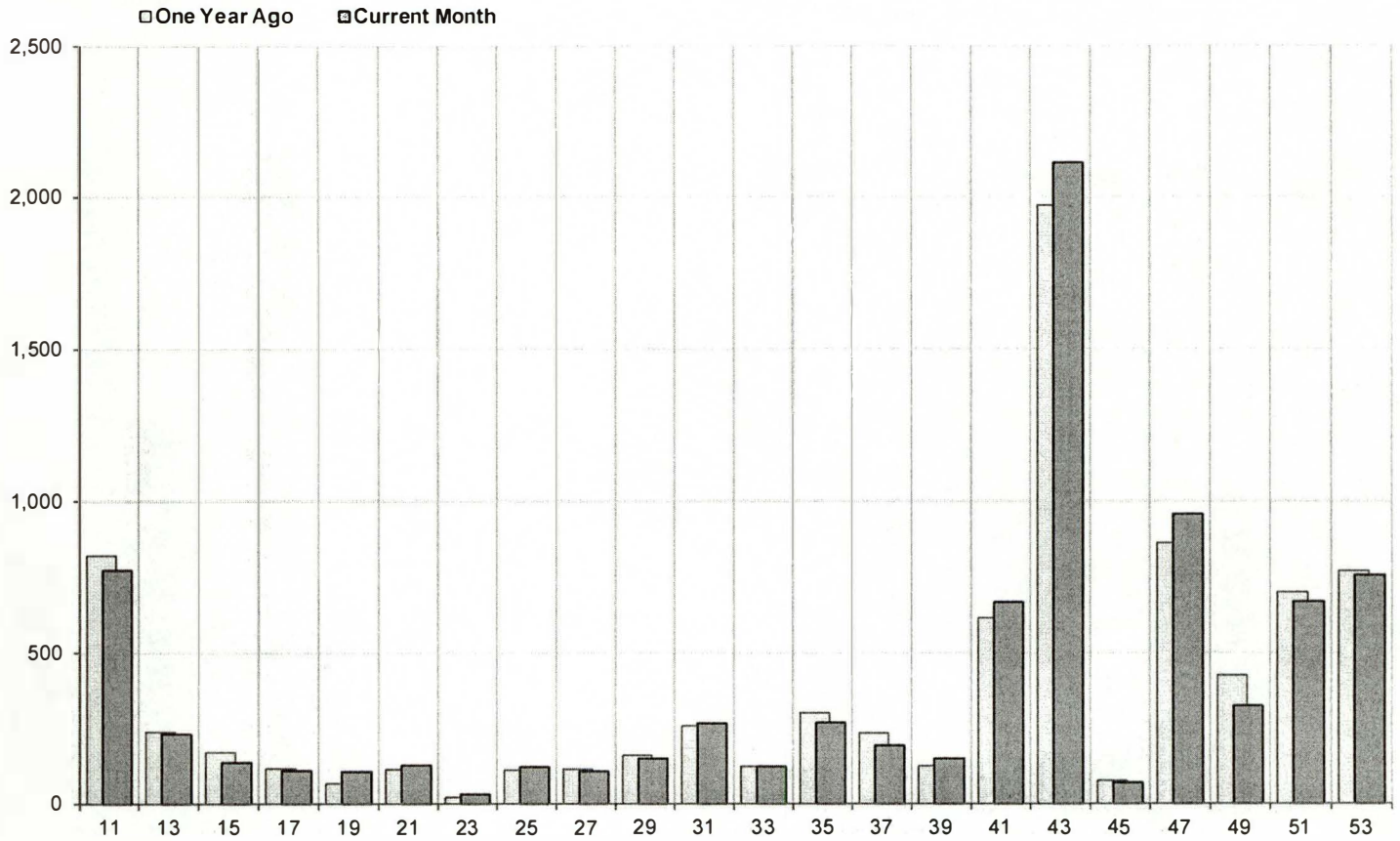
SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	984	971	922	↓	-49	-5.0	↓	-62	-6.3
13 Business and Financial Operations	302	351	301	↓	-50	-14.2	↓	-1	-0.3
15 Computer and Mathematical	240	201	188	↓	-13	-6.5	↓	-52	-21.7
17 Architecture and Engineering	186	181	169	↓	-12	-6.6	↓	-17	-9.1
19 Life, Physical, and Social Science	105	139	125	↓	-14	-10.1	↑	20	19.0
21 Community and Social Service	129	142	143	↑	1	0.7	↑	14	10.9
23 Legal	34	35	34	↓	-1	-2.9	↔	0	0.0
25 Education, Training, and Library	134	136	142	↑	6	4.4	↑	8	6.0
27 Arts, Design, Entertainment, Sports, and Media	128	109	110	↑	1	0.9	↓	-18	-14.1
29 Healthcare Practitioners and Technical	202	212	183	↓	-29	-13.7	↓	-19	-9.4
31 Healthcare Support	269	310	279	↓	-31	-10.0	↑	10	3.7
33 Protective Service	145	129	134	↑	5	3.9	↓	-11	-7.6
35 Food Preparation and Serving Related	333	320	295	↓	-25	-7.8	↓	-38	-11.4
37 Building and Grounds Cleaning and Maintenance	253	208	209	↑	1	0.5	↓	-44	-17.4
39 Personal Care and Service	134	168	161	↓	-7	-4.2	↑	27	20.1
41 Sales and Related	682	758	722	↓	-36	-4.7	↑	40	5.9
43 Office and Administrative Support	2,141	2,373	2,302	↓	-71	-3.0	↑	161	7.5
45 Farming, Fishing, and Forestry	99	85	79	↓	-6	-7.1	↓	-20	-20.2
47 Construction and Extraction	1,226	1,305	1,287	↓	-18	-1.4	↑	61	5.0
49 Installation, Maintenance, and Repair	537	418	394	↓	-24	-5.7	↓	-143	-26.6
51 Production	811	864	852	↓	-12	-1.4	↑	41	5.1
53 Transportation and Material Moving	1,067	972	962	↓	-10	-1.0	↓	-105	-9.8
55 Military Specific	13	16	13	↓	-3	-18.8	↔	0	0.0
Not Classified	41	30	25	↓	-5	-16.7	↓	-16	-39.0
TOTAL, ALL ACTIVE RESUMÉS	10,195	10,433	10,031	↓	-402	-3.9	↓	-164	-1.6

ACTIVE RESUMÉS DATA

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	820	798	772	↓	-26	-3.3	↓	-48	-5.9
13 Business and Financial Operations	239	274	231	↓	-43	-15.7	↓	-8	-3.3
15 Computer and Mathematical	171	147	137	↓	-10	-6.8	↓	-34	-19.9
17 Architecture and Engineering	117	115	109	↓	-6	-5.2	↓	-8	-6.8
19 Life, Physical, and Social Science	67	118	106	↓	-12	-10.2	↑	39	58.2
21 Community and Social Service	114	136	127	↓	-9	-6.6	↑	13	11.4
23 Legal	22	28	31	↑	3	10.7	↑	9	40.9
25 Education, Training, and Library	112	113	122	↑	9	8.0	↑	10	8.9
27 Arts, Design, Entertainment, Sports, and Media	115	102	107	↑	5	4.9	↓	-8	-7.0
29 Healthcare Practitioners and Technical	161	177	149	↓	-28	-15.8	↓	-12	-7.5
31 Healthcare Support	258	292	266	↓	-26	-8.9	↑	8	3.1
33 Protective Service	123	113	123	↑	10	8.8	↔	0	0.0
35 Food Preparation and Serving Related	301	285	268	↓	-17	-6.0	↓	-33	-11.0
37 Building and Grounds Cleaning and Maintenance	234	198	193	↓	-5	-2.5	↓	-41	-17.5
39 Personal Care and Service	125	155	148	↓	-7	-4.5	↑	23	18.4
41 Sales and Related	614	688	665	↓	-23	-3.3	↑	51	8.3
43 Office and Administrative Support	1,971	2,174	2,112	↓	-62	-2.9	↑	141	7.2
45 Farming, Fishing, and Forestry	77	66	69	↑	3	4.5	↓	-8	-10.4
47 Construction and Extraction	860	950	955	↑	5	0.5	↑	95	11.0
49 Installation, Maintenance, and Repair	424	337	324	↓	-13	-3.9	↓	-100	-23.6
51 Production	698	694	667	↓	-27	-3.9	↓	-31	-4.4
53 Transportation and Material Moving	768	771	754	↓	-17	-2.2	↓	-14	-1.8
55 Military Specific	9	11	10	↓	-1	-9.1	↑	1	11.1
Not Classified	38	28	24	↓	-4	-14.3	↓	-14	-36.8
TOTAL, IN-STATE ACTIVE RESUMÉS	8,438	8,770	8,469	↓	-301	-3.4	↑	31	0.4

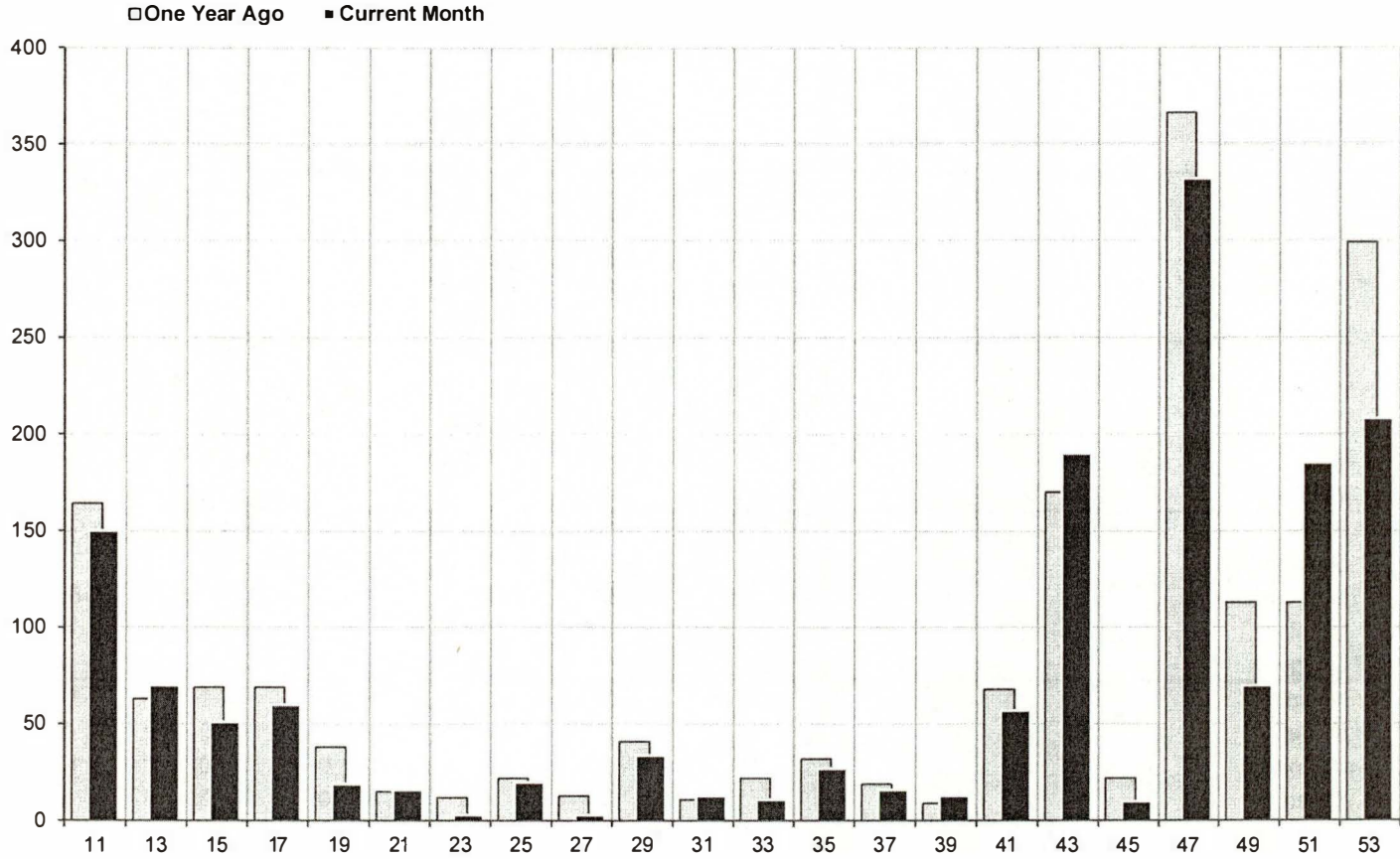
1.59

ACTIVE RESUMÉS DATA

OUT-OF-STATE ACTIVE RESUMÉS

JANUARY 2015 ONLINE JOB OPENINGS REPORT

SOC CODE/OCCUPATIONAL GROUP



SOC CODE/OCCUPATIONAL GROUP	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
11 Management	164	173	150	↓	-23	-13.3	↓	-14	-8.5
13 Business and Financial Operations	63	77	70	↓	-7	-9.1	↑	7	11.1
15 Computer and Mathematical	69	54	51	↓	-3	-5.6	↓	-18	-26.1
17 Architecture and Engineering	69	66	60	↓	-6	-9.1	↓	-9	-13.0
19 Life, Physical, and Social Science	38	21	19	↓	-2	-9.5	↓	-19	-50.0
21 Community and Social Service	15	6	16	↑	10	166.7	↑	1	6.7
23 Legal	12	7	3	↓	-4	-57.1	↓	-9	-75.0
25 Education, Training, and Library	22	23	20	↓	-3	-13.0	↓	-2	-9.1
27 Arts, Design, Entertainment, Sports, and Media	13	7	3	↓	-4	-57.1	↓	-10	-76.9
29 Healthcare Practitioners and Technical	41	35	34	↓	-1	-2.9	↓	-7	-17.1
31 Healthcare Support	11	18	13	↓	-5	-27.8	↑	2	18.2
33 Protective Service	22	16	11	↓	-5	-31.3	↓	-11	-50.0
35 Food Preparation and Serving Related	32	35	27	↓	-8	-22.9	↓	-5	-15.6
37 Building and Grounds Cleaning and Maintenance	19	10	16	↑	6	60.0	↓	-3	-15.8
39 Personal Care and Service	9	13	13	↔	0	0.0	↑	4	44.4
41 Sales and Related	68	70	57	↓	-13	-18.6	↓	-11	-16.2
43 Office and Administrative Support	170	199	190	↓	-9	-4.5	↑	20	11.8
45 Farming, Fishing, and Forestry	22	19	10	↓	-9	-47.4	↓	-12	-54.5
47 Construction and Extraction	366	355	332	↓	-23	-6.5	↓	-34	-9.3
49 Installation, Maintenance, and Repair	113	81	70	↓	-11	-13.6	↓	-43	-38.1
51 Production	113	170	185	↑	15	8.8	↑	72	63.7
53 Transportation and Material Moving	299	201	208	↑	7	3.5	↓	-91	-30.4
55 Military Specific	4	5	3	↓	-2	-40.0	↓	-1	-25.0
Not Classified	3	2	1	↓	-1	-50.0	↓	-2	-66.7
TOTAL, OUT-OF-STATE ACTIVE RESUMÉS	1,757	1,663	1,562	↓	-101	-6.1	↓	-195	-11.1

ACTIVE RESUMÉS DATA

IN-STATE ACTIVE RESUMÉS

JANUARY 2015 ONLINE JOB OPENINGS REPORT

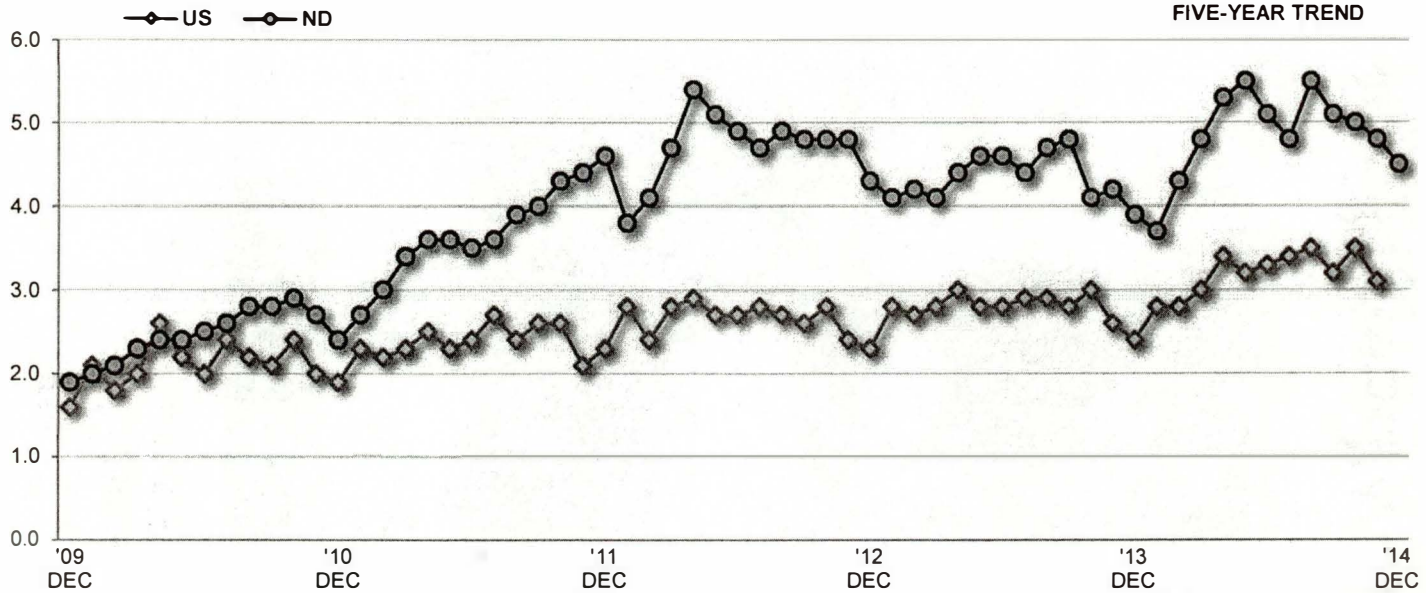
COUNTY NAME	JAN 2014	DEC 2014	JAN 2015	OVER-THE-MONTH		OVER-THE-YEAR			
				NUM CHG	PCT CHG	NUM CHG	PCT CHG		
Adams	17	8	13	↑	5	62.5	↓	-4	-23.5
Barnes	177	137	142	↑	5	3.6	↓	-35	-19.8
Benson	64	66	56	↓	-10	-15.2	↓	-8	-12.5
Billings	4	6	8	↑	2	33.3	↑	4	100.0
Bottineau	36	25	29	↑	4	16.0	↓	-7	-19.4
Bowman	18	6	7	↑	1	16.7	↓	-11	-61.1
Burke	10	15	13	↓	-2	-13.3	↑	3	30.0
Burleigh	1,162	1,206	1,188	↓	-18	-1.5	↑	26	2.2
Cass	1,790	1,777	1,825	↑	48	2.7	↑	35	2.0
Cavalier	8	5	6	↑	1	20.0	↓	-2	-25.0
Dickey	16	19	20	↑	1	5.3	↑	4	25.0
Divide	8	5	5	→	0	0.0	↓	-3	-37.5
Dunn	44	36	41	↑	5	13.9	↓	-3	-6.8
Eddy	21	19	17	↓	-2	-10.5	↓	-4	-19.0
Emmons	17	32	30	↓	-2	-6.3	↑	13	76.5
Foster	8	11	5	↓	-6	-54.5	↓	-3	-37.5
Golden Valley	7	6	9	↑	3	50.0	↑	2	28.6
Grand Forks	612	562	526	↓	-36	-6.4	↓	-86	-14.1
Grant	8	8	7	↓	-1	-12.5	↓	-1	-12.5
Griggs	8	11	10	↓	-1	-9.1	↑	2	25.0
Hettinger	34	28	23	↓	-5	-17.9	↓	-11	-32.4
Kidder	11	20	9	↓	-11	-55.0	↓	-2	-18.2
LaMoure	16	26	26	→	0	0.0	↑	10	62.5
Logan	6	6	6	→	0	0.0	→	0	0.0
McHenry	63	63	50	↓	-13	-20.6	↓	-13	-20.6
McIntosh	3	6	7	↑	1	16.7	↑	4	133.3
McKenzie	81	64	74	↑	10	15.6	↓	-7	-8.6
McLean	74	43	39	↓	-4	-9.3	↓	-35	-47.3
Mercer	137	174	172	↓	-2	-1.1	↑	35	25.5
Morton	404	373	357	↓	-16	-4.3	↓	-47	-11.6
Mountrail	194	72	53	↓	-19	-26.4	↓	-141	-72.7
Nelson	21	13	12	↓	-1	-7.7	↓	-9	-42.9
Oliver	13	10	7	↓	-3	-30.0	↓	-6	-46.2
Pembina	52	36	40	↑	4	11.1	↓	-12	-23.1
Pierce	35	13	12	↓	-1	-7.7	↓	-23	-65.7
Ramsey	149	140	123	↓	-17	-12.1	↓	-26	-17.4
Ransom	21	18	23	↑	5	27.8	↑	2	9.5
Renville	26	24	22	↓	-2	-8.3	↓	-4	-15.4
Richland	142	191	192	↑	1	0.5	↑	50	35.2
Rolette	357	285	293	↑	8	2.8	↓	-64	-17.9
Sargent	15	13	13	→	0	0.0	↓	-2	-13.3
Sheridan	12	1	1	→	0	0.0	↓	-11	-91.7
Sioux	27	20	23	↑	3	15.0	↓	-4	-14.8
Slope	2	2	1	↓	-1	-50.0	↓	-1	-50.0
Stark	397	629	631	↑	2	0.3	↑	234	58.9
Steele	8	12	16	↑	4	33.3	↑	8	100.0
Stutsman	208	264	211	↓	-53	-20.1	↑	3	1.4
Towner	7	9	10	↑	1	11.1	↑	3	42.9
Traill	43	40	44	↑	4	10.0	↑	1	2.3
Walsh	85	85	76	↓	-9	-10.6	↓	-9	-10.6
Ward	1,185	1,324	1,222	↓	-102	-7.7	↑	37	3.1
Wells	31	22	14	↓	-8	-36.4	↓	-17	-54.8
Williams	544	784	710	↓	-74	-9.4	↑	166	30.5

1.61

SUPPLY/DEMAND RATES

JOB OPENINGS RATE (%)

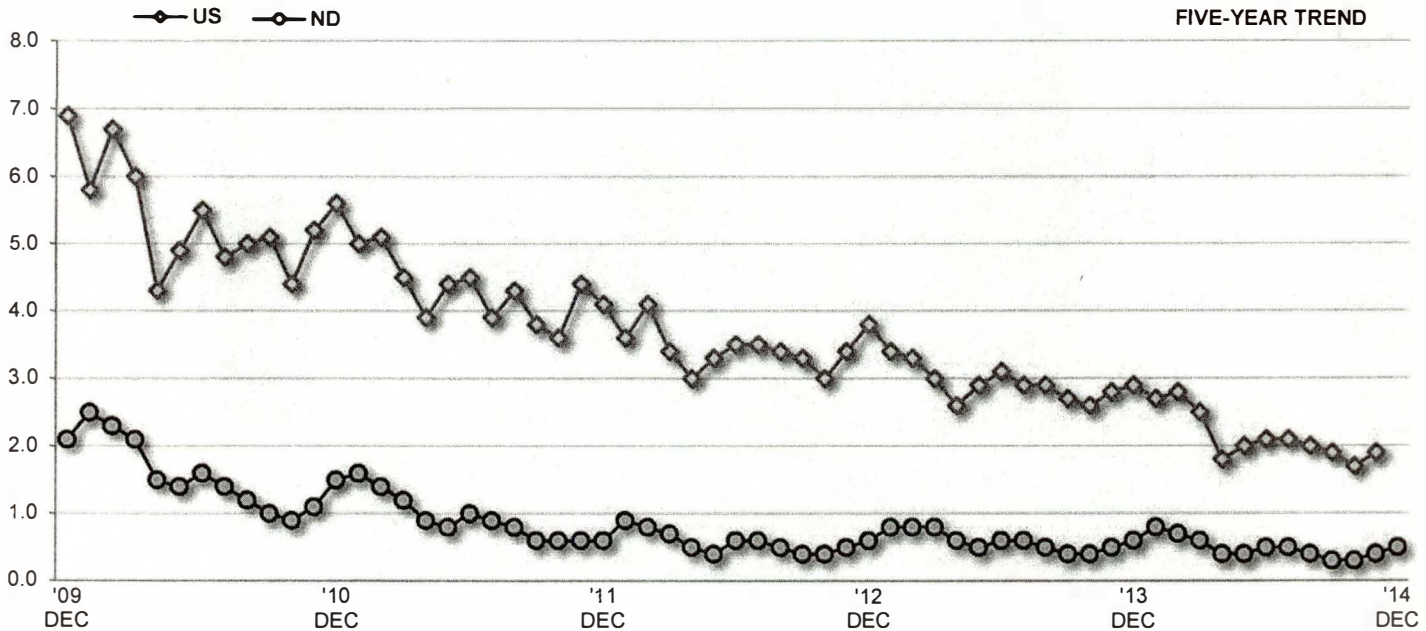
The job openings rate is simply the percentage of all jobs in the economy open and available and is calculated by taking the number of job openings divided by total nonfarm employment (filled jobs) from the Current Employment Statistics (CES) program plus job openings (unfilled jobs). A higher rate is 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 December 2014. The latest month for which U.S. job openings data are available is November 2014. U.S. data taken from the U.S. Bureau of Labor Statistics.



	DEC 2013	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014
NORTH DAKOTA	3.9	4.8	5.5	5.1	5.0	4.8	4.5
UNITED STATES	2.4	3.4	3.5	3.2	3.5	3.1	---

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 2014. The latest month for which U.S. job openings data are available is November 2014. U.S. data taken from the U.S. Bureau of Labor Statistics.

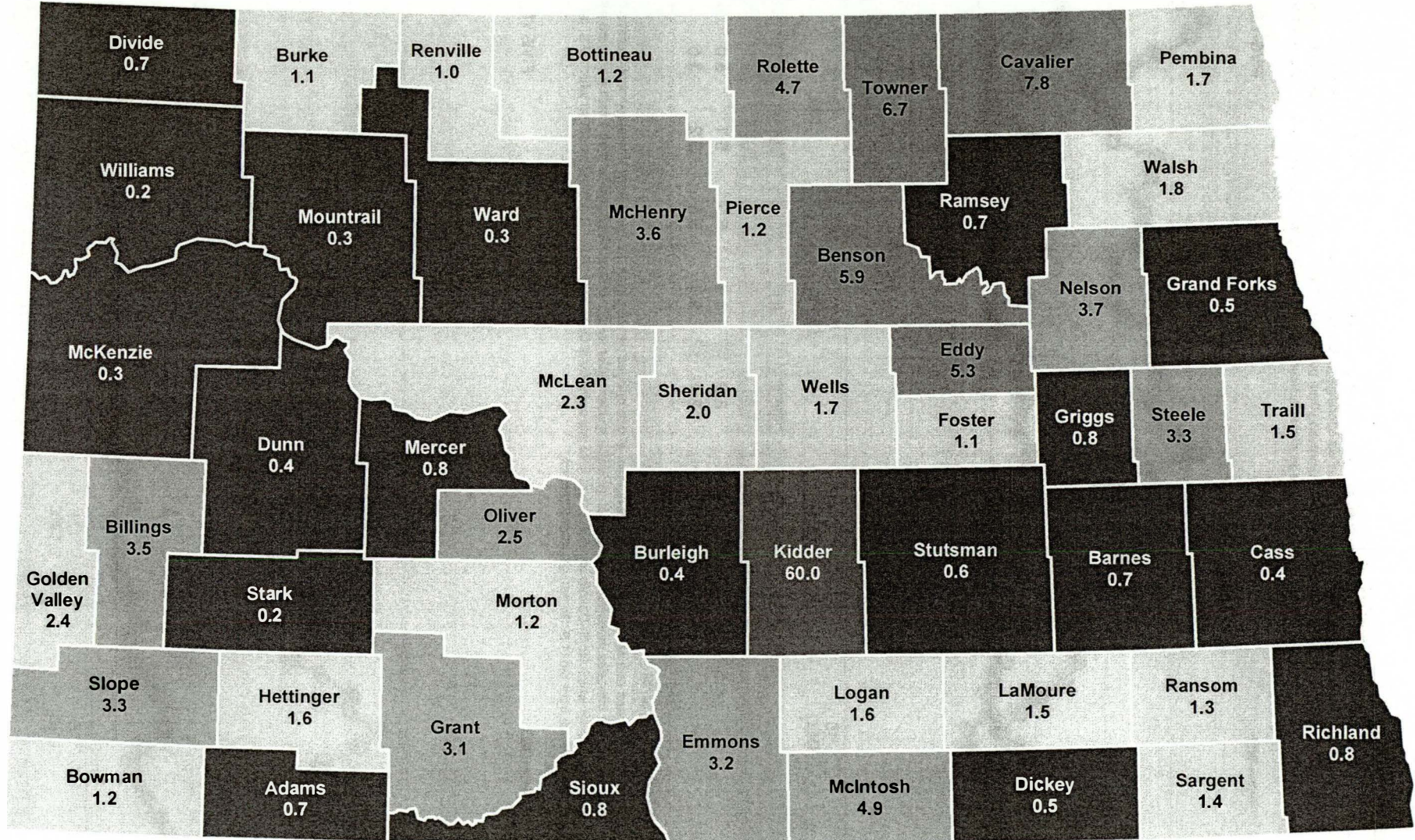


	DEC 2013	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014
NORTH DAKOTA	0.6	0.5	0.4	0.3	0.3	0.4	0.5
UNITED STATES	2.9	2.1	2.0	1.9	1.7	1.9	---

1.62

NORTH DAKOTA COUNTY SUPPLY/DEMAND RATES

Unemployed Per Job Opening



North Dakota Supply/Demand Rate (Not Seasonally Adjusted): 0.5

COUNTY SUPPLY/DEMAND RATES (DECEMBER 2014)

< 1.0
 1.0 - 2.4
 2.5 - 4.9
 5.0 - 9.9
 > 9.9

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 26, 2015 Author: Labor Market Information Center, Job Service North Dakota]

1.63

SUPPLY/DEMAND RATES

JANUARY 2015 ONLINE JOB OPENINGS REPORT

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 2014.

COUNTY NAME	DEC 2013	JUL 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014
Adams	0.6	1.0	0.6	0.7	0.5	0.9	0.7
Barnes	0.6	0.6	0.4	0.5	0.4	0.4	0.7
Benson	2.8	1.1	1.1	1.3	0.9	5.7	5.9
Billings	0.6	1.1	0.3	0.4	6.0	3.5	3.5
Bottineau	1.0	1.5	1.0	1.0	1.3	1.3	1.2
Bowman	0.8	0.9	0.7	0.7	1.0	1.3	1.2
Burke	1.2	0.6	0.9	0.7	0.8	1.4	1.1
Burleigh	0.4	0.3	0.3	0.2	0.2	0.3	0.4
Cass	0.5	0.4	0.3	0.3	0.3	0.3	0.4
Cavalier	7.6	3.2	1.8	1.3	1.7	4.0	7.8
Dickey	0.6	0.5	0.3	0.4	0.4	0.5	0.5
Divide	1.0	0.9	0.4	0.5	0.3	0.4	0.7
Dunn	0.7	0.6	0.5	0.5	0.3	0.6	0.4
Eddy	36.0	5.0	1.5	2.6	2.5	3.6	5.3
Emmons	6.9	1.6	1.7	2.0	2.0	2.5	3.2
Foster	0.5	0.6	0.5	0.7	0.6	0.8	1.1
Golden Valley	1.5	0.6	0.5	0.8	1.1	3.5	2.4
Grand Forks	0.5	0.5	0.4	0.3	0.4	0.4	0.5
Grant	10.3	1.9	0.7	4.3	8.3	6.2	3.1
Griggs	1.1	1.1	0.8	1.0	0.6	0.7	0.8
Hettinger	1.5	1.8	1.1	1.3	1.5	1.1	1.6
Kidder	18.0	9.6	7.2	3.5	4.1	---	60.0
LaMoure	1.3	0.8	0.5	0.5	0.6	0.8	1.5
Logan	1.1	1.0	1.1	1.2	0.6	1.1	1.6
McHenry	2.5	1.8	1.2	1.3	1.7	3.5	3.6
McIntosh	1.5	1.4	1.4	1.7	1.5	2.5	4.9
McKenzie	0.2	0.4	0.3	0.3	0.3	0.3	0.3
McLean	2.3	1.5	1.4	1.8	1.7	2.4	2.3
Mercer	0.6	0.6	0.5	0.4	0.4	0.5	0.6
Morton	1.5	1.0	0.8	0.7	0.7	1.1	1.2
Mountrail	0.7	0.3	0.3	0.3	0.3	0.3	0.3
Nelson	3.7	1.3	1.4	2.3	1.2	1.3	3.7
Oliver	12.3	3.3	2.1	2.2	2.0	4.1	2.5
Pembina	3.4	2.7	1.3	0.8	0.8	2.1	1.7
Pierce	0.7	1.0	0.8	0.9	0.9	1.4	1.2
Ramsey	0.7	0.4	0.3	0.3	0.3	0.5	0.7
Ransom	1.2	0.8	0.7	0.6	0.8	1.0	1.3
Renville	0.4	0.6	0.5	0.5	1.1	1.4	1.0
Richland	1.1	0.9	0.6	0.4	0.5	0.8	0.8
Rolette	6.9	7.7	7.5	4.6	3.8	5.5	4.7
Sargent	1.8	1.0	0.7	0.8	0.8	1.1	1.4
Sheridan	---	27.0	2.5	3.5	5.3	10.7	2.0
Sioux	1.3	0.3	0.6	1.1	0.8	1.8	0.8
Slope	---	12.0	3.3	10.0	4.5	5.0	3.3
Stark	0.2	0.2	0.2	0.2	0.2	0.2	0.2
Steele	23.0	1.4	1.0	1.0	1.9	0.7	3.3
Stutsman	0.7	0.5	0.4	0.4	0.3	0.4	0.6
Towner	2.3	4.4	1.8	3.5	2.8	3.8	6.7
Traill	2.9	1.6	1.6	1.0	0.9	0.9	1.5
Walsh	1.4	1.2	0.7	0.5	0.6	1.1	1.8
Ward	0.4	0.3	0.3	0.3	0.2	0.3	0.3
Wells	1.2	0.9	1.0	1.5	1.0	1.1	1.7
Williams	0.2	0.2	0.1	0.1	0.2	0.2	0.2

1.64

SUPPLY/DEMAND RATES

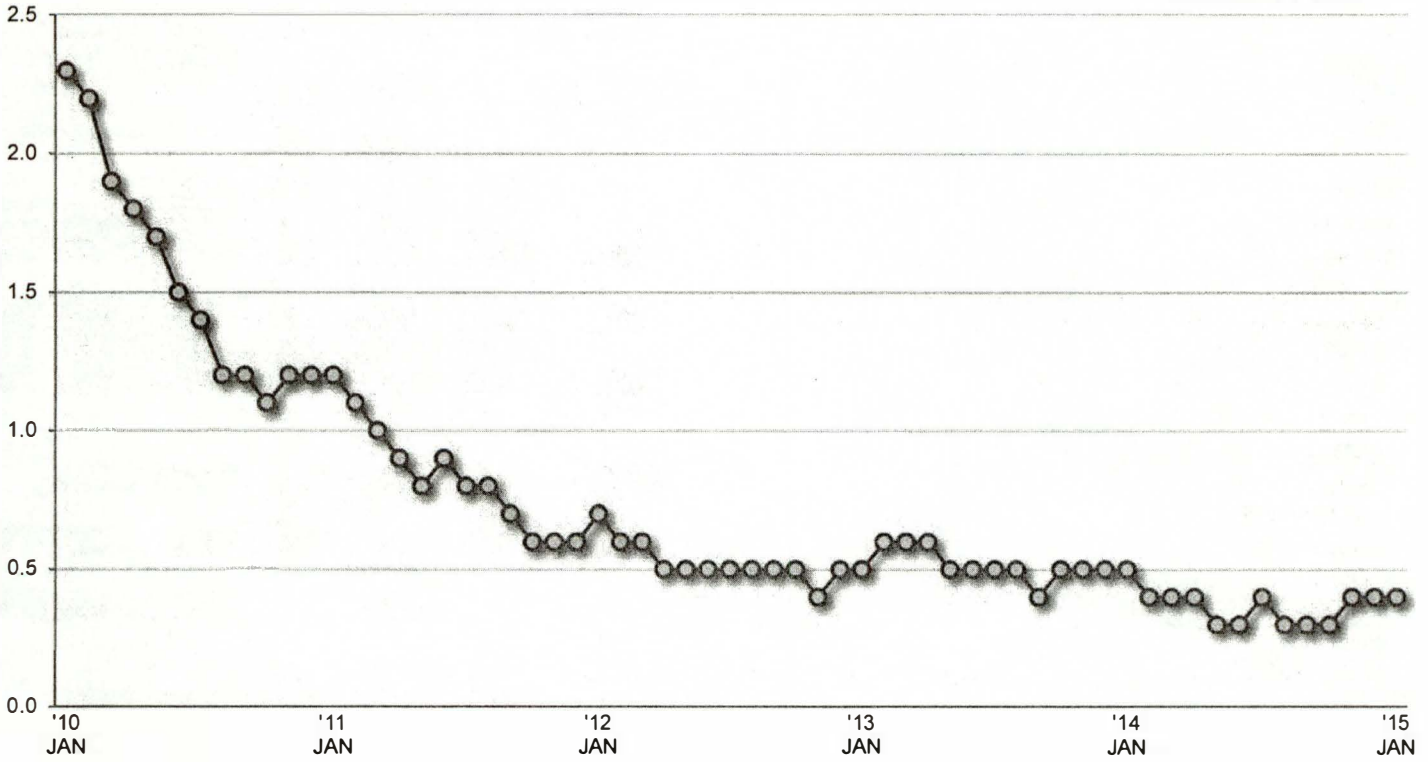
IN-STATE ACTIVE RESUMÉS

JANUARY 2015 ONLINE JOB OPENINGS REPORT

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.

FIVE-YEAR TREND



SOC CODE/OCCUPATIONAL GROUP	JAN 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014	JAN 2015
11 Management	0.7	0.4	0.5	0.5	0.5	0.5	0.5
13 Business and Financial Operations	0.5	0.4	0.4	0.4	0.3	0.4	0.4
15 Computer and Mathematical	0.6	0.4	0.3	0.3	0.2	0.3	0.3
17 Architecture and Engineering	0.2	0.1	0.2	0.1	0.1	0.2	0.1
19 Life, Physical, and Social Science	0.5	0.5	0.5	0.6	0.7	0.6	0.5
21 Community and Social Service	0.7	0.5	0.5	0.5	0.6	0.6	0.7
23 Legal	0.5	0.4	0.6	0.3	0.4	0.5	1.0
25 Education, Training, and Library	0.3	0.2	0.3	0.3	0.3	0.3	0.3
27 Arts, Design, Entertainment, Sports, and Media	0.4	0.2	0.3	0.3	0.4	0.3	0.3
29 Healthcare Practitioners and Technical	0.2	0.1	0.1	0.1	0.1	0.1	0.1
31 Healthcare Support	0.7	0.5	0.7	0.6	0.7	0.6	0.6
33 Protective Service	0.7	0.9	0.6	0.5	0.5	0.4	0.6
35 Food Preparation and Serving Related	0.4	0.2	0.2	0.3	0.2	0.2	0.3
37 Building and Grounds Cleaning and Maintenance	0.5	0.3	0.3	0.4	0.3	0.4	0.4
39 Personal Care and Service	0.4	0.2	0.2	0.3	0.3	0.3	0.4
41 Sales and Related	0.4	0.2	0.2	0.2	0.3	0.3	0.4
43 Office and Administrative Support	1.1	0.7	0.6	0.7	0.6	0.9	1.1
45 Farming, Fishing, and Forestry	0.1	0.2	0.2	0.2	0.2	0.2	0.1
47 Construction and Extraction	1.1	0.5	0.5	0.7	0.6	1.0	1.0
49 Installation, Maintenance, and Repair	0.4	0.2	0.2	0.2	0.2	0.3	0.3
51 Production	0.6	0.5	0.5	0.5	0.6	0.7	0.6
53 Transportation and Material Moving	0.4	0.2	0.2	0.3	0.3	0.3	0.4
NORTH DAKOTA	0.5	0.3	0.3	0.3	0.4	0.4	0.4

1.65

SUPPLY/DEMAND RATES

IN-STATE ACTIVE RESUMÉS

JANUARY 2015 ONLINE JOB OPENINGS REPORT

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	JAN 2014	AUG 2014	SEP 2014	OCT 2014	NOV 2014	DEC 2014	JAN 2015
Adams	0.8	0.5	0.5	0.4	0.4	0.2	0.2
Barnes	0.7	0.3	0.5	0.4	0.5	0.5	0.5
Benson	0.7	0.6	0.9	0.5	2.8	2.8	0.3
Billings	0.1	0.3	0.3	4.0	3.0	3.0	0.9
Bottineau	0.5	0.2	0.2	0.3	0.3	0.3	0.3
Bowman	0.5	0.1	0.1	0.2	0.2	0.2	0.2
Burke	0.8	0.3	0.3	0.5	0.7	0.4	0.3
Burleigh	0.5	0.3	0.3	0.3	0.3	0.4	0.4
Cass	0.5	0.3	0.3	0.2	0.3	0.3	0.4
Cavalier	0.3	0.1	0.2	0.3	0.5	0.6	0.2
Dickey	0.1	0.1	0.1	0.2	0.2	0.1	0.1
Divide	0.0	0.1	0.2	0.1	0.1	0.1	0.2
Dunn	0.5	0.3	0.3	0.2	0.3	0.3	0.5
Eddy	1.8	0.2	0.5	0.6	1.0	1.5	2.1
Emmons	0.6	0.3	0.4	1.2	1.1	0.9	0.7
Foster	0.2	0.1	0.1	0.2	0.1	0.2	0.1
Golden Valley	0.3	0.5	0.5	0.6	1.3	0.7	0.9
Grand Forks	0.4	0.2	0.2	0.3	0.3	0.3	0.3
Grant	0.2	0.2	0.7	2.7	1.2	0.4	0.6
Griggs	0.2	0.2	0.3	0.1	0.2	0.2	0.3
Hettinger	1.4	0.6	0.9	1.2	0.9	1.4	0.7
Kidder	0.4	1.2	0.7	1.8	---	20.0	0.8
LaMoure	0.3	0.2	0.2	0.3	0.4	0.6	0.4
Logan	0.3	0.2	0.3	0.2	0.2	0.3	0.4
McHenry	2.0	0.7	1.0	1.5	2.4	2.0	1.1
McIntosh	0.1	0.3	0.3	0.2	0.3	0.6	0.5
McKenzie	0.2	0.2	0.2	0.2	0.2	0.2	0.2
McLean	0.6	0.4	0.8	0.7	0.6	0.5	0.4
Mercer	0.6	0.6	0.5	0.6	0.5	0.7	0.7
Morton	0.8	0.7	0.7	0.7	0.9	0.8	1.0
Mountrail	0.9	0.2	0.2	0.3	0.3	0.2	0.1
Nelson	0.8	0.2	0.6	0.4	0.5	0.9	0.3
Oliver	0.5	0.3	0.4	0.6	1.2	0.5	0.2
Pembina	0.6	0.2	0.2	0.1	0.3	0.3	0.4
Pierce	0.4	0.2	0.2	0.2	0.3	0.2	0.2
Ramsey	0.5	0.2	0.3	0.3	0.5	0.5	0.4
Ransom	0.4	0.3	0.2	0.3	0.3	0.3	0.3
Renville	0.5	0.3	0.3	1.0	1.4	0.9	0.5
Richland	0.8	0.5	0.3	0.5	0.7	0.6	0.6
Rolette	10.2	3.4	4.0	3.1	3.7	2.9	3.2
Sargent	0.4	0.2	0.3	0.2	0.3	0.4	0.3
Sheridan	---	0.2	0.3	0.5	0.7	0.1	0.1
Sioux	0.5	0.2	0.4	0.4	0.6	0.3	0.4
Slope	0.4	0.0	0.0	0.5	0.5	0.7	0.2
Stark	0.3	0.3	0.3	0.3	0.3	0.3	0.5
Steele	2.0	0.3	0.3	0.5	0.2	1.5	1.3
Stutsman	0.6	0.3	0.3	0.4	0.4	0.5	0.4
Towner	0.6	0.7	1.2	1.3	0.9	1.3	1.7
Trail	1.4	0.4	0.4	0.3	0.3	0.5	0.5
Walsh	0.5	0.3	0.2	0.3	0.5	0.6	0.4
Ward	0.7	0.4	0.4	0.4	0.5	0.5	0.6
Wells	0.3	0.4	0.6	0.5	0.5	0.4	0.2
Williams	0.3	0.3	0.3	0.4	0.4	0.4	0.5

1.66

ONLINE JOB OPENINGS REPORT NOTES

BACKGROUND

The Online Job Openings Report (OJOR) is the earliest monthly indicator of North Dakota's labor market activity and provides a timely overview of the current supply/demand dynamic. The OJOR is generally published the first working Wednesday of the month following the reference month (i.e. January data published the first working Wednesday in February), though exceptions may occur. The report involves the monthly collection, processing, and dissemination of online job openings posted by employers and online resumé activities of job seekers. Both job openings and active resumé 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 resumé data are used to calculate the rate of active resumé 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 resumé 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 deduplicated data. The deduplication 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 2010 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 between the 2000 and 2010 SOC structures, 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.

1.67

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 2010 SOC coding system. 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 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.

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.

1.68

ONLINE JOB OPENINGS REPORT NOTES

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.

1.69

SOC CODE AND OCCUPATIONAL GROUP STRUCTURE

2013 AVERAGE WAGES

ND AVG HOURLY WAGE (\$)	SOC CODE/OCCUPATIONAL GROUP Sample Occupations
46.01	11 MANAGEMENT Managers, Education Administrators, Farmers and Ranchers, Human Resource Managers
27.20	13 BUSINESS AND FINANCIAL OPERATIONS Accountants, Auditors, Loan Officers, Tax Preparers
29.01	15 COMPUTER AND MATHEMATICAL Computer Programmers, Computer and Network Administrators, Web Developers, Statisticians
30.44	17 ARCHITECTURE AND ENGINEERING Engineers, Drafters, Architects, Surveyors
27.08	19 LIFE, PHYSICAL, AND SOCIAL SCIENCE Biologists, Chemists, Economists
20.47	21 COMMUNITY AND SOCIAL SERVICE Social Workers, Clergy, Counselors, Social and Human Service Assistants
32.93	23 LEGAL Lawyers, Court Reporters, Judges, Magistrate Judges, Magistrates, Paralegal and Legal Assistants
22.46	25 EDUCATION, TRAINING, AND LIBRARY Elementary School Teachers, Secondary School Teachers, Special Education Teachers, Librarians
17.42	27 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA Musicians and Singers, Photographers, Reporters and Correspondents, Umpires, Referees
31.46	29 HEALTHCARE PRACTITIONERS AND TECHNICAL Physicians and Surgeons, Dentists, Pharmacists, Registered Nurses, EMTs and Paramedics, Chiropractors
14.21	31 HEALTHCARE SUPPORT Home Health Aides, Medical Assistants, Medical Transcriptionists, Nursing Aides and Orderlies
18.94	33 PROTECTIVE SERVICE Correctional Officers, Firefighters, Police and Sheriff's Patrol Officers, Lifeguards
10.42	35 FOOD PREPARATION AND SERVING RELATED Cooks, Bartenders, Waiters and Waitresses, Counter Attendants, Dishwashers
12.31	37 BUILDING AND GROUNDS CLEANING AND MAINTENANCE Janitors and Cleaners, Landscaping and Groundskeeping Workers, Maids and Housekeeping Cleaners
12.05	39 PERSONAL CARE AND SERVICE Childcare Workers, Hairdressers, Hairstylists, Fitness Trainers, Personal and Home Care Aides
16.37	41 SALES AND RELATED Cashiers, Retail Salespersons, Insurance Sales Agents, Telemarketers
15.72	43 OFFICE AND ADMINISTRATIVE SUPPORT Secretaries and Administrative Assistants, Office Clerks, Receptionists, Tellers
15.55	45 FARMING, FISHING, AND FORESTRY Farmworkers and Laborers, Graders and Sorters of Agricultural Products, Hunters and Trappers
22.91	47 CONSTRUCTION AND EXTRACTION Carpenters, Electricians, Plumbers, Roofers, Oil and Gas Roustabouts
22.33	49 INSTALLATION, MAINTENANCE, AND REPAIR Automotive Body Repairers, Mechanics, Electrical Power-Line Installers, Wind Turbine Service Technicians
18.43	51 PRODUCTION Assemblers and Fabricators, Machinists, Tool and Die Makers, Welders, Cutters, Solderers, Brazers
19.36	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

1.70



Job Service North Dakota
HB 1016

Senate Appropriations
Requested Information

Request: Prepare and present an itemized listing of any changes your department or institution is asking the committee to make to the executive recommendation.

Job Service North Dakota is requesting the Senate Appropriations Committee to:

- Move \$100,000 (of the \$109,500 requested for the Virtual One-Stop Mobile Application) from One-Time Funding to Continuing Funding. The cost of this application is \$50,000 per year with a one-time set-up cost of \$9,500.

1.71

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HB 1016

	Executive Recommendation	House Changes	House Version
Salaries and wages	\$40,899,000	(1,069,354)	39,829,646
Accrued Leave Payments	0	-	0
Operating expenses	13,512,657	-	13,512,657
Capital assets	20,000	-	20,000
Grants	5,404,326	-	5,404,326
Workforce 2020	1,582,167	(2,331)	1,579,836
Reed Act - unempl insurance	12,407,000	-	12,407,000
Total all funds	73,825,150	(1,071,685)	72,753,465
Less estimated income	71,703,346	(1,066,994)	70,636,352
Total general fund	\$2,121,804	(4,691)	\$2,117,113
Full-time equivalent positions	237.76	-	237.76

	Executive Recommendation			House Version			Change					
	FTE	General Fund	Other Funds	Total Funds	FTE	General Fund	Other Funds	Total Funds	FTE	General Fund	Other Funds	Total Funds
Ongoing												
Remove 13 FTE	(13.00)		(1,743,316)	(1,743,316)	(13.00)		(1,743,316)	(1,743,316)	-	-	-	-
Adjust operating		47,598	(8,751,529)	(8,703,931)	-	47,598	(8,751,529)	(8,703,931)	-	-	-	-
Base payroll changes		(41,377)	1,513,952	1,472,575		(41,377)	1,513,952	1,472,575	-	-	-	-
Performance Increase		8,618	1,805,125	1,813,743		6,541	1,349,305	1,355,846	-	(2,077)	(455,820)	(457,897)
Market Increase		1,724	424,739	426,463				-	-	(1,724)	(424,739)	(426,463)
Retirement Increase		890	186,435	187,325				-	-	(890)	(186,435)	(187,325)
Health Increase		4,616	966,908	971,524		4,616	966,908	971,524	-	-	-	-
Total Ongoing	(13.00)	22,069	(5,597,686)	(5,575,617)	(13.00)	17,378	(6,664,680)	(6,647,302)	-	(4,691)	(1,066,994)	(1,071,685)
One-Time												
oil and gas survey		80,000	-	80,000		80,000	-	80,000		-	-	-
virtual one-stop app		109,500	-	109,500		109,500	-	109,500		-	-	-
Total One-Time		189,500	-	189,500		189,500	-	189,500		-	-	-
Total Budget Changes		211,569	(5,597,686)	(5,386,117)		206,878	(6,664,680)	(6,457,802)		(4,691)	(1,066,994)	(1,071,685)

1.72

3-4-15
 #2
 HB 1016

Department 380 - Job Service North Dakota
 House Bill No. 1016

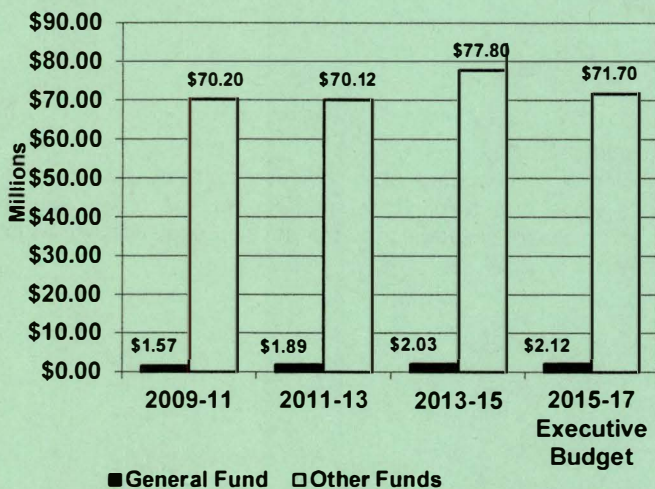
Executive Budget Comparison to Prior Biennium Appropriations

	FTE Positions	General Fund	Other Funds	Total
2015-17 Executive Budget	237.76	\$2,121,804	\$71,703,346	\$73,825,150
2013-15 Legislative Appropriations	250.76	2,030,235	77,797,528	79,827,763
Increase (Decrease)	(13.00)	\$91,569	(\$6,094,182)	(\$6,002,613)

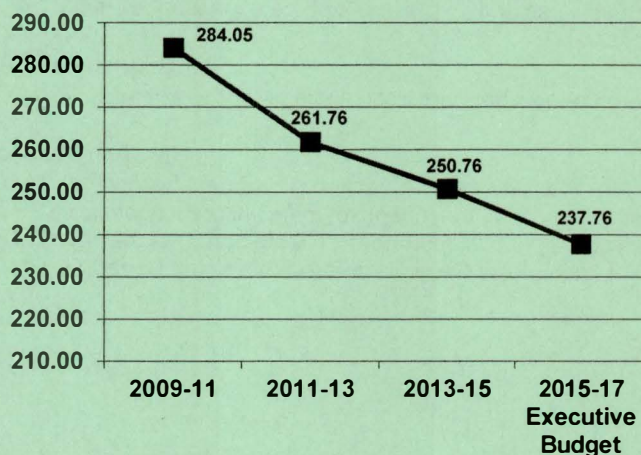
Ongoing and One-Time General Fund Appropriations

	Ongoing General Fund Appropriation	One-Time General Fund Appropriation	Total General Fund Appropriation
2015-17 Executive Budget	\$1,932,304	\$189,500	\$2,121,804
2013-15 Legislative Appropriations	1,910,235	120,000	2,030,235
Increase (Decrease)	\$22,069	\$69,500	\$91,569

Agency Funding



FTE Positions



Executive Budget Comparison to Base Level

	General Fund	Other Funds	Total
2015-17 Executive Budget	\$2,121,804	\$71,703,346	\$73,825,150
2015-17 Base Level	1,910,235	77,301,032	79,211,267
Increase (Decrease)	\$211,569	(\$5,597,686)	(\$5,386,117)

First House Action

Attached as an appendix is a comparison worksheet detailing first house changes to base level funding and the executive budget.

Executive Budget Highlights
 (With First House Changes in Bold)

	General Fund	Other Funds	Total
1. Provides funding for state employee salary and benefit increases, of which \$1,813,743 relates to performance increases, \$426,463 is for market equity adjustments, \$971,524 is for health insurance increases, and \$187,325 is for retirement contribution increases. The House provided funding for performance salary increases of 2 to 4 percent per year and funding for health insurance increases but did not include funding for market equity increases or funding for retirement contribution increases.	\$15,848	\$3,383,207	\$3,399,055
2. Adjusts funding for decreases in expenditures due to cost-savings and for increases for estimated inflationary adjustments	\$47,598	(\$8,751,529)	(\$8,703,931)

2-1

3. Removes funding for 13 FTE positions as the result of reduced federal funding	\$0	(\$1,743,316)	(\$1,743,316)
4. Adds one-time funding to continue the oil and gas employment survey	\$80,000	\$0	\$80,000
5. Adds one-time funding for Virtual OneStop application for access to Job Service North Dakota job listings	\$109,500	\$0	\$109,500

Other Sections in Bill

Appropriation - Section 4 appropriates all federal funds received by Job Service North Dakota in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

Continuing Appropriations

Federal advance interest repayment fund - North Dakota Century Code Section 52-04-22 - Collection of penalty and interest on delinquent unemployment insurance contribution reports and payment of any interest due on federal and nonfederal obligations of the unemployment insurance trust fund.

Unemployment insurance tax fund - Section 52-03-04 - Collection of unemployment taxes and the payments of unemployment benefits.

Job task analysis - Section 52-08-13 - Collection of fees for providing job task analysis services to employers that request such services and the payment of the expenses related to the activity.

Significant Audit Findings

There are no significant audit findings for this agency.

Major Related Legislation

House Bill No. 1060 - Section 1 creates Section 52-01-03 relating to the sharing of information obtained through the administration of the unemployment insurance program, limited to wage and employment number records of employers identified by the Department of Commerce as having received North Dakota state economic development assistance in possession of Job Service North Dakota to the Department of Commerce.

Job Service North Dakota - Budget No. 380

House Bill No. 1016

Base Level Funding Changes

	Executive Budget Recommendation				House Version			
	FTE Positions	General Fund	Other Funds	Total	FTE Positions	General Fund	Other Funds	Total
2015-17 Biennium Base Level	250.76	\$1,910,235	\$77,301,032	\$79,211,267	250.76	\$1,910,235	\$77,301,032	\$79,211,267
2015-17 Ongoing Funding Changes								
Base payroll changes		(\$41,377)	\$1,513,952	\$1,472,575		(\$41,377)	\$1,513,952	\$1,472,575
Salary increase - Performance		8,618	1,805,125	1,813,743		6,541	1,349,305	1,355,846
Salary increase - Market		1,724	424,739	426,463				0
Retirement contribution increase		890	186,435	187,325				0
Health insurance increase		4,616	966,908	971,524		4,616	966,908	971,524
Removes 13 FTE positions	(13.00)		(1,743,316)	(1,743,316)	(13.00)		(1,743,316)	(1,743,316)
Operating expense adjustments		47,598	(8,751,529)	(8,703,931)		47,598	(8,751,529)	(8,703,931)
Total ongoing funding changes	(13.00)	\$22,069	(\$5,597,686)	(\$5,575,617)	(13.00)	\$17,378	(\$6,664,680)	(\$6,647,302)
One-time funding items								
Adds funding for oil and gas survey		\$80,000		\$80,000		\$80,000		\$80,000
Adds funding for Virtual OneStop application		109,500		109,500		109,500		109,500
Total one-time funding changes	0.00	\$189,500	\$0	\$189,500	0.00	\$189,500	\$0	\$189,500
Total Changes to Base Level Funding	(13.00)	\$211,569	(\$5,597,686)	(\$5,386,117)	(13.00)	\$206,878	(\$6,664,680)	(\$6,457,802)
2015-17 Total Funding	237.76	\$2,121,804	\$71,703,346	\$73,825,150	237.76	\$2,117,113	\$70,636,352	\$72,753,465

Other Sections in House Bill No. 1016

Appropriation

Executive Budget Recommendation

Section 4 appropriates all federal funds received in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

House Version

Section 4 appropriates all federal funds received in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

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HB 1016
#2

PO Box 2599 • Bismarck, ND 58502
Phone: 701.355.4458 • Fax: 701.223.4645
office@itcnd.org • www.itcnd.org

3-4-15

Testimony of Deana Wiese
Executive Director
Information Technology Council of North Dakota

In Support of HB 1016
March 4, 2015

Chairman Holmberg and members of the Senate Appropriations Committee:

My name is Deana Wiese, and I am the executive director of the Information Technology Council of North Dakota (ITCND). I am here today to voice support of HB 1016.

The Information Technology Council of North Dakota (ITCND) was created in 2000 by North Dakota business, government and education leaders who recognized the need to strengthen the state's information technology infrastructure and reposition the state as a national leader in IT. ITCND has nearly 90 member organizations, with representatives from both the public and private sector.

ITCND supports additional funding and greater flexibility for Workforce 20/20 and New Jobs Training included in HB 1016, as well as funding for the mobile application so it is easier for IT job seekers to get access to job opening in North Dakota. One of ITCND's legislative priorities is supporting investment in tech-based workforce training and development programs as North Dakota's IT industry is expanding rapidly. Recent Job Service North Dakota data shows that North Dakota has seen an increase of more than 20 percent in IT occupations over the past decade and is projecting a 45 percent increase for the next decade. Job growth in North Dakota's IT industry has more than tripled that of the nation.

A shortage of skilled workforce is a limiting factor for technology-based industry growth. Therefore, the development of a high-quality workforce is vital to the future growth of North Dakota's IT industry. A key component in this process is ensuring there are workforce training programs, such as Workforce 20/20 and the New Jobs Training. Historically, roughly a quarter of the companies using the New Job Training program are IT-based.

I would urge your favorable consideration of HB 1016.

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HB 1016
 3-27-15
 #1

Department 380 - Job Service North Dakota
 House Bill No. 1016

Green Sheet

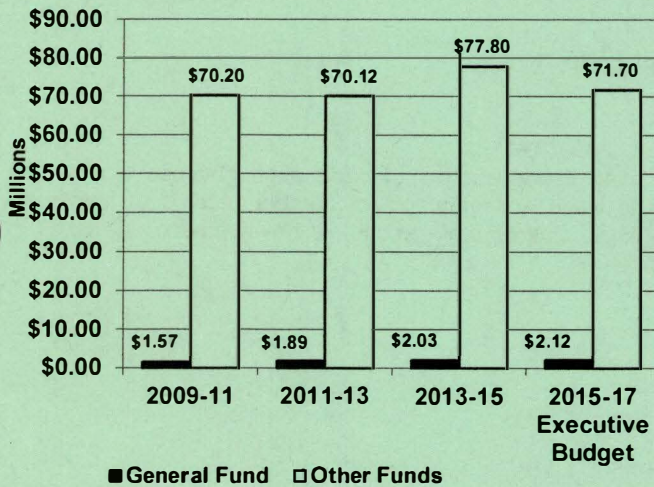
Executive Budget Comparison to Prior Biennium Appropriations

	FTE Positions	General Fund	Other Funds	Total
2015-17 Executive Budget	237.76	\$2,121,804	\$71,703,346	\$73,825,150
2013-15 Legislative Appropriations	250.76	2,030,235	77,797,528	79,827,763
Increase (Decrease)	(13.00)	\$91,569	(\$6,094,182)	(\$6,002,613)

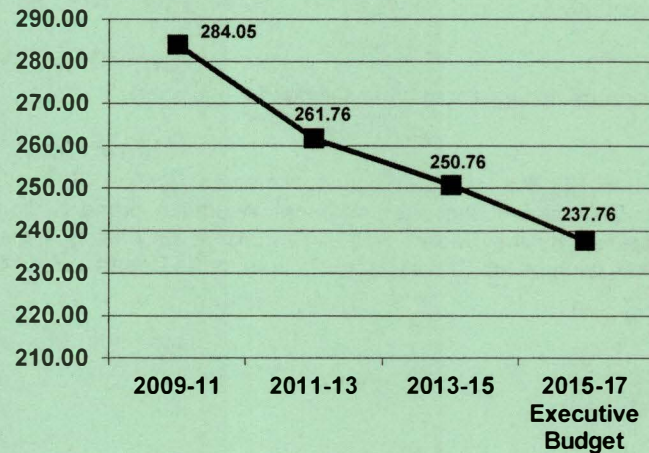
Ongoing and One-Time General Fund Appropriations

	Ongoing General Fund Appropriation	One-Time General Fund Appropriation	Total General Fund Appropriation
2015-17 Executive Budget	\$1,932,304	\$189,500	\$2,121,804
2013-15 Legislative Appropriations	1,910,235	120,000	2,030,235
Increase (Decrease)	\$22,069	\$69,500	\$91,569

Agency Funding



FTE Positions



Executive Budget Comparison to Base Level

	General Fund	Other Funds	Total
2015-17 Executive Budget	\$2,121,804	\$71,703,346	\$73,825,150
2015-17 Base Level	1,910,235	77,301,032	79,211,267
Increase (Decrease)	\$211,569	(\$5,597,686)	(\$5,386,117)

First House Action

Attached as an appendix is a comparison worksheet detailing first house changes to base level funding and the executive budget.

**Executive Budget Highlights
 (With First House Changes in Bold)**

	General Fund	Other Funds	Total
1. Provides funding for state employee salary and benefit increases, of which \$1,813,743 relates to performance increases, \$426,463 is for market equity adjustments, \$971,524 is for health insurance increases, and \$187,325 is for retirement contribution increases. The House provided funding for performance salary increases of 2 to 4 percent per year and funding for health insurance increases but did not include funding for market equity increases or funding for retirement contribution increases.	\$15,848	\$3,383,207	\$3,399,055
2. Adjusts funding for decreases in expenditures due to cost-savings and for increases for estimated inflationary adjustments	\$47,598	(\$8,751,529)	(\$8,703,931)

1.1

3. Removes funding for 13 FTE positions as the result of reduced federal funding	\$0	(\$1,743,316)	(\$1,743,316)
4. Adds one-time funding to continue the oil and gas employment survey	\$80,000	\$0	\$80,000
5. Adds one-time funding for Virtual OneStop application for access to Job Service North Dakota job listings	\$109,500	\$0	\$109,500

Other Sections in Bill

Appropriation - Section 4 appropriates all federal funds received by Job Service North Dakota in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

Continuing Appropriations

Federal advance interest repayment fund - North Dakota Century Code Section 52-04-22 - Collection of penalty and interest on delinquent unemployment insurance contribution reports and payment of any interest due on federal and nonfederal obligations of the unemployment insurance trust fund.

Unemployment insurance tax fund - Section 52-03-04 - Collection of unemployment taxes and the payments of unemployment benefits.

Job task analysis - Section 52-08-13 - Collection of fees for providing job task analysis services to employers that request such services and the payment of the expenses related to the activity.

Significant Audit Findings

There are no significant audit findings for this agency.

Major Related Legislation

House Bill No. 1060 - Section 1 creates Section 52-01-03 relating to the sharing of information obtained through the administration of the unemployment insurance program, limited to wage and employment number records of employers identified by the Department of Commerce as having received North Dakota state economic development assistance in possession of Job Service North Dakota to the Department of Commerce.

Job Service North Dakota - Budget No. 380
House Bill No. 1016
Base Level Funding Changes

	Executive Budget Recommendation				House Version			
	FTE Positions	General Fund	Other Funds	Total	FTE Positions	General Fund	Other Funds	Total
2015-17 Biennium Base Level	250.76	\$1,910,235	\$77,301,032	\$79,211,267	250.76	\$1,910,235	\$77,301,032	\$79,211,267
2015-17 Ongoing Funding Changes								
Base payroll changes		(\$41,377)	\$1,513,952	\$1,472,575		(\$41,377)	\$1,513,952	\$1,472,575
Salary increase - Performance		8,618	1,805,125	1,813,743		6,541	1,349,305	1,355,846
Salary increase - Market		1,724	424,739	426,463				0
Retirement contribution increase		890	186,435	187,325				0
Health insurance increase		4,616	966,908	971,524		4,616	966,908	971,524
Removes 13 FTE positions	(13.00)		(1,743,316)	(1,743,316)	(13.00)		(1,743,316)	(1,743,316)
Operating expense adjustments		47,598	(8,751,529)	(8,703,931)		47,598	(8,751,529)	(8,703,931)
Total ongoing funding changes	(13.00)	\$22,069	(\$5,597,686)	(\$5,575,617)	(13.00)	\$17,378	(\$6,664,680)	(\$6,647,302)
One-time funding items								
Adds funding for oil and gas survey		\$80,000		\$80,000		\$80,000		\$80,000
Adds funding for Virtual OneStop application		109,500		109,500		109,500		109,500
Total one-time funding changes	0.00	\$189,500	\$0	\$189,500	0.00	\$189,500	\$0	\$189,500
Total Changes to Base Level Funding	(13.00)	\$211,569	(\$5,597,686)	(\$5,386,117)	(13.00)	\$206,878	(\$6,664,680)	(\$6,457,802)
2015-17 Total Funding	237.76	\$2,121,804	\$71,703,346	\$73,825,150	237.76	\$2,117,113	\$70,636,352	\$72,753,465

Other Sections in House Bill No. 1016

Appropriation

Executive Budget Recommendation
 Section 4 appropriates all federal funds received in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

House Version
 Section 4 appropriates all federal funds received in excess of those funds identified in House Bill No. 1016 are appropriated to the agency for the 2015-17 biennium.

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April 1, 2015

1
 H. 2-15

PROPOSED AMENDMENTS TO ENGROSSED HOUSE BILL NO. 1016

Page 1, replace line 12 with:

"Salaries and wages \$36,224,278 \$3,435,960 \$39,660,238"

Page 1, replace lines 20 through 22 with:

"Total all funds \$79,211,267 (\$6,627,210) \$72,584,057
 Less estimated income 77,301,032 (6,833,166) 70,467,866
 Total general fund \$1,910,235 \$205,956 \$2,116,191"

Page 2, replace lines 8 through 9 with:

"Virtual OneStop application 0 9,500
 Total all funds \$616,496 \$89,500"

Page 2, replace line 11 with:

"Total general fund \$120,000 \$89,500"

ReNUMBER accordingly

STATEMENT OF PURPOSE OF AMENDMENT:

House Bill No. 1016 - Job Service North Dakota - Senate Action

	Base Budget	House Version	Senate Changes	Senate Version
Salaries and wages	\$36,224,278	\$39,829,646	(\$169,408)	\$39,660,238
Operating expenses	18,687,700	13,512,657		13,512,657
Capital assets	20,000	20,000		20,000
Grants	8,850,497	5,404,326		5,404,326
Workforce 20/20	1,541,924	1,579,836		1,579,836
Reed Act - Computer modernization	12,407,000	12,407,000		12,407,000
Accrued leave payments	1,479,868			
Total all funds	\$79,211,267	\$72,753,465	(\$169,408)	\$72,584,057
Less estimated income	<u>77,301,032</u>	<u>70,636,352</u>	<u>(168,486)</u>	<u>70,467,866</u>
General fund	\$1,910,235	\$2,117,113	(\$922)	\$2,116,191
FTE	250.76	237.76	0.00	237.76

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

	Adjusts Funding for Health Insurance Premium Increases ¹	Total Senate Changes
Salaries and wages	(\$169,408)	(\$169,408)
Operating expenses		
Capital assets		
Grants		
Workforce 20/20		
Reed Act - Computer modernization		

Accrued leave payments		
Total all funds	(\$169,408)	(\$169,408)
Less estimated income	(168,486)	(168,486)
General fund	(\$922)	(\$922)
FTE	0.00	0.00

¹ Funding for employee health insurance premiums is adjusted to reflect the revised premium estimate of \$1,130.22 per month.

This amendment also transfers \$100,000 from the general fund for the Virtual OneStop application system from one-time funding to ongoing funding.