

South Dakota Workforce Development Council (SDWDC) Meeting Minutes
September 22, 2015
Southeast Technical Institute, Mickelson Center Room 101
2320 N. Career Avenue, Sioux Falls, SD

Chairman Lotsberg called the meeting to order at 10:00 a.m. (CDT). Kari Porch called the roll. A quorum was present.

Members Present: Chairman Warren Lotsberg, Vice-Chair Tom Bohnet, Marcia Hultman, Tiffany Sanderson, Nathan Lukkes, David Giovannini, David Westbrook, Jim Borszich, Lee Anderson, Mark Rogers, Randy Hanson, Gloria Pearson, Aaron Scheibe and Randy Stainbrook.

Members Absent: Cal Geis, and Vance Weaver.

Others Present: Director Bill McEntaffer, Kari Porch, Dawn Dovre, John Anderson, Laura Trapp, Jeff Holcomb, Melodee Lane, Stephenie Rittberger, Christine Therkildsen, Vicki Nelson, Jennifer Keyes, Joanne Haase, Kim Olson, Mark Anderson, Carol Hudson, Lisa Kaufman, and Will Thomson.

Council members introduced themselves for the benefit of the newest Council member, Scott Peterson. Scott is the owner of Peterson Motors in Belle Fourche and Spearfish.

Tiffany Sanderson made a motion to approve the June 2, 2015, meeting minutes. Gloria Pearson seconded the motion. **MOTION PASSED.**

Roll call votes were as follows:

David Giovannini		Aaron Scheibe		Jim Borszich	
Tom Bohnet		Nathan Lukkes		Lee Anderson	
Marcia Hultman		Warren Lotsberg		Mark Rogers	
Tiffany Sanderson		Randy Stainbrook		Scott Peterson	
Gloria Pearson		Randy Hanson			

Jeff Holcomb, President of Southeast Technical Institution (STI) provided information on STI. STI currently has 2,200 students, down from 2,400 last year. New enrollments were up, but second year students enrollments were down. STI works with Forward Sioux Falls and businesses in the Sioux Falls community to address workforce needs. Forward Sioux will soon launch a workforce development campaign.

Jeff appreciated the Build Dakota Scholarship program. STI had 64 individuals receive the scholarships for the 2015-2016 school year. Individuals not receiving a Build Dakota Scholarship have the opportunity to receive a Sponsor-A-Scholar scholarship. The Sponsor-A-Scholar program work industry to match students to business leaders willing to invest in the students.

Tiffany Sanderson, Department of Education (DOE), provided an update on DOE activities. She emailed files to Director McEntaffer to distribute to the Council members. The Build Dakota Administrative Board met to address the program needs for the 2015-2016 school year. Along with the eight program fields currently eligible for scholarships, additional fields were added in Agriculture (Large Animal Only), Information Technology / Computer Information Systems, and Surgical Technicians. The early application cycle for Build Dakota scholarships will be open from October through December 2015.

For the 2015-2016 school year, 1,000 Build Dakota applications were submitted. Three hundred scholarships were awarded. The scholarships were awarded across all of the eligible industry areas. Individuals not receiving Build Dakota Scholarships have the opportunity to receive other scholarships or work with the Department of Labor and Regulation (DLR) to determine eligibility for Workforce Innovation and Opportunity Act (WIOA) training.

Tiffany provided an update on the technical education report and survey conducted by DOE for 2014 graduates. Of the approximate 2,500 graduates, 92 percent completed the survey. Of the students surveyed, 98 percent are employed or furthering their education. Eighty four percent stayed in South Dakota and 83 percent of the students found employment in their field of study remained in South Dakota.

DLR looked to the Board of Regents (BOR) and the DOE to produce the Postsecondary Graduate Outcome System. The link to the database can be found on the DLR website at www.sdjobs.org. The database provides students, job seekers, career counselors, educators and policy makers with a better understanding of the connections between postsecondary education choices and employment outcomes.

The DOE sent a survey to business and industry leaders. The survey findings indicated a real lack of soft skills preparedness for middle age and high school students. Therefore, DOE has integrated soft skills preparedness into the technical courses.

Melodee Lane, DLR Labor Market Information Center (LMIC), provided handouts of the 2014 South Dakota Labor Market Report. This report is a requirement of the Workforce Information Grant (WIG). The report provides an annual overview of South Dakota's labor economy and is a comprehensive compilation of all South Dakota labor-related statistics available. The data included is from the LMIC, the U.S. Bureau of Labor Statistics, U.S. Census Bureau, U.S. Bureau of Economic Analysis and the State Data Center.

Christine Therkildsen, Education Manager for Midwestern Mechanical, provided information on registered apprenticeships. Midwestern Mechanical is a commercial contractor with 250 employees in four locations. Midwestern Mechanical has an apprenticeship program on-site. An apprenticeship program is a four-year program with an on-the-job component along with related instruction. Once an apprentice has completed the apprenticeship program, they can receive a certification from the DLR. The certification is good nationwide. Midwestern Mechanical is promoting the

apprenticeship program as another option for students. A student transferring from a technical institute with a year of education will receive a two-year credit in the apprenticeship program. Midwestern Mechanical requires their employees to have 12 hours of continuing education. Drawbacks to the apprenticeship program are the inability for smaller businesses to have staff to train and funding.

Director McEntaffer provided the director's report. On Sept. 29-Oct. 1, 2015, WIOA state staff will provide training to WIOA local office staff on the new WIOA laws.

A draft of the Unified State Plan will be submitted to the Department of Labor Regional office by March 2, 2016. The core partners in the WIOA are Title I (adult, dislocated worker, and youth programs), Title II (Wagner Peyser) Title III (Adult Education and Literacy) and Vocational Rehabilitation. Three of the core programs are housed within DLR with DLR working closely with Vocational Rehabilitation. The Unified State Plan must be approved by the WDC before submitting it to the regional office.

Capital One in Sioux Falls notified DLR of their layoff. The Sioux Falls local office is working with them by providing workshops, etc. Other businesses have asked how they can contact the individuals being layoff. Some businesses are offering individuals a sign-on bonus to join their business. DLR applied for a Trade Adjustment Assistance Act grant.

John Anderson provided an overview of the Adult Education and Literacy (AEL) program before introducing staff from three DLR partners. Adult Education program served approximately 2,500 individuals in the 2014-2015 school year. A majority of the individuals are younger adults with diverse backgrounds. The participants are unemployed, underemployed or soon to be in the workforce.

Stephanie Rittberger, Black Hills Special Services Cooperative (BHSSC), provided an update on their AEL program and a number of success stories. BHSSC created a video highlighting the GED[®] Test; the video is used as a marketing and informational tool. BHSSC plans to expand their program to include offerings whereby students can study at the same time they are working.

Laura Smith-Hill, Lutheran Social Services (LSS) Center for New Americans, gave an update on the programs delivered by their organization and success stories. LSS has been providing educational support for immigrants and refugees for more than 50 years.

Kim Olson, Cornerstones Career Learning Center, provided information on the programs they offer within their organization. Cornerstones is revamping their curriculum to meet the workforce needs. Currently, Cornerstones is working with Sanford School of Medicine, Rural Area Health Education Center, and University of South Dakota (USD) School of Medicine to secure funding to bring health literacy to adult education.

A business panel consisting of Sammons Financial Group/ Midland National Life, LifeScape, and Raven Industries presented information on their businesses.

Sammons financial group stated the candidate pool of possible employees is too small in both the skilled and non-skilled areas. The candidates need to have a wide range of talents and need to be technologically savvy. Sammons has a highly qualified training program and will provide training to their employees so they can move up the career ladder.

LifeScape increased spending on advertising. They use social media, and unique advertising locations to increase their pool of job applicants.

Raven Industries is a very diverse highly technical business. They have a difficult time filling engineering position. They have a very good internship program and hire some of the interns permanently. They have very good partnerships with the universities.

Several organizations that secured funding from the Governor's matching fund program provided updates on their projects.

Associated General Contractors (AGC), Sioux Falls, secured funding to utilize training trailers. The trailers would be used to introduce students to the construction trades. AGC has come up against some major challenges. The different partners could not agree on meeting times and how to move forward. Currently, AGC has two trailers, one trailer will be used for the carpentry program, and the other would be for the concrete work program. They are working with schools to secure dates to present to students. The simulator trailer is still in the process of getting setup.

Rural Area Health Education Center (AHEC), Yankton, secured funding for CNA training. They are on track with their training. They are facing challenges such as low wages, lack of commitment from the younger individuals, location of the facilities, and many individuals do not want to move to the rural communities. AHEC has a positive marketing campaign. They have done a good job of showing what a CNA does. They are using a large variety of advertising.

Brookings Economic Development Corporation secured funding for equipment in the middle school and high school along with funding for internships for their new teen center. The middle school updated equipment in its lab. The high school purchased two new vehicles for the automotive department. They are in the process of updating equipment for the Family and Consumer science building so students can get the culinary experience to become a chef. The Computer Science and Robotics department is partnering with 3M and Daktronics to determine what equipment is needed and what demands are in the field. The Media Productions and Videography department has partnered with the community leaders to determine the best equipment needed and purchased new camera and video equipment. The Flight Simulation program is working closely with South Dakota State University (SDSU). SDSU has an aviation program and will help the flight simulation program get up and running. The Project Lead the Way

has purchased new auto pad equipment .The welding program is researching welding equipment and working with Twin City Fan to determine the best equipment to for preparing students for a welding career.

The Boys and Girl Club hired a new Workforce Development Coordinator for their new Teen Center. The Workforce Development Coordinator is in charge of the teen internship program. Fifty individuals applied for the internship program. Twenty-four teens received internships for an eight week paid internship with businesses in the Brookings area. One challenge the program faced was most applicants were not old enough to work in the manufacturing field.

Brookings is working with the State of South Dakota on a two-year residential apprenticeship program. The apprenticeship program will be in the manufacturing industry and can work with students as young as 16. The apprenticeship requires 288 classroom hours. Once a student completes the course, they receive a certificate which is transferrable to other states.

Yankton Area Progressive Growth Inc. received funding to support the career and technical education programs offered at Regional Technical Education Center's (RTEC) Welding and Computer Aided Drafting program. Yankton Area Progressive Growth is using the regional approach. RTEC offered two academies this summer. The manufacturing academy had 26 students grades 9 to 12 participate. The automotive academy had 14 students. At the end of the academy, a graduation ceremony was held. This fall a welding class is being offered.

Greater Huron Development Corporation received funds for six initiatives including diversity engagement, student and business integration, upward mobility, alumni retention and recruiting, new residential recruiting, and rental housing locator. The corporation was successfully completed some of the projects and some are ongoing. They have helped Cornerstones expand their ESL program. They sponsored The Second Annual Fourth of July Independence Day Huron Soccer Tournament bringing in approximately 2,000 individuals. The event included a job fair. They are working with restaurants to create picture menus to their establishments. They have been promoting the NCRC to the employers and students. They will be hosting a manufacturing expo with about 20 businesses participating. They will be participating in the manufacturing Olympics on October 9, 2015. They are working with the community on internships and sponsorships. Dakota Provisions will be featured as a business working closely with this program. They are utilizing MyLife and working with the Huron Young professionals to feature with South Dakota has to offer. The Corporation has been working closely with the Economic Development organization and have come up with some rental ideas.

There were no public comments on the Unified State Plan.

The next Workforce Development Council meeting is scheduled for December 9, 2015, at Western Dakota Technical Institute, Rapid City.

The meeting was adjourned at 4:10 p.m. CDT.

Respectfully submitted,

Marcia Hultman
Cabinet Secretary