

South Dakota Workforce Development Council (SDWDC)  
Meeting Minutes  
July 20, 2016  
Smart Center, Aberdeen Development Corporation  
416 Production Street N., Aberdeen, SD

Chairman Giovannini called the meeting to order at 10:02 a.m. (CDT). Kari Porch called the roll. A quorum was present.

**Members Present:** Chairman David Giovannini, Marcia Hultman, Eric Weiss, Nathan Lukkes, Mary Lehecka Nelson, Randy Stainbrook, Lee Anderson, Jim Borszich, and Mark Rogers.

**Members Absent:** Warren Lotsberg, Tiffany Sanderson, Cal Geis, Randy Hanson, and Scott Peterson.

**Others Present:** Director Bill McEntaffer, Kari Porch, Kendra Ringstmeyer, Laura Trapp, Karen Callahan, Dawn Dovre, Mackenzie Decker, Dan Theilsen, Rick Gully, Heidi Graves, Nadine Gropp, Bob Compton, Ashley Erickson, Mike Bockorny, Kati Bachmayer, and Laura Stoltenburg.

Jim Borszich made a motion to approve the March 23, 2016, meeting minutes. Nathan Lukkes seconded the motion. **MOTION PASSED.**

Director McEntaffer provided the director's report The Workforce Innovation and Opportunity Act (WIOA) requires the four core partners, Title I (Adult, Dislocated Worker, and Youth), Title II (Adult Education and Literacy), Title III (Wagner Peyser), and Title IV (Vocational Rehabilitation) programs work together to better serve participants and eliminate duplication of services. In order to educate staff, five core partnership meetings were held across the state.

The Department of Labor and Regulations (DLR) received the final version of the WIOA regulations on June 30, 2016.

The DLR will submit the Unified State Plan by the September 1, 2016 deadline.

Three representatives from the Department of Labor (DOL) Regional Office visited the week of June 27, 2016 to review the WIOA program.

Chairman Giovannini asked for nominations for Vice-chair. Eric Weiss made a motion to nominate Lee Anderson. Jim Borszich seconded the motion. **MOTION PASSED.**

Three businesses and the Aberdeen Development Corporation provided updates on their market activities and employment strategies:

Mike Bockorny- CEO, Aberdeen Development Corporation

Bob Compton- Senior Vice President, Talent Management at Dacotah Banks Inc.

Ashley Erickson, CEO Sanford Hospital

Nadine Gropp-Plant Manager, 3M.

Businesses continue to struggle with recruitment and retention of employees. They continue to use different strategies to deal with these issues:

- They are connecting with junior high, high school, and college students to educate them on the different jobs within their industries.
- They are using digital media to advertise job openings and educate individual on their businesses.
- They are hiring foreign workers to fill positions.
- They are using onboarding and mentoring program to help new employees adapt to their jobs.
- They are learning more about hiring individuals with disabilities.

3M has 650 employees at their Aberdeen location. Employees consist of salaried employees, hourly employees and contracted contingent workers. 3M require contingent workers to be hired within a year. 3M finds demographics have an impact on the labor pool. Positions in remote areas are much more difficult to fill.

Dacotah Banks Inc. introduces students to the many facets of banking by holding socials. They use social media and Indeed.com to post jobs, and have implemented an onboarding program using mentors to assist new employees. They use employee development tools to assist in moving employees up the career ladder.

Sanford Hospital has 486 employees in their Aberdeen location. They hire refugees to help fill open positions. They provide scholarships to students, use loan forgiveness programs, and provide sign-on bonuses for individual committing to work at the hospital for two to five years or longer.

The Aberdeen Development Corporation uses a multifaceted approach.

1. Connecting students to business opportunities
  - a. Works closely with Northern State University (NSU) and Presentation College to encourage graduates to remain in the area.
  - b. NSU held a job fair on April 6, 2016.
2. Recruitment via Workforce Marketing
  - a. Creation of AberdeenSD.com/jobs in partnership with the chamber
  - b. Administer of Aberdeen Area Jobs Facebook page
  - c. Digital Workforce Marketing campaign
  - d. Aberdeen New American Task Force
3. Newcomer Integration

- a. Updated International Sections on AberdeenSD
  - b. ESL Courses 20-25 individuals (workers and or spouses)
  - c. Work with LSS on resettlement site
  - d. Community has stepped up on the New American Task Force
4. Related Efforts
- a. Continued education of adults by offering computer courses, CDL classes, welding classes
  - b. Help individuals graduating from college to get experience by setting up the “The Workshop” which is scheduled to open in the fall of 2016
  - c. Workforce Strategies Conference on September 8

Dawn Dovre and Laura Trapp provided information on the Financial Services: Insurance Emphasis two year Associates program (Distance Learning) at Southeast Technical Institute (STI) which was tabled at the March 23, 2016 meeting. Eric Weiss made a motion to approve adding the program to the Training Provider List. Randy Stainbrook seconded the motion. **MOTION PASSED.**

Director McEntaffer provided information on an Accelerator grant DLR received. WIOA requires states to have an apprentice program. DLR will use the \$200,000 they were awarded for salary and expenses for a new program specialist to promote the apprenticeship program. The grant will provide funding for two years.

Director McEntaffer provided information on the ApprenticeshipUSA State Expansion Grant DLR will be applying for. Funding from the grant could range from \$700,000 to \$1.2 million. Funding would be used for a pilot program. The initial grant will be for 18 months with the possibility of applying for an extension.

Mark Rogers made a motion to adjourn the meeting at 1:28 p.m. (CDT). Randy Stainbrook seconded the motion. **MOTION PASSED.**

Respectfully submitted,

Marcia Hultman  
Cabinet Secretary