



*Start Today SD*  
**REGISTERED**  
**APPRENTICESHIP**  
*program*

*Now matters*  
**Start Today**  
*Succeed Tomorrow*

# What are **REGISTERED APPRENTICESHIPS**

?



## *It's A Job*

Apprentices are hired by the business and an employee from day one.



## *Occupation Specific Training*

Each apprenticeship adds structured training coupled with on-the-job training



## *National Program*

Registered with USDOL, Each program has a sponsor and employer, and many times they can be the same organization.

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# REGISTERED APPRENTICESHIP

*growth in SD*

*59 Incentives*



## PROGRAM DEVELOPMENT

*7 Incentives*



## PROGRAM EXPANSION

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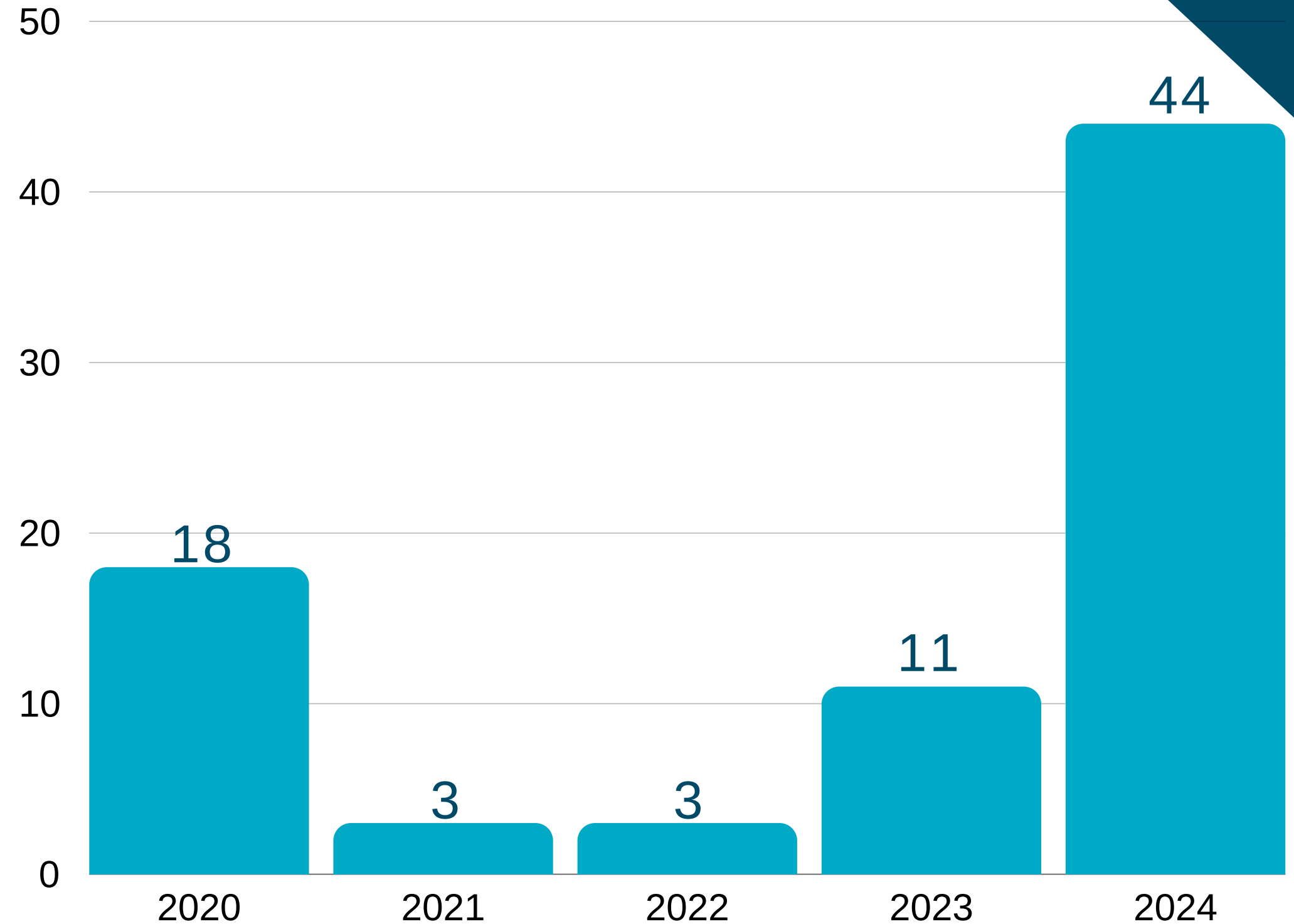
# REGISTERED APPRENTICESHIP

*growth in SD*

➔ Continuous growth of new program sponsors in South Dakota.

\*PY- Program Year, July- June

New Program Sponsors  
Added by Year PY 2020 - PY 2024



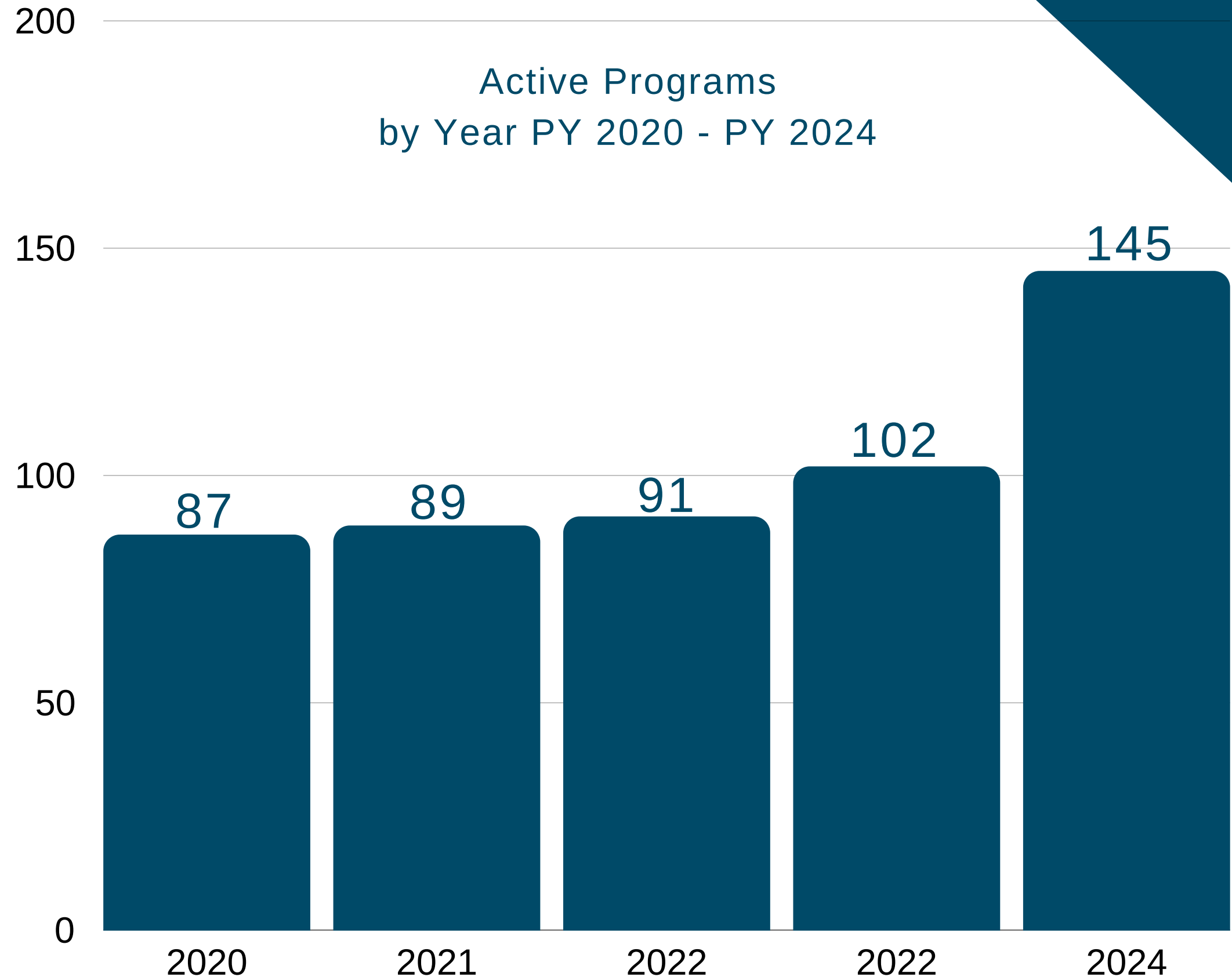
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# REGISTERED APPRENTICESHIP

*growth in SD*

➔ Continuous growth year to year  
in South Dakota.

\*PY- Program Year, July- June



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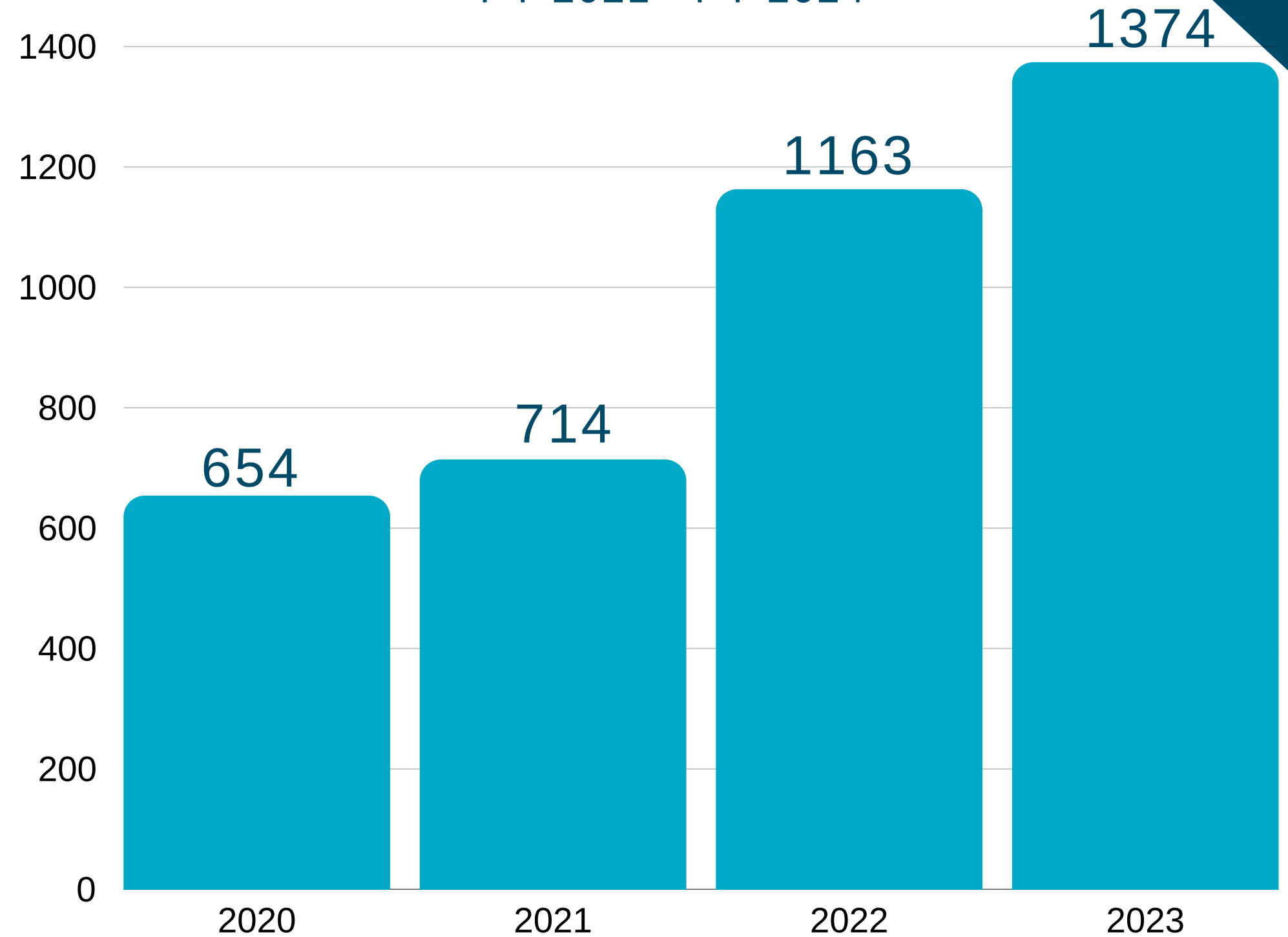
# REGISTERED APPRENTICESHIP

*growth in SD*

➔ Continuous growth of active apprentices in South Dakota.

\*PY- Program Year, July- June

Active Apprentices by Year  
PY 2021 - PY 2024

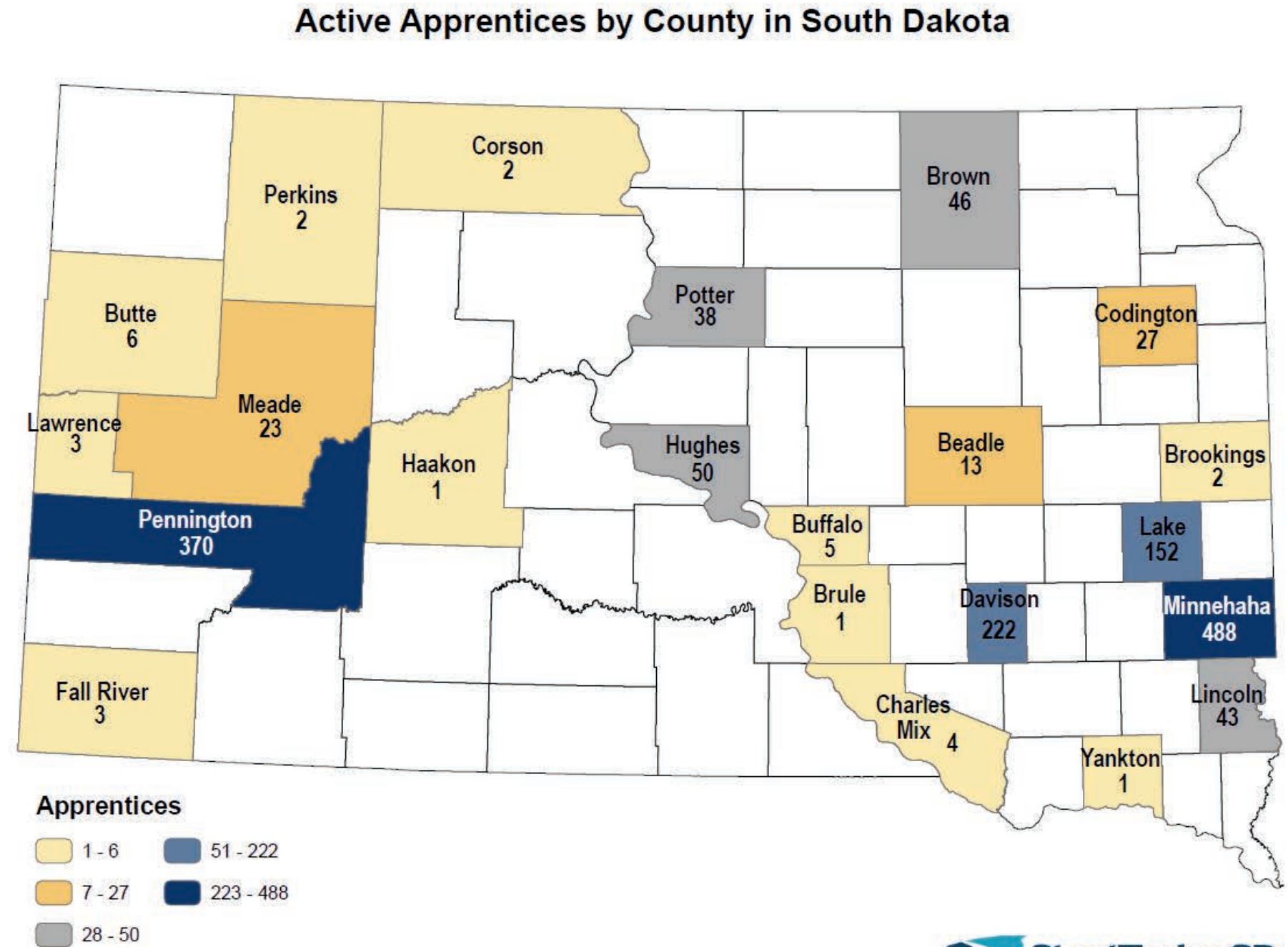


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# REGISTERED APPRENTICESHIP

*growth in SD*

➔ Active Apprentices broken down by county.



Source: U.S. Department of Labor. Map prepared by the South Dakota Department of Labor and Regulation, October 2024.



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# OCCUPATION GROWTH





# Updates on South Dakota's **TEACHER** **APPRENTICESHIP** Pathway

## Why Teacher Apprenticeship?

- **Shortage of teachers** = current teacher openings in SD **over 300**
- Lack of interested applicants
- Lack of pool of **qualified** teachers
- Economic impact of **recruitment and attrition** in school districts
- Current school employees are interested, but **lacked the opportunity**



**Partners of TAP: DOE, DLR, BOR, DSU, NSU**

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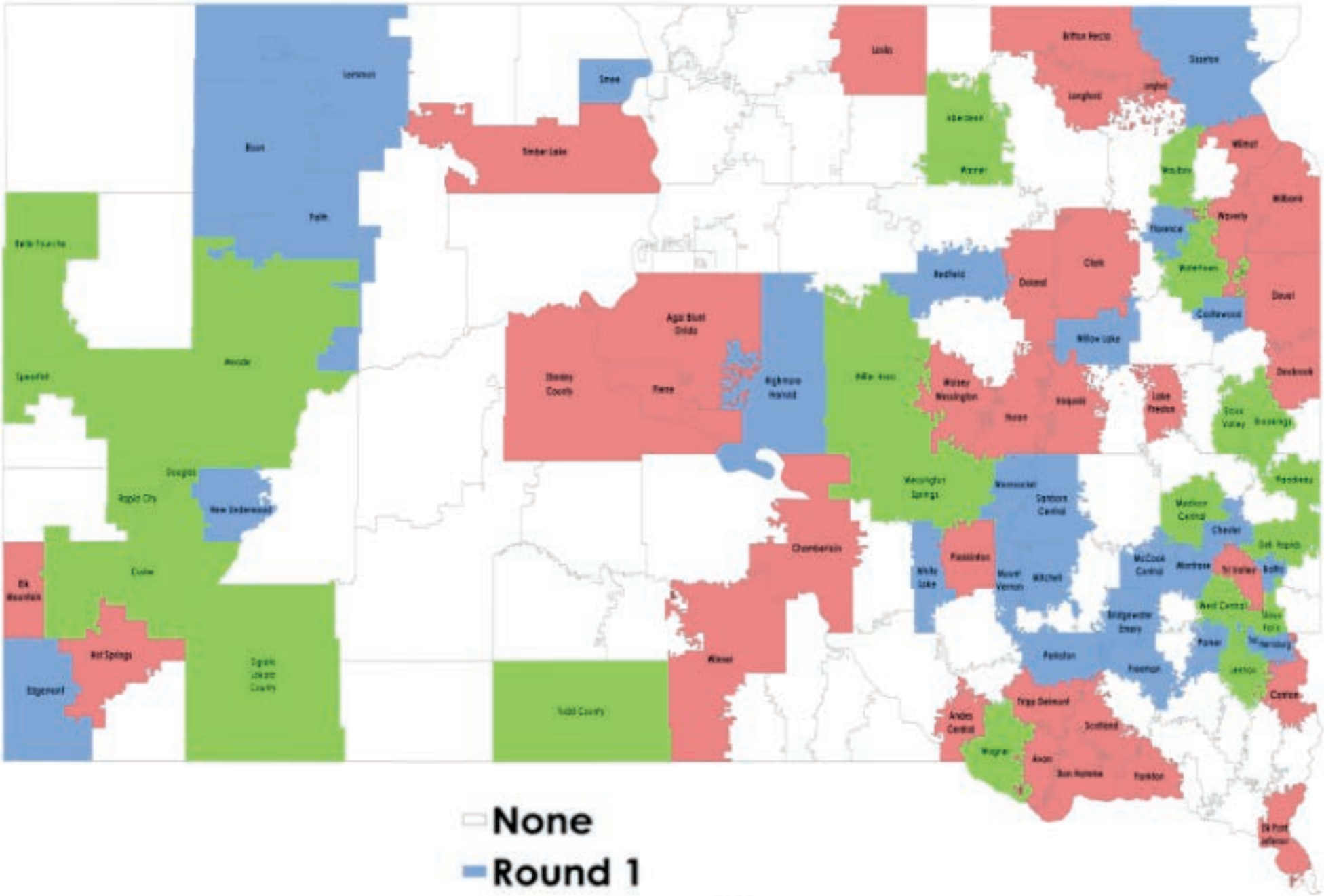
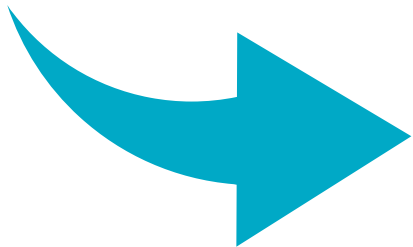
Updates on South Dakota's

# TEACHER

## APPRENTICESHIP

Pathway

Districts participating across SD



- None
- Round 1
- Round 1 and 2
- Round 2

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Updates on South Dakota's  
**TEACHER**  
**APPRENTICESHIP**  
*Pathway*



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# Updates on South Dakota's **TEACHER** **APPRENTICESHIP** Pathway

## Program Design

- **Grow Your Own** model with current paraeducators
- 2 year cohort
- 632 paras completed survey, **542 interested**
- **299 applications** received for the 1st cohort - the program allowed **90 participants**



## Cohort 1 Success!

- **91% retention** in the program
- Average **13.83 credits** per semester, compared to 12.50 in the comparison group
- TAP average **higher GPA** than comparison group (3.52 vs 3.42)
- Satisfaction survey: 89% satisfied, 97% would recommend, and 100% plan to stay in SD

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# What is **WORKPLACE MENTORING?**

## *Informal Mentoring*

- Happens by chance
- Can be selective
- Does not promote diversity

## *Formal Mentoring*

- Established program
- Builds partnerships
- Mentors are actively matched with mentees by the company.

## *Mentoring is not the same as training...*

- Mentor supports mentee through process
- Mentor has your back!
- Most experience  $\neq$  best mentor



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# Benefits of **WORKPLACE MENTORING**



*Higher retention rates*

72% for mentees/apprentices  
69% Mentors

**\*Employees make gains and  
feel invested in!**



*Improved job satisfaction*

Mentoring correlated to pay  
increases and promotions

**5X Mentees  
6X Mentors**

**\*Employees have more  
satisfaction with their work**



*Increased engagement and loyalty*

When employees work in a positive  
environment that supports growth, and  
inclusion, they are more likely to be  
engaged in their work.

**\*It creates buy-in from employees**

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# DLR's WORKPLACE MENTORING *Toolkit*

✓ *A no-cost resource for businesses!*

The toolkit contains:

- Screening Guide
- Sample Policies
- Recruitment Guide
- Training Resources
- Online Training Modules
- Matching Resources
- Evaluation Templates
- Interview Forms
- Application Templates



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program

Questions?

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