

SD WORKFORCE DEVELOPMENT COUNCIL
Regular Quarterly Meeting
April 16, 2012
1:00 p.m. – 3:00 p.m. CT
Kneip Conference Room # 3

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|--------------------------------------|--------------------|---------------|
| A. Call to Order | Warren Lotsberg | |
| B. Roll Call | Kari Porch | |
| C. Approval of Minutes | Warren Lotsberg | |
| D. Director's Report | Bill Molseed | |
| E. Business | | |
| 1. Dakota Seed Internship Status | Ann Gesick-Johnson | Action |
| 2. WIA Occupational Skills Training | Bill McEntaffer | Action |
| 3. Workforce Information Grant | Bernie Moran | Action |
| 4. AEL RFP | Marcia Hultman | |
| 5. South Dakota WINS | Marcia Hultman | |
| 6. Grant Updates | | |
| a. DEI | Bill Molseed | |
| b. Innovations | Marcia Hultman | |
| 7. Board of Regents Workforce Update | Paul Gough | |
| F. Adjournment | | |

AGENDA ITEM A CALL TO ORDER

The South Dakota Workforce Development Council (WDC) met in Pierre, in Kneip Conference Room # 3 on April 16, 2012. The meeting was called to order by Chairman Warren Lotsberg at 1:00 p.m. CT.

AGENDA ITEM B ROLL CALL

Roll call was conducted and a quorum was present.

Members Present

Warren Lotsberg, Chairman	Paul Gough	Wally Myers
Tom Bohnet, Vice-Chairman	Pam Roberts	Mark Wilson
Helen Wegner	Randy Hanson	Dave Giovannini
Ann Gesick-Johnson	D. J. Mertens	Laurie Gill

Members Absent

Shelley Stingley	Sarah Folsland	Cal Geis
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Others Present

Bill Molseed	Kari Porch	Dawn Dovre
Robert Kean	Bernie Moran	Bill McEntaffer
Marcia Hultman	Jill Foster	Heather Schopp
John Anderson	Deb Halling	Grady Kickul

AGENDA ITEM C APPROVAL OF MINUTES

Wally Myers made a motion to approve the January 5, 2012, minutes. D.J. Mertens seconded the motion. **Motion passed.**

AGENDA ITEM D DIRECTOR’S REPORT

Welcome Dave Giovannani. Dave is the newest member of the Council. He was introduced at the January meeting, but this is his first in-person meeting with the Council.

Since the January meeting a lot has transpired at the state and federal level. Governor Dennis Daugaard released his vision for workforce development at the State of the State Address. Congress and the President came to terms on the Fiscal Year 2012 budget, and our Workforce Investment Act (WIA) is on target for meeting or exceeding all negotiated performance measures. Our state’s economy continues to be one of the best in the nation. This says a lot for the business climate and our workforce. But, we are still facing issues needing to be addressed. We have many good job openings that businesses are having a hard time filling, in the manufacturing sector in particular. The Governor has taken steps to address this concern, and the Department of

Labor and Regulation (DLR) has applied for grant funding that would help to deal with this situation.

Our current state plan for Wagner-Peyser and the Workforce Investment Act (WIA) is due to expire at the end of this program year, June 30. We recently received the federal guidance for updating the plan. In the past, we would have received these requirements in December or January. Due to the late issuance by the federal government, USDOL has allowed additional time to submit the plan. They are permitting states to request an extension of the current plan and performance measures. We have requested the extension and started the process to update the plan. The basis of our plan is Governor Dugaard's Workforce Initiative, South Dakota WINS, which was announced at the State of the State Address. Deputy Secretary Marcia Hultman will provide information on this initiative later in the agenda. The State Plan provides overall guidance for how the DLR delivers the labor exchange and training services. The plan will be ready for your review and consideration at our summer meeting.

The House and Senate introduced competing pieces of legislation on reauthorization and improvement of WIA. Both versions state the aim is to streamline, consolidate and coordinate job training programs. WIA has been waiting for reauthorization since 2003. Having legislation introduced is the closest we have come for many years. I really don't think much will happen any time soon with this being an election year. Political wrangling will be the agenda of the administration and Congress. If reauthorization does happen, we will see changes in how WIA will look in South Dakota. Reauthorization will require Council consideration and action, if and when it happens.

We will receive final funding allotments with the employment and training programs relatively stable for formula funds directed to provide service to eligible participants. This applies to the WIA Adult, Youth, Dislocated worker programs, Trade Act, and Adult Education programs.

One issue of significance is that the funding level has reduced the statewide funds from 15 percent to a limit of 5 percent. This is a huge cut for us. These funds supported required administrative and reporting activities plus provided funding for specific workforce projects across the state. USDOL Secretary Solis testified she believed this was a "good thing" because states were not spending these funds. South Dakota and other states have spent or obligated their funds in a timely manner and within the allowable three years for expenditures. However, USDOL does not acknowledge the role of "obligated" funds, thus making it appear states have an unacceptable level of "unspent" funds. Secretary Solis stated these funds can be used for "innovative practices". This reduction moves the captured funds to the Innovations Fund competitive grants. Deputy Secretary Marcia Hultman will provide information on the grant later in the agenda.

AGENDA ITEM E BUSINESS

AGENDA ITEM E1 DAKOTA SEEDS INTERNSHIP STATUS

Ann Gesick-Johnson, Department of Tourism and State Development, provided information on 40 businesses applying for funding through Dakota Seeds. Dakota Seeds recommended funding 92 students for a total of \$196,000.

Ann stated that the students interning through the Dakota Seeds program are high-quality students. Many of them are returning to work for the businesses they interned with.

SDN Communications in Sioux Falls provides fiber networks throughout South Dakota. They have requested assistance with five interns to work as a satellite technician, an engineering technician, a network technician, a network administrator, and a facilities technician. Dakota Seeds recommends funding four positions for a total of \$8,000 and denying the facilities technician position as it lacks the STEM component.

Dakota Trailer in Yankton manufactures aluminum and steel trailers. They are requesting assistance for a mechanical engineer to work on design changes. Dakota Seeds recommends funding one position for \$2,000.

Twin City Die Castings in Watertown machines automotive parts. They are requesting assistance with four CNC operators. Dakota Seeds recommends denying the position due to lack of a STEM component.

Cleaner Greener Energy in Sioux Falls sells, installs, and services small wind and solar pv units. They are requesting two interns for installation of these units. Dakota Seeds recommends denying the positions due to lack of a STEM component.

Sencore in Sioux Falls is a communications technology company. They are requesting assistance with five interns in software engineering design test engineering, and software engineering. Dakota Seeds recommends funding five positions for a total of \$10,000.

CAPITAL Card Services in Sioux Falls and Brookings is a credit card portfolio management company. They are looking for three interns to work on statistical analysis. Dakota Seeds recommends approving three positions for a total of \$6,000.

Morris Inc. in Pierre is a heavy equipment contractor with a manufacturing division. They are requesting assistance for a student who will work in the

manufacturing business to do modeling/design. Dakota Seeds recommended approving a position for \$2,000.

Buhler industries in Salem manufacture grain augers for agriculture businesses. They are requesting two engineering students for design work and process Improvement. Dakota Seeds recommended funding two positions for a total of \$4,000.

Vantage Point in Mitchell is a telecommunications engineering and consulting company. They are seeking eight students to work with the engineering staff. Dakota Seeds recommended funding eight positions for a total of \$8,000.

FourFront Design, Inc. in Rapid City is an architecture and engineering design firm. They are requesting assistance with four positions. The positions would be two civil engineers, an agricultural designer, and an interior designer. Dakota Seeds recommends funding three positions, the two civil engineers and the architectural designer for a total of \$6,000. They recommended denying the interior designer due to lack of a STEM component.

Eisenbraun & Associates in Yankton is a civil and environmental engineering firm. They are requesting assistance with four interns to work in engineering and surveying positions. Dakota Seeds recommends funding four positions for a total of \$8,000.

Wildcat Manufacturing in Freeman produces processing and screening equipment. They are requesting assistance for an engineer in their design department. Dakota Seeds recommended funding a position at \$2,000.

Cliff Solutions in Mitchell provides business consulting, engineering services, and software solutions. They are requesting assistance with four students who will work on software activations. Dakota Seeds recommends approving four positions for a total of \$8,000.

MASABA Mining Equipment in Vermillion manufactures mining equipment. They are requesting assistance for three students who will serve as design/mechanical engineers. Dakota Seeds recommends funding three positions for a total of \$6,000.

Manufacturing Systems, Inc. in Belle Fourche manufactures live animal traps. They are requesting assistance for two interns. One position would be marketing and sales; the other would be a production engineer. Dakota Seeds recommends funding the position of production engineer for \$2,000 and denying the marketing and sales position due to lack of a STEM component.

Clark Engineering is an engineering firm. They are requesting two students who will work with engineers on design and documentation. Dakota Seeds recommends funding the two positions for a total of \$4,000.

Gage eServices, LLC in Sioux Falls is a web design, development and hosting firm. They are requesting two students to design web-based computer applications. Dakota Seeds recommends funding two positions for a total of \$4,000.

Ink Barrel Video Networks in Rapid City provides a live streaming video platform for media companies. They are seeking an undergraduate and a graduate student to do computer programming for the platform. Dakota Seeds recommends funding the undergraduate and the graduate student for a total of \$10,000.

BTU is an energy engineering company. They are requesting assistance for two graduate mechanical engineering students to focus on energy analysis. Dakota Seeds recommends funding two graduate students for a total of \$16,000.

O to Travel in Freeman is developing a portable wearable power air filtration system. They are seeking a graduate student to conduct research on the product's effectiveness. Dakota Seeds recommends funding a graduate student at \$8,000.

Twin City Fan in Mitchell is a designer and manufacturer of industrial air moving equipment. They are requesting assistance with a student who will help engineer fixtures for a robotic welder. Dakota Seeds recommends funding one position for \$2,000.

Dakota Tube in Watertown is a manufacturer of hydraulic and mechanical tub assemblies. They are seeking three students to work on the design of new fixtures and improving production flow. Dakota Seeds recommends funding three positions for a total of \$6,000.

Interstates Control Systems in Sioux Falls specializes in the design/build and installation of automation controls for industrial processing plants. They are requesting assistance with two electrical engineering students to work on programming. Dakota Seeds recommends funding two positions for a total of \$4,000.

RFM Solutions in Rapid City manufactures wear components for heavy industry. They are requesting assistance with three mechanical engineering students to work on quality assurance and laser technology. Dakota Seeds recommends funding three positions for a total of \$6,000.

CyanoSun Energy in Sioux Falls is a truck trailer manufacturer. They are requesting assistance with two students to do research on the product. Dakota Seeds recommends funding two positions for a total of \$4,000.

Wilson Trailer in Yankton is a truck trailer manufacturer. They are requesting assistance with two mechanical engineering students to identify improvement options for manufacturing processes. Dakota Seeds recommends funding two positions for a total of \$4,000.

Vishay Dale in Yankton manufactures electronic components. They are requesting assistance with two mechanical engineering students to identify improvement options for manufacturing processes. Dakota Seeds recommends funding two positions for a total of \$4,000.

Electronic Systems, Inc. in Sioux Falls assembles and tests electronic assemblies. They are requesting assistance for a student to be part of the test engineering team. Dakota Seeds recommends funding a student at \$2,000.

Amert Construction Company in Madison does commercial construction. They are looking for an IT student to assist with website development and operation of design software. Dakota Seeds recommends funding a student at \$2,000.

South Dakota BIO Council in Sioux Falls consists of members that are involved in the biotech industry. They are requesting a graduate student who will help with education about biotechnology. Dakota Seeds recommends funding a graduate position at \$8,000.

Onyx EMS, LLC in Watertown is an electronic contract manufacturer. They are requesting a student who will work with design and process improvements. Dakota Seeds recommends funding a position at \$2,000.

H2E, Inc. in Spearfish is an environmental consulting firm. They are requesting assistance with one student who will work on environmental sampling. Dakota Seeds recommends funding a position at \$2,000.

Falcon Plastics in Madison does injection and blow molding. They are requesting assistance with one student who will develop and implement engineering solutions for process improvements. Dakota Seeds recommends funding a position at \$2,000.

Megdene Labs in Brookings works with partners in a variety of biological fields. They are requesting assistance with one student to develop antibodies. Dakota Seeds recommends funding a position at \$2,000.

SGS in Brookings is a seed testing laboratory. They are requesting assistance with five students. Work includes testing for physical purity, chemical contaminants; and feed and food products. Dakota Seeds recommends five positions for a total of \$10,000.

POET in Sioux Falls is involved in ethanol development and manufacturing. They are requesting assistance with 10 positions including engineering and bench research. Dakota Seeds recommends funding 10 positions at \$1,000 each for a total of \$10,000.

3M in Aberdeen manufactures disposable respirators, adhesive tapes, and filters. They are requesting assistance with three students; one to analyze safety programs, and two engineering students to work on process improvements. Dakota Seeds recommends approving three positions for a total of \$6,000.

Wurth Electronics Midcom in Watertown manufactures custom transformers. They are requesting assistance for an engineering student to work on process improvements. Dakota Seeds recommends funding a position at \$2,000.

Blend Interactive in Sioux Falls does custom design and development for the web. They are requesting assistance with a student to implement new software to assist in the process. Dakota Seeds recommends funding a position at \$2,000.

Sterling EMarketing is a startup business focusing on developing custom inventory management systems. They are looking for a student programmer to assist with development. Dakota Seeds recommends funding a position at \$2,000.

Helen Wegner made a motion to approve the recommendations made by Dakota Seed. David Giovannini seconded the motion. **Motion passed.**

AGENDA ITEM E2 WIA OCCUPATIONAL SKILLS TRAINING

Bill McEntaffer, DLR Program Specialist asked for the council's approval to increase the maximum funding allowed for tuition, fees, and books for the occupational skills training program. Currently, the maximum funding allowed is \$4,200. The maximum allowance was decreased from \$5,200 to \$4,200 a few years ago to accommodate an increase in participants due to the downturn in the economy.

DLR would like to increase the maximum amount allowed back to \$5,200. The cost to attend (technical institutes have increased costs about

\$8,000-\$8,500/year), and the number of individuals needing assistance has declined due to an improved economy, making more funds available.

Helen Wegner made a motion to approve an increase in the maximum funding allowed to \$5,200. Mark Wilson seconded the motion. **Motion passed**

AGENDA ITEM E3 WORKFORCE INFORMATION GRANT

Bernie Moran, DLR Labor Market Information Center (LMIC) Administrator, asked for the Council's approval to utilize available Workforce Information Grant (WIG) funds to start the process of a longitudinal system.

LMIC is primarily funded from two sources; Bureau of Labor Statistics (BLS) and the Workforce Information Grant from the Employment and Training Administration (ETA). LMIC also applies for discretionary grants when available. LMIC is currently in the process of applying for a Workforce Data Quality Initiative grant specifically to:

- Develop a longitudinal database system. Longitudinal refers to data collected repeatedly over-time to study changes within a population.
- Measure the labor market outcomes of workforce program completers.
- Develop and expand the capacity to match workforce and educational data.

- LMIC currently conducts longitudinal research on an ad-hoc basis, using a series of historical datasets.
- Recent research was conducted for Lake Area Technical Institute (LATI) graduates as part of their competition for ASPER Prize (fall of 2011).
- The wage records analysis conducted by LMIC indicated that the earnings of graduates increased over time. LATI was awarded \$100,000 as one of the finalists in the competition, based on these three analysis factors:
 - Completion outcomes
 - Learning outcomes
 - Labor market outcomes (LMIC provided the labor market outcomes analysis).
 - Although this is just one example of the outcomes data that can be produced through a longitudinal system, it shows why the LMIC would like to be awarded a WDQI grant so this type of research can be expanded.

- However, there is a high level of competition for these grants, with a total of \$12 million being awarded and 37 states eligible to apply for up

to \$1 million. Therefore, LMIC is seeking approval of the Council to utilize available WIG funds to start the development process of a longitudinal system.

- The Council's approval would allow LMIC to expand information provided within a specific WIG grant deliverable which states: Conduct and publish relevant economic analyses, special workforce information and/or economic studies determined to be or benefit to the Governor and state Workforce Investment Boards (WIBs).

If approval is granted, development of the system would focus first on tracking federal workforce program completers to analyze labor market outcomes over time:

- WIA Youth, WIA Adult, Dislocated Workers and Trade Adjustment Act (TAA)

The main indicator of performance would be quarterly wage earnings from several sources, including:

- South Dakota Unemployment Insurance (UI)
- Wage Record Interchange System (WRIS), which provides access to wage data for all states for WIA purposes.
- The Federal Employment Data Exchange System (FEDES), which provides access to wage data for:
 - Office of Personnel Management (OPM)
 - United States Post Office (USPS)
 - Department of Defense (DOD) for both civilian and military personnel

Based on current fiscal reports and projections, it is expected approximately \$90,000 could be dedicated to start building this system during Program Year 2012, which begins July 1, 2012.

Wally Myers made a motion to approve utilizing available WIG funds to start the development process of a longitudinal system. Mark Wilson seconded the motion. **Motion passed.**

DJ Mertens made a motion to approve supporting the application for the WDQI grant. Tom Bohnet seconded the motion. **Motion passed.**

AGENDA ITEM E4 AEL RFP

Marcia Hultman, DLR Deputy Secretary, provided a handout which included information on the Adult Education and Family Literacy (AEL) Request for Proposal (RFP). The information included a schedule of activities for the AEL proposal request, the agencies that had submitted a letter of intent to apply for AEL funding for their program, and a partial sample of the scoring rubric for the AEL proposal.

Marcia asked the Council members representing the state offices if they would designate an individual from their offices to read the AEL RFPs.

A special meeting will be held on May 21, 2012, at 1:30 pm (CT) by Dakota Digital Network (DDN) for full Council approval of the readers' recommendations.

AGENDA ITEM E5 SOUTH DAKOTA WINS

Marcia Hultman provided information on the two areas of South Dakota WINS significant to DLR. Dakota Roots, a program designed to bring individuals with ties to South Dakota back to the state had a successful marketing campaign over the holidays.

DLR plans to reach out to individuals who have shown an interest in the Dakota Roots program to have them participate with DLR's social media.

Dawn Dovre, DLR Public Affairs Director, provided an update on marketing for the Dakota Roots program. DLR received one-time general funds which will be used to reach individuals who have shown interest in moving back to South Dakota but have not done so yet.

Another component of South Dakota WINS is providing high school students the opportunity to participate in the National Career Readiness Certificate (NCRC) program. Riggs High School in Pierre recently assessed 107 seniors. All 107 students received their NCRC. The results were impressive with 3 students receiving a platinum certificate, 35 receiving a gold certificate, 61 receiving a silver certificate, and 8 receiving a bronze certificate.

DLR will be getting more school involved in the coming year. It will be a simple process with no costs involved for the schools.

AGENDA ITEM E6 GRANTS UPDATE

a. DEI GRANT

Bill Molseed and Brandon Kucker provided an overview on the Disability Employment Initiative (DEI) prior to introducing Jill Foster and Heather Schopp who presented a Power Point on the DEI grant.

The DEI grant will provide funding to improve the accessibility and accountability of the public workforce development system for individuals with disabilities.

It is jointly funded and administered by the U.S. Department of Labor's (DOL) Employment and Training Administration (ETA) and the Office of Disability Employment Policy (ODEP).

There are currently two rounds of grantees covering 16 states:

- In program year 2010, the DEI funded nine grantees at \$22 million over three year: Alaska, Arkansas (youth focus), Delaware (youth focus), Illinois, Kansas, Maine, New Jersey (youth focus), New York, and Virginia.
- The second round of seven grantees was funded in Program Year 2011 at \$21 million for a three year period: California, Hawaii, Ohio, South Dakota (youth focus) Tennessee, Washington, and Wisconsin.

The goal of DEI is to:

- Improve coordination and collaboration among employment and training programs implemented at state and local levels, including the ticket to work program.
- Build effective community partnerships that leverage public and private resources to better serve individuals with disabilities and improve employment outcomes.

The DEI is designed to:

- Improve education, training, and employment opportunities and outcomes of youth and adults with disabilities who are unemployed, underemployed, and/or receiving Social Security disabilities; and
- Help those individuals with disabilities find a path into the middle class through exemplary and model service delivery by the public workforce system.

Disabilities Statistics – Working-Age Adults

- In 2009, 10.4 percent of working age (21-64 years of age) individuals reported a disability.
 - The poverty rate of working age people with a disability was 26.4 percent compared to 10.8 percent for their peers without disabilities.

- The employment rate was only 36.0 percent versus 76.8 percent representing a gap of 40.8 percent.
- 34 percent only had a high school diploma or equivalent, and only 12.2 percent had a bachelor's degree or more compared to 30.8 percent of peers without disabilities.

Disability Statistics – Youth

- Drop-out rates for students with emotional/behavioral/psychiatric disabilities are twice (50 percent) that of other students and 38 percent of those have learning disabilities. The rate of graduation with a regular diploma for students with learning disabilities is only 57.4 percent.

The goal of the South Dakota DEI is to improve the educational training and employment opportunities and outcomes for youth with disabilities as a means to economic self-sufficiency.

South Dakota DEI Partners

- South Dakota Workforce Development Council
- South Dakota Department of Human, Social Services, Education, and Corrections – Juvenile Corrections
- Black Hills Special Services Cooperative
- Dakota LINK – Assistive Technology
- Society for Human Resource Management (SHRM)
- Western Dakota Tech
- West River Small Business Development Center

The three goals of the DEI in South Dakota are:

- 1 Recruit and enroll 200 participants over the 36 month project period in a seven county area including Fall River, Custer, Pennington, Meade, Lawrence, Butte, and Harding County.
- 2 Provide support to all participants to develop their employment development plan that will reflect their aspirations, results of comprehensive assessment and their individualized path to employment.
- 3 Provide access to a variety of customized education, training, and employment strategies that will result in 70 percent of participants achieving their training and employment outcomes.

South Dakota DEI: Strategic Service Delivery Components

- 1 Integrated Resource Team (IRT) approach – coordinating services and leveraging funding to meet the needs of a job seeker with a disability.
- 2 Guideposts for Success – key educational and career development interventions for all youth, including youth with disabilities.
- 3 Partnerships and Collaboration – impact the ability of adults and youth with disabilities to participate in education, training and employment opportunities.

Outcomes of SD DEI

- 80 percent of local DLR staff will receive training related to awareness of the needs of individuals with disabilities, benefits planning and awareness and services available.
- There will be a 20 percent increase in the number of youth with disabilities served in the local DLR offices through existing WIA and/or Wagner-Peyser services.
- 100 percent of individuals served in the model program will work with a DEI Services Coordinator and Integrated Resource Team (IRT).
- 200 individuals with disabilities will be referred and receive services through the comprehensive model program.
- 100 percent of individuals served in the model program will receive evaluation and development of an individualized plan for employment.
- 70 percent of individuals served in the model program will attain their employment goals.

b. INNOVATIONS GRANT

Marcia Hultman provided information on the Innovations grant. DLR recently applied an innovations grant. If awarded, the grant would provide \$4.6 million to:

- Assist manufacturing business in 27 counties in the eastern part of the state.
- Help get individuals into AEL programs
- Provide On-the-Job Training (OJTs)
- Improve the IT System
- Partner with My Life to provide

The Innovation Grant Proposal is based on the Governor's South Dakota WINs Initiative and seeks to build partnerships dedicated to a focus on development of the workforce relating to manufacturing and production. The objective is to foster conditions for a sustainable production industry; create awareness and career pathways to the industry; create high-growth high-wage job opportunities; and to increase the net return to business.

AGENDA ITEM E7 BOARD OF REGENTS UPDATE

Paul Gough provided an update from the Board of Regents (BOR). The *Board of Regents Workforce Update* and the *Board of Regents Fact Book for Fiscal Year 2012* were included in the packet mailed to the council members. *The Board of Regents Workforce Update* included information on new programs approved in March, programs authorized for distance delivery, and university career camps for K-12 students. Paul also provided a handout with additional information at the meeting. The handouts which include additional information and web site addresses can be found on the South Dakota Department of Labor and Regulation web site at: http://www.sdjobs.org/workforce_training/wdc.aspx#agendas.

New Program Approved March:

- Master of Science in Banking and Financial Service at Northern State University
- Minor in Health Information Management at Dakota State University

Programs Authorized for Distance Delivery through Northern State University

- Bachelor of Art in International Business Studies
- Master of Science in Education in Leadership and Administration
- Master of Science in Education in Teaching and Learning
- Master of Science in Education in Instructional Design in E-learning
- Master of Science in Training and Development in E-learning

University Career Camps for K-12 Students

- Accounting Institute University of South Dakota
- Aerospace Career & Education at South Dakota State University
- Healthcare Career Camps for High School and Middle School Students
- Engineering & Science Camps at South Dakota School of Mines & Technology
- Engineering Camp at South Dakota State University
- Camps at the University of South Dakota

A press release from Black Hills State University provided examples of accounting internships and job offers.

AGENDA ITEM F ADJOURNMENT

Wally Myers made a motion to adjourn the meeting at 2:52 p.m. Helen Wegner seconded the motion. **Motion passed.**