

## Executive Summary

Program Year 2019 has brought many challenges to navigate. While the details of the future are still not clear, we know the workforce landscape has already changed, but the need for flexible training options to meet businesses needs and produce a skilled workforce remains. Registered Apprenticeship programs continue to be a viable training option for South Dakota businesses. The South Dakota Department of Labor and Regulation (DLR) will continue efforts to promote and support growth in this area.

Every November, DLR recognizes National Apprenticeship Week. In 2019, the U.S. DOL Office of Apprenticeship State Director and DLR leadership traveled statewide to interview Registered Apprenticeship mentors, sponsors, training providers, and apprentices to learn more about the impacts of this training option, and shared their experiences statewide through social media outlets.

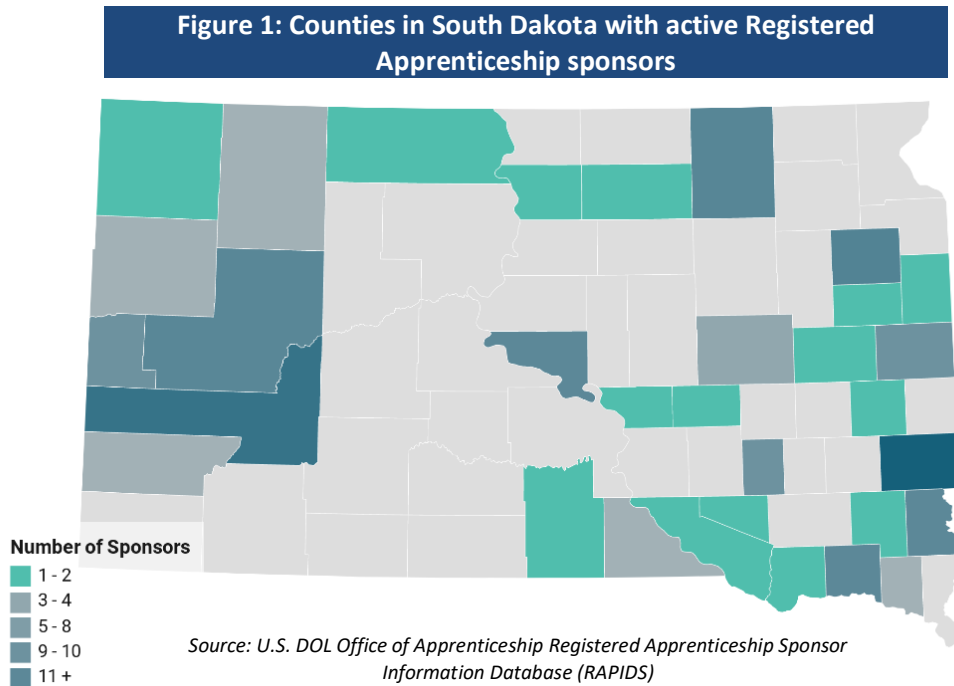
Registered Apprenticeship funding from U.S. DOL in 2019 allowed DLR to build 20 new Registered Apprenticeship training opportunities for South Dakotans. DLR also offered a new financial incentive called Start Today SD Pathway Partnerships with a vision to develop Registered Apprenticeship career pathways. This funding sought four new programs offering high school credit, post-secondary credit, and Registered Apprenticeship credit consecutively.

In Program Year 2020, DLR will continue the Registered Apprenticeship momentum and add capacity to support growth. Process and system improvements to gather data and reporting will ensure informed decisions are made surrounding Registered Apprenticeships for South Dakota. DLR will enhance our engagement with businesses by building a mentor training framework and offer incentives for new apprentices. DLR will also engage industry associations by offering a competitive application process for Registered Apprenticeship Program development in STEM fields.

DLR's commitment to Registered Apprenticeships remains. South Dakota businesses and individuals have been impacted by the COVID-19 pandemic. Registered Apprenticeships can help build a workforce for businesses and a offer new skills to individuals.

## Work Location of Apprenticeships and Sponsors

The expansion of Registered Apprenticeships over the last two years, as a result of the Start Today SD Business Incentive, primarily occurred in rural areas. In 66 counties, Minnehaha and Pennington counties historically have the most apprenticeship programs based on sponsor location, accounting for 25% and 15% of all Registered Apprenticeship locations. Today, there are 86 active sponsors in 37 rural counties. This conveys small businesses in South Dakota are searching for creative ways to attract, upskill, and retain talent. Figure 1 illustrates the counties with active apprenticeship sponsors.



## Apprenticeship Completion Rates

From October 2015 to June 30, 2020, a total of 1,202 individuals participated in Registered Apprenticeship programs. Figure 2 shows the number of apprenticeship positions that were completed, cancelled (includes transfers and suspensions), or are currently in progress. “In program” is the total amount of apprenticeships including those that started in that year, ended in that year, or are in the middle of their training (considered ongoing).

**Figure 2: Apprenticeship Training Outcomes**

	Apprentices	Percent of Total	Completion Rate
<b>Completed</b>	77	6%	17%
<b>Cancelled</b>	374	31%	83%
<b>In Program</b>	751	62%	
	1202	100%	100%

*Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)*

Roughly 17% of apprenticeships successfully completed, and the remaining 83% apprenticeships are not completed. About 84% of those not completed are cancelled within their probation period, which is the lesser of six months or 25% of the training period. The other 16% cancel after the probation period possibly because the employers and apprentices find that the career match is not working out well, or that the worker is no longer needed. The average time until cancellation is 3.58 months. Many of the apprenticeship candidates who cancel with one program transfer to a different

program either in a different occupation or in the same occupation with a different employer. If an apprentice transfers to a different program, it is recorded as a cancellation of the apprenticeship that was not completed.

## Sponsors by Industry

South Dakota sponsors are outlined by primary industry sector in Figure 3. Of the sponsors active in 2020, 45% of them are in construction. The second highest industry concentration is utilities, followed by manufacturing as a result of an industry targeted for expansion by the Registered Apprenticeship Program in recent years.

Figure 3: Sponsors by Industry		
NAICS	NAICS Description	Total
11	Agriculture, Forestry, Fishing and Hunting	2
21	Mining, Quarrying, and Oil and Gas Extraction	0
22	Utilities	15
23	Construction	30
31-33	Manufacturing	9
42	Wholesale Trade	1
44-45	Retail Trade	0
48-49	Transportation and Warehousing	0
51	Information	0
52	Finance and Insurance	0
53	Real Estate and Rental and Leasing	0
54	Professional, Scientific, and Technical Services	0
55	Management of Companies	0
56	Administrative and Support Services	0
61	Educational Services	4
62	Health Care and Social Assistance	2
71	Arts, Entertainment, and Recreation	1
72	Accommodation and Food Services	0
81	Other Services (except Public Administration)	0
92	Public Administration	2
<b>Total</b>		<b>66</b>
Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)		

**Figure 4: New Registered Apprenticeship by Occupation since 2015**

O*net	Occupation	2015	2016	2017	2018	2019	2020	Total
47-2111.00	Electrician	86	76	82	123	118	64	549
47-2152.02	Plumber	75	91	54	80	82	56	438
47-2152.01	Sprinkler Fitter	38	47	29	23	25	27	189
47-2031.00	Carpenter	39	23	27	18	33	17	157
49-9051.00	Line Erector	17	1	1	11	60	32	122
49-9052.00	Line Installer-Repairer	25	24	17	16	21	15	118
47-2211.00	Sheet Metal Worker	12	39	14	3	18	19	105
37-2012.00	Housekeeper, Com, Res, Ind	10	26	5	4	30	8	83
49-9021.01	Heating & Air-Conditioner Install/Ser	6	13	18	11	11	1	60
37-3011.00	Landscape Management Technician	2	12	12	9	8	6	49
47-2021.00	Bricklayer (Construction)	7	1	6	5	6	3	28
49-2095.00	Electrician, Powerhouse	1	2	12	2	5	6	28
21-1093.00	Direct Support Specialist	9	6	4	8	0	0	27
49-3011.00	Powerplant Mechanic	0	1	9	10	0	1	21
49-9071.00	Maintenance Repairer, Build	0	7	4	8	0	2	21
39-2011.00	Animal Trainer	0	0	0	13	4	2	19
51-2092.00	Production Technologist	0	0	0	0	12	6	18
31-9091.00	Dental Assistant	0	0	1	2	12	1	16
51-8013.00	Power-Plant Operator	0	1	14	1	0	0	16
35-2012.00	Cook (Any Ind)	1	3	2	0	5	4	15
47-2131.00	Composite Plastic Fabricator	1	1	3	2	1	2	10
49-2097.00	Tape-Recorder Repairer	1	4	2	1	0	0	8
33-2011.01	Fire Medic	0	0	0	0	5	2	7
51-3011.00	Baker (Bake Produce)	0	0	3	0	3	1	7
51-5112.00	Web-Press Operator	0	0	0	0	1	5	6
17-3024.00	Electromechanical Technician	0	0	0	0	0	5	5
47-2141.00	Painter (Const)	0	1	1	0	2	1	5
51-8021.00	Boiler Operator	1	2	1	0	1	0	5
51-9199.01	Recycling & Reclamation Worker (Prisons Only)	0	0	0	0	2	3	5
49-3023.02	Automotive Technician Specialist	0	0	0	0	4	0	4
25-9041.00	Teacher Aide I	0	0	0	0	1	2	3
49-2011.00	Electronics Mechanic	0	0	3	0	0	0	3
49-9021.02	Refrigeration Mechanic (Any Ind)	0	0	0	1	1	1	3
49-9041.00	Powerhouse Mechanic	0	0	0	3	0	0	3
19-1013.00	Horticulturist	0	0	0	0	1	1	2
29-2061.00	Nurse, Licensed Practical	0	0	0	0	0	2	2
31-9092.00	Medical Assistant	0	0	0	0	0	2	2
39-9032.00	Recreation Assistant	0	0	0	0	0	2	2
45-2091.00	Farm Worker, General I	0	0	0	0	1	1	2
47-2073.00	Operating Engineer	0	0	1	0	0	1	2
51-4041.00	Machinist	0	0	0	0	0	2	2
51-4081.00	Machine Operator I	0	0	1	1	0	0	2
51-9012.00	Professional Brewer	0	0	0	0	1	1	2
11-1021.00	Operations Management	0	0	0	0	0	1	1
13-1151.00	Workforce Development Specialist	0	0	0	0	0	1	1
17-3029.09	Industrial Manufacturing Technician	0	0	0	0	0	1	1
31-1011.00	Home Health Aide	0	0	0	0	1	0	1
31-9096.00	Veterinary/Lab Animal Tech	0	0	0	0	0	1	1
39-5011.00	Barber	0	0	0	0	1	0	1
51-2022.00	Electric Sign Assembler	0	0	0	0	0	1	1
51-3023.00	Butcher, Allround	0	0	0	0	1	0	1
51-4121.06	Welder, Combination	0	0	0	0	1	0	1
51-9061.00	Electronics Tester	0	0	0	0	0	1	1
		331	381	326	355	478	310	2181

Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)

## Types of Occupations

South Dakota apprentices have trained in over 53 different occupations since 2015, although not all are active in any given year. Most apprenticeship training is in the trades. Twenty-five percent of apprenticeships are electrician programs, and 20% are programs for plumbing. The remaining 55% of the apprenticeships are split between other occupations. Figure 4 lists the number of new apprenticeships per year by occupation, sorted by the total trained since 2015. The total column represents the total number of apprentices that registered in that occupation since 2015. For example, there have been 549 electrician apprentices since 2015.

Forty-four new programs have been added since 2018, adding 25 new occupations. The new occupations and year they were added are listed in Figure 5.

Figure 5: New Registered Apprenticeship Occupations Since 2018		
Year	O*Net	Occupation Title
2018	51-2092.00	Production Technologist
2018	31-9091.00	Dental Assistant
2018	47-2031.00	Residential Carpenter
2019	33-2011.01	Fire Medic
2019	51-4041.00	Machinist
2019	45-2091.00	Farm Worker, General I
2019	31-1011.00	Home Health Aide
2019	51-4121.06	Welder, Combination
2019	51-3023.00	Butcher, Allround
2019	51-5112.00	Web-Press Operator
2019	17-3029.09	Industrial Manufacturing Technician
2019	49-3023.02	Automotive Technician Specialist
2019	51-9012.00	Professional Brewer
2020	31-9096.00	Veterinary/Lab Animal Tech
2020	11-1021.00	Operations Management
2020	13-1151.00	Workforce Development Specialist
2020	43-9041.01	General Insurance Associate
2020	49-3021.00	Automobile Body Repairer
2020	49-2094.00	Mechatronics Technician
2020	29-2061.00	Nurse, Licensed Practical
2020	51-2022.00	Electric Sign Assembler
2020	51-9195.04	Glass Blower
2020	15-1151.00	Computer Support Specialist-Desktop Support Tech
2020	11-9051.00	Restaurant Manager
2020	17-3024.00	Electromechanical Technician
2020	47-2031.02	Form Builder Carpenter

Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)

## Apprentices by Industry

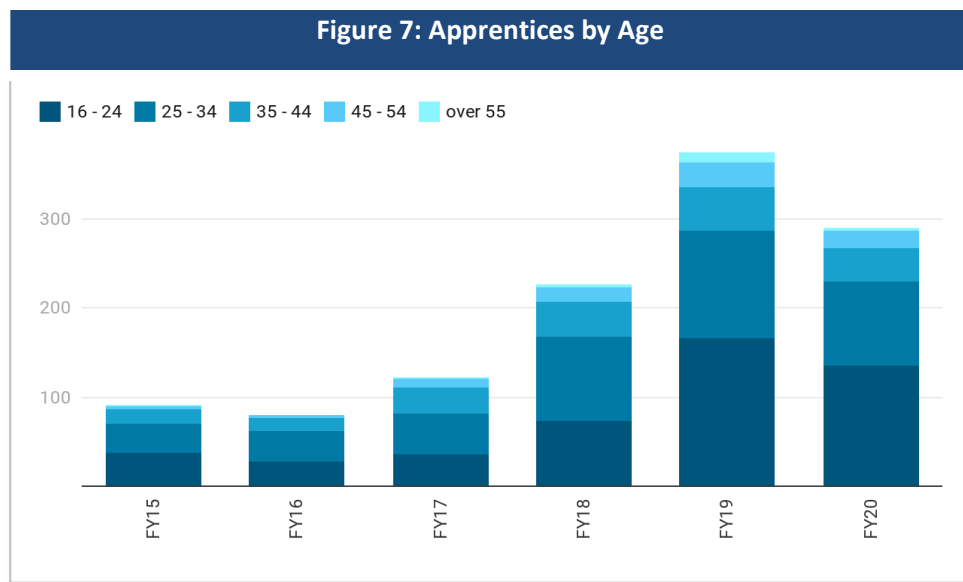
Most apprentices are in construction-related occupations, consequently, the majority of apprentices are working in the construction industry. Figure 6 shows the primary work industry that apprentices have worked, including only apprentices that were active in apprenticeship in 2019.

NAICS	NAICS Description	Total	Active
11	Agriculture, Forestry, Fishing and Hunting	2	2
22	Utilities	606	161
23	Construction	1162	453
31-33	Manufacturing	14	12
42	Wholesale Trade	4	4
61	Educational Services	45	28
62	Health Care and Social Assistance	4	3
71	Arts, Entertainment, and Recreation	1	1
92	Public Administration	329	73
<b>Total</b>		<b>2167</b>	<b>737</b>

*Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)*

## Apprentices by Age

Apprentices are generally between the ages of 16 and 34. Figure 7 illustrates new apprentices by age. Total is all apprentices since 2015.



*Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database*

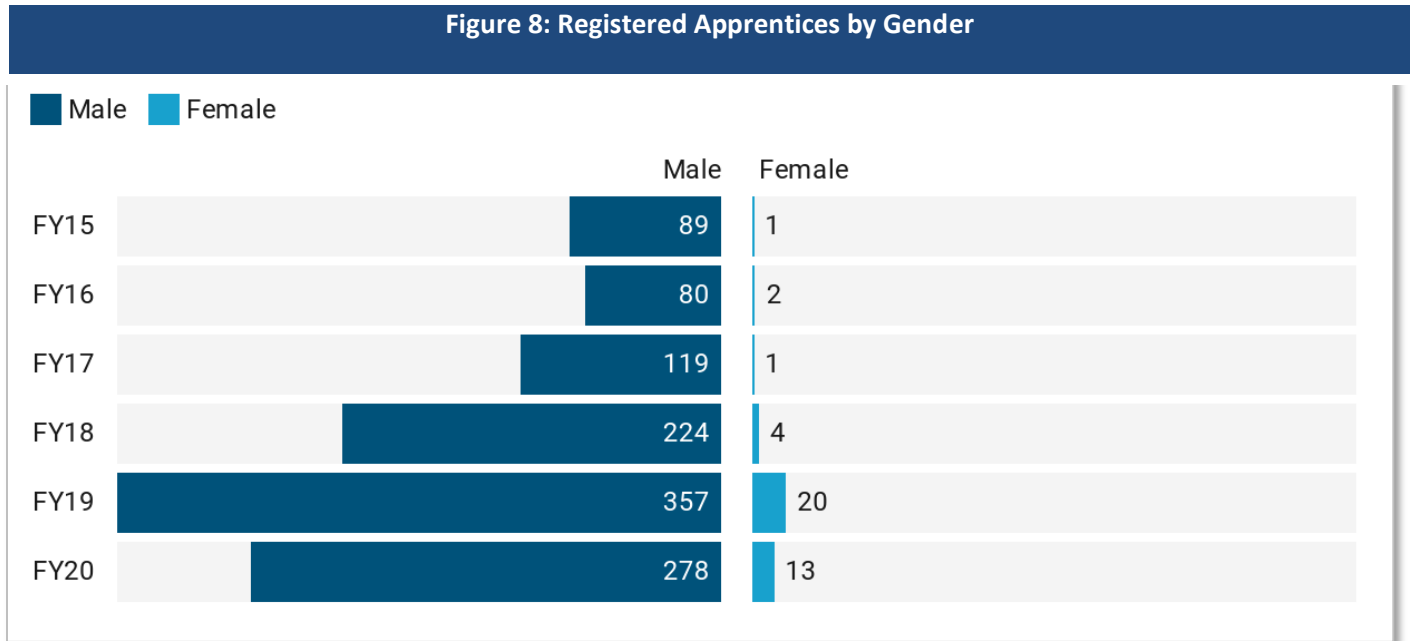
## Apprentices by Gender

Men have accounted for 97% of total apprenticeships since 2015. However, the share of women has risen in recent years. Figure 8 lists new apprentices by gender.

In the last few years, the Start Today SD program has made an effort to increase diversity in terms of gender, race, and types of jobs trained. By encouraging employers to hire a more diverse set of workers and by expanding apprenticeship into occupations typically represented by female workers, there has been success in increasing the share of female

apprentices. The dental assistant apprenticeship programs have been particularly popular with 13 apprentices – all of which are women.

Part of the reason for low enrollment of female apprentices is that the most popular apprenticeship programs are typically male-dominated occupations. Construction programs tend to be the most popular apprenticeships, with plumbing and electricians at the top of the list.



*Source: U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)*

## Partnership Development

The strength of our economic community depends upon the success of building partnerships with area industries, businesses, federal and state agencies, and organizations. Not only do these partnerships maximize the capacity to develop relevant apprenticeship programs they also provide crucial services to support sustainability.

A benefit of Registered Apprenticeship programs to South Dakota’s sparsely populated locations includes the ability to organically form partnerships. In many cases, DLR has already established a strong partnership with many key partners regarding apprenticeships. To expand the reach and diversity across the state, a targeted outreach strategy is being developed to specifically outline partnership expectations with K-12 education, technical colleges, industry associations, community organizations, and economic development.

## Advancing Registered Apprenticeship Programs

DLR began the program year strong, with the immediate launch of the Start Today SD incentive funding and won the National Association of State Workforce Agencies (NASWA) State Excellence award during the NASWA 2019 Workforce Summit and UI Directors’ Conference in Boston, Massachusetts.

South Dakota is dedicated to providing businesses a proactive strategy to engage individuals in their communities, improve their skills set, and fill workforce needs. Registered Apprenticeship Programs (RAPs) provide employers a proven business model to develop fully trained employees.

Start Today SD incentive funding provided a maximum of \$20,000 per business to help offset the initial startup costs when developing Registered Apprenticeship programs. This year, 32 organizations applied. Each application was scored based on priority factors, such as: key industries, career pathway model, partner collaboration, and under-represented population recruitment.

Leading up to National Apprenticeship Week in 2019, DLR state Director with the U.S. DOL Office of Apprenticeship and state leaders traveled the state to learn more about the impacts a Registered Apprenticeship program can offer by interviewing Registered Apprenticeship mentors, business leaders, training providers, and apprentices. Liz, Vice President of Sales and Marketing, recapped her involvement of the 2018 Start Today Incentive Funding:

*“if you or your business is interested in an apprenticeship, I would absolutely recommend becoming part of this program. It has most certainly helped us get involved in the community as well as reach more individuals and introduce them to our industry. I'm sure Liv Hospitality is not the only industry that needs help (small chuckle) with the workforce being the way it is, so just as much as we have a problem hiring we need to do something about it as well we need to help ourselves so this is the way that we could 'eh get out in the community and actually get involved in have a person come to us so it's been a wonderful.”*

The roadshow offered an opportunity to share these impacts statewide through social media outlets. During National Apprenticeship Week 2019, DLR announced 20 organizations were selected to receive the Start Today SD Incentive totaling \$370,000. These organizations represented hospitality, advanced manufacturing, information technology, agriculture, building trades, automotive, construction, and healthcare industries. Over the next four months, the DLR and U.S. DOL joined forces to offer intensive guidance and technical assistance as the organizations developed programs to meet and enhance their workforce needs.

In March of 2020, DLR and U.S. DOL scheduled a ‘Future Focused’ event to celebrate the accomplishments of the State’s and business’ efforts to implement these new programs. Due to the COVID-19 pandemic, the event was cancelled. In exchange of the in-person event, small-group virtual workshops were scheduled with the incentive awardees, local office staff, and U.S. DOL Office of Apprenticeship State Director. The virtual workshops included an overview and walkthrough of the RAPIDS data entry process, apprentice registration into SDWORKS for reporting purposes, and additional information on how WIOA can meet the training needs of both businesses and individuals. Support of these new programs and apprentices is ongoing.

Similar to the Start Today incentive funding, organizations could apply for a \$50,000 Pathway Partnership incentive, also announced during National Apprenticeship Week 2019. The goal of this funding was to offset the cost of implanting a Registered Apprenticeship program that would allow students to earn high school credit, post-secondary credit, and Registered Apprenticeship credit. Upon graduation, a student who has participated in a Pathway Partnership program can decide to complete their Registered Apprenticeship and/or continue their post-secondary education. In total, eight organizations applied, including workforce development boards, businesses, associations, and post-secondary institutes.

Applicants were invited to present their program intentions to the scoring board. Applications were then scored based on commitment letters from partners, use of funding, plan to increase under-represented populations, and sustainability. Four organizations, including two of South Dakota’s technical colleges, were awarded. DLR staff continue to offer technical assistance for the development and implementation of these programs. Due to COVID-19, the timeline for implementing these programs is still in questions as there are still many questions on how classes will be facilitated this fall.

## **Apprenticeship and WIOA Collaboration**

The state’s current management information system, SDWORKS, collects all necessary data elements required by Workforce Innovation and Opportunity Act (WIOA) programs for Workforce Information Processing Systems (WIPS) and DOL-only PIRL reporting. This system is developed by Geographic Solutions, Inc., (GeoSol, Inc.). Originally, due to limited funding, DLR did not intend to allocate funding for additional data system and integrity upgrades. Instead, DLR would utilize the WIOA Title I application within SDWORKS to obtain necessary reporting information and provide appropriate WIOA supports to participants in a Registered Apprenticeship program. Additional services and activity codes were created in SDWORKS, and a data entry guide was developed. This was utilized to train local office staff during the “Future Focused” virtual workshops.



DLR is committed to improving data sharing and data integrity regarding Registered Apprenticeship programs and apprentice outcomes. With the announcement of additional grant funding through the SAE Building State Capacity Grant along with updated reporting requirements, South Dakota will continue to work with GeoSol, Inc., who has recently developed a Registered Apprenticeship module to capture apprentice data required by U.S. DOL. Though purchasing this module is a financial commitment, it will improve the collection, integrity, and reporting of Registered Apprentice data for years to come. The need to provide accurate and timely reports makes this module essential. Through SDWORKS, DLR will generate all necessary data elements required by WIOA programs, including apprentice data, for WIPS and DOL-only PIRL reporting.

DLR's approach to engaging individuals in Registered Apprenticeship programs and assist with the vitality of existing programs is to offer a reduced cost for on-the-job training or related instruction for new apprentices. This reduction in cost will be implemented when the SDWORKS module is operational. DLR will offer employers an incentive for each apprentice hired to help cover costs, including Registered Apprenticeship related supplies, materials, and instruction. Incumbent workers who enter into a Registered Apprenticeship program will also qualify for the incentive funding. Apprentices must be registered in SDWORKS and show a record of 90 consecutive days of employment. DLR will also offer WIOA Support Service and training services, such as soft skills training, transportation, daycare, and work attire, to these new apprentices as determined appropriate through the WIOA Title I program.

SDWORKS management information system offers apprentices easy access to other workforce programs. Employment Specialists are responsible for enrolling new apprentices into SDWORKS, as well as Wagner-Peyser and WIOA Title I Adult and/or Youth programs based on eligibility. Enrollment offers apprentices the greatest opportunity for success through additional support WIOA services offer.

Employment Specialists continue to inform sponsors/businesses of the variety of services DLR can provide while encouraging them to have their apprentices work with Job Service Offices to register in SDWORKS and enroll in the Wagner-Peyser, WIOA Adult, and/or Youth programs. This can be done through a common intake, decreasing the burden on the apprentice or sponsor. Based on eligibility, apprentices may also be eligible for WIOA program services such as paid on-the-job learning or occupational skills training, which decreases the cost of the RAP for the sponsor.

## **Building Staff Capacity**

DLR is committed to continuing building capacity for the One-Stop Center Office Staff through a variety of activities including meeting with partners, attending trainings, conducting outreach to the public and assisting individuals in Registered Apprenticeship placement. In partnership with Vocational Rehabilitation and School for the Blind and Visually Impaired, 86 employees are participating in an on-going Business Engagement Training. The overall goal of this training is to align the various departments service delivery, reduce business visit fatigue, and offer tools and resources that empower the attendees to build more meaningful relationship with businesses. The training was originally scheduled to take place in person, due to the COVID-19 pandemic, the training will be offered over three different virtual sessions.

In effort to better facilitate the process for new Registered Apprenticeship programs, DLR is working with an outside vendor to develop a secure user-experience platform that assists interested organizations in developing a RAP. On the customer-facing side, users will access the platform through the Start Today SD website and will be required to create an account for their organization. Once created, the option to add multiple users under one organization will be available. The user account will have a Registered Apprenticeship program development module with a progress tracker, the ability to save and return to the program draft, and flag areas that need more attention. The development module will guide users through a series of comprehensive questions relative to the components of a Registered Apprenticeship program. Other features include a collaboration and communication tool allowing program partners and DLR staff to discuss program development.

In the staff side, the platform will serve as a customer relationship management (CRM) tool. The CRM will monitor user progress, abandoned accounts, and identify trends in development challenges. DLR staff will have the ability to assist users through the process virtually, review program details, and provide resources related to program development. Real-time technical assistance will improve relationship building and expedite completion. As users complete the

development of the RAP, DLR staff will prepare the file before submission to the U.S. DOL State Director for final review and registration. Overall, the platform will assist in expanding high-quality programs through a consistent and reliable method to ensure compliance to 29 C.F.R. parts 29 and 30.

In addition, DLR is developing a mentoring training program. Mentor programs in the workplace lead to improved career outcomes, engagement, retention, and improve inclusion for a mentee. Mentors also see benefits with improved engagement and commitment to the organization, greater career success, and improved workplace fulfillment.

DLR intends to bring those partners together to design three curricula that are stronger and more comprehensive for businesses, mentors, and mentees. The curriculum will:

- Promote awareness about mentorship and its benefit
- Provide industry specific toolkits and a curriculum that provides mentors a foundation of information and skills to prepare them to be a mentor
- Include grab-and-go toolkits for businesses wishing to develop their own program
- Provide a one-stop-shop for mentoring tools and guidance
- Be officered in multiple delivery methods (in-person, virtual, self-paced, group)
- Provide resources to develop/enhance mentoring programs

By bringing all partners together to design and develop, a consistent training can be implemented across the state with minimal accessibility limitations.

## Outreach

DLR staff in the South Dakota One-Stop Career Centers continue to be an integral part of the continued success in expanding Registered Apprenticeship programs. DLR Awareness and resources increase Registered Apprenticeship program development in key industries. DLR also emphasizes collaboration with WIOA required partners, post-secondary training providers, and the K-12 education system.

Awareness of Registered Apprenticeships across the state continues to increase. Although many boots-on-the-ground education and outreach efforts have ceased due to the COVID-19 closures and restrictions, DLR continues to identify businesses and organizations that could benefit from the flexibility of the Registered Apprenticeship earn-and-learn model in this workforce development landscape. DLR will continue to build on the momentum established and engage with businesses and individuals on the benefits of Registered Apprenticeships.

The promotion of the Registered Apprenticeship model will not be lost on the job seekers. DLR Staff provide information to individuals at the One-Stop Career Centers, career and job fairs, and schools. Staff will provide special emphasis to under-represented populations.

High school students are engaged in workforce training opportunities and DLR services through the Career Launch SD program. Although some activities have been postponed until the Spring semester, Career Advisors and WIOA Title I Youth staff across the state continue to serve to provide:

- Information about internship and apprenticeship programs
- Online student career development through South Dakota MyLife
- Personal Learning Plans with middle school students
- Business-industry-school partnerships
- Post-high school education and career plans
- Collaboration between South Dakota Department of Education (DOE), communities, and workforce development
- Opportunities for businesses and industries to gain access to students
- Soft skills training
- On-site student visitations to local businesses

Integration of Registered Apprenticeship programs and sponsors into the South Dakota Eligible Training Provider List (ETPL) continue to improve as information and understanding of the financial assistance available increase.

## Timeline/Workplan

<b>Goal:</b> <i>Advance Registered Apprenticeship Programs</i>			
<b>Timeframe:</b>		<b>Activities:</b>	
Completed Aug 2019	Develop application for program seed money		
Completed Aug 2019	Develop outreach strategy for application		
Completed Aug 2019	Launch outreach strategy for application		
Completed Oct 2019	Review, select and award contracts		
Completed Nov 2019	Begin program development		
Completed Dec 2019- March 2020	Schedule two program development workshops		
Completed March 2020	Implement programs		
Ongoing	Provide ongoing support for program and apprentices		
<b>Key Partners:</b>		<b>Outcomes and Deliverables:</b>	<b>Annual Costs:</b>
SD Dept. of Education	Post-Secondary training providers Businesses in key industries	Implemented and developed 20 new RAPs	<b>Year 1:</b> \$138,000.00
One-Stop Center Staff			<b>Year 2:</b> \$1,000.00
US DOL Office of Apprenticeship			<b>Year 3:</b> \$1,000.00
		Increase apprentices by 120 throughout pop at 4% of goal	<b>Total:</b> \$140,000.00
<b>Goal:</b> <i>Apprenticeship/WIOA Collaboration</i>			
<b>Timeframe:</b>		<b>Activities:</b>	
Postponed due to COVID-19	Develop outreach strategy for incentive awareness		
Ongoing	Develop tracking method for apprentices and financial assistance programs		
Completed June 2020	Train One-Stop Center Staff		
Postponed due to COVID-19	Launch outreach strategy for incentive awareness		
Ongoing	Identify and begin providing support to registered apprentices		
Ongoing	Provide ongoing support for apprentices		
<b>Key Partners:</b>		<b>Deliverables:</b>	<b>Annual Costs:</b>
RAP Sponsors and Businesses	One Stop Center Staff One Stop Operator US DOL Office of Apprenticeship Geographic Solutions, Inc.	Enroll a minimum of 194 apprentices throughout pop	<b>Year 1:</b> 0
One Stop Center Staff			<b>Year 2:</b> \$81,000.00
One Stop Operator			<b>Year 3:</b> \$81,000.00
US DOL Office of Apprenticeship			<b>Total:</b> \$162,000.00
Geographic Solutions, Inc.			
<b>Goal:</b> <i>Build Staff Capacity</i>			
<b>Timeframe:</b>		<b>Activities:</b>	
Completed Aug 2019	Announce new funding and provide guidance on purpose and strategy		
Completed Jan 2020	Develop training for tracking method for apprentices and financial assistance programs		
Ongoing	Train One-Stop Center Staff on process for tracking apprentices and providing financial assistance		
Ongoing	Identify and begin enrolling registered apprentices		

<b>Key Partners:</b>		<b>Deliverables:</b>	<b>Annual Costs:</b>	
One Stop Center staff	US DOL Office of Apprenticeship	Increased confidence to knowledgably discuss RAPs to businesses and individuals	<b>Year 1:</b>	-
One Stop Operator			<b>Year 2:</b>	-
			<b>Year 3:</b>	-
			<b>Total:</b>	-
		Build stronger WIOA/RAP integration		
<b>Goal:</b>	<i>Outreach</i>			
<b>Timeframe:</b>		<b>Activities:</b>		
Completed Aug 2019		Develop outreach strategy for program and apprentice funding		
Completed Aug 2019		Identify potential program sponsor in key industries and partners		
Completed Aug-Oct 2019		Hold informational meetings on program incentive funding		
Ongoing		Train One-Stop Center Staff on process for tracking apprentices and providing financial assistance		
Completed Aug 2019		Launch outreach campaigns for incentive		
Cancelled due to COVID-19		Conduct program signing day for new programs		
Postponed due to COVID-19		Engage directly with business and industry on the benefits and development of RAPs		
Ongoing		Engage directly with K-12 system to provide information on RAPs		
Efforts paused due to COVID-19		Continue presentations to WIOA partner agencies, industry associations, businesses, Chamber of Commerce groups, etc.		
<b>Key Partners:</b>		<b>Deliverables:</b>	<b>Annual Costs:</b>	
One Stop Center staff	US DOL Office of Apprenticeship		<b>Year 1:</b>	\$8,000.00
One Stop Operator			<b>Year 2:</b>	\$6,600.00
			<b>Year 3:</b>	\$6,600.00
			<b>Total:</b>	\$21,200.00