

South Dakota Workforce Initiative (South Dakota WINS)

This is an LRC document prepared based on the information on the <http://www.southdakotawins.com> website.

1. *South Dakota Wins* when our children are prepared to compete in a global, high-tech economy

As we create an education system that focuses on achievement, we want to prepare our young people for jobs in the 21st Century workforce. By paying a premium for teachers in math and science, we will attract a great new generation of educators and demonstrate that these skills are the foundation for a strong economy.

We will also help our children learn about careers and make informed decisions, by expanding the SD MyLife web portal and increasing access to hands-on career cluster camps in engineering, IT, skilled trades, and other high-demand areas.

Finally, we will broaden the K-12 experience, giving a more personalized education to those who need remediation or are ready for advanced placement or college courses.

This will be done through:

- **Utilizing the <http://www.sdmylife.com> website** - This website allows students, parents, educators, and state administrators to gain information about the South Dakota Opportunity Scholarship, South Dakota Virtual School, SCRUBS camps, the Learning Express Library, and other important information from one unified location.
- **Career Cluster Camps** - As part of the ***South Dakota Wins*** workforce initiative, the state will be partnering with private business/industry to expand the Career Cluster Camp offerings to additional industries such as Engineering, Information Technology, Financial Services and Skilled Trades. These camps will begin in the 2012-2013 school year.
- **Pay Incentives for Science & Math Teachers** - To help prepare South Dakota's young people for employment in today's high-tech, global economy, ***South Dakota Wins*** will create the groundwork for differential pay for math and science teachers. By incentivizing them with bonus pay, we will both attract and retain educators in the critical Science, Technology, Engineering, and Mathematics (STEM) fields. ***South Dakota Wins*** will also work to help encourage young people to become educators in these critical shortage areas by overcoming the pull for math and science students to follow other career paths outside of education due to salary competition.

- **Creating and Expanding Advanced Placement and Dual Credit Programs of Study** - Data shows a strong correlation between advanced placement and dual credit programs of study and the success of students in college. **South Dakota Wins** will help students identify areas of career interests early in their high school years and provide them with a menu of options that will give them college credit. Through the South Dakota Virtual School, students will be able to take advanced courses created by South Dakota teachers and approved through College Board. Advanced course work has a cost that is above and beyond the normal high school curriculum in the virtual school, thus without the financial support, the courses are less likely to be taken. **South Dakota Wins** will reinstate the financial support for these higher level courses for those schools unable to provide advanced placement opportunities. It will also aid in the creation of additional dual credit programs of study opportunities at both the Technical Institutes and the Board of Regents Universities. These opportunities will provide students the chance to engage in career exploration and establish career goals. They will also increase academic knowledge and skills; test career preferences in applied settings and make links between coursework and postsecondary education and careers. Programs of study include rigorous academic content and prepare a student for achievement in both post-secondary education and career.
- **Creating and Expanding Remediation Coursework** - An important part of having an educated workforce requires that students are prepared and successful in college. Board of Regent data indicates that over 800 students need a remedial course each year at the cost of just under \$900. **South Dakota Wins** will help identify deficiencies prior to leaving high school eliminating the need for remediation once a student enters the post-secondary system. By using the South Dakota Virtual School students will be offered extensive credit recovery courses. Courses are available in Algebra I & II, Biology, Chemistry, Consumer Math, Earth Science, Economics, English Language Arts, Geometry, US History, Physical Science, US Government, and Geography. While these courses go beyond the current assessed areas diagnosed through ACT or the statewide assessment, they provide opportunities for students to re-take only the components in the courses in which they may need remediation. Many of the online courses also include audio resources that can “read” content to students along with 8 different language translation options.
- **Improving Success, Retention and Graduation Rates** - **South Dakota Wins** is working with public universities to redesign their approaches to remedial instruction in reading, writing and math to help improve student success, retention and secondary education graduation rates. The following steps will be taken to achieve this goal:

- A. **Pilot a two-week fall “Math Jam” at the start of the semester:** This will be for entering freshmen with ACT Math remediation scores. The “Math Jam” will include modules to help students learn arithmetic and basic Algebra. Students will then take the COMPASS and those placing out of remediation will join a college-level math class reserved for successful Math Jam students;
 - B. **Pilot a two-week math “boot camp” recovery program for freshmen and sophomores who fail or withdraw from a math course the previous semester.** This on-campus program will offer four hours of daily instruction via in-person delivery and online content and follow-up by tutor/mentors to help struggling students prepare to re-take remedial or college-level math;
 - C. **A co-requisite course for students who have ACT or COMPASS scores that place them close to the standard required for college-level work.** The co-requisite course will combine freshman college-level English with remedial services and supplemental instruction. As a result, students will attend class five days a week, with two days devoted to intensive skill-building activities. The goal is for students to finish a college-level course their first semester; and
 - D. **A course for students whose placement scores indicate a need for intensive reading and writing services.** This course will provide small class sizes with teacher-led and online content to improve reading levels and student writing. The goal is for these students to begin college-level English after one semester.
- **Internship Opportunities** - Providing internships, which include meaningful work experiences, is an excellent opportunity to assist with South Dakota's workforce development initiatives. Such internships allow our young people to live and work in our state while pursuing a higher education and find ways to connect with South Dakota employers. The Department of Labor and Regulation (DLR) helps employers, state government, the Board of Regents, and the State's technical institutes post internships on the State's largest job search database, SDWORKS. Through one contact, all of an organization's positions are listed. This one-stop shop website is promoted to all students at post-secondary institutions throughout the State, giving access to a quality pool of applicants looking for a meaningful work environment in which to apply what they have learned in the classroom. Internships are a great way to help fill temporary workforce needs and establish a future, skilled workforce. Many employers report interns are the best source of new full-time employees, according to recent National Association of Colleges and Employers (NACE) surveys. Here are some informational tips for businesses interested in establishing an internship:
 - A. The work should be an integral part of the student's course of study;

- B. Learning objectives should be clearly identified;
- C. The student should be in a shadowing/learning mode;
- D. The employer should provide an opportunity for the student to learn a skill, process, or other business function or to learn how to operate equipment; and
- E. There should be an educational value to the work performed.

2. South Dakota Wins when our workforce is qualified and prepared for all types of careers.

South Dakotans are ready to go to work, and our state is committed to training them for jobs that exist in our state. We will train more welders and machinists, adding 24 welders in a new program in Mitchell and developing a hybrid course for welders and machinists that is online and in the lab.

We will bolster partnerships with local governments, providing NCRC certification for capable workers in our communities. We will also leverage federal Community Development Block Grant dollars to provide South Dakotans with additional workforce training opportunities.

This will be done through:

- **Technical Institute Distance Education** - Many potential workers may not have access to skill training due to their current work schedule or geographic location in the state. ***South Dakota Wins*** seeks to overcome this obstacle by providing a Technical Institute Distance Education program for welders and machinists. South Dakota's Technical Institutes will collaboratively develop a course where lectures are delivered online to allow scheduling flexibility for the participants. The portions of the program that require hands-on training will be done in laboratories on the campus of any one of the TI's at alternative times to best meet the needs of non-traditional students. In addition, a feature can be utilized for the students to complete their lab training on location at an industry site. Such a program will be operational by Fall of 2012.
- **Meeting the Growing Labor Demands for Skilled Workers** - South Dakota has a shortage of welders. In order to expand economic activity and grow South Dakota's businesses, the state must train more welders. Many unfilled welding positions are in Huron and Mitchell and the James River Valley region. However, the Technical Institute in Mitchell does not currently have a program to train welders. Therefore, beginning in Fall of 2012, Mitchell Technical Institute (MTI) will offer a Welding and Manufacturing Technology training program. MTI has collaborated with a number of manufacturing companies in Mitchell, Huron, and Yankton in the development of this program and has worked to incorporate some of their welding standards

into the new program curriculum. The program will have capacity for 24 students and will offer all students the option to receive the 18 month Associate Degree. Students will also be provided the opportunity to exit after nine months with a diploma. The objectives of the program are to enable the student to meet entry-level requirements for employment and build a basis for further study and for lifelong learning in the metal working trades. Students will study both the theory and practice of a variety of welding processes. This program is still in development and approval process to be offered in Fall 2012.

- **Welding Program at Springfield** - South Dakota's Corrections system can use innovative means to provide skills to inmates that will benefit the inmate, as well as society. Too often, inmates released to transition back into society are not able to find steady, gainful employment. It is in the state's interest to have these citizens become successful, productive members of society. At the Low Medium security prison in Springfield, inmates are taught the valuable skill of welding. **South Dakota Wins** will support the expansion of these courses that provide a positive outlet for inmate's attention and gives them a marketable skill upon leaving the corrections system. The program has been a positive one in South Dakota's corrections system and will continue to be. The key to reducing recidivism is positive integration in a community. Our state ought to continue to innovate and look for new means to help those who have stumbled in their past, knowing that doing so is the key to a successful transition back into society.
- **National Career Readiness Certificate** - Through **South Dakota Wins**, high school students will be offered the opportunity to participate in the National Career Readiness Certificate Program. The National Career Readiness Certificate (NCRC) is an industry-recognized, evidence-based credential that certifies essential skills needed for workplace success. This credential is used across all sectors of the economy and verifies reading skills, problem solving, critical thinking, and work related mathematical reasoning, as well as the comparing, summarizing, and analyzing of information presented in multiple related graphics. The National Career Readiness Certificate is designed to complement other traditional credentials, such as a high school diploma, community college degree or college degree. While these education credentials mark the fulfillment of your classroom learning experiences, the NCRC proves you have the workplace skills needed to succeed at your new job. The NCRC offers individuals, employers, and educators an easily understood and nationally valued credential certifying essential workplace skills. **The NCRC Demonstrates Skill Levels for Job Applicants-** As students prepare to leave high school, most will enter the workforce in some capacity. Whether they are entering the world of work as the first phase of a long-term career path or earning money while attending post-secondary school, the NCRC is a valuable

credential. Employers across the state utilize the NCRC as one tool to determine if an applicant is the right fit for a job, giving individuals with an NCRC an advantage over the competition. A new initiative through a partnership with the Governor's Office, the Department of Labor and Regulation, and the Department of Education, will now make the NCRC available to high school students.

- **Community Development Block Grants Training** - Community Development Block Grants (CDBG) have been used to build up South Dakota's physical infrastructure for years; through supporting fire halls, community centers, water projects and other community projects. As a component of **South Dakota Wins**, the Governor's Office of Economic Development will work to allocate just under \$1 Million of CDBG federal dollars to be available for workforce training needs. This program will fund projects that involve job training for individuals who meet the low-to-moderate (LMI) income requirements

3. South Dakota Wins when every citizen of our state—no matter where they live—has access to quality health care.

For years, South Dakota has struggled to keep doctors, nurses, and other health care professionals in rural communities across our state. Through South Dakota Wins, we will add more capacity to our medical and Physicians Assistant education.

We will also expand recruitment and retention incentives to include more providers and more rural communities.

This will be done through:

- **More South Dakota Doctors** - The health care industry is facing projected shortages of health professionals nationwide. These shortages are further pressured by a growing, aging population and increasing numbers of individuals with chronic health conditions. In South Dakota, this problem is exacerbated because health professionals are concentrated in the state's most populous areas, while 59 of the state's 66 counties have been federally designated, all or portions of, as health professional shortage areas. **South Dakota Wins** will help address this need by expanding the state's educational capacity to prepare additional primary care providers for rural areas:
 - A. **Medical School Expansion** – increase the USD Medical School class size by four students per year and implement a rural track to provide selected third-year medical students with an extended experience in rural communities.

- B. **Primary Care Task Force** – appoint a task force to make recommendations regarding potential further expansion of the medical school class size, components of the rural training track, and residency programs in South Dakota.
- **More South Dakota Physician Assistants** - South Dakota is projected to need thousands of additional health care providers in the near future as the state's population ages and significant numbers of current providers approach retirement. This problem is particularly acute in rural areas where one of the most pressing issues is the misdistribution of health professionals. Health professionals are concentrated in the more populated areas of the state, while 59 of the state's 66 counties have been federally designated, all or portions of, as health professional shortage areas. To help address this need, **South Dakota Wins** will work to expand the state's educational capacity to prepare additional primary care providers with a strong emphasis on rural areas:
 - A. **Physician Assistant Program Expansion** – increase the physician assistant program class size by five students and convert five of the current non-resident slots in each class to resident slots.
- **Help Communities Recruit Primary Care Providers** - Our tuition reimbursement program for physicians, dentists, and mid-level providers has been working. Thirty-one contracts have been signed, and today, 22 of those medical professionals are still practicing in their rural communities. Philip, Belle Fourche, Hot Springs, Howard, Scotland, Flandreau, Mobridge, Gettysburg, Wagner, and 21 other communities are participating in this program, and it is making health care in rural South Dakota better. As a result, **South Dakota Wins** will expand the tuition reimbursement program by:
 - A. Increasing to 15 the number of physicians who can participate in the state's tuition reimbursement program;
 - B. Expanding program eligibility from the current family practice to also include internal medicine, pediatrics and OB/GYN physicians;
 - C. Increasing to 15 the number of mid-levels who can participate in the state's tuition reimbursement program; and
 - D. Making more communities eligible for the mid-level tuition reimbursement program
- **Help Rural Facilities Recruit Health Professionals** - The State of South Dakota offers programming to assist facilities in recruiting and retaining health care professionals. However, hospitals, nursing homes and other health care facilities in rural South Dakota need to be able to offer greater incentives to successfully recruit professionals. **South Dakota Wins** will enhance this recruitment assistance program by providing higher payment incentives to attract more providers to rural South Dakota by:

- A. Doubling the incentive payment to \$10,000 for eligible dietitians, RNs, pharmacists, occupational therapists, physical therapists, respiratory therapists, medical laboratory scientists, LPNs, paramedics, medical laboratory technicians and radiologic technologists under the recruitment incentive program;
 - B. Increasing the service commitment for participating professionals from 2 to 3 years;
 - C. Focusing on facilities in rural communities that most need assistance recruiting and retaining health professionals; and
 - D. Demonstrating the state's commitment to rural health facilities by an annual appropriation of general funds.
- **Promote Rural Health Experiences for Students** - Developing a sustainable health care workforce in South Dakota requires a partnership involving government, industry, education, and private partners. A critical component of this partnership is promoting and offering more rural experiences to health care students.
 - A. Rural Experiences for Health Professions Students (REHPS)**
 With the majority of the state designated as a Primary Care Health Professional Shortage and/or Medically Underserved Area/Populations, South Dakota faces current and emerging challenges related to both the supply and demand for health care professionals. In response, Yankton Rural Area Health Education Center is sponsoring a new program, Rural Experiences for Health Professions Students (RHEPS) that will give first and second year medical, physician assistant, pharmacy and certified nurse practitioner students a four week experience in a rural setting. The goal of the REHPS program is to increase the number of medical professionals who practice in rural and frontier communities in South Dakota.
 - B. Prairie Futures**
 Rural counties in South Dakota face a number of challenges, including an aging population, health care work force shortages and economic development issues. The Prairie Futures initiative harnesses the energy of three key partners to provide training and opportunity for personal growth and success for individuals, businesses and health care recipients in central South Dakota. The mission of Prairie Futures is to promote rural economic development through supporting non-traditional students living in rural areas as they complete post-secondary degrees.
 - C. Good Samaritan Society "Growing Our Own" RN Program**
 The Good Samaritan Society offers an online Associate Degree in Nursing program for its employees and Society-approved health-care partners. The degree is awarded by The University of South Dakota in Vermillion, SD.

4. South Dakota Wins when our population grows by welcoming new faces and encouraging the return of those who have left our state.

South Dakota's economy cannot grow only at the birth rate. We will invite our friends and family members back to South Dakota through a reinvigorated Dakota Roots program. We will get proactive, undertaking an unprecedented partnership to recruit new pioneers, new South Dakotans to our state to take chronically unfilled, open positions in our workplace and in our communities. Finally, we will help communities conduct housing surveys so that they may better develop and market housing options and investment opportunities in their communities.

This will be done through:

- **Utilizing the <http://www.dakotaroots.com> website** - The Dakota Roots programs is aimed at luring out-of-state workers, specifically those with ties to South Dakota, to the state. The website offers a place for both employers and job seekers to go for job listings.
- **1,000 New South Dakotans** - South Dakota's businesses are profitable and eager to invest more within our borders but South Dakota needs more workers. Unfortunately, the Governor and officials in Economic Development have heard time and again, the only barrier to further investment is the lack of workers. The in-demand workers are in a wide array of industries ranging from manufacturing to engineering to information technology. If we are to grow our state's economy faster than the birth rate, we will need to look beyond our borders. South Dakota's Department of Labor and Regulation employs a well-functioning system to match South Dakota employers with job seekers in South Dakota. To conduct a broad, out-of-state search, **South Dakota Wins** will employ experts in employee recruitment and relocation. Each year, firms such as Man Power, Inc. place and relocate several thousands of workers in a variety of job sectors across the United States. South Dakota will employ their expertise in bringing new families – new South Dakotans – to our state.
 1. **Value** - South Dakota stands to gain much from the addition of 1,000 new workers. Fresh, well-trained employees, leading to new expansions, will bolster our businesses. Our state's economy will grow by more than \$120 million. In addition, our state will increase its tax revenue by \$3.1 million each year. With 1,000 new South Dakotans will come hundreds of spouses and children, providing a brighter future for our state.
 2. **Industry Expertise** - South Dakota solicited proposals from prospective firms to provide placement and relocation services. Six companies submitted responses. Following evaluation and several interviews Man Power, Inc. was determined to be the highest rated bidder. Man Power, Inc. is positioned with 700 offices in the US, over

1000 recruiting professionals on staff, and a database of 40 million qualified candidates to assist South Dakota in our efforts to relocate 1,000 people to our state.

- **Community Housing Studies** - In order to recruit new South Dakotans to our state, our communities need to have adequate housing for population growth. Through ***South Dakota Wins***, the state will initiate a Housing Needs Study Program. The Housing Needs Study Program is a cost-sharing incentive program to help rural communities in South Dakota conduct a study identifying the housing needs of their community. A local housing plan is essential for a community striving to maintain or expand its population. This is true whether the community is pursuing economic and workforce development, or whether it is just trying to maintain its population by keeping aging housing stock viable and offering alternative housing solutions for its citizens. The critical first step to establishing a successful housing plan is to conduct a market study/analysis to determine the status of existing housing as well as, future housing needs. This program will help communities achieve that first step. These steps include:

- A. Applicants can be local communities or non-profit organizations representing the communities;
- B. Eligible communities must have a population of 10,000 or less;
- C. The maximum cost share amount will be \$5,000 or 50% of the costs of the analysis, whichever is less; and
- D. The employer should provide an opportunity for the student to learn a skill, process or other business function or to learn how to operate equipment.

This program is currently in development. If you are interested in participating in this program, please contact check back to this website for additional information after March 31, 2012.