



# South Dakota Apprenticeship State Expansion (ASE) Grant Annual Report

Program Year 2021

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## Executive Summary

The value of Registered Apprenticeship Programs as a component of the effort to build a stronger workforce in South Dakota continues to grow. Businesses and educators are finding success and seeking DLR's assistance in building programs. In addition, the structured on-the-job training combined with related instruction model is increasingly regarded as a viable post-secondary option by educators, parents, and young adults. This effort can be seen in the numbers. In the U.S. DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS), South Dakota increased the number of apprentices taking advantage of Registered Apprenticeship Programs by 58% from Program Year 2020 to Program Year 2021. As we look back through the year, a few highlights include:

Through a partnership with the Board of Technical Education (BoTE) and the South Dakota Department of Education (DOE), DLR awarded \$95,000 of Governor's Emergency Education Relief (GEER) funding for the development of two **bridge programs to assist individuals in preparing for and succeeding in entry-level healthcare and truck driving occupations**. The goal of these programs is to offer a basic foundation of skills to engage individuals with a lower skill set and less likely to be part of the workforce. While still in their infancy, we look forward to making these programs available to businesses and workforce systems as avenues for skills development. In addition, GEER funding was paired with State Apprenticeship Expansion funding to engage industry associations in Science, Technology, Engineering, and Math (STEM) fields. With this funding, LATC developed three healthcare Registered Apprenticeship programs offering a career pathway for students.

A successful modification and extension of the Apprenticeship State Expansion grant allowed DLR to release a competitive application in May 2022. This funding will be awarded to 15 applicants who will work with DLR to develop **15 new Registered Apprenticeship programs**. The funding reduces the risk and start-up costs to employers associated with Registered Apprenticeships.

Through the approval of a State Apprenticeship Expansion Grant modification, DLR has worked in partnership with Vivayic to establish **resources to increase awareness of registered apprenticeship programs to educators in the K-12 system** and parents. Vivayic is developing resources educators can use in the classroom or as they connect with parents. The Educators Playbook and Student Learnbook will be online resources released later this calendar year.

In recognition of **2021 National Apprenticeship Week** in November, DLR requested video submissions from Registered Apprenticeship sponsors and apprentices to share their apprenticeship stories. The response was well received, and DLR developed a video library highlighting the benefits of a RAP from those who know it best: sponsors and apprentices. The videos can be found at [StartTodaySD.com](https://www.starttoday.com). In addition, statewide webinars were held highlighting registered apprenticeship sponsors, businesses, and apprentices.

As we look ahead to Program Year 2022, DLR anticipates continuous growth in assisting employers in developing registered apprenticeship programs that fit their business and workforce needs. In addition, youth will continue to be a focus as partnerships with the Department of Education and local school districts expand through the Pathway Partnership programs.

## Apprenticeships by the Numbers

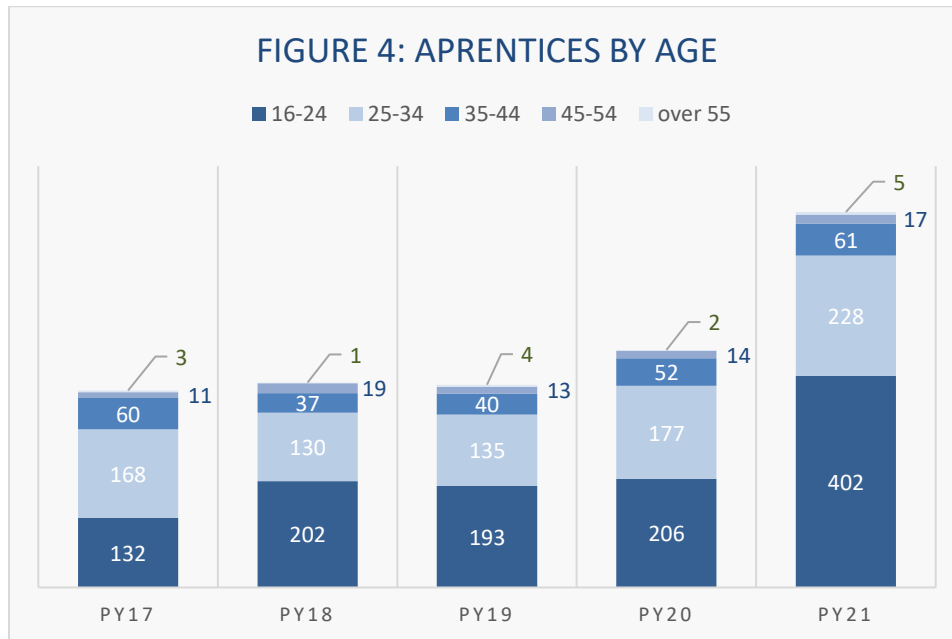
From July 1, 2020, to June 30, 2022, a total of 714 individuals participated in Registered Apprenticeship programs, including newly registered apprentices. This is a 58% increase from the previous program year. Figure 1 shows an analysis on the occupations participating in Registered Apprenticeship during the past program year and is listed based on number of apprentices registered in that occupation, the most being listed first.

Figure 1: Apprentices by Occupation							
O*net	Occupation	PY17	PY18	PY19	PY20	PY21	Total
47-2152.00	Plumber	87	106	121	109	253	676
47-2111.00	Electrician	128	102	102	82	140	554
49-9051.00	Line Erector	91	33	18	33	62	237
33-2011.00	Fire Medic	12	60	32	38	56	198
47-2031.00	Carpenter	1	0	7	92	49	149
49-9052.00	Line Installer-Repairer	19	22	16	25	38	120
49-9021.00	Heating & Air-Conditioner Install	14	18	21	11	31	95
49-3041.00	Farm Equipment Mechanic I	8	3	17	28	28	84
47-2211.00	Sheet Metal Worker	0	0	0	8	16	24
47-2073.00	Operating Engineer	7	7	4	1	8	27
51-2092.00	Production Technologist	2	5	7	4	7	25
49-2095.00	Electrician, Substation	0	12	6	0	5	23
31-1131.00	Nurse Assistant Certified (Cb)	0	3	3	1	3	10
51-4041.00	Machinist	0	11	0	0	2	13
49-2094.00	Mechatronics Technician	2	1	2	0	2	7
47-2131.00	Composite Plastic Fabricator	0	0	0	5	2	7
51-5112.00	Web-Press Operator	0	0	4	0	2	6
51-4121.00	Welder, Combination	0	0	2	2	1	5
45-2091.00	Farm Worker, General I	0	1	5	0	1	7
51-9195.04	Glass Blower	3	0	0	0	1	4
11-9051.00	Restaurant Manager	0	0	5	0	1	6
31-9096.00	Veterinary/Lab Animal Tech	1	0	0	0	1	2
31-9092.00	Medical Assistant	0	0	1	2	1	4
47-2021.00	Bricklayer (Construction)	0	0	2	1	1	4
17-3026.00	Industrial Manufacturing Technician	0	1	0	2	1	4
43-9041.00	General Insurance Associate	0	0	1	1	1	3
29-2055.00	Surgical Technologist	0	0	2	1	1	4
31-9091.00	Dental Assistant	0	0	1	1	0	2
49-3023.00	Automotive Technician Specialist	0	1	0	1	0	2
49-9041.00	Powerhouse Mechanic	0	0	2	0	0	2
17-3024.00	Electromechanical Technician	0	0	1	0	0	1
51-8013.00	Power-Plant Operator	0	0	0	1	0	1
29-2061.00	Nurse, Licensed Practical	0	1	0	1	0	2
11-1021.00	Operations Management	0	0	1	1	0	2
31-1121.00	Home Health Aide	0	1	0	0	0	1
51-2022.00	Electric Sign Assembler	0	0	1	0	0	1
49-3021.00	Automobile Body Repairer	0	0	1	0	0	1
		375	388	385	451	714	1599

*Source: US DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)*

## Apprentices by Age

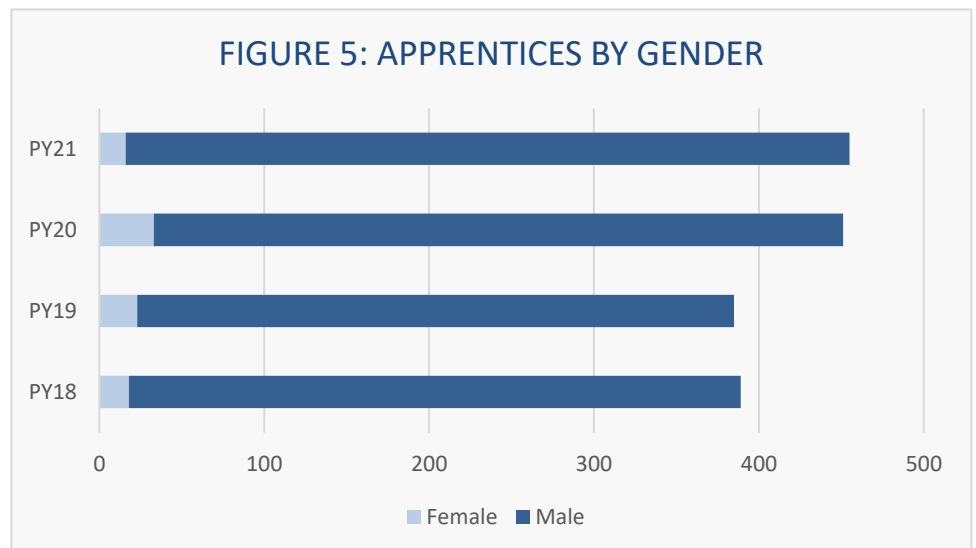
Apprentices are generally between the ages of 16 and 34. Figure 4 illustrates new apprentices by age. With the launch of the Pathway Partnership initiative, there has been a steady increase in the number of youths entering apprenticeships. This past program year saw an increase of 95% in participation of the 16–24-year-old age group from the previous year.



Source: US DOL Office of Apprenticeship Registered Apprenticeship Sponsor Information Database (RAPIDS)

## Apprentices by Gender

Figure 5 illustrates new apprentices by gender. Start Today SD continues to conduct outreach to increase diversity among programs and hiring practices. The female apprentice percentage in South Dakota has increased over the years even though many programs are typically male-dominated occupations. Program year 2021 saw a decrease in women apprentices, which may be a result of the impacts of COVID and women leaving the workforce in general. As DLR works to expand and diversify industries within apprenticeships, the number of women and other underrepresented populations will increase as more opportunities become available.



# Progress Towards Apprenticeship State Expansion (ASE) Grant Goals 2021-2022

## Goal 1 – Advance Registered Apprenticeships Programs

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

In the fall of 2018, DLR launched the first round of Start Today SD incentive funding and awarded 16 program sponsors funding to support the development of RAPs. These organizations represented hospitality, advanced manufacturing, retail, agriculture, building trades, automotive, construction, and healthcare industries. Currently, 14 of those sponsors have active apprentices in their programs. **Vicky Briggs with A to Z Technologies** is pleased with their apprenticeship program and the skills gained by their apprentice to assist their small animal care business.

### Success Story: A to Z Technologies

*“I am so grateful for Lexus and what she brings to A to Z technologies. Hopefully, we can be the bridge she needs to catapult her into future success in the path that she chooses. Lexus will definitely be the star of her own movie, not part of the cast – no matter what she chooses to pursue. Her work ethic and positive attitude will open any door she wishes to walk through. To begin with, Lexus assisted with pregnancy testing cattle through the use of an ultrasound. Lexus has also gained more experience and is excelling at running the hydraulic chute. She has gained knowledge in many areas such as pelvic measuring, vaccines and herd protocols, and bull soundness exams. Recently, she participated in an A-I School and she will apply these newly learned skills over the next few months.”*

*-Vicky Briggs*



DLR provides initial and ongoing assistance to any business wanting to develop a RAP, aside from available funding opportunities. Since the launch of the first business incentive, DLR has seen a shift in awareness and perceived value of developing a RAP. Businesses are seeing and understanding the value apprenticeships can provide and are focused on the benefits for their business long-term and less concerned about upfront funding. DLR assisted sponsors with program development of six new occupations outside of incentive funding and assisted eight sponsors with program expansions or updates on existing occupations. DLR also has standards in progress from newly developed partnerships with nine employers. These programs represented industries such as advanced manufacturing, agriculture, healthcare, and construction.

Through ASE funding, DLR focused strategic efforts on engaging sponsors in developing **Youth Registered Apprenticeships by launching the Pathway Partnership Program**. This model allows students to earn high school, post-secondary, and Registered Apprenticeships. Upon graduation, a student in a Pathway Partnership program can decide to complete their RAP and/or continue their post-secondary education. DLR awarded funds to three organizations to launch the Pathway Partnership program to offset the cost of developing a RAP in partnership with business, post-secondary, and secondary schools. Recipients of this funding included businesses, associations, and post-secondary

institutions. After the funding was awarded, DLR focused on standard development, apprentice recruitment, and assisting with any partnership development for the program to offer high school credit.

The Pathway Partnership program currently has 30 youth apprentices enrolled throughout the state. Pathway Partners sponsors experienced some challenges at the beginning related to the pandemic, especially with education partners as many schools were closed. Even with this delay, the Pathway Partnership Model has grown to include multiple partnerships and has engaged many school districts in the process. *See Appendix C for a summary of Pathway Partnerships created with this initiative.*

**Terri, Director of Corporate Education, Lake Area Technical College (LATC),** discussed the benefits of developing this Pathways Partnership model to engage youth throughout the state.

*“The Pathways Partners Program has been instrumental in engaging youth in high school with apprenticeships. We currently have five apprentices who completed their Registered Apprenticeship, that includes four high school students and one LATC student. One of the first high school apprentices to start with our program is graduating this spring from LATC’s Diesel Technology. Now through word of mouth, outreach, and sharing previous success, there are many more incoming students are eager to start their apprenticeship programs, leading to what we envisioned as a pipeline of talent engaged in the workforce.”*



DLR launched a **second round of incentives** for program development in May 2022 with the goal to develop 15 new programs to expand training efforts across the state.

## Goal 2 – Apprenticeship & WIOA Collaboration

DLR Employment Specialists enroll new apprentices into Wagner-Peyser Title III and WIOA Title I Adult and/or Youth programs based on eligibility. Co-Enrollment offers apprentices the greatest opportunity for success through access to additional support. Based on eligibility, apprentices may receive WIOA program services such as paid on-the-job learning or occupational skills training, which decreases the cost of the RAP for the sponsor. DLR also offers soft skills training, transportation, daycare, work attire, and other support services and training services through WIOA Title I funding to new eligible apprentices. Providing access to support services removes barriers for apprentices and increases the chances for apprentice completion and overall success for the apprentices and program. Other programs such as the Trade Adjustment Assistance (TAA) Program offer opportunities to re-employ adversely affected workers through training programs like RAPs.

## Success Story: Apprenticeship and TAA

Brian learned about the Trade Adjustment Act program through a Rapid Response meeting when his TAA eligible employer, Molded Fiber Glass, Aberdeen, SD, notified employees that they were closing their doors in August 2021. Brian's job of 10+ years was inspecting bondline areas on wind turbines using ultrasound NDT methods. There were no similar jobs in the area, so he needed retraining. Brian connected with Rapid Fire Protection in Rapid City to explain the On-the-Job training process, as well as the Registered Apprentice programs. Brian utilized TAA Job Search Allowance funds to assist with expenses related to traveling for his interview – which was over 300 miles from where he lived. Brian interviewed and was hired as a Fire Sprinkler Apprentice, and utilized WIOA funds to purchase books as well as TAA Relocation Assistance, to assist with the expense of his move from Aberdeen, SD to Rapid City, SD.

Since starting, Brian has received two raises and obtained required certifications for the company and the Registered Apprentice program. Brian stated "Every day is something new. I learn different aspects of the jobs at different sites. Each day of work brings an exciting and interesting day of knowledge. I continue to listen and learn more and more. It is a very fun career."



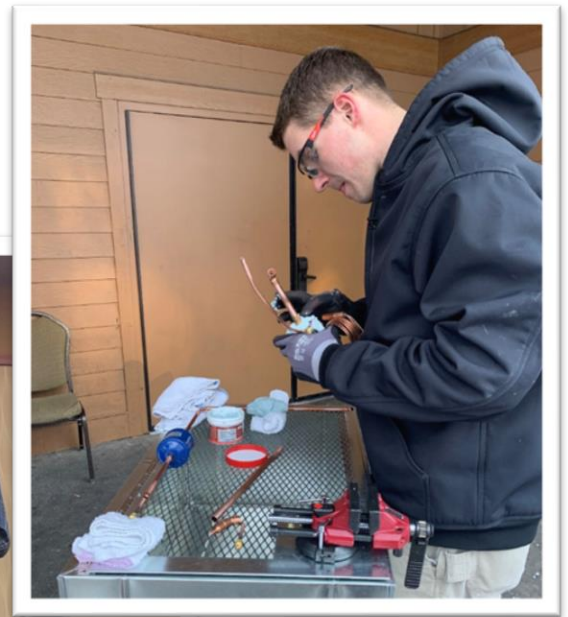
DLR offers an **On-the-Job Learning Incentive** in response to employer feedback on incentive opportunities for already existing programs. Employers are offered funding for each apprentice hired to cover program-related supplies, materials, and instruction once 90 consecutive days of employment is verified. This incentive was launched in January 2021 and has seen little participation from businesses. DLR implemented an outreach strategy to bring awareness to this funding and offered additional assistance for businesses to streamline the process and make it easier.

DLR continues to share the many benefits and funding opportunities throughout South Dakota while addressing concerns from employers and sponsors. Connection with DLR offers apprentices access to other workforce programs that can increase success and retention; however, several sponsors have declined participation completely due to the time commitment and perceived roadblocks of paperwork, indicating the time commitment is not enough of a return on investment. With the introduction of the concept of 'other individuals impacted by the grant' or Reportable Individuals, DLR hopes to increase the number of apprentices impacted by the ASE grant. This change has reporting and data challenges because previous procedures followed by One-Stop Center staff were reported incorrectly to WIPS. DLR continues to navigate this change and looks for ways to provide better guidance to One-Stop Center staff to ensure data integrity.

### Success Story: Howe Inc.

*"We hired Harrison right out of high school as a service intern. He had already been awarded a Build Dakota Scholarship for the HVAC program at Southeast Tech. Harrison has a great work ethic and he has done well in school, and has recently graduated with AAS in HVAC. As we were putting together our new Mechatronics Apprenticeship program, Harrison was targeted to be one of the first participants as he has a great mechanical aptitude, great work ethic and has a lot of growth potential in Howe and the trade.*

*We are members of PHCC and Harrison submitted his interest in participating in PHCC Challenge contest to be held at the PHCC convention in Rapid City this Spring. Harrison won this event for the state of South Dakota and will be traveling to North Carolina later this year to compete nationally!"*



### Goal 3 – Build Staff Capacity for Business Engagement

DLR is committed to continue building capacity for the One-Stop Center Office Staff through a variety of activities. This includes meeting with partners, attending training, conducting outreach to the public, and assisting individuals in Registered Apprenticeship placement. DLR grant staff increased in-person visits and training for One-Stop Center Offices resulting in staff reporting a better understanding and increased confidence when talking about Registered Apprenticeships with businesses.

DLR Job Service offices developed action plans for business engagement, partnership development, and veterans' outreach. The plans focused on goal setting, reviewing current data and trends, and developing plans that integrated local efforts to increase the expansion of DLR programming statewide. In conjunction with these goals, DLR designated a collaborative team of staff statewide to focus on business outreach, including increasing awareness and confidence in talking with businesses about Registered Apprenticeships.

Through leveraged funding with BoTE, DLR was able to hire a **Lead Employment Specialist** to assist One-Stop Center staff with program development efforts and apprentice case management support. This addition to the apprenticeship team has been vital in the expansion of RAPs and in building staff confidence with RAP engagement efforts. Apprenticeship Labor Program Specialists and Apprenticeship Lead Employment Specialists travel to One-Stop Centers to provide in-person training on Registered Apprenticeships and offer an opportunity for staff to ask questions for better understanding. The training offers a consistent, unified message while providing a safe "no wrong question" atmosphere.

The Apprenticeship Team holds weekly meetings to discuss technical RAP questions related to current program development. The Apprenticeship Team also meets monthly with the Office of Apprenticeship State Director to review current programs status updates and to receive coaching opportunities on program development.

DLR also launched a **Workplace Mentor Training Program** for businesses in May 2021. Mentor programs in the workplace lead to improved career outcomes, engagement, retention, and job satisfaction for the mentee and mentor. Research indicates both mentors and mentees advance in the workplace at a higher rate than those who did not participate in workplace mentoring. DLR contracted with content experts to deliver a stronger and more comprehensive toolkit on the Start Today SD website which includes four comprehensive online training modules. The program also



contains a toolkit with resources businesses need to develop their own mentoring program. DLR promotes the toolkit as a no-cost resource to businesses during National Apprenticeship Week and National Mentoring Month (January). Since launching, 56 business representatives, DLR staff, and sponsors have downloaded resources or used the online training modules. DLR assisted Associated General Contractors in a Workplace Mentoring Training during their annual Safety Summit and the information was well received according to **Margaret Pennock, Director of Workforce Development, AGC of SD:**

*“DLR presented to AGC of SD’s Summit regarding the Mentoring Toolkit and not only did it garner multiple positive comments about the value of mentoring in general, but also this awesome new resource that the SD DLR has given companies to take advantage of. After a quick survey of the room, we had only two of nearly thirty participants share that they have an active mentoring program in place! The Mentoring Toolkit is an exceptional turnkey resource that I know our members will be taking advantage of in the future. Thanks DLR for sharing excellent information in a very powerful and meaningful way. Thank you!”*

## Goal 4 – Apprenticeship Outreach

DLR awareness and available resources increase RAP development in key industries. DLR also emphasizes collaboration with WIOA-required partners, post-secondary training providers, and the K-12 education system. DLR has seen an increase in awareness of Registered Apprenticeships across the state as many businesses are seeing the benefit from the flexibility of the earn-and-learn model.

DLR designated a team of outreach specialists dedicated to business outreach efforts under the **Business Engagement and Services Team (BEST)**. This team launched in June 2021 and focuses on creating and implementing business outreach strategies, long-term relationship building with businesses, leading efforts identified in their office action plans, and serving as a training liaison for their colleagues.

The **Apprenticeship Finder** on the Start Today SD website allows DLR staff, partners, job seekers, and potential program sponsors to search for existing RAPs and make connections. This effort will increase the knowledge of available apprenticeships statewide and continue outreach to new sponsors and job seekers.

DLR's Communications Team assists in the outreach and promotion of RAPs across the state using:

- Social media campaigns
- Newsletter outreach to businesses throughout the state
- National Apprenticeship Week promotion through daily webinars highlighting RAP sponsors and apprentices as well as a social media sponsor and apprentice highlights
- Workplace Mentor Toolkit promotion through Start Today and DLR website and social media

DLR will continue to build on the momentum established and engage with businesses and individuals on the benefits of Registered Apprenticeships.

# Progress Towards State Apprenticeship Expansion (SAE) Grant Goals 2021-2022

## Baseline Goal 1: National Apprenticeship System Building

DLR initially proposed to build a Customer Relationship Management system for DLR One-Stop Centers. After research and estimates were compiled, the funds allocated for this system would not cover the cost to create the originally intended platform. DLR requested a grant modification on May 21, 2021, to reallocate these funds to another project. This modification was approved on July 21, 2021. This modification allows DLR to focus on a curriculum initiative for South Dakota secondary schools.

Many young people are not aware of apprenticeship opportunities or its benefits, and many teachers are not sure how to promote this opportunity to their students. Providing each school with content and plug-and-play activities to assist in promoting apprenticeship opportunities will help to expand and build systems across South Dakota by creating awareness and interest among younger students.

DLR is working with an education developer to create a **Registered Apprenticeship Playbook for Educators** that includes a Learnbook counterpart for students. The Playbook will contain the instructor resources needed to lead activities and will also be accompanied by its counterpart, the Registered Apprenticeships Student Learnbook. The Playbook and Learnbook are slated to launch and be available to all school districts during National Apprenticeship Week (NAW) 2022.

DLR has partnered with South Dakota Department of Education (DOE) to establish a design cohort of educators across the state to provide input into the Playbook and Learnbook. DOE will also help DLR promote the initiative in all secondary schools across the state of South Dakota throughout NAW to build awareness of Registered Apprenticeships to teachers within the schools and students themselves. The resources will be available and accessible to educators throughout the school year. *See Appendix D for a summary of this project.*

## Baseline Goal 2: System Alignment for Apprenticeship Expansion

DLR released a Request for Proposal (RFP) on Oct. 18, 2021, in partnership with the Board of Technical Education (BoTE) seeking a contractor to develop a STEM RAP pathway. This partnership utilizes funding from the GEER fund to assist in the development of multiple RAPs that includes an association partnership in a high-demand STEM field. The RFP was awarded to LATC who then identified an association partner, the South Dakota Health Occupations Students of America (HOSA). Through this partnership and leveraged funding, LATC will develop a STEM pathway in the healthcare field, including Certified Nursing Assistant (CNA), Licensed Practical Nurse (LPN), and Registered Nurse (RN) occupations. All three occupations have been developed and submitted to the Office of Apprenticeship for approval.

Through the partnership with HOSA, students across the state will have a direct linkage to these healthcare RAPs as well as several business partners in their communities. Through this partnership, LATC will develop three RAPs, including an initial four business partners, and three school district partners. With the development of this pathway and these partnerships, DLR hopes will help identify a framework to scale this model with future funding opportunities. **Brock Rops, Executive Director, South Dakota HOSA**, feels adding apprenticeships opportunities to youth is vital:

*“South Dakota HOSA - Future Health Professionals is not “just” a club or organization, rather a valuable instructional tool for empowering health science students to play an active role in their learning on their journey toward becoming future health professionals. With our most recent partnership with the SD Department of Labor and Regulation, South Dakota HOSA students now have an opportunity for paid apprenticeships. Currently, these apprenticeship opportunities present themselves in Certified Nursing Assisting, Licensed Practical Nursing and Nursing. Apprenticeships have been a monumental value add to the experiences of these students; offering opportunities for education, on the job training, and working in a health care environment.”*

## Baseline Goal 3: Improving Data Sharing and Data Integrity

The DLR management information system, SDWORKS, collects all necessary data elements required by WIOA programs for Workforce Information Processing Systems (WIPS) and DOL-only PIRL reporting. This system is developed by Geographic Solutions, Inc. (GeoSol, Inc.). DLR contracted with GeoSol, Inc., to capture apprentice data required by U.S. DOL in a Registered Apprenticeship module through the SAE Building State Capacity Grant. The goal of this module is to

improve the data collection, integrity, and reporting for apprenticeships by providing accurate and timely reports. Through SDWORKS, DLR will generate all necessary data elements required by WIOA programs, including apprentice data, for WIPS and DOL-only PIRL reporting.

DLR developed a policy and an SDWORKS data entry guide to support Job Service office staff. Staff confidence with the module and data entry continues to increase as more apprentices are entering programs and grant staff offers more in-person training. This module will have an ongoing annual cost associated and will need to be written into future grant funding as this reporting is required for reporting PIRL elements through WIPS.

## APPENDIX A: ASE 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>Deliverables:</b>	
SD Dept. of Education	Implement and develop 4 RAPs  Increase apprentices by 120 throughout pop	
Post-Secondary training providers		
Businesses in key industries		
One-Stop Center Staff		
US DOL Office of Apprenticeship		
<b>Goal:</b>	<i>Apprenticeship/WIOA Collaboration</i>	
<b>Timeframe:</b>	<b>Activities:</b>	
Completed Nov 2021	Develop outreach strategy for incentive awareness	
Completed Jan 2021	Develop tracking method for apprentices and financial assistance programs	
Completed June 2020	Train One-Stop Center Staff	
Completed Jan 2021	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>	
RAP Sponsors and Businesses	Enroll a minimum of 194 apprentices throughout pop	
One-Stop Center Staff		
One-Stop Operator		
US DOL Office of Apprenticeship		
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 methods for apprentices and financial assistance programs	
Ongoing	Train One-Stop Center Staff on process for tracking apprentices and providing financial assistance	
Completed Jan 2021	Identify and begin enrolling registered apprentices	
<b>Key Partners:</b>	<b>Deliverables:</b>	
One-Stop Center staff	Increased confidence to knowledgably discuss RAPs to businesses and individuals  Build stronger WIOA/RAP integration	
One-Stop Operator		
US DOL Office of Apprenticeship		
<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 sponsors in key industries and partners
Completed Aug-Oct 2019	Hold informational meetings on program incentive funding
Ongoing	Train One-Stop Center Staff on the process for tracking apprentices and providing financial assistance
Completed Aug 2019	Launch outreach campaigns for incentive
Canceled due to COVID-19	Conduct program signing day for new programs
Ongoing	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
Ongoing	Continue presentations to WIOA partner agencies, industry associations, businesses, Chamber of Commerce groups, etc.
<b>Key Partners:</b>	<b>Deliverables:</b>
One-Stop Center staff	
One-Stop Operator	
US DOL Office of Apprenticeship	
SD Dept. of Education	

## APPENDIX B: SAE Workplan

<b>Goal:</b>		<i>National Apprenticeship System Building</i>
<b>Timeframe:</b>		<b>Activities:</b>
Completed March 2022		Establish contract with vendor
In Progress – August 2022		Develop curriculum
In Progress – November 2022		Share curriculum with all SD school districts
<b>Key Partners:</b>		<b>Deliverables:</b>
SD Dept. of Education		An off-the-shelf outreach initiative for K-12 system to enhance awareness of RAPs, specifically during NAW.
Secondary schools		
DLR		
<b>Goal:</b>		<i>System Alignment for Apprenticeship Expansion</i>
<b>Timeframe:</b>		<b>Activities:</b>
Completed March 2022		Begin STEM RAP program development
Completed January 2022		Review, select, and award STEM RAP contracts
In progress – submitted to US DOL OA		Apprenticeship Program is Registered
In progress-employers identified		An Employer Acceptance Agreement is established
In Progress		Launch STEM RAP program
In Progress		First apprentice is registered through the Employer Acceptance Agreement
<b>Key Partners:</b>		<b>Deliverables:</b>
DLR		Develop partnership with industry association to build RAP with an in-demand STEM occupation in South Dakota to offer their business members.  Enroll a minimum of 3 apprentices by December 1, 2022
US DOL Office of Apprenticeship		
SD Industry Association		
<b>Goal:</b>		<i>Improve Data Sharing and Data Integrity</i>
<b>Timeframe:</b>		<b>Activities:</b>
Completed December 2021		Register apprentices in SDWORKS
Ongoing		Utilize RAP module to capture apprentice individual record data
Ongoing		Report Data
<b>Key Partners:</b>		<b>Deliverables:</b>
DLR		Develop a system that allows DLR to capture and report necessary elements to U.S. DOL in an agreed upon individual record format.
Geographic Solutions, Inc		
SD RAP Sponsors/Businesses		
Apprentices		
U.S. DOL Office of Apprenticeship		

# APPENDIX C: Pathway Partners Summary



## RAP PATHWAY PARTNERSHIPS SUMMARY

### Lake Area Technical College

#### Industry & Employer Partners

- Larson Manufacturing // Brookings
- Falcon Plastic // Brookings
- Daktronics // Brookings
- Infinite Welding and Machine // Volga
- Jack Links (LSI, Inc.) // Alpena
- SD Health Occupations Students of America (HOSA) // Statewide
  - Freeman Regional Health Services // Freeman
  - Avantara // Watertown
  - Good Samaritan Society // Canton
  - Sun Dial Mannor // Bristol

#### K-12 Partners

- Brookings School District
- Huron School District
- Freeman School District
- Canton School District
- Lennox School District
- Watertown School District
- Deubrook School District

#### Occupations

- Production Technologist
- Plant Maintenance Technician
- Welder
- Certified Nursing Assistant | *In development*
- Licensed Practical Nurse | *In development*
- Registered Nurse | *In development*

### Huron Regional Medical Center

#### Industry & Employer Partners

- SD Health Occupations Students of America (HOSA) // Statewide

#### K-12 Partners

- Wolsey-Wessington School District
- James Valley Christian
- Huron School District

#### Post-Secondary Partners

- Southeast Technical College
- South Dakota State University
- Huron Community Campus

#### Occupations

- Certified Nursing Assistant
- Licensed Practical Nurse
- Surgical Technician
- Respiratory Therapist | *In development*

### Associated General Contractors

#### Industry & Employer Partners

- ASCO // Sioux Falls
- GA Johnson Construction // Harrisburg
- Fiegen Construction // Sioux Falls
- Mills Construction // Brookings
- BX Civil & Construction // Dell Rapids
- Henry Carlson Construction // Sioux Falls
- Scull Construction Services // Rapid City
- SECO Construction // Rapid City
- R.C.S. Construction // Rapid City

#### K-12 Partners

- Sioux Falls School District
- Brookings School District
- Rapid City School District
- Harrisburg School District

#### Post-Secondary Partners

- Southeast Technical College
- Western Dakota Technical College

#### Occupations

- Heavy Equipment Operator
- Carpentry

# APPENDIX D: Educator's Playbook Summary



## South Dakota Department of Labor and Regulation Registered Apprenticeship Toolkit for South Dakota Grades 7-12 Educators

### BACKGROUND AND GOALS

South Dakota Department of Labor and Regulation (DLR) believes it is important that youth in grades 7-12 are aware of Registered Apprenticeships so they can realize the full set of career pathway options available to them after high school. Every teacher, counselor, and administrator should understand Registered Apprenticeships and be equipped to explain and promote them to students as a post-secondary opportunity. Because few educators have direct knowledge or experience with Registered Apprenticeships, they need intentional and well-designed professional development resources to help them understand what Registered Apprenticeships are, how they work, and the benefits of participating in them.

The goal of this initiative is to provide educators with high-quality, field-tested, ready-to-use resources that will increase the likelihood of them dedicating time and energy to explain and promote Registered Apprenticeships to students. To accomplish this goal, DLR is partnering with Vivayic, a learning and development company, to develop resources to promote Registered Apprenticeships to students in grades 7-12 across South Dakota.

### DELIVERABLES AND OUTCOMES

The deliverables and outcomes for this initiative are:

1. **Co-Design Cohort** – Vivayic is directly engaging local South Dakota educators as co-designers and field testers of the materials. The educators have and will continue to: help generate ideas and insights, and assist in field testing for the Registered Apprenticeship Educator Playbook and Student Learnbook.
2. **Clarity Manifest** – This is a collection of documents that culminate as a result of the clarity phase of this initiative.
3. **Registered Apprenticeships for Educators Playbook** – The Educator Playbook will provide sequenced instruction and guidance for educators on which tools to use and how to use them. The goal of the playbook is to provide any grade 7-12 educator with foundational understanding of registered apprenticeships and both context and instructions needed to carry out the 10 instructional activities available.
4. **Registered Apprenticeships for Students Learnbook** – The Student Learnbook is the digital counterpart to the Educator Playbook. Students can access digital media, resources, and/or files to download and complete in the Learnbook.

### TIMELINE AND PROGRESS

Vivayic has completed the Clarity Phase and conducted strategy meetings and an in-person workshop with educators from the Co-Design Cohort. Vivayic is currently drafting the learning design elements for the Educator Playbook and Student Learnbook and working with DLR staff and educators to gather input and feedback. Vivayic will continue to design and develop the Educator Playbook and Student Learnbook in July and August 2022. Local educators will field-test the Registered Apprenticeship activities in their classrooms during August and September 2022, to allow for any revisions needed before the resources are finalized. The final Educator Playbook and Student Learnbook will be launched in early October 2022, to allow DLR and its partners to promote the Registered Apprenticeship resources before the 8<sup>th</sup> annual National Apprenticeship Week (NAW), November 14-20, 2022.