



SOUTH DAKOTA
DEPT. OF **LABOR**
& **REGULATION**

**WORKFORCE INNOVATION
AND OPPORTUNITY ACT**

Program Year 2022
Annual Narrative Report

Federal Guidance: TEGL 5-18

PROGRAM YEAR 2022 IN REVIEW

Looking back at Program Year 2022 (PY22), we can see two key themes. These themes highlight DLR's efforts to improve training for South Dakotans, support business needs, and promote development opportunities, all to strengthen the state's workforce system.

In the summer of 2022 and 2023, DLR's Job Service Offices implemented and expanded the **Summer Passport to Careers Series**. Partnerships with area businesses, post-secondary training providers, local libraries, and community organizations offered tomorrow's workforce an opportunity to explore careers in their communities, engage with businesses and educators to learn about pathways, and prepare for the world of work.

Through a partnership with area training providers and the **Department of Corrections**, DLR expanded on the success of the Precision Machining Lab offered at the S.D. Women's Prison in the spring of 2022 to include the following trainings:

- Southeast Technical College (STC) to earn a certificate in **Flux Cored Arc Welding**,
- Western Dakota Technical College for **Construction Technology**, and
- Regional Technical Education Center for **Basic and Advanced Welding**.

This approach was unique because courses were on campus and offered a natural transition for low-risk offenders nearing release. Since the inception in January of 2022, 79 individuals have earned a post-secondary credential.

In the spring of 2023, Governor Noem announced an investment of \$7.9 million over three years to develop and expand **Registered Apprenticeship** programs in the state. This investment allows South Dakota to support employers, registered apprenticeship sponsors, apprentices, and mentors. The goal is for this funding to reach more than 2,500 active apprentices by 2026.

To improve the statewide workforce system several opportunities were held to bring together the workforce partners for **professional development**, information sharing, and networking. The Workforce Innovation and Opportunity Act (WIOA) Adult Education and Family Literacy Act program held its annual Summer Summit with more than 60 instructors in attendance to network and expand their skills. DLR held their 2nd annual DLR Workforce Conference bringing together American Job Center staff throughout the state to take part in a poverty simulation, learn about accent biases, suicide prevention, and more. In May, DLR gathered 125 WIOA partners throughout the state to contribute to the Digital Equity and WIOA State Plans under development in 2023.

Finally, DLR had several **federal program reviews** throughout the year including the administration of the Jobs for Veterans Services Grant, Trade Adjustment Assistance, Supplemental Nutrition Assistance Program Employment and Training, WIOA Title I programs, and Wagner-Peyser. While it won't limit continuous improvement efforts, DLR is happy to report minimal findings from these reviews. The few findings identified have been addressed and resolved.

Looking to the future, DLR's workforce programs face an immediate challenge with **limited budgets**. While the cost of doing business continues to increase, budgets remain stagnant. As a result, DLR is facing a hiring freeze for many workforce programs and a reduction in training dollars and support services for customers. Creative methods and thinking will be needed to continue offering valuable services to South Dakotans.

ECONOMIC AND WORKFORCE INFORMATION ANALYSIS

Please note: The following section is based on data from the calendar year 2022 unless otherwise noted.

POPULATION AND POPULATION PROJECTIONS

South Dakota's 2022 estimated population of 909,800 has been steadily increasing since 1990, growing by nearly 214,000 (30.7%) between 1990 and 2022. According to estimates published by the U.S. Census Bureau, South Dakota's population increased by 76,000 or 9.1% between 2012 and 2022, exceeding the U.S. population increase of 6.2% over the same period.

The 2022 American Community Survey (ACS) data produced by the U.S. Census Bureau shows the largest percent of the state population by race is comprised of White residents (86.7%), followed by American Indian and Alaskan (10.4%). Regarding ethnicity, 4.7% of South Dakota's population is Hispanic or Latino.

Population projections to 2035 (using 2010 decennial population data for the base year) released by the South Dakota State Data Center several years ago show South Dakota's total population will reach 922,748 by the year 2025. This reflects an increase in the core potential workforce (age 16-64) of approximately 16,600 (3.2%). This is the most recent data available from the State Data Center.

LABOR FORCE

Current Population Survey (CPS) figures from the Bureau of Labor Statistics show South Dakota's labor force participation rate was 68.2% in 2022. This compares to a 2022 national average of 62.2%. Historically, South Dakota consistently has higher rates of labor force participation than the nation as a whole. South Dakota's participation rate of 68.2% was the third-highest rate of all states and the District of Columbia. Nebraska and the District of Columbia tied for first with the highest rate of 70.1%

Youth in South Dakota were also very active labor force participants. In 2022 68.4% of the state's young population (age 16-24 years) were in the labor force, compared to the national rate of 55.6%. At the other end of the age spectrum, South Dakota's labor force participation rate of 65 and over is 25.2% compared to the national average of 19.2%.

South Dakota's labor force continues to grow, indicating a healthy labor market. The number of unemployed began to increase in March 2016 and continued this movement until October 2017 when it began to decrease for the next eleven months. Another upward trend began in November of 2018, which continued until September 2019. In 2020 unemployment had stabilized until the COVID pandemic hit South Dakota's economy in April sending the number of unemployed to unprecedented levels. South Dakota was quick to recover after the initial shock of COVID and by the end of 2020 the number of unemployed was close to pre-pandemic levels. Unemployment levels have continued to remain low since 2020 which has made it difficult for employers to fill open positions.

The unemployed series consists of more than those people who have lost a job. It includes those who have quit their jobs to look for other employment, workers whose temporary jobs have ended, individuals looking for their first job, and experienced workers looking for jobs after an absence from the labor force (for example, stay-at-home parents who return to the labor force after their children have entered school). The level of employed also took a big hit in April of 2020 when the pandemic began but by the end of 2020, the number of employed South Dakotans exceeded 2019 levels and continued increasing throughout 2021. Employed persons decreased slightly from May 2022 to September 2022 but have since recovered and continued to increase through the end of the year.

The 2022 annual unemployment rate was 2.1% in South Dakota, compared to the national rate of 3.6%. South Dakota's unemployment rate peaked at 5.0% in 2010 following the 2008-2009 recession and remained low through March 2020. After the unemployment rate spiked to 8.8% in April 2020, due to the COVID pandemic, it declined rapidly and was back to 3.5% in December 2020. By the end of 2021 the unemployment rate was 2.1% the rate remained steady throughout 2022.

Another helpful metric to consider in workforce development is data on people who are not working but are also not looking for work—so not in the labor force. There can be several reasons why South Dakota civilians are not in the labor force. Using special tabulations of unpublished Current Population Survey (CPS) data from BLS, statistics show the reasons why 209,700 South Dakotans were not in the labor force in 2022. The largest group (199,000 or 95%) was those who did not want a job. Of the 10,800 who indicated they wanted a job, 6,900 indicated they had not looked for work in the previous year.

FUTURE WORKFORCE DEMAND

South Dakota employment is projected to increase by 41,121 or 8.5% (0.85% annually) by 2030, reaching 525,014 by 2030. This is faster growth than projected nationally (0.7% annually). By 2030, all baby boomers will be at least 65 years old. The increasing share of people 65 and older contributes to a projected labor force growth rate slower than in recent history. Likewise, the labor force participation rate is expected to continue declining, because older people (at traditional retirement ages) have lower participation rates compared with younger age groups.

Workforce demand projections by occupation, a component of occupational employment projections, indicate the overall demand for workers in South Dakota will be 59,880 each year, on average, to 2030. These demand projections include not only demand created by projected employment growth but also include demand created when workers exit the labor force (for reasons including retirement and death) or transfer from one occupation to another.

Projected occupational demand data for 2020 to 2030, like that discussed above, is available for 521 detailed occupations from the Labor Market Information Center website by using their menu at https://dlr.sd.gov/lmic/menu_projections_occupation_statewide.aspx.

HOT CAREERS

Labor market data used for WIOA program planning and decision-making includes both occupational demand and wage estimates. This helps ensure an adequate return on investment—with a greater likelihood of a program participant or trainee finding employment in a relevant occupation of interest but also being able to improve his or her earning potential. To that end, and also to help individual career planners and job seekers identify occupations with the most favorable job outlook from a labor market perspective, DLR identifies high-demand high-wage occupations, or “Hot Careers.”

The current Hot Careers were identified in the fall of 2022 using the latest employment projections (2020-2030) and wage data (2021) available at the time. Since wage data for 2022 became available during PY22, the Hot Career criteria and wage data for included occupations have been updated. To be on the Hot Careers list, an occupation has to meet each of the three criteria listed below. 69 occupations met the criteria to make the Hot Careers list.

- Be projected to show employment growth by 2030.
- Have projected annual openings (a measure of demand for workers) greater than the average across all occupations (83) for 2020-2030.
- Have an average/mean wage greater than the median wage across all occupations. The median wage in 2022 (with data becoming available in June 2022) is \$39,870.

Resources for each of the [Hot Careers](#) are available from LMIC for planning and decision-making by WIOA staff and program participants, including:

1. [Links to Current Job Openings](#)
2. [Employment Projections and Current Wage Estimates](#)
3. [Occupational Profiles](#)
4. [Links to comprehensive information found in the virtual labor market data system](#)

Additionally, the Top 30 Careers were identified. In addition to meeting the criteria for the Hot Careers, South Dakota’s Top 30 Careers are those that rank in the top 30 for projected annual openings (a measure of demand for workers). A [Top 30 Careers flyer](#) features these occupations. The resources listed above denote which occupations are Top 30 Careers.

The remaining sections review program activity by program year, July 1, 2022, through June 30, 2023, unless noted otherwise.

WORKFORCE DEVELOPMENT COUNCIL

The South Dakota Workforce Development Council (WDC) convenes quarterly with focused meeting agendas comprised of participant testimonials, industry tours, and required items for board approval. Meeting topics for the year included Registered Apprenticeships, Summer Passport, WIOA Annual Narrative and policies, South Dakota Workforce Report, Department of Human Services Comprehensive Statewide Needs Assessment, State Plan Priorities, Jobs for Veterans Services Grant, HIRE VETS medallion program, DLR Guiding Principles, Digital Equity, labor market information, and Adult Education and Literacy.

In August 2022, the Council had the opportunity to hear from NorthWestern Energy and its efforts to recruit and train new employees around the state. A summer intern spoke about his summer activities as a WIOA participant and engineering student at South Dakota State University.

In December 2022, Workforce Development Director Kendra Ringstmeyer provided information regarding the One-Stop Career Center Certification reviews for Aberdeen Job Service, Brookings Job Service, Pierre/Winner Job Service, and Watertown Job Service. All were recertified as Comprehensive One-Stop Centers.

In May 2023, Cornerstones Career Learning Center's Executive Director Kim Olson and Assistant Director and Education Coordinator Becki Lemke, Black Hills Special Services Cooperative's Director Gloria Pluimer, and Lutheran Social Services' Education Program Coordinator Laura Smith-Hill presented on promising practices, initiatives, and success stories.

The Council continued to receive updates on Job Service Action Plans, including statewide highlights of WIOA Title I enrollments and populations of focus, partnership development, business engagement, and veterans' outreach.

TITLE III WAGNER-PEYSER

The primary function of the Wagner-Peyser Act is to provide universal access to labor exchange services from South Dakota's businesses to job seekers. Labor exchange services are considered a type of career service under WIOA and are available to all individuals legally authorized to work in the U.S.

VIRTUAL SERVICES

Virtual options continue to increase access to services for those living in rural areas of our state or customers who are not able to make an in-person meeting work with their schedule. To request services South Dakota citizens can visit the landing page on the DLR website at dlr.sd.gov/localoffices/virtual.aspx to begin the enrollment process, anywhere and anytime. Next, the individual will receive a call from a DLR Specialist to schedule an appointment. This appointment can be completed virtually or in person depending on the customer's preference.

VIRTUAL WORKSHOPS

Virtual Job Service allows anyone enrolled in Title III Wagner-Peyser to register and attend workshops offered throughout the year. DLR has three rotating workshops offered each month allowing customers to choose what topics most fit their needs. These workshops include resume, cover letter, and applications; assessments and job search; and interview and job retention. Instead of multiple DLR staff offering the same workshop across the state, a smaller team can offer the same curriculum statewide.

Virtual learning opportunities for our customers were expanded to include post-secondary success workshops and a youth summer passport series. Through agreements with Family Focus funding, providers offer additional courses including soft skills, financial literacy, and digital safety. Regardless of their physical location, individuals and participants have access to courses to develop their skills to prepare for sustained, gainful employment.

BUSINESS SERVICES AND ENGAGEMENT

With more job openings than job seekers and one of the lowest unemployment rates in the nation, South Dakota businesses are seeking a reliable and skilled workforce. Due to the low employment rate, businesses and DLR have had to get creative and provide strategies to help populations, such as individuals with disabilities, young adults, individuals who are low income or receiving public assistance, those lacking a high school diploma or learning the English language, justice-involved individuals, veterans, and older workers gain the skills and support they need to join and succeed in the South Dakota workforce.

DLR Business Engagement Specialists meet monthly to discuss the needs of South Dakota Employers. By collecting this information DLR can organize a **Workforce Knowledge Series** focusing on providing South Dakota Businesses the training they need to be successful. These trainings provide a free virtual service for South Dakota businesses to utilize their knowledge of the workforce. In December, the series kickoff provided information on the Federal Bonding Program and Hiring Vets Medallion Program. These virtual Workforce Knowledge Series will continue in Program Year 2023.

MIGRANT SEASONAL FARM WORKERS

A summary of activities conducted by the State Monitor Advocate (SMA) in PY22 included conducting oversight monitoring of the State Workforce Agencies (SWAs), developing and providing training, maintaining a strong relationship with the National Farmworker Jobs Program (NFJP), and advocating for Migrant Seasonal Farmworkers (MSFW).

The SMA conducted MSFW monitoring reviews of the following job service locations:

Vermillion, Rapid City, Yankton, Lake Andes, and Spearfish. Monitoring reports were sent on May 25, 2023, to all reviewed offices.

For technical assistance, the SMA developed Policy 8.10 [Agricultural Recruitment System \(ARS\)](#) in February of 2023. The policy was introduced to staff during the DLR Policy Memo 2023-001 meeting held on February 21, 2023. The policy explains what the ARS is and the SWAs requirements. Additionally, MSFW Data Collection, MSFW Outreach, General Complaint Process (All Staff), Complaint Process for Managers/Designee, and Outreach Staff training courses were created in DLR Learn, DLR's learning management system, and are now available to all staff for on-demand training opportunity. A summary of MSFW-related courses completed by SWA staff includes 30 Complaint Process for Managers or Designees, 120 General Complaint Process (All Staff), 93 Migrant Seasonal Farmworker (MSFW) SDWORKS Data Collection, and 73 MSFW Outreach. This resulted in SWA staff completing 316 MSFW courses.

To maintain a strong relationship with our NFJP partner, the SMA scheduled quarterly meetings to collaborate and discuss pertinent matters. These discussions included sharing what our Business Engagement Service Team (BEST) does and how it can help the NFJP, presenting what DLR's youth program does as the NFJP prepared to expand their services to youth, discussing strategies for conducting joint outreach, and strategizing cross-training opportunities.

To advocate for MSFWs, the SMA promoted and encouraged offices to conduct MSFW outreach throughout the year. South Dakota SWAs conducted 14 MSFW Outreach activities during PY22. Outreach efforts included booths at state and county fairs, booths at high schools and colleges, booths at agricultural events like 4-H, Future Farmers of America Conventions, and livestock shows, and going to local gathering areas of MSFWs including Farm and Ranch stores, grain elevators, and Ag Supply stores to reach out to local ag workers to explain DLR services and hang up flyers.

JOBS FOR VETERANS STATE GRANT

The Jobs for Veterans State Grant (JVSG) program provides career readiness services to eligible JVSG veterans and eligible non-veterans in preparing, seeking, obtaining, and retaining employment. The JVSG program also performs employer outreach in promoting the hiring of veterans.

In September 2022, **Volunteers of America – Northern Rockies** (VOANR) was established in Western South Dakota to serve homeless veterans through the **Homeless Veterans’ Re-integration Program** (HVRP). A Memorandum of Understanding between DLR and VOANR was established to outline this partnership and service delivery to joint customers. As of the end of PY22, 10 veterans were co-enrolled and being served by VOANR and DLR. Both parties are excited to see this partnership grow with a common goal to provide better services for homeless veterans leading to improved employment outcomes.

The HVRP Program in Sioux Falls is led by the **Volunteers of America – Dakotas** (VOAD). During PY22 VOAD had their HVRP grant expanded to include the counties of the Yankton Job Service Office coverage. The partnership between VOAD and DLR remains strong serving 77 co-enrolled HVRP veterans with DLR, offering the best range of services to veterans.

Veterans Administration (VA) **Vocational Readiness and Employment** (VR&E) and DLR have continued to work to get the best referral process and forms to be used for Chapter 31 veterans during PY22. Communication between VR&E and DLR has improved during this reporting period. Before PY22, there were very few referrals of Chapter 31 veterans to DLR in western South Dakota. It is expected ongoing dialogue and implementation of the referral and communication process will lead to greater success going forward.

A JVSG Program Audit was conducted by the U.S. DOL Veterans Employment and Training Service (VETS) with no findings or areas of concern identified.

TITLE I ADULT

The Title I Adult program serves eligible adults with barriers to the workforce. The program continued its focus on strategic service delivery and partnership development in PY22. Through a comprehensive assessment of strengths, barriers, and goals, an individualized employment plan is developed with each participant. This plan may include training, wraparound financial support, and direct linkage with partner agencies or community organizations to leverage multiple resources to assist each participant in reaching their goals.

As of July 1, 2020, Title I Adult funds are reserved for those who are low-income, on public assistance, are basic skills deficient, have a disability, are ex-offenders, or are high school dropouts with a priority for those identifying as low-income, receiving public assistance or who are basic skills deficient. During PY22, 72.7% of participants in the Title I Adult program met Priority of Service. This increase of 12.0% is a positive result of training to identify Basic Skills Deficient and policy changes implemented midway through the program year (see [Figure 1: Title I Adult Priority of Service](#)) While the goal of 75% was just out of reach, DLR has surpassed the 50.1% requirement and is encouraged that policy adjustments are producing the anticipated results.

In partnership with the Department of Corrections, nine incarcerated women graduated with a certificate in Precision Machining from Lake Area Technical College in Spring 2022. The curriculum was offered at the Women’s Center for Opportunity on the campus of the South Dakota Women’s Prison. These efforts expanded to three additional locations in the 2022-2023 school year.

As a result of the expansion, incarcerated individuals attended classes at Western Dakota Technical College, Southeast Technical College, and Regional Technical Education Center. The opportunity for students to attend classes on campus has been a powerful stepping stone toward life after prison. The Construction Technology certificate offered at Western Dakota Technical College incorporated a work-based learning component where students completed a paid internship with Scull Construction in Rapid City.

At each location, DLR Employment Specialists provided ongoing support and case management to incarcerated participants. Employment Specialists assisted participants in creating resumes and cover letters, as well as providing mock interviews and organizing job fairs to connect students with potential employers. In partnership with nonprofits such as the St. Francis House, DLR ensures participants have plain, weather-appropriate, clothes to protect their dignity on campus throughout the program.

Services continue post-release until the participant no longer needs the additional support. The case manager assists in securing post-release housing and arranges interviews for employment. Upon release, the case management relationship continues as the employment specialist assists the participant in navigating workforce reintegration. Examples of this reintegration assistance are not limited to but include items such as direct linkage to other service providers in the community, discussing work-time accommodations related to required post-release treatment or classes with their employer, etc.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

The Senior Community Services Employment Program (SCSEP) is a federal program authorized by the Older Americans Act and administered through DLR. The program offers services to older adults, providing community service and work-based training opportunities to low-income, unemployed adults over the age of 55 years old. The program is designed to place participants in meaningful part-time subsidized employment at a nonprofit or government agency allowing them to build relevant skills related to their career goals. All SCSEP participants continue to be enrolled in Title I and III to increase their access to a variety of career and support services to help them meet their goals. DLR staff support the older worker and community work site supervisor throughout the experience and assist the older worker in securing unsubsidized employment. DLR operates SCSEP in 27 counties in South Dakota and is authorized for 57 participant positions.

With the low unemployment rate, it continues to be a challenge to recruit eligible participants to benefit from the program. In addition, the SCSEP program offers minimum wage for training hours, which makes recruitment into the program even more of a challenge.

This year SCSEP adjusted its service and staffing strategy. Instead of having a team of six Employment Specialists spend a fraction of their time dedicated to SCSEP, DLR implemented a regional model where two Employment Specialists focus on serving and recruiting SCSEP participants and developing partnerships with community service organizations and nonprofits. This adjustment has contributed to a 50% increase in SCSEP enrollments from PY21.

South Dakota Department of Labor and Regulation's SCSEP service to minority percentage is 33.3% for PY2022. Prioritizing service to underrepresented populations continues to be a priority for SDDL. As shown in [Figure 2: SCSEP Participants from Minority Groups or with Significant Barriers](#).

TITLE I YOUTH + CAREER LAUNCH

The Title I Youth program, Career Launch, serves eligible 14 to 24-year-olds, both in and out of school, with barriers to employment. DLR Employment Specialists in Job Service offices recruit and enroll eligible individuals, identify their skills needs to establish an employment plan, and provide or coordinate services to address barriers and assist them in reaching their employment goals.

To connect with this population, efforts were focused on supporting area schools, hosting Summer Passport to Careers, providing Youth Participants Reaching Employment Potential (PREP) opportunities, and partnering with Boxelder Job Corps.

DLR's efforts to increase work-based learning opportunities for students are through a partnership with the South Dakota Department of Education. This partnership resulted in services to 93 schools throughout the state (see [Figure 3: Businesses Connected to Schools by Job Service Office](#)). As shown in [Figure 4: Title I Youth Career and Training Services Provided](#), those services include providing soft skills presentations, classroom presentations about workforce services, offering one-on-one career advising, establishing job shadows, engaging businesses in the classroom, and more. This effort allows DLR staff to connect eligible students to the WIOA Title I Youth program.

For the second year, DLR hosted the Summer Passport to Careers. Summer Passport offers young adults an opportunity to discover careers in their community; engage with employers through presentations, industry tours, and job shadows; and acquaint themselves with post-secondary education providers across the state. In addition to these hands-on learning options, virtual workshops cover topics such as maintaining professional online identities, interviewing skills, person-centered thinking, communication in the workplace, and apprenticeship opportunities. In the summer of 2022, 40 local businesses offered industry tours and educational presentations while 8 colleges offered campus tours to 653 young adults throughout the state.

Participants working towards their GED® receive a service delivery model, PREP. This package of services offers case management from a DLR team member, incentives, and support services in conjunction with GED® coursework and the support of an Adult Education and Literacy (AEL) provider. Incentives are earned by meeting monthly expectations set by the AEL provider. Support services for necessities like housing and transportation allow the student to focus on their educational goals. During PY22, 36 individuals earned their GED® while participating in PREP. An additional 90 individuals are working toward their goal of a high school equivalency with the help of PREP.

In the Fall of 2022, Boxelder Job Corps began accepting students again after the pandemic. DLR has a team of Employment Specialists dedicated to working with Job Corps students. This involved offering PREP to their GED® and high school diploma students, teaching soft skills classes, and providing work experiences to those near completion of their trade. At one point, DLR was serving 80% of Job Corps students through the Career Launch Program.

These efforts resulted in 661 new youth enrollments into Career Launch, 243 in-school, and 418 out-of-school youth, as shown in [Figure 5: Title I Youth Enrollments](#). A total of 831 youth participants were served, showing a carryover of 170 participants from PY21. Of the 831 youth participants served, 88.3% were low-income, 21.2% were ex-offenders, 46.8% reported a disability, 64.9% were basic skills deficient, and 72.4% were high school dropouts (see [Figure 6: Title I Youth Participants with Barriers to Employment](#)). During PY22, 44 participants received occupational skills training, 132 job shadows were provided, 151 work experiences were completed, and 16 on-the-job training occurred (see [Figure 7: Title I Youth Participants Enrolled in a Work-Based Training Program](#)).

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

Temporary Assistance for Needy Families (TANF) is a needs-based public assistance work program for families with children under age 18. This federal program is designed to provide temporary cash assistance and promote economic self-sufficiency for families by providing intensive case management, valuable training opportunities, job search assistance, and a variety of meaningful services to assist customers with increasing skills and employment opportunities.

Through an agreement with the Department of Social Services, DLR offers intensive case management while working with participants in the education, training, and employment components of the TANF program. This partnership increases access to WIOA workforce programs for TANF participants. When eligible and the customer is interested, TANF participants are encouraged to enroll in the applicable WIOA Title I program. The DLR case manager provides both TANF and WIOA services to best meet their customer's needs. In PY22, collaborative efforts with DSS continued to streamline TANF services, create open communication between agencies, embrace a coaching model when engaging with participants, and provide creative services to TANF participants whose cases have been closed when income guidelines have been exceeded.

WORKFORCE PROGRAM CO-ENROLLMENT

DLR and DSS have worked toward the goal of making TANF more inclusive to Title I participants. Through this effort, duplicative paperwork and requirements have been streamlined, flexibility is given by each program to accept the other programs' forms where applicable, and staff have been educated on the benefits of co-enrollment of TANF participants.

TANF utilizes a coaching model with participants to assist in identifying goals, taking ownership of their goals and the steps needed to achieve those goals, and increasing positive outcomes for participants. The coaching approach

emphasizes the use of all applicable program services and resources to assist participants in successfully obtaining training and/or employment goals. Program staff from DSS and DLR have provided regular staff training and one-on-one case assistance to help solidify the coaching mentality through case management. Additionally, current staff have completed a virtual, self-paced 'Coaching for Success' training offered by the Office of Family Assistance. This training has been implemented into onboarding processes for new staff members.

The TANF program also boasts flexibility in how Employment Specialists meet with participants. DLR has embraced virtual service delivery and meeting participants how they prefer to meet. Employment Specialists have access to TANF-provided cell phones to allow the option for participants to communicate via text.

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EMPLOYMENT & TRAINING

Supplemental Nutrition Assistance Program (SNAP) is a food assistance program administered by the Department of Social Services (DSS). The associated work Program, SNAP Employment & Training (SNAP E&T), can assist participants in gaining skills, getting training, or participating in a work experience to increase their ability to obtain gainful employment and accomplish self-sufficiency.

Through an agreement with the DSS, DLR offers the Employment and Training (E&T) component of the SNAP program. SNAP E&T prioritizes short-term training opportunities to assist participants in gaining skills in a high-demand occupation and increase earning power. SNAP E&T focuses on providing intensive case management accomplished by co-enrollment into Title I programs to offer the widest array of services and supports to its participants. The DLR case manager provides both SNAP E&T and WIOA Title I services.

PARTNERSHIPS

DLR and DSS continue to cultivate a meaningful partnership with Regional Technical Education Center (RTEC). RTEC provides training in high-demand occupations, which include welding, Computer Numeric Controlled (CNC) machining, and commercial driver's license courses in the Yankton community. Enrollment into SNAP E&T and Title I offers RTEC students intensive case management, support services, tuition assistance, and opportunities for work experiences in their program.

SNAP E&T received one-time funding and partnered with Title I programs to offer tuition assistance to students who receive SNAP benefits and are pursuing post-secondary education at one of the state's four Technical Colleges. This funding allowed participants to pursue short-term training in high-demand career fields to gain the skills needed to enter the workforce in a better-earning position. Through the SNAP E&T tuition assistance, approximately 29 students were enrolled in post-secondary education and 26 are currently still pursuing their education goals.

POLICY AND GUIDANCE

In FY21, DLR and DSS program staff focused on revitalizing the SNAP E&T policy and guide to fully incorporate Title I efforts and co-enrollment as the standard. In FY22, SNAP E&T was reviewed by the Food Nutrition Service; this review resulted in zero findings. Policy and guidance adjustments continue to be made as needs arise and improvement areas are identified.

SNAP E&T LAPTOP LENDING PROGRAM

The South Dakota SNAP E&T program received one-time funding to expand the existing laptop lending program. Eighteen additional computers, Smart Spots, and computer bags were purchased and are available to any SNAP E&T participant who would benefit from their use in obtaining training or reaching employment goals.

TITLE II ADULT EDUCATION AND LITERACY

As the pass-through state agency for the WIOA Title II program, DLR has long been committed to serving adults who are most in need of literacy services. These individuals may perform at lower educational levels (below the 9.0 grade level equivalency) and generally demonstrate a need for reading, writing, and math skills to obtain or retain employment. Demographics served include adults who are low-income or have minimal literacy skills, learners with disabilities, single parents, displaced or dislocated workers, adults with limited English proficiency, unemployed and underemployed persons, young adults, offenders in correctional institutions, and ex-offenders.

Improving the literacy, numeracy, and oracy skills of our workforce leads directly to a stronger economy. The instruction, activities, and services provided by the Adult Education and Literacy (AEL) programs promote family literacy, obtainment of a high school diploma equivalency, employment, and self-sufficiency. The local AEL providers also assist South Dakota's immigrants, secondary migrants, former refugees, and other adult English language learners with their efforts toward achieving linguistic, economic, and civic integration.

In PY22, WIOA Title I again supported AEL's Distance Education Special Project as an allowable employment and training activity under WIOA Section 134(a)(3)(A)(viii)(II)(dd). In its seventh year, the statewide Distance Education Program continued to be delivered by Cornerstones Career Learning Center, one of the Agency's longtime Title II sub-recipients. The program project served 154 students across four participating AEL programs and a DLR Local Job Service Office. Distance students evidenced 3,459 total contact hours utilizing *Northstar Digital Literacy* and Essential Education's *GED® Academy*. Student retention and engagement were promoted through one-on-one coaching, dedicated goal-setting activities, and monthly study challenges. The Distance Education Special Project continues to provide a convenient and flexible study path to allow students to achieve their educational goals on their own terms.

During PY22, staff continued to reinforce the co-enrollment of eligible AEL Participants with WIOA Title I Adult/Youth Programs. Additionally, efforts were made to support the use of SharePoint Dashboards and folders for tandem case management and data quality assurance. PY22 also saw the return of *Memoranda of Understanding* between local AEL Providers and their respective DLR Job Service Office(s). These MOUs articulate and formalize protocols related to referrals, services, and case management. As a result, in PY20, Title II reported **5.57%** Co-Enrollment for WIOA Participants on the Statewide Performance Report; in PY21, Title II reported **11.64%** Co-Enrollment. However, in PY22, Title II reported **17.04%** Co-Enrollment (see [Figure 8: Title II Co-Enrollments for Title I WIOA Participants](#)). The improved tracking, reporting, partnerships, joint control, and shared commitment likely deserve commendation.

TITLE I DISLOCATED WORKER

The Dislocated Worker program provides a variety of services to workers who have been impacted by business closures, workforce reductions, and natural disasters that lead to job loss. The goal is to provide dislocated workers with the tools and support needed to prepare for reentry into the workforce. Often, this includes expanding their skill set through training allowing them to gain employment in high-growth industries and high-demand occupations. The program enhances the quality, productivity, and competitiveness of South Dakota's workforce while meeting the needs of South Dakota's employers.

In response to business and industry demands, South Dakota collaborates with training providers to offer approved occupational skills training, on-the-job training, and registered apprenticeships when appropriate. These opportunities allow individuals to re-train, re-enter, and retain long-term employment. In PY22, the Dislocated Worker grant assisted ten participants with occupational skills training and seven were reemployed through on-the-job training. Numerous dislocated workers received training funded by the short-term National Dislocated Worker Participant Grant.

All participants referred to the One-Stop for Reemployment Services Eligibility and Assessment (RESEA) or Trade Adjustment Assistance (TAA) are enrolled in the Dislocated Worker DLR program expanding service opportunities for this population.

NATIONAL DISLOCATED WORKER PARTICIPANT GRANT

National Dislocated Worker Grants (NDWG) temporarily expand service capacity through time-limited funding assistance. In April 2020, South Dakota received the Disaster Recovery Dislocated Worker Grant for COVID-19 relief. The **COVID-19 Dislocated Worker Grant** provided employment and training services to minimize the employment and economic impact of COVID-19 which encompassed the entire state. This grant ended in March 2023 providing services to 847 individuals, all of whom received assessments and developed an employment plan in partnership with their DLR Employment Specialists.

As shown in [Figure 9: National Dislocated Worker Grant Services Provided](#), during the grant period, 151 participants received training services, 10 participated in a Work Experience or Internship, and 60 participants engaged in short-term pre-vocational services in the form of mock interviews, job shadows, adult education classes, soft skills class, computer training and/or one-on-one job search workshops.

RAPID RESPONSE

The statewide Rapid Response team is made up of a local DLR Manager, the Dislocated Worker Rapid Response Labor Program Specialist (LPS), Employment Specialists from the local DLR offices, a representative from the Reemployment Assistance Division, and, when available, an Employment Specialist Business Representative.

When DLR is made aware of a layoff or closure, the Rapid Response team reaches out to the employer to schedule Rapid Response events to inform impacted employees of resources to assist them in the transition. This may include information on job search workshops, upcoming job fairs, filing for unemployment insurance benefits, and workforce services, including training opportunities. These events may occur at businesses, at the DLR office, or a public venue. Often the offer for a Rapid Response event is declined, or the team does not hear of the closure and is unable to reach the employees unless they take the initiative to reach out to DLR.

DLR continues to proactively build relationships with businesses in hopes a layoff or closure can be averted or can respond promptly to assist those impacted by the layoff or closure. In PY22, South Dakota had several layoffs and business closures affecting anywhere from two to 80 workers. The Rapid Response team provided nine on-site and virtual meetings reaching 274 individuals.

TRADE ADJUSTMENT ASSISTANCE

The Trade Adjustment Assistance (TAA) program is a federal program that assists workers who have lost their jobs because of increased imports or production shifts in the United States. This program provides adversely affected workers with opportunities to obtain skills, credentials, resources and support necessary to become re-employed. If a Trade petition is certified by the U.S. DOL, each affected worker must apply for individual benefits and services through their local DLR Job Service to determine eligibility for services and benefits.

As of July 2022, the Trade Adjustment Assistance (TAA) has not been reauthorized. While states are encouraged to submit petitions if a layoff or closure occurs, new petitions are not being reviewed by U.S. DOL for approval. South Dakota filed one petition in PY22, which will remain in a queue until the program is reauthorized. Individuals affected by previous layoffs with approved petitions may still receive assistance through the TAA program.

In PY22, the TAA program served 44 individuals in South Dakota. Outreach efforts have been directed toward informing people affected by previous layoffs about the training services available to them through mailed letters.

RE-EMPLOYMENT SERVICES

The purpose of the Reemployment Services and Eligibility Assessment (RESEA) program is:

- To Improve employment outcomes of individuals who receive Reemployment Assistance (RA) benefits and to reduce the average duration of receipt of such compensation through employment.
- To strengthen program integrity and reduce improper payments of RA benefits through the detection and prevention of such payments to individuals who are not eligible for such compensation.
- To establish RES as an entry point into other workforce programs with an effort to improve service delivery for claimants receiving RA benefits.

DLR's RESEA program is referred to as Reemployment Services (RES). In PY22, 1,991 reemployment assistance claimants were referred for services through the RES program. Of those profiled for services, 1,538 individuals met with an Employment Specialist and completed an eligibility review. Those referred for services are enrolled in Wagner-Peyser and the WIOA Title I Dislocated Worker program. This partnership broadens the range of services, encompassing financial and training assistance, offered to customers, thereby enhancing their prospects for achieving success.

DLR implemented automation to communicate efficiently with the Reemployment Assistance Division in June 2022. The process to import case notes from Reemployment into the SDWORKS system went into full production. The enhancement would enable field staff to see what occurred with the claimant without the need to go back and forth between systems and stay abreast of claimant activities with the Reemployment Division.

REGISTERED APPRENTICESHIP PROGRAM

Leveraging the successful Registered Apprenticeship (RAP) model, South Dakota made a \$7.9 million investment to bolster the DLR Start Today SD program. This funding aims to boost the number of apprentices in the state by eliminating obstacles, such as the complexities of program establishment and initial/ongoing costs. The funding has facilitated the expansion of the Start Today apprenticeship team, which provides financial resources, including incentives for program development and growth, wage reimbursement for both apprentices and mentors during on-the-job learning, mentor incentives, and reimbursement for related instruction. In the fiscal year 2022, the addition of seven Apprenticeship Coordinators led to the creation of 34 additional programs and eight new occupations.

The expansion of programs has led to an increase in the number of apprentices. New apprentices grew from 458 in PY21 to 622 in PY22 (see [Figure 10: New Apprentices by Year](#)). The total number of active apprentices had a remarkable increase of nearly 63% from PY21 to PY22 (see [Figure 11: Number of Active Apprentices by Year](#)). The diversification of occupations available has heightened interest among females, resulting in a 37% increase from PY21 to PY22.

RAPs continue to engage primarily 16-34 year olds accounting for 87% of total apprentices in PY22. Apprentices over the age of 35 continue to show steady engagement (see [Figure 12: Apprentices by Age](#)). Although 16-24 is the highest engaged age group for apprenticeships in South Dakota, engaging youth while in high school remains a priority. Youth in high school still lack awareness of RAPs and their benefits. This program year has emphasized enhancing the awareness and comprehension of school districts and educators regarding RAPs as a viable post-secondary choice for young individuals. Through support from U.S. DOL Grants, DLR launched several resources and initiatives to help expand Registered Apprenticeships for youth:

- [Educator Playbook](#): a plug-and-play resource to help educators in secondary school districts with introducing Registered Apprenticeships to students as a career path. The playbook covers 10 different lessons designed by South Dakota educators for educators to use in classrooms to assist with explaining Registered Apprenticeships and their components. *This project was funded through State Apprenticeship Grant 2020.*
- [Student Learnbook](#): designed for students to use in conjunction with the Educator Playbook. The Learnbook has hands-on activities for each lesson to assist students in the learning process. *This project was funded through State Apprenticeship Grant 2020.*

- [School District Toolkit](#): a resource for school district administration to assist in developing and implementing Registered Apprenticeship programs in schools either through partnerships with existing programs, or building their own Registered Apprenticeship program. *This project was funded through the Apprenticeship Building America Grant.*
- [Pathway Partnerships](#): following a previously successful model, DLR awarded four sponsors with funding to develop Registered Apprenticeships focused on High School Students. This funding was awarded through a competitive application process and the successful applicants were called Pathway Partners. Each Pathway Partner developed their programs to include all required components of a Registered Apprenticeship while also partnering with post-secondary providers, secondary schools, and industry. The Pathway Partners included two South Dakota High Schools, a Post-Secondary Provider, and a local South Dakota business. The four industries targeted by these providers included Healthcare, Education, Agriculture, and Landscaping. *This initiative was funded through the Apprenticeship Building America Grant.*

For additional Registered Apprenticeship Data, please see [Appendix F: Registered Apprenticeship Data](#).

NATIONAL DISLOCATED WORKER CAREERS GRANT

DLR is a recipient of the National Dislocated Worker CAREER grant awarded in September of 2021. This grant was planned to end in September 2023 but has been extended through September 2024. With this grant, DLR concentrated on technology solutions to improve access to services for Dislocated Workers. During PY22, DLR worked on two major technology projects while also researching vendors and solutions to ease known burdens for customers.

One of the projects was a DLR Workshop Calendar that has been finalized and implemented. This calendar allows citizens to browse virtual and in-person workshops available at Job Service Offices or with a partner. Citizens are then able to register online and receive information such as virtual meeting links in an iCal format. The system sends out reminder emails, assists with roster information for each workshop, provides invoicing options for partners, and sends surveys to assist staff with providing better courses.

The other major project is MyDLR Explorer. MyDLR Explorer is a wizard designed to guide citizens toward various programs, services, and resources offered by DLR and partner programs. Citizens answer nine simple questions about their current situation and goals. Citizens can then take action, by prioritizing their goals, selecting services of interest, and scheduling a virtual appointment with an Employment Specialist. DLR expects to have MyDLR Explorer available to the public by the end of 2023.

To assist with translation services, DLR has entered into contracts with two vendors. These efforts will be implemented throughout the next year.

FOREIGN LABOR CERTIFICATION

The Foreign Labor Certification (FLC) program processes H-2A visas for temporary, agricultural work, and H-2B visas for temporary, seasonal, and nonagricultural jobs. DLR reviews applications for program compliance, posts SDWORKS job orders, inspects housing for H-2A employers, and communicates changes and information between the National Office and the employer or employer's agent. DLR refers potential U.S. applicants to employers who are resolving their labor shortage with temporary, foreign workers.

The Foreign Labor Certification program runs on Federal Fiscal Years (FFY). PY22 included FFY22 Quarter 4 through FFY23 Quarter 3. From PY21 to PY22, DLR saw a 21% increase in H-2A applications ([Figure 13: H-2A Job Orders by Federal Fiscal Year](#) and [Figure 14: H-2A Completed Housing Inspections by Federal Fiscal Year](#)) and a 4% increase in H-2B applications from the previous year (see [Figure 15: H-2B Job Orders by Federal Fiscal Year](#)).

WORK OPPORTUNITY TAX CREDIT

The Work Opportunity Tax Credit (WOTC) program is a federal income tax credit savings program that encourages employers to hire job seekers in demographics with high unemployment rates due to specified employment barriers.

The WOTC program operates on Federal Fiscal Years (FFY). PY22 included FFY22 Quarter 4 through FFY23 Quarter 3. DLR processed a total of 8,507 applications producing 3,070 certifications with a 40.6% Certification Rate (see [Figure 16: Work Opportunity Tax Credit Applications](#)). Currently, 852 applications have been reviewed but are awaiting additional information. South Dakota employers have collectively saved an estimated \$9,008,800.00 in federal income tax savings through the WOTC program.

In March 2023, DLR implemented a new online system for accepting and processing WOTC applications. Due to the staff time spent on the conversion, we saw a decrease in the number of applications that were processed but hope to see that number increase in PY23.

OUT-OF-STATE RECRUITMENT

Dakota Roots assists in recruiting out-of-state job seekers by providing local job market insight and personalized job search assistance through [DakotaRoots.com](#) and [SDWORKS](#). The State of South Dakota funds this worker recruitment initiative which continued its 17th year of connecting out-of-state job seekers with in-state career opportunities. In addition to grassroots efforts encouraging current South Dakotans to refer family and friends, digital media outreach has assisted with traffic to the website. Dakota Roots customers are matched with a DLR Job Advisor who assists them with seeking employment and learning more about South Dakota so they can determine if a move is appropriate for them.

The DLR has tracked **inbound workforce migration** through the use of the [SDWORKS](#) job data bank and unemployment insurance tax records for the past three years.

From Calendar Year 2020 through 2022:

- Minnesota and Iowa provide the most inbound workforce migration to the state.
- Sioux City, IA, South Sioux City, NE, and Luverne, MN, have the largest concentrations of individuals working in South Dakota. With close proximity to the South Dakota border, these may be daily commuters.

Calendar year 2022:

- The healthcare industry regains its title as the number one industry for hiring out-of-state individuals.
- Health care and manufacturing industries are attracting the largest number of individuals from out-of-state to South Dakota's workforce.
- South Dakota had a 2.5% increase in inbound workforce migration compared to calendar year 2021. That's a 9.6% increase over the last three years.
- Individuals from forty-four different states moved to South Dakota, the highest number of states recorded in the past three years.
- Large migration concentrations are coming from Minneapolis/Saint Paul, Denver, Omaha, Los Angeles, Kansas City, Dallas, and Phoenix metro areas. Kansas City and Dallas are new to this list.

NATIONAL CAREER READINESS CERTIFICATE

DLR offers both employers and job seekers the ACT National Career Readiness Certificate (NCRC[®]), a key employment tool for WIOA program participants, high school students, incarcerated individuals, and others. As of June 2023, over 55,000 South Dakotans have earned an NCRC, as shown in [Figure 17: NCRC Total Tests & Scores](#).

Through WIOA Title I statewide funding, any job seeker registered in [SDWORKS](#) can prepare for and complete the three WorkKeys Assessments required for certification: Applied Math, Graphic Literacy, and Workplace Documents. South Dakota's NCRC scores consistently rank above the national average.

DLR also offers ACT WorkKeys® Curriculum (a skill development curriculum) at no cost to all program participants and job seekers interested in earning an NCRC. The use of this curriculum provides a framework to capitalize on skill strengths and to define potential skill training needs during the employment process.

The NCRC program has grown significantly since its 2009 inception. In addition to serving job seekers across the state through the DLR job service offices, developing partnerships has been a key component in expanding the program.

- More than 6,500 high school students earned an NCRC during the 2022-2023 school year. Earning a certificate helps students demonstrate current workplace skills. Additionally, the certificate is utilized for the advanced career endorsement graduation requirement and the Build Dakota scholarship.
- Lake Area Technical College continues to use the WorkKeys assessments as one measure of progress for their students.
- Currently, approximately 1,288 employers in South Dakota recognize the NCRC in their hiring practices.

FAMILY FIRST INITIATIVE + BRING YOUR 'A' GAME

The South Dakota State Legislature appropriated general funds for the Family-First Initiative, aimed at helping individuals develop skills to enhance family stability, achieve economic security through education and career development, and secure meaningful and sustainable employment. DLR partnered with five providers to offer family-focused courses, both virtually and in person, to individuals from various economic and educational backgrounds. These courses aim to provide practical knowledge and guidance in a supportive learning environment. In PY22, providers facilitated 144 courses to 803 individuals who reside or are employed in South Dakota.

DLR continued the Summer Passport program focused on engaging youth in work-based learning activities including college tours, job shadows, and job skills workshops. In PY22, through the efforts of DLR job service staff, 1,149 youth participated in Summer Passport activities.

During the 2022-2023 school year, DLR job service staff offered *Bring Your 'A' Game* curriculum in-person and *Bring Your 'A' Game Anywhere* e-learning modules to school districts across South Dakota, elevating work ethic and soft skills. 2,157 students in 47 school districts attended in-person or completed the e-learning modules.

FEDERAL BONDING

The Fidelity Bonding program supports employers that hire workers considered “at-risk” due to prior involvement in the criminal justice system, as well as those in recovery for substance abuse. These workers often face barriers in their attempts to return to the workforce. During PY22, DLR purchased 152 bonds and issued 119 bonds to employers.

GENERAL EDUCATIONAL DEVELOPMENT

In PY22, 514 South Dakotans earned a General Educational Development (GED®) credential. While the national pass rate during the program year was 75%, South Dakotans had a pass rate of 82%. [Figure 18: GED® Credentials Earned Rate](#) provides a summary of testers and outcomes in South Dakota, including those who might not have yet earned a credential.

The Online Proctored (OP) version of the GED® test allows eligible testers to complete their test outside the official testing centers, offering flexibility and greater opportunity for testing. In PY22, 209 testers took at least one test using the online system.

According to the U.S. Bureau of Labor Statistics [2021 Current Population Survey](#), possessing a GED® credential remains a viable path to advancing education, expanding job opportunities, and increasing earning potential by over \$180 a week compared to those without high school education. In addition, the survey identifies a 2.1% decrease in unemployment

for those with a high school education compared to those lacking a high school education. With the knowledge of these data sets, DLR continued enhanced outreach to South Dakotans lacking their high school education who have passed three of the four GED® tests. This outreach has resulted in 77 testers taking their last test and earning a credential, one of whom had not tested since 2015. Additional outreach efforts included those who have passed their first test, those who have created an account and have not yet tested, and those who have started testing but have not tested for more than three months.

As shown in [Figure 19: GED® Testers by Age 16-17](#), South Dakota has experienced an increase of 16- and 17-year-old testers over the past three program years. Currently, South Dakota's largest testing group is white males ages 16-17 who have completed their sophomore year.

DIGITAL OPPORTUNITY

This year DLR began its partnership with the Governor's Office of Economic Development to work on developing the state's Digital Opportunity Plan. This plan clearly defines the goals and actions that South Dakota intends to pursue over the next five years to address the digital divide in the state. The primary objectives are to enhance both the availability and affordability of Internet services and to promote digital literacy. To drive this initiative, a Digital Opportunity Coordinator has been appointed to lead the efforts and engage with various stakeholders. The Coordinator's role includes identifying available resources and obstacles for underserved populations while adhering to the federal guidelines established by the National Telecommunications & Information Administration (NTIA). Additionally, these efforts are coordinated with the agency's workforce programs.

To assist with these efforts, the state hosted its first-ever Broadband Summit, an event centered on bringing relevant parties such as internet service providers, tribal broadband entities, and government organizations together to discuss needs and assets that may be mutually beneficial in connecting South Dakota residents.

SDWORKS

SDWORKS completed a sixth full program year as DLR's Management Information System. It continues to grow and expand in response to the needs of South Dakota job seekers, employers, and DLR staff and programs. SDWORKS serves as the state's premier and most complete job listing board, employer posting site, and case management system. Enhancements are ongoing to improve data entry, reporting integrity, and program data. Two new features incorporated in 2022 were the Work Opportunity Tax Credit (WOTC) administrative module and the Reemployment Services and Eligibility Assessment (RESEA) program automation.

The WOTC module replaces the outdated legacy system and brings features to increase staff productivity, including allowing employers to submit applications and receive certifications online. The RESEA automation includes the sharing of case notes between systems operated by the workforce services and Reemployment Assistance staff. This improvement leads to the automation of placing holds on claims for noncompliance.

PERFORMANCE AND REPORTING

EFFECTIVENESS IN SERVING EMPLOYERS

The two measures selected by South Dakota for the Effectiveness in Serving Employers are Retention with the Same Employer in the 2nd and 4th Quarters After Exit and Repeat Business Customers Rate. As shown in [Figure 20: Effectiveness in Serving Employers](#) the Retention Rate decreased from 48.2% in PY21 to 43.2% in PY22. Meanwhile, the Repeat Business Customer Rate remained the same from PY21 to PY22.

ELIGIBLE TRAINING PROVIDER LIST

During PY22, the top three ETPL programs for WIOA participants were some of our most high-demand jobs in the state with over 46% of WIOA participants enrolled in Welding, Electrical, and Commercial Driver's License (CDL) Programs. We continue to see success in the credential attainment rate as well as employment after exit with these types of programs. In PY23 we hope to continue adding short-term programs like these that address the most in-demand jobs in the state.

COMMON EXIT POLICY

The Title III Wagner-Peyser and the Title I Adult, Dislocated Worker and Youth, NDWG, and TAA programs have a common Exit. Following TEGL 10-16, Change 2, Exit occurs when 90 days have elapsed since the participant received a staff-assisted service. Self-service, information-only, or follow-up services do not apply to common Exit. SDWORKS automatically records the Exit retroactively to the date of the last staff-assisted service once 90 days have passed. Although a common Exit point hasn't been set up for other DLR-operated workforce programs within the SDWORKS system, these programs have been merged with Title III Wagner-Peyser and Title I programs whenever feasible by enrolling participants as extensively as can be done. For this reason, the Exit of many other workforce programs including SCSEP, TANF, SNAP E&T, and RES would align with those programs identified in the Common Exit policy ([see Appendix D: Common Exit Policy](#)).

RESEARCH AND EVALUATION

In January 2022, DLR introduced a new service delivery model geared towards WIOA Title I Adult participants who were pursuing their GED® credential called Participants Reaching Employment Potential (PREP). PREP is a combined effort between DLR Title I Adult program and Adult Education and Literacy (AEL) Providers that implemented a joint employment and education plan with financial support designed to mitigate barriers and promote progress towards obtaining a GED®.

South Dakota reviewed 59 Title I Adult participants, 10 PREP (5 males and 4 females), and 49 Non-PREP (26 males and 23 females) participants, to determine if the PREP service delivery model provided better outcomes. All participants were co-enrolled in Title I Adult and WIOA Title II AEL programs and exited Title I between 01/04/2022 and 06/30/2022. This cohort provides three-quarters of the data. This data is not intended to speak to the effectiveness of the Title II Adult Education program but to compare the effectiveness of providing structured services, including financial services and collaborative training plans.

When comparing PREP to Non-PREP participants, employment data revealed similar employment outcomes for the first and third quarters after exit with both seeing a slight decrease in employment outcomes in the second quarter after exit (see [Figure 21: Prep vs Non-Prep Employment Rates](#)). Breaking down the employment comparison even further by gender provided similar results. Female PREP participants appear to have better median earnings in the first quarter after exit compared to female non-PREP participants. However, this levels out in the third quarter after exit. Male PREP participants have better median earnings than their non-PREP counterparts for all three quarters reviewed (see [Figure 22: Prep vs Non-Prep Employment Rates by Gender](#)).

A difference is noted when reviewing measurable skills gains and credential rates for both groups. To date, the PREP participants have a measurable skills gain rate and credential rate of 70%, whereas the non-PREP group had 48.9% and 36.7%, respectively (see [Figure 23: Prep vs Non-Prep MSG & Credential Rates](#)). Further analysis by gender indicated similar MSG and credential rates for both groups.

While the sample size is small, South Dakota is excited to continue to evaluate the results of this coordinated service delivery model.

CUSTOMER SATISFACTION

Customer satisfaction electronic survey forms are emailed quarterly to both businesses and individuals who have participated in DLR programs. Survey responses continue to be automatically uploaded to a SharePoint dashboard so staff can see the results of the survey instantly.

Two-hundred and forty-one or 8.7% of job seekers responded to the survey. Of the total job seekers' responses, 156 disclosed they worked directly with an Employment Specialist. 85.8% of those Employment Specialists displayed a high level of professionalism and knowledge, with 73.2% of job seekers reporting all or most of their needs were met. 9.9% of responses indicated their contact with DLR was virtual.

Ninety-six or 4.5% of employers responded to the survey. Businesses identified 87.1% of Employment Specialists had a high level of professionalism and knowledge, with 70.0% reporting all or most of their needs were met. Additionally, 33.3% of employers reported their contact with DLR was virtual.

ONE-STOP CAREER CENTER CERTIFICATION

In PY22, the Workforce Development Council granted Comprehensive One-Stop Center status to the Mitchell Job Service Office. Additionally, the Huron, Madison, and Sioux Falls Job Service Offices were designated as Affiliate One-Stop Centers. This comprehensive review looked at the Workforce Innovation and Opportunity Act Adult, Dislocated Worker, Youth, and Wagner-Peyser programs, Reemployment Services, Trade Adjustment Assistance, Jobs for Veterans Grant, Senior Community Service Employment Program, Migrant Seasonal Farmworker, Temporary Assistance for Needy Families, Supplemental Nutrition Assistance Program Employment Training, the One-Stop Certification checklist, Equal Opportunity, and Americans with Disabilities Act. After working through the findings, the Workforce Development Council reviewed and took action to approve the centers.

The DLR Review Crew reviewed 660 files for data validation purposes as outlined in the DLR Oversight and Monitoring Policy and 79 active file reviews. A breakdown of this information is provided in [Figure 24: Data Validation Pass Rates](#). Nineteen staff members from One-Stop Career Centers across the state were able to work with Labor Program Specialists to build their knowledge of a variety of programs while completing active file reviews. The team gained insight into documentation requirements, case management best practices, and the importance of descriptive case notes.

DLR Workforce Data Team is reviewing the results of the audit process by data element to identify areas of interest to program staff and job service offices. Presentations have been provided to DLR staff that cover some of the common findings and best practices identified. Staff members from One-Stop Career Centers also have access to the top data validation issues by program in hopes of continuous improvement.

FEDERAL WAIVERS

The DLR Title I Youth Program has benefited from two approved waivers.

WIOA SECTION 129(A)(4)(A) AND 20 CFR 681.410 – OUT-OF-SCHOOL YOUTH EXPENDITURE WAIVER

This waiver allows DLR to expend up to 50% of youth funding on In-School Youth. With this waiver in place, DLR has enhanced its partnership with the South Dakota Department of Education and individual school districts throughout South Dakota. Opportunities to connect with industry and local employers enable youth participants to take ownership of their future and arrive at the most informed decision for their path forward.

Increase Career Exploration services to youth regardless of their educational status.

Career Exploration services include Job Shadows, Provision of Labor Market Information, and Leadership Development Services. With the approval of this waiver in PY18, there have been significant gains in the number of Career Exploration Services provided to youth in South Dakota except for PY20 due to the COVID-19 Pandemic. During PY22, there was

substantial growth in the number of career and training services provided to youth, from 565 in PY21 to 1157 in PY22 (see [Figure 25: Title I Youth Career Exploration Services by Program Year](#)).

Increase Work-Based Learning services to youth despite their education status. This includes work experiences, internships, pre-apprenticeships, on-the-job training, and job shadows.

South Dakota's low employment numbers make businesses increasingly interested in building student relationships. This waiver allows DLR to offer services to all youth participants equally, resulting in a sizable increase in the number of Work-Based Learning services offered to youth in South Dakota Communities.

As shown in [Figure 26: Title I Youth Participants Enrolled in a Work-Based Training Program](#), DLR continues to grow the number of work-based learning services increasing the number provided to youth from 237 in PY21 to 331 in PY22.

Enhance partnerships with schools and businesses to increase youth apprenticeship opportunities.

While slightly down from last year, the launch of the Pathway Partnership initiative has created opportunities for those ages 16-24 to take part in apprenticeships (see [Figure 12: Apprentices by Age](#)).

20 CFR 681.550 – INDIVIDUAL TRAINING ACCOUNT USAGE FOR IN-SCHOOL YOUTH WAIVER

This waiver allows DLR to operate our in-school youth program in alignment with our out-of-school youth program. This eases implementation in a small state where staff works multiple programs. It reduces confusion for our partners and increases participation.

Increase enrollment in South Dakota's WIOA Title I Youth program

This waiver was first approved in PY18. DLR Job Service offices responded quickly to the opportunities provided by the waiver and raised enrollments by 43% in the first program year of waiver approval. From PY18 to PY19, our youth program participation increased by another 44%. COVID-19 contributed to a slight decrease in PY20, but PY21 saw a dramatic growth from 95 ISY participants to 222. PY22 has seen an increase of ISY (see [Figure 27: Title I Youth ISY & OSY Enrollments by Program Year](#))

Increase post-secondary options for disadvantaged In-School Youth

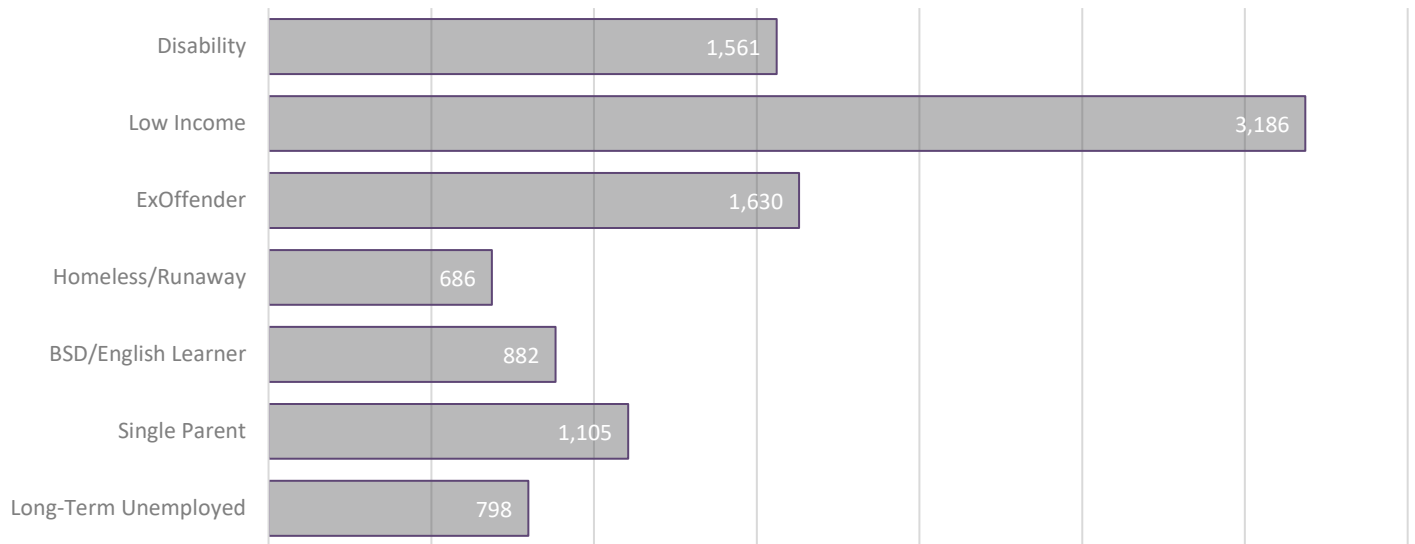
Since the implementation of this waiver, DLR has worked to increase post-secondary options for disadvantaged In-School Youth. In PY22, DLR assisted nine in-school youth with an occupational skills training service. While there have been marked increases in occupational skills training services since the implementation of this waiver, there was a dip in in-school youth enrollments for PY20, most likely due to the pandemic, which saw a recovery in PY21 and PY22 (see [Figure 28: Disadvantaged Title I Youth Participating in an Occupational Skills Training](#)). With the increase in participation, DLR anticipates continued growth in occupational skills training services in the coming years.

APPENDIX A: PARTICIPANT DATA

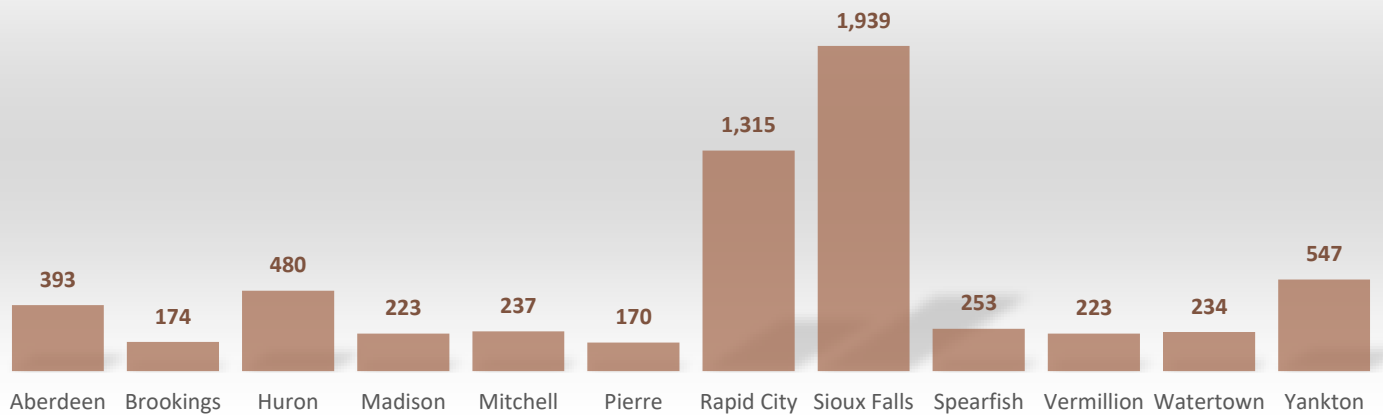
DESCRIPTIVE STATISTICS OF WHO DLR SERVED

6,188	SOUTH DAKOTANS SERVED	FEMALE	3,058	MALE	3,114	DID NOT SELF-IDENTIFY	6
			49.4%		50.3%		0.1%

Number of Individuals Served by Barriers to Employment



Program Participants Served by Local Office



SERVICES PROVIDED

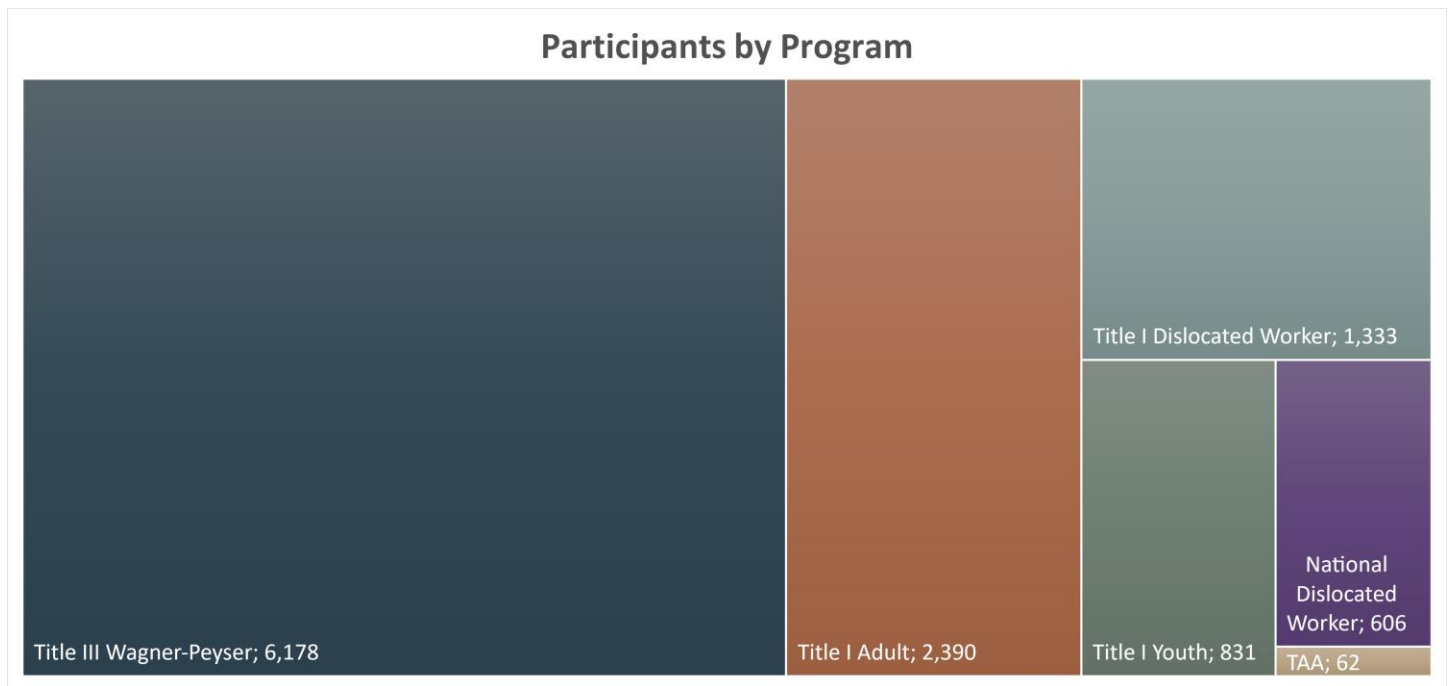


Basic Career Services – Staff-assisted services that provide general information and assistance. Examples include resume assistance, job search workshops, referrals to economic assistance, and Labor Market Information (Title III Wagner-Peyser).

Individualized Career Services – More intensive services that help progress towards employment goals. Examples include Employment Plans, Work Experience opportunities, and assessments to identify skills, aptitude, and barriers (Title I).

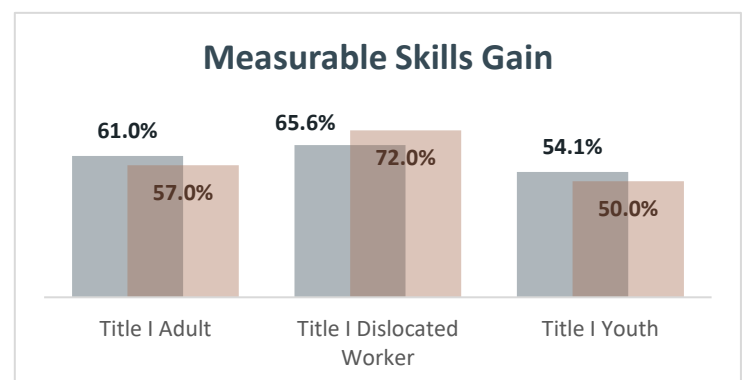
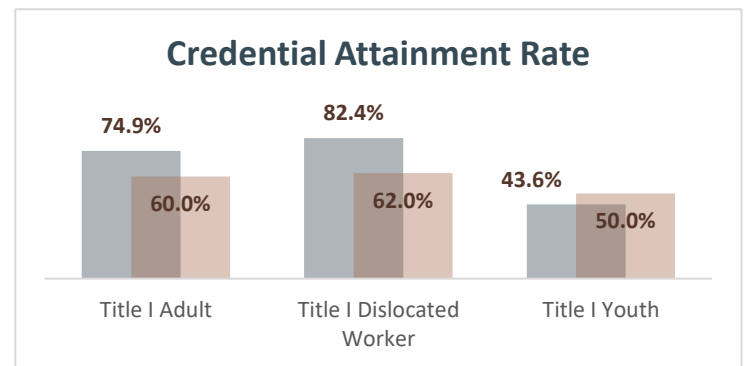
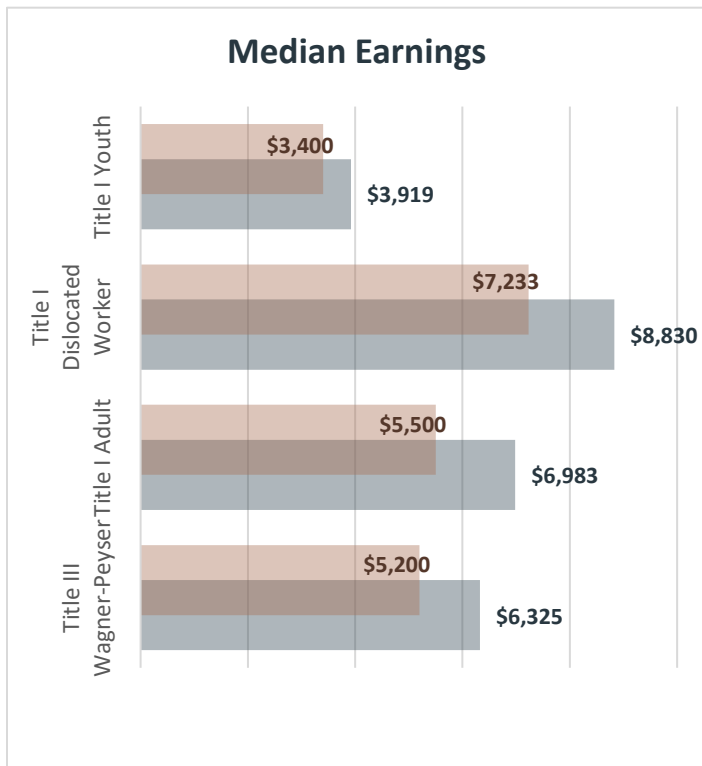
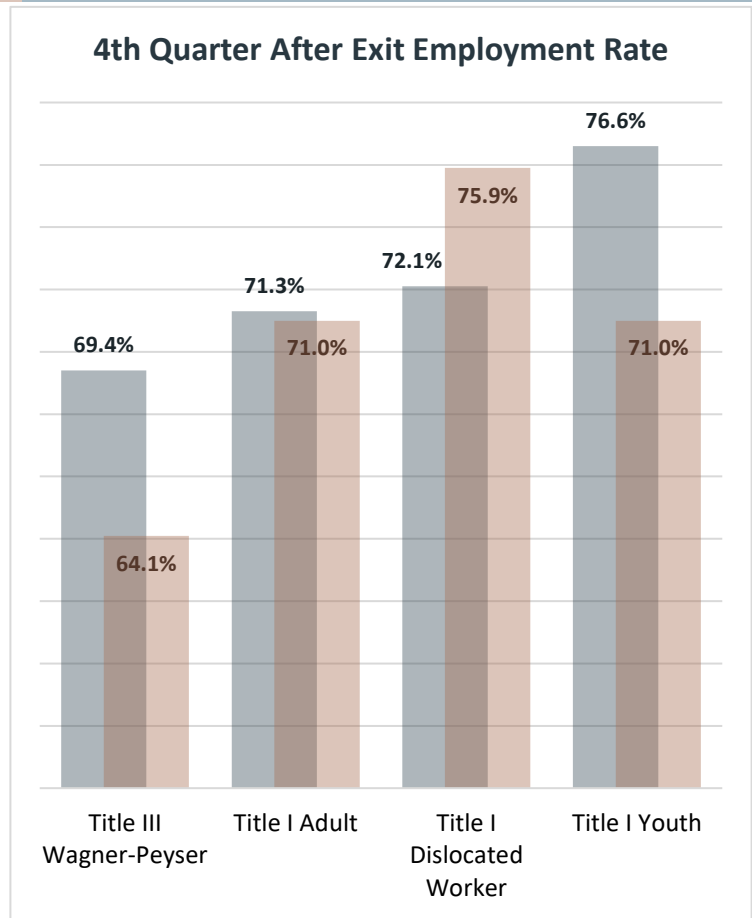
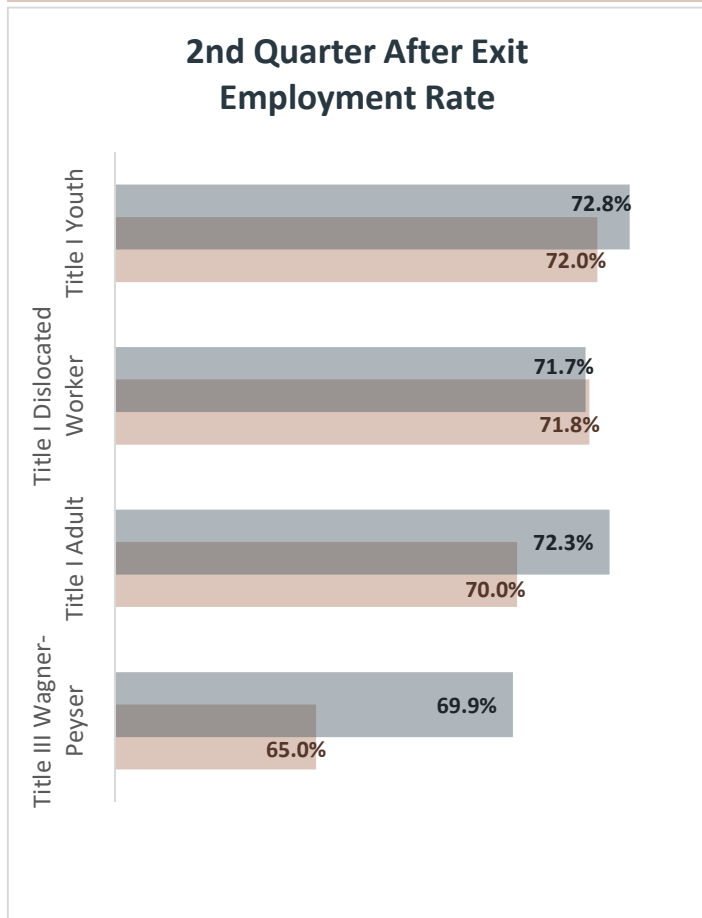
Training Services – Provide an opportunity for the individual to gain knowledge and skills. Examples include post-secondary education, On-the-Job Training, and Registered Apprenticeships (Title I).

Participants by Program



OUTCOMES

Negotiated Actual



APPENDIX B: NARRATIVE CHARTS

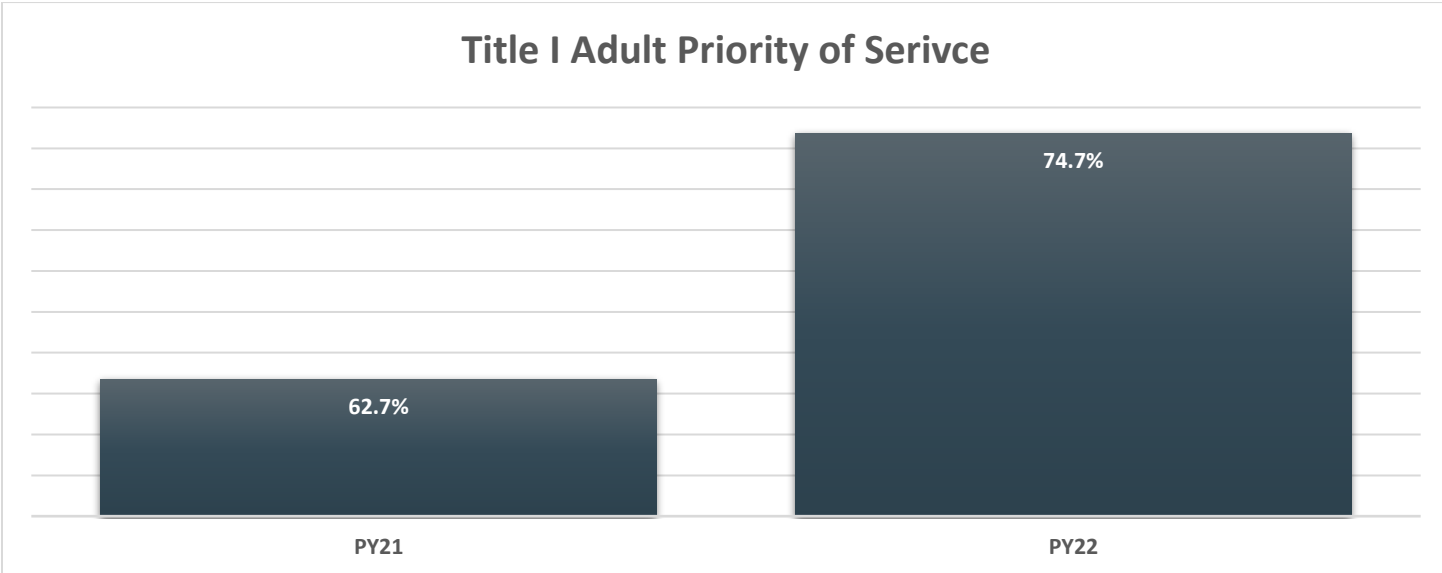


Figure 1: Title I Adult Priority of Service

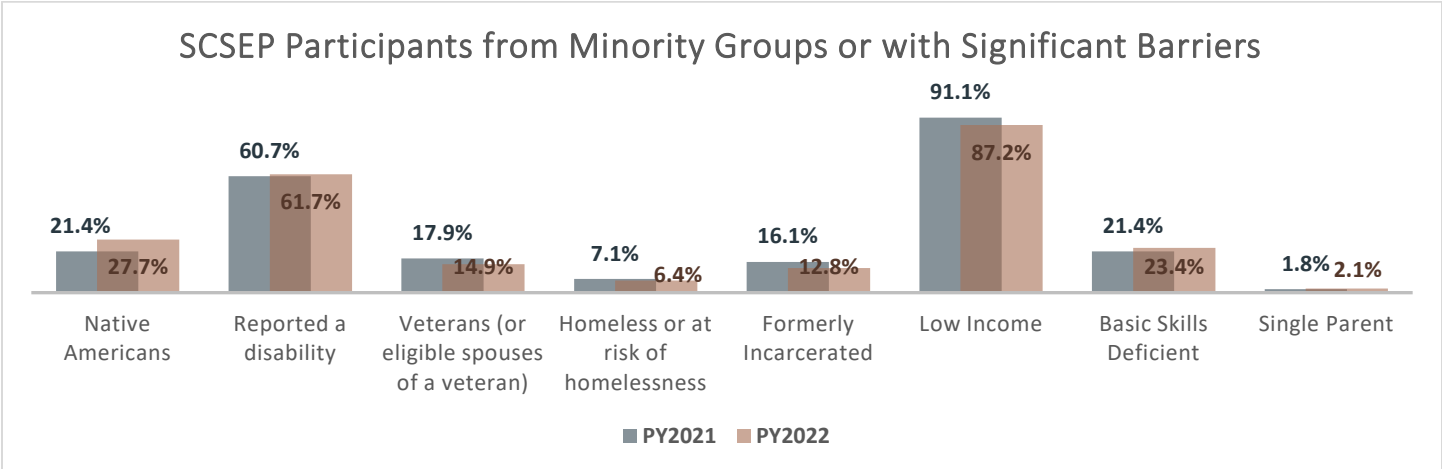


Figure 2: SCSEP Participants from Minority Groups or with Significant Barriers

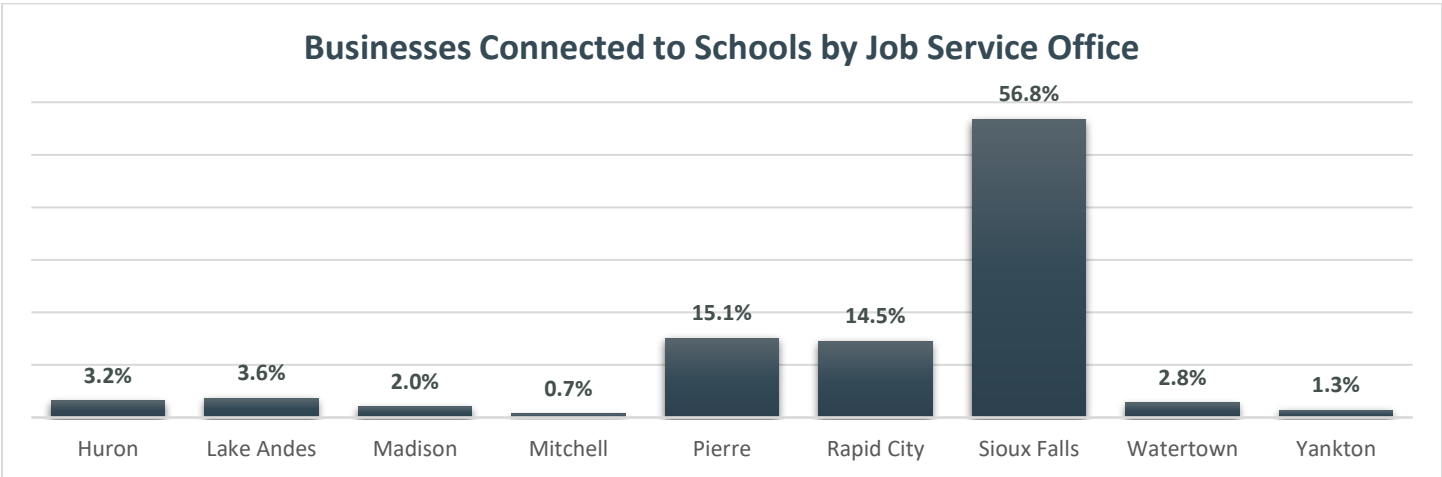


Figure 3: Businesses Connected to Schools by Job Service Office

Title I Youth Career and Training Services Provided

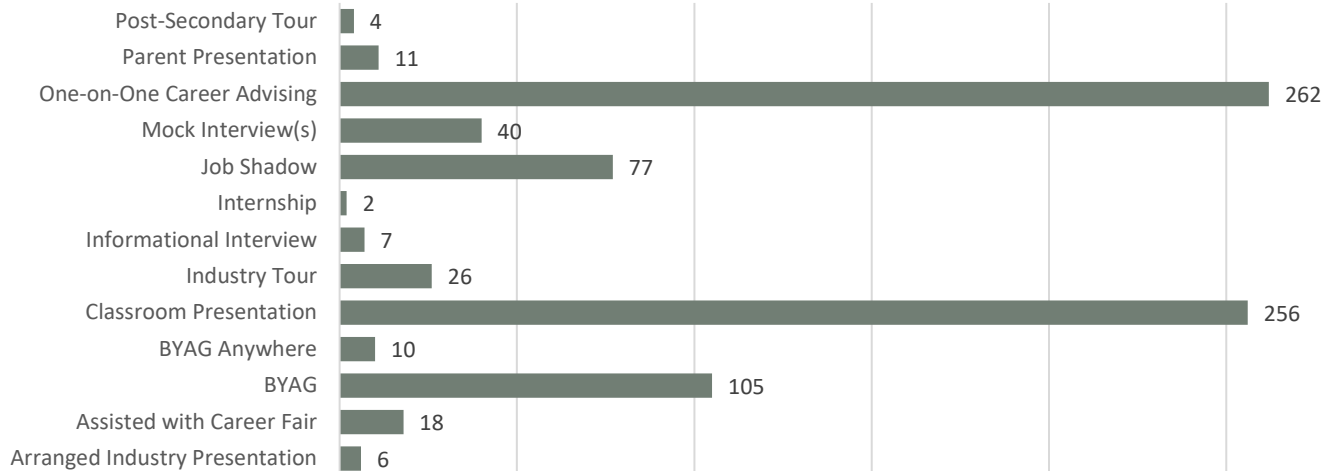


Figure 4: Title I Youth Career and Training Services Provided

Title I Youth Enrollments

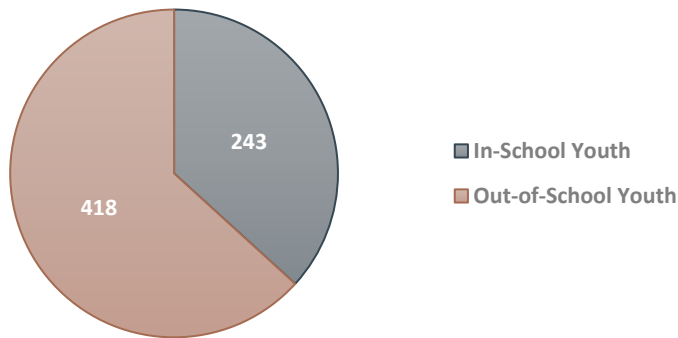


Figure 5: Title I Youth Enrollments

Title I Youth Participants with Barriers to Employment

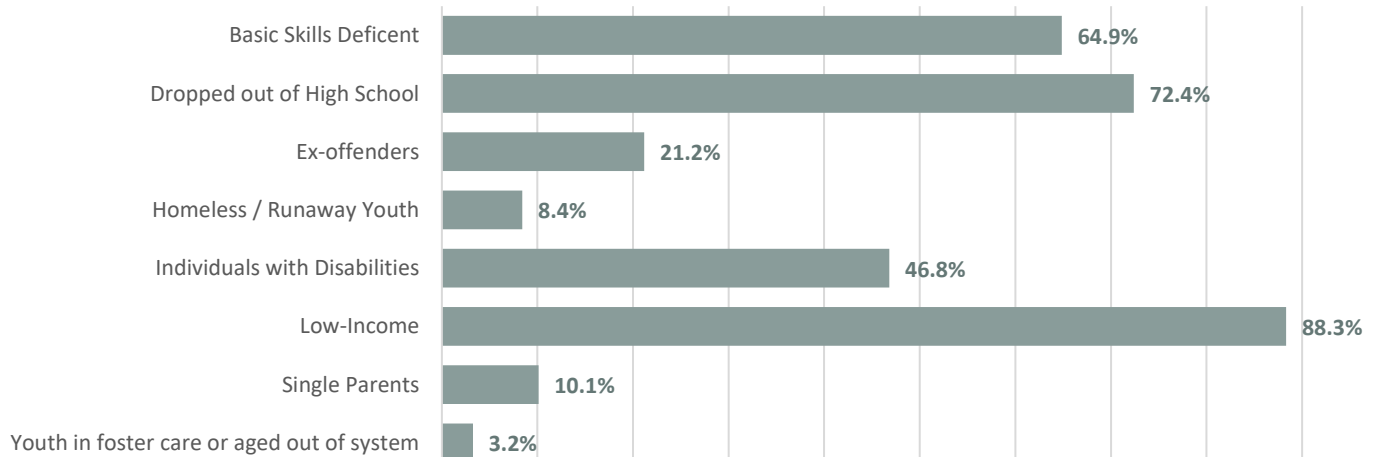


Figure 6: Title I Youth Participants with Barriers to Employment

Title I Youth Participants Enrolled in a Work-Based Training Program

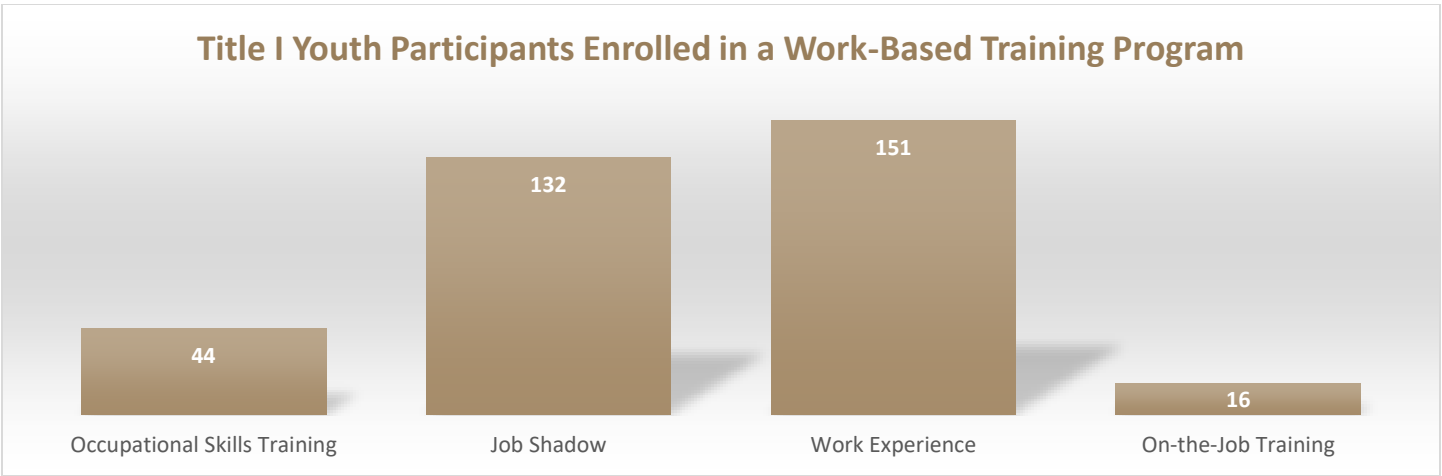


Figure 7: Title I Youth Participants Enrolled in a Work-Based Training Program

TITLE II CO-ENROLLMENT FOR TITLE I WIOA PARTICIPANTS

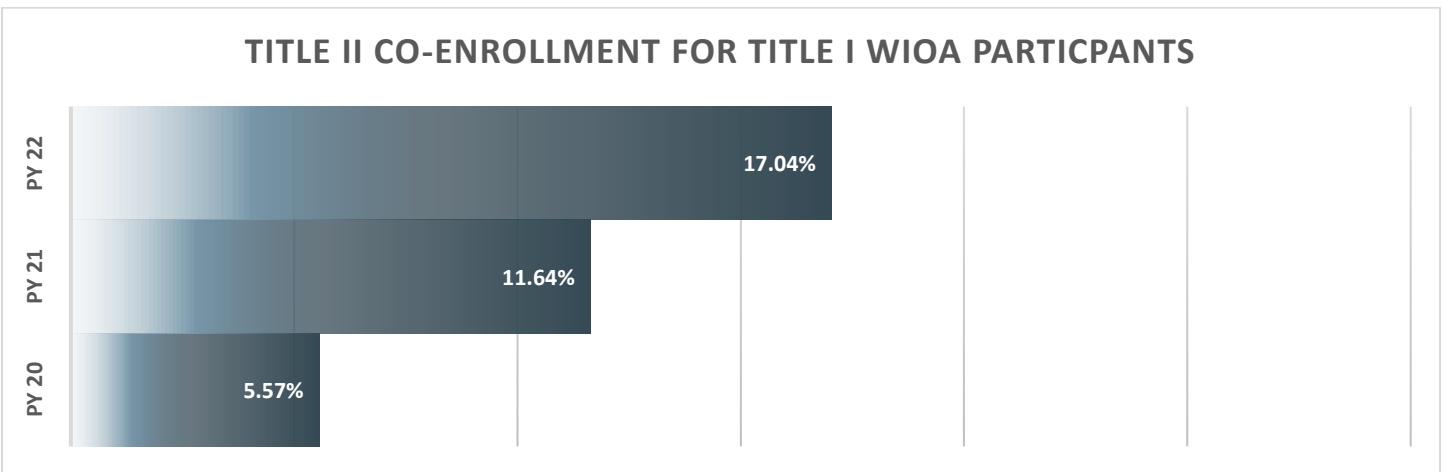


Figure 8: Title II Co-Enrollments for Title I WIOA Participants

National Dislocated Worker Grant Services Provided

COVID-19 Dislocated Worker Grant

April 1, 2020 - March 31, 2023

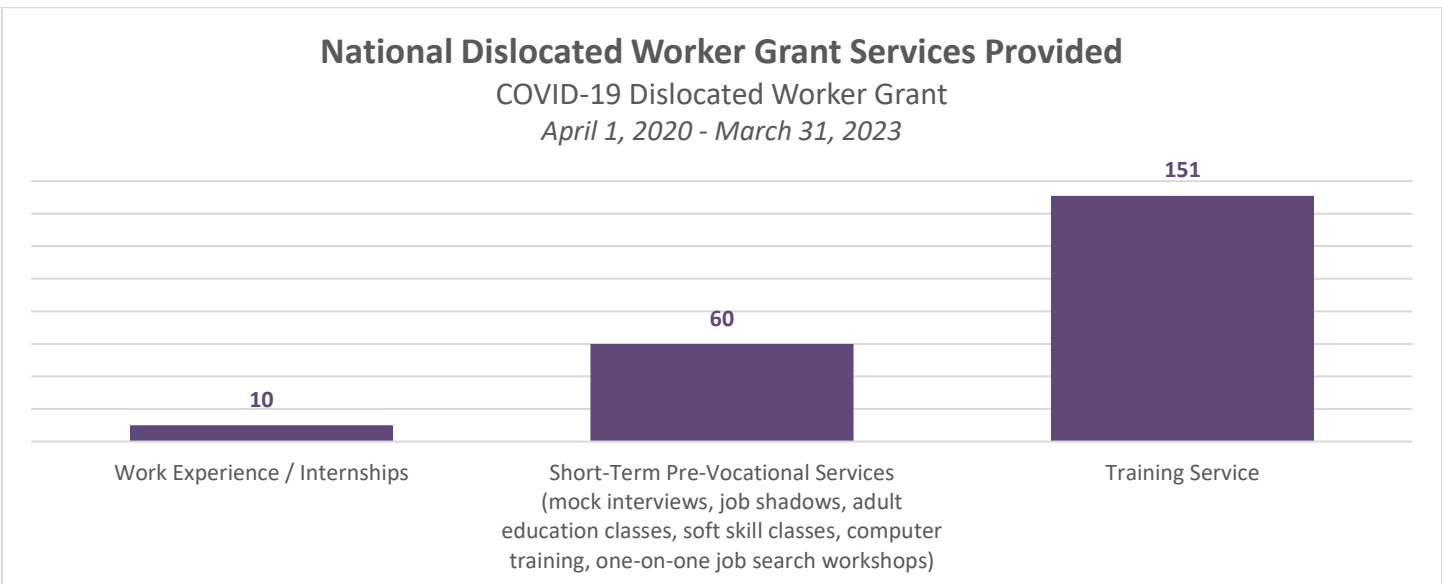


Figure 9: National Dislocated Worker Grant Services Provided

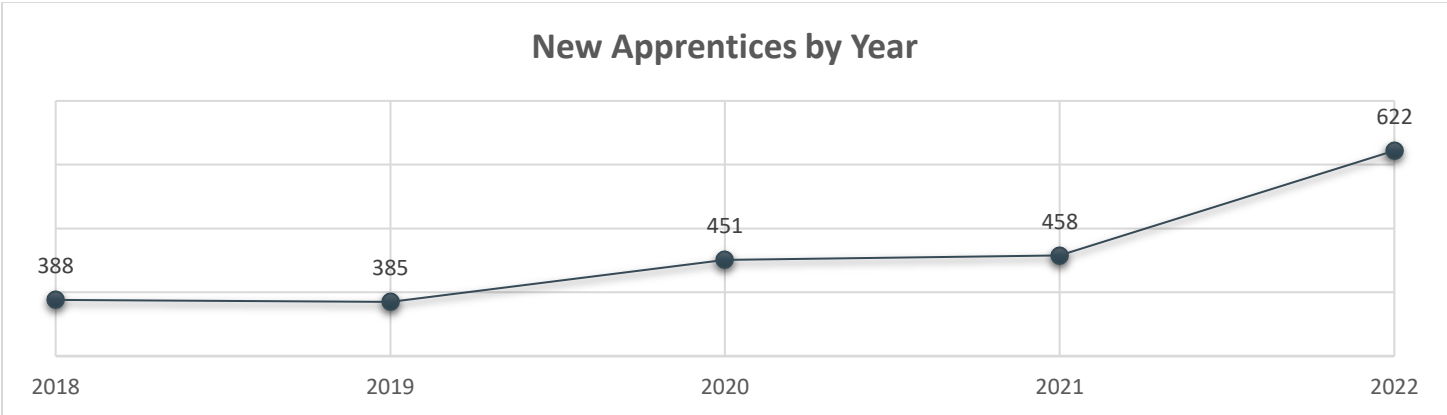


Figure 10: New Apprentices by Year

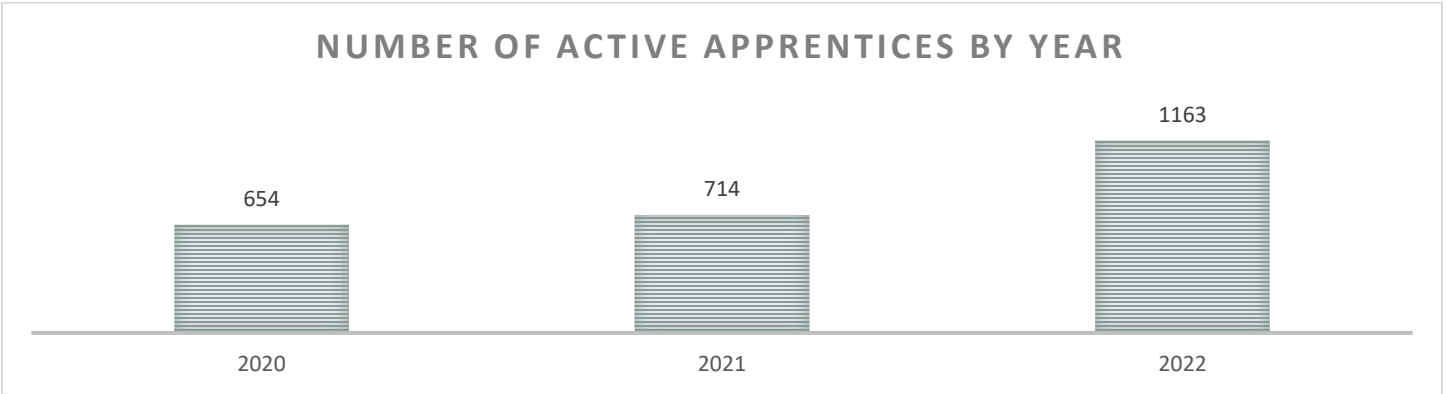


Figure 11: Number of Active Apprentices by Year

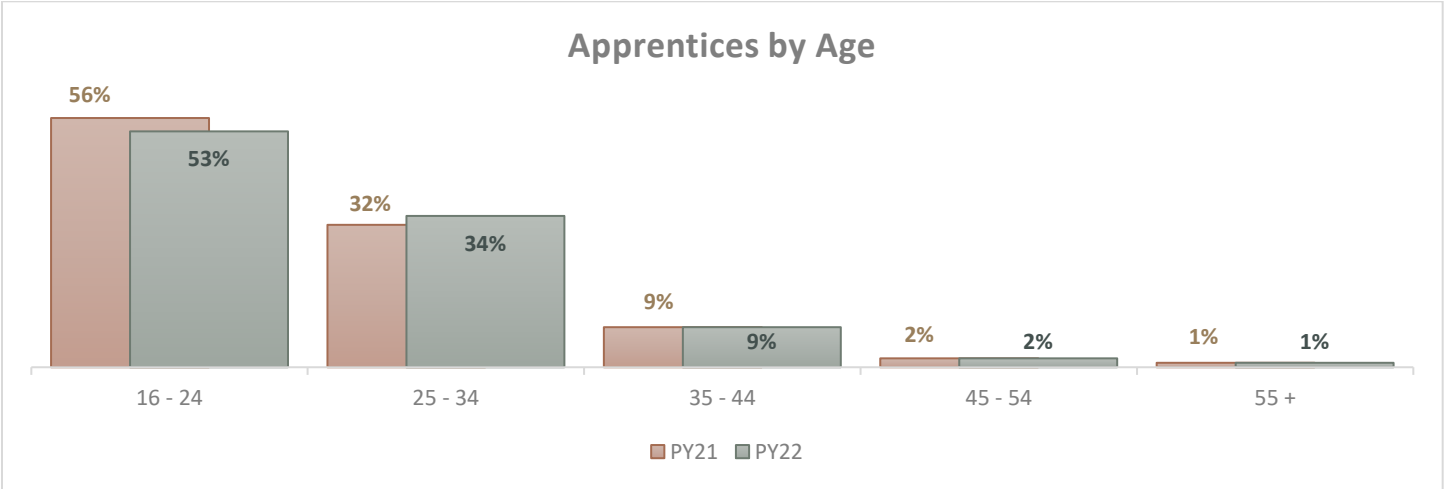


Figure 12: Apprentices by Age

H-2A JOB ORDERS BY FEDERAL FISCAL YEAR

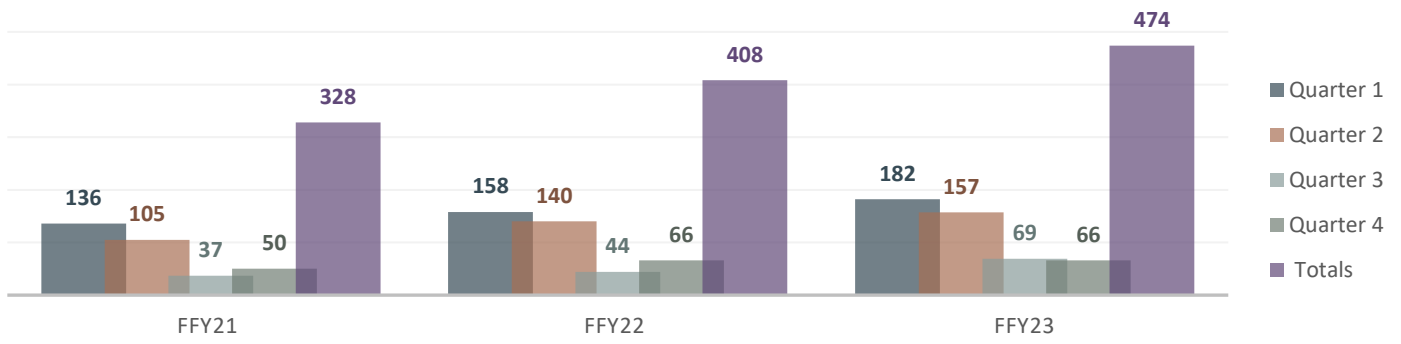


Figure 13: H-2A Job Orders by Federal Fiscal Year

H-2A COMPLETED HOUSING INSPECTIONS BY FEDERAL FISCAL YEAR

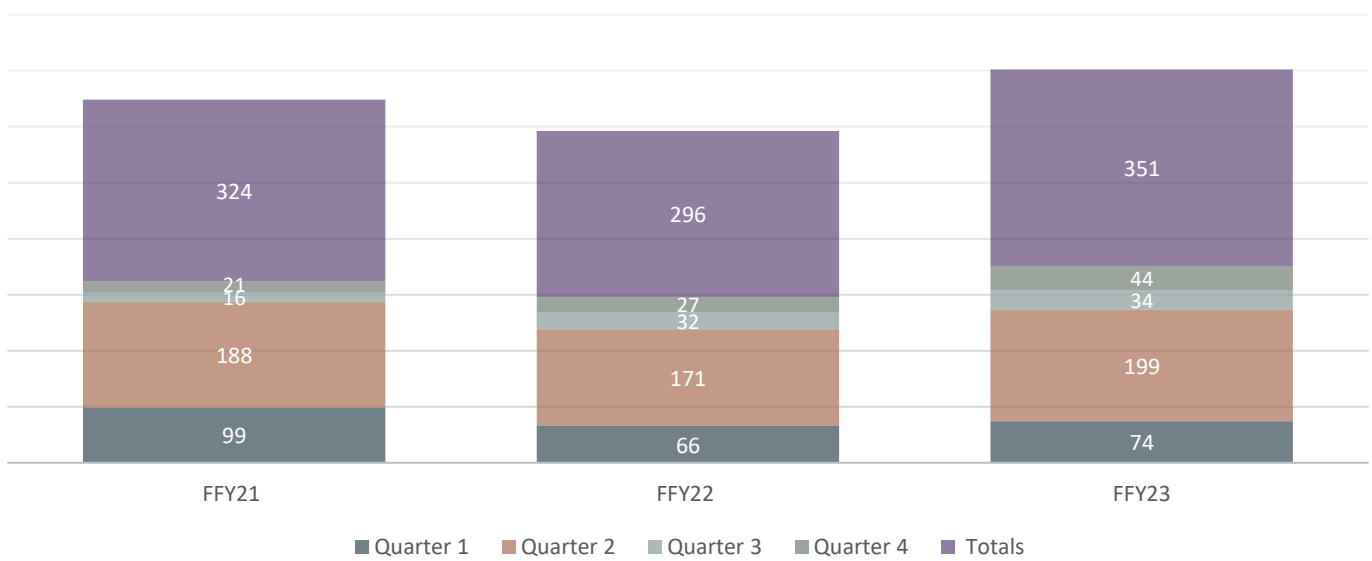


Figure 14: H-2A Completed Housing Inspections by Federal Fiscal Year

H-2B JOB ORDERS BY FEDERAL FISCAL YEAR

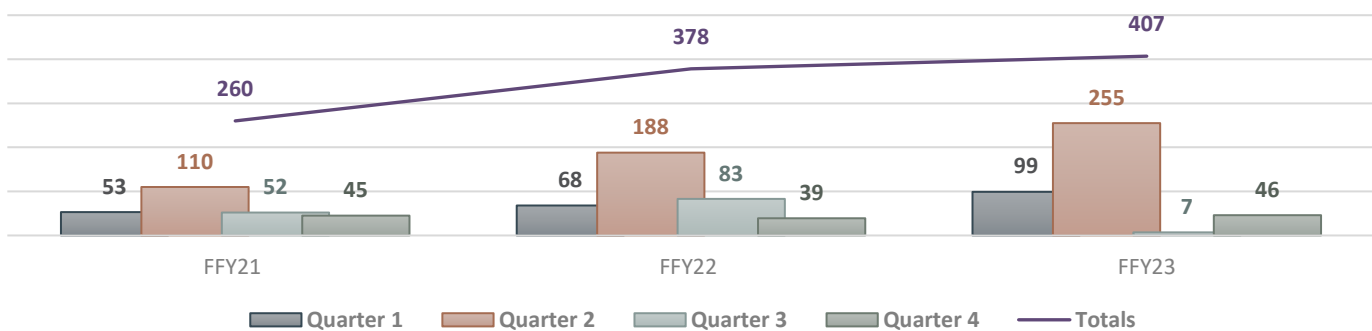


Figure 15: H-2B Job Orders by Federal Fiscal Year

Work Opportunity Tax Credit Applications PY2021 & PY2022		
Application Status	PY2021	PY2022
Certifications	3,469	3,070
Conditional Certifications	69	93
Denied Applications	4,983	4,492
Pending Applications	971	852
Total Applications	9,492	8,507
Certification Rate	41.1%	40.6%
Tax Dollar Savings	\$10,058,000	\$9,008,800

Figure 16: Work Opportunity Tax Credit Applications

NCRC Total Tests & Scores

September 17, 2009 - June 30, 2023

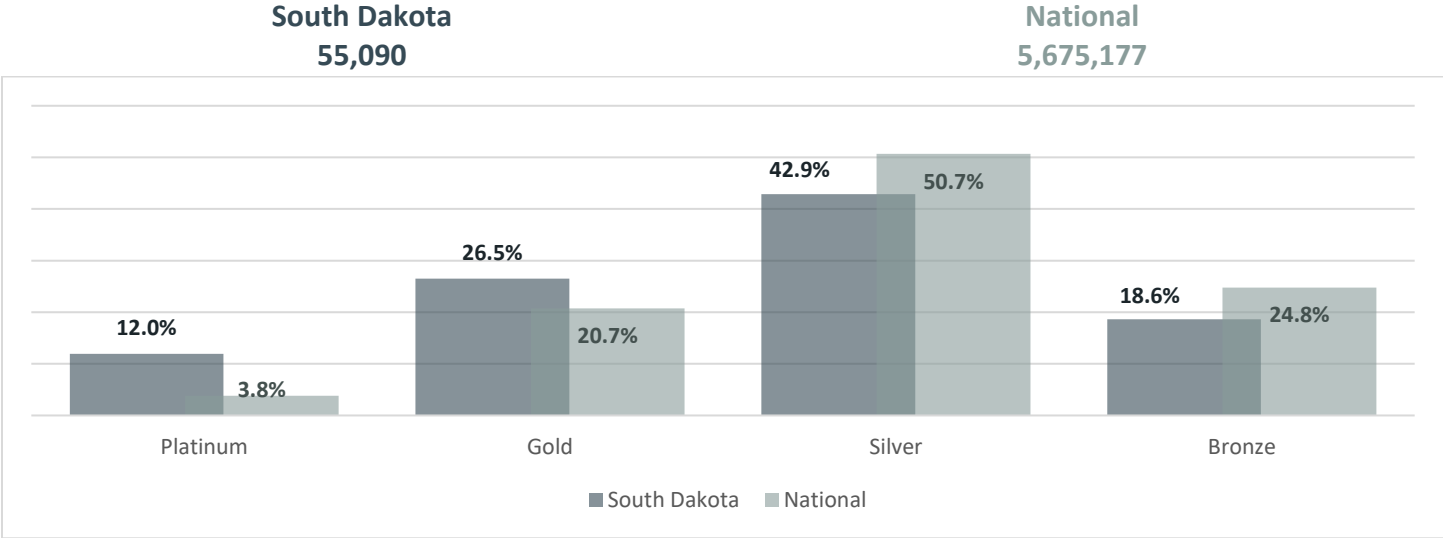


Figure 17: NCRC Total Tests & Scores

General Educational Development (GED®) Credential Earned Rate				
	Math	RLA	Science	Social Studies
State pass rate	81.0%	88.0%	90.0%	84.0%
National pass rate	75.0%	83.0%	88.0%	84.0%
College ready*	5.0%	10.0%	10.0%	10.0%
College ready + credit**	2.0%	3.0%	3.0%	5.0%

Figure 18: GED® Credentials Earned Rate

* Scores reflect tester has demonstrated skills to start college-level classes and may be exempt from placement tests or remedial (non-credit) courses in college.

** Scores reflect tester has demonstrated skills being taught in college-level courses and could earn credit/bypass certain required classes.

GED® Testers by Age 16 - 17			
	PY20	PY21	PY22
Testers ages 16-17	193	307	321
Pass rate	88%	93%	87%

Figure 19: GED® Testers by Age 16-17

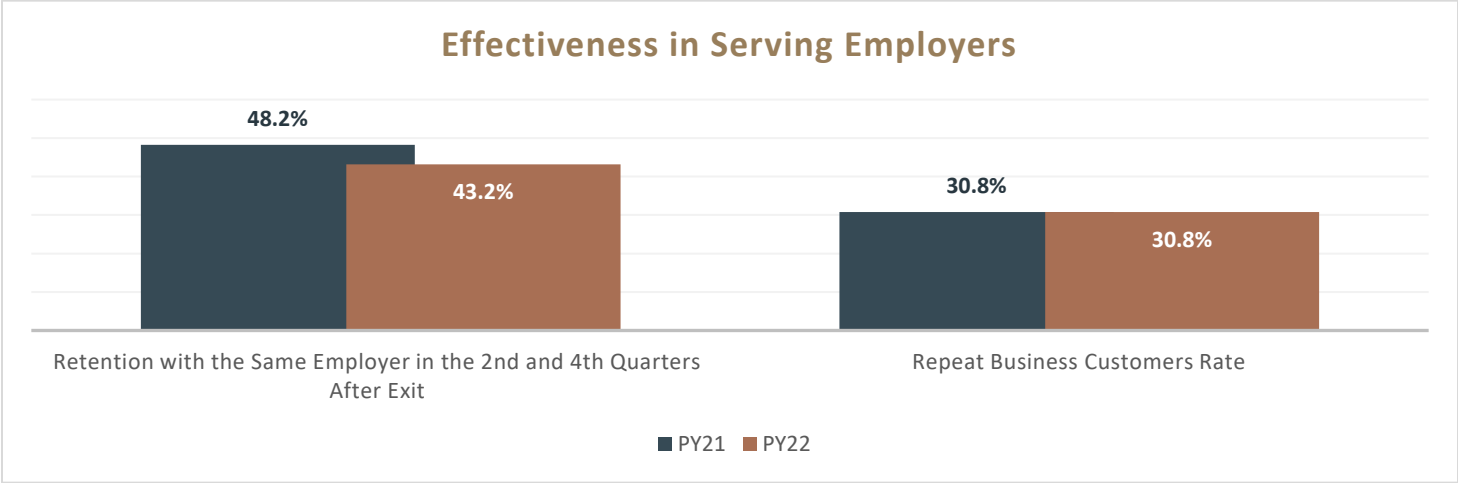


Figure 20: Effectiveness in Serving Employers

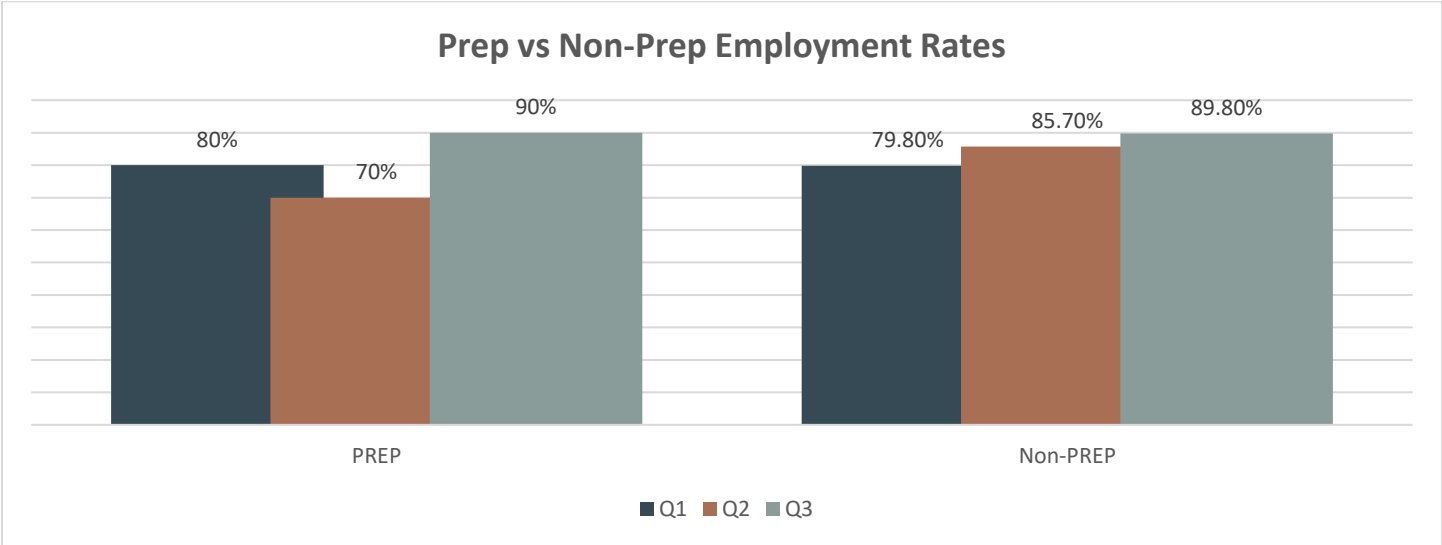


Figure 21: Prep vs Non-Prep Employment Rates

Prep vs Non-Prep Employment Rates by Gender

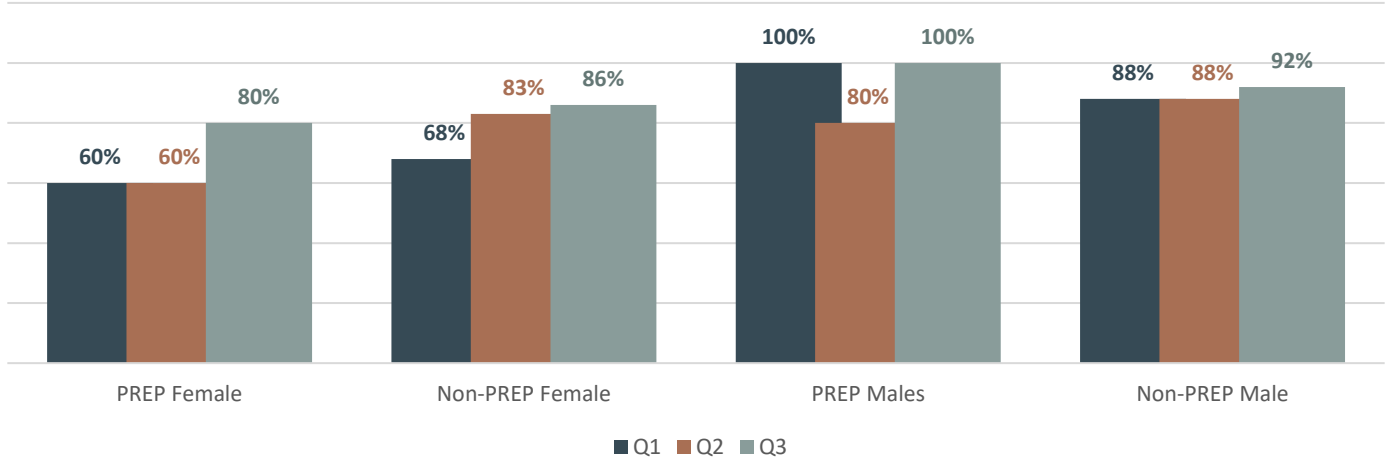


Figure 22: Prep vs Non-Prep Employment Rates by Gender

Prep vs Non-Prep MSG & Credential Rate

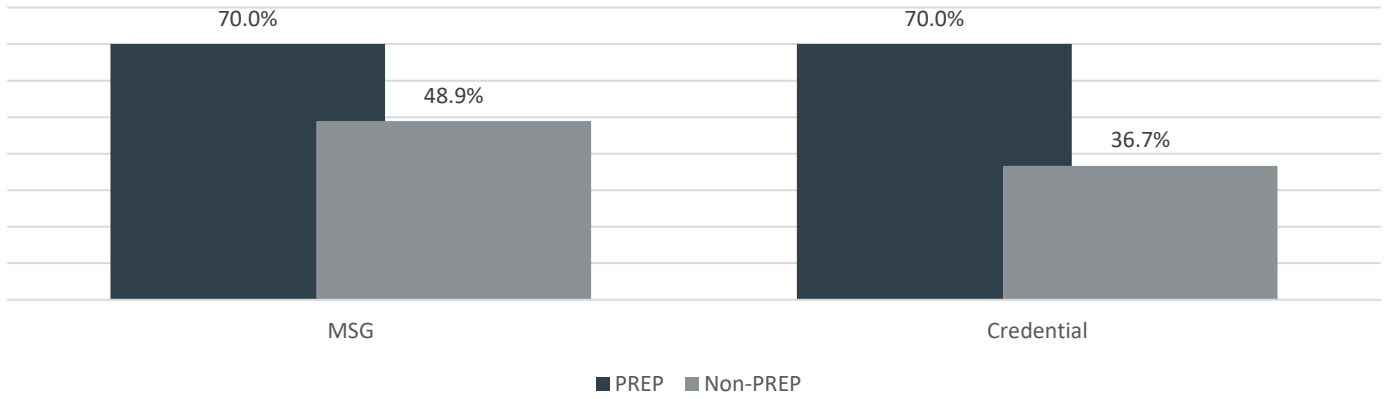


Figure 23: Prep vs Non-Prep MSG & Credential Rates

Wagner-Peyser					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	81	88	97	100	366
Pass Rate	96.2%	97.7%	97.2%	98.9%	97.5%

Adult					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	31	34	38	41	144
Pass Rate	95.9%	97.4%	95.2%	94.8%	95.8%

Dislocated Worker					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	30	16	18	21	85
Pass Rate	98.8%	97.1%	99.0%	98.0%	98.2%

Youth					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	12	6	7	7	32
Pass Rate	97.0%	91.4%	88.5%	90.6%	91.9%

NDWG					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	6	4	6	7	23
Pass Rate	99.0%	97.3%	96.0%	98.8%	97.8%

TAA					
Quarter	1	2	3	4	PY2022
Number of Files Reviewed	4	2	2	2	10
Pass Rate	95.3%	100.0%	96.8%	93.6%	96.4%

Figure 24: Data Validation Pass Rates

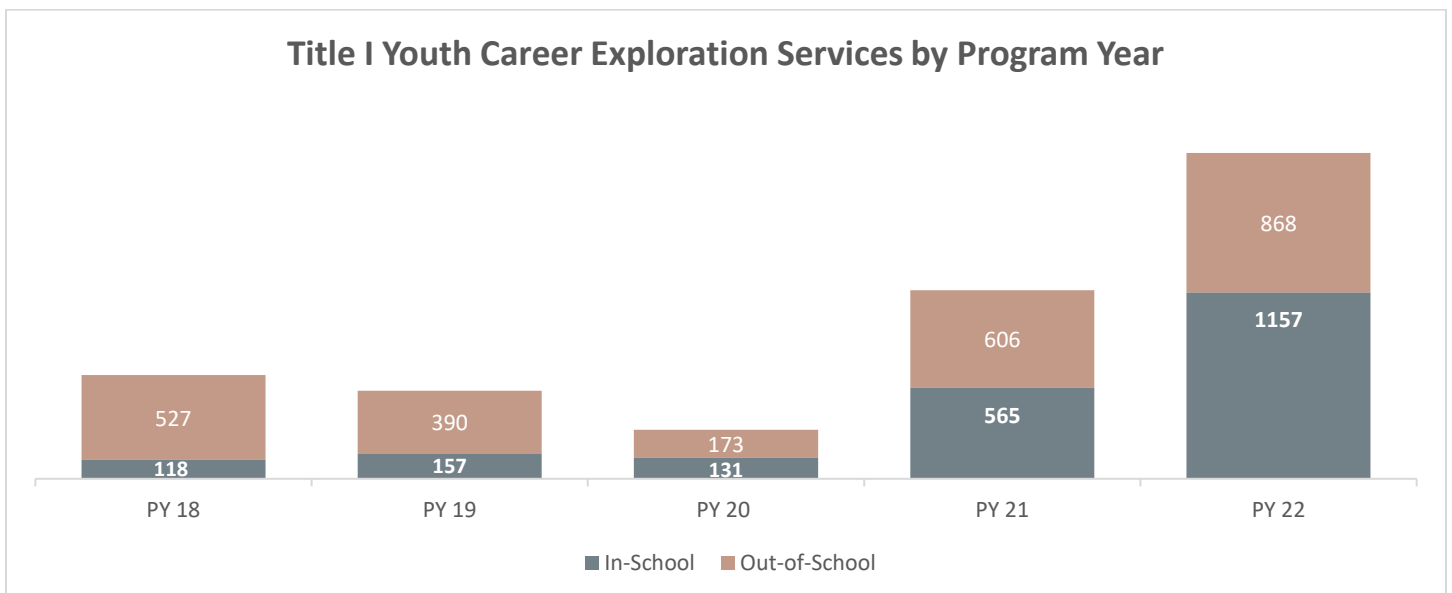


Figure 25: Title I Youth Career Exploration Services by Program Year

Title I Youth Participants Enrolled in a Work-Based Training Program

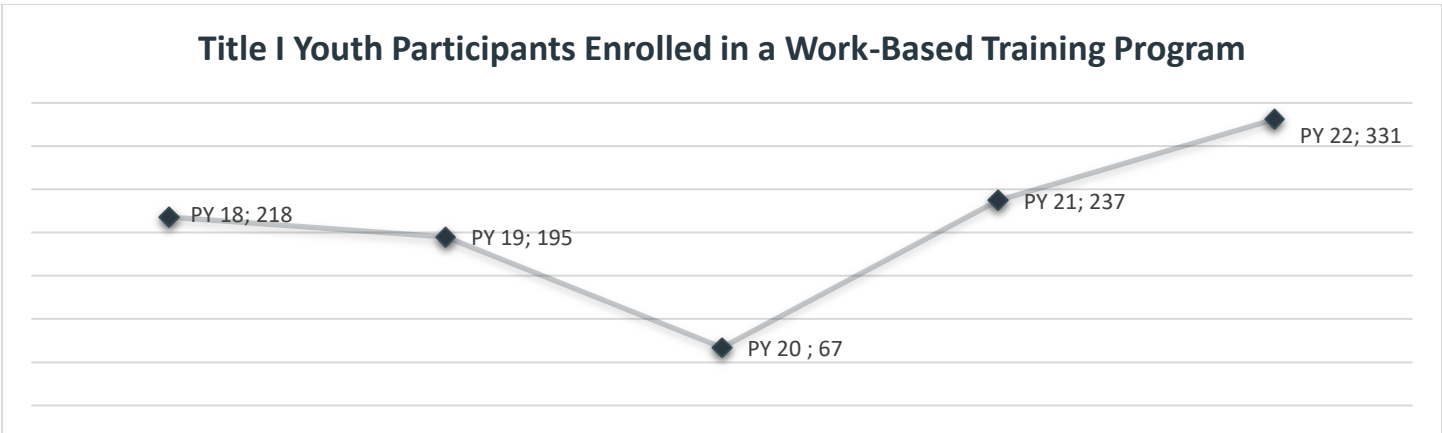


Figure 26: Title I Youth Participants Enrolled in a Work-Based Training Program

Title I Youth ISY and OSY Enrollments by Program Year

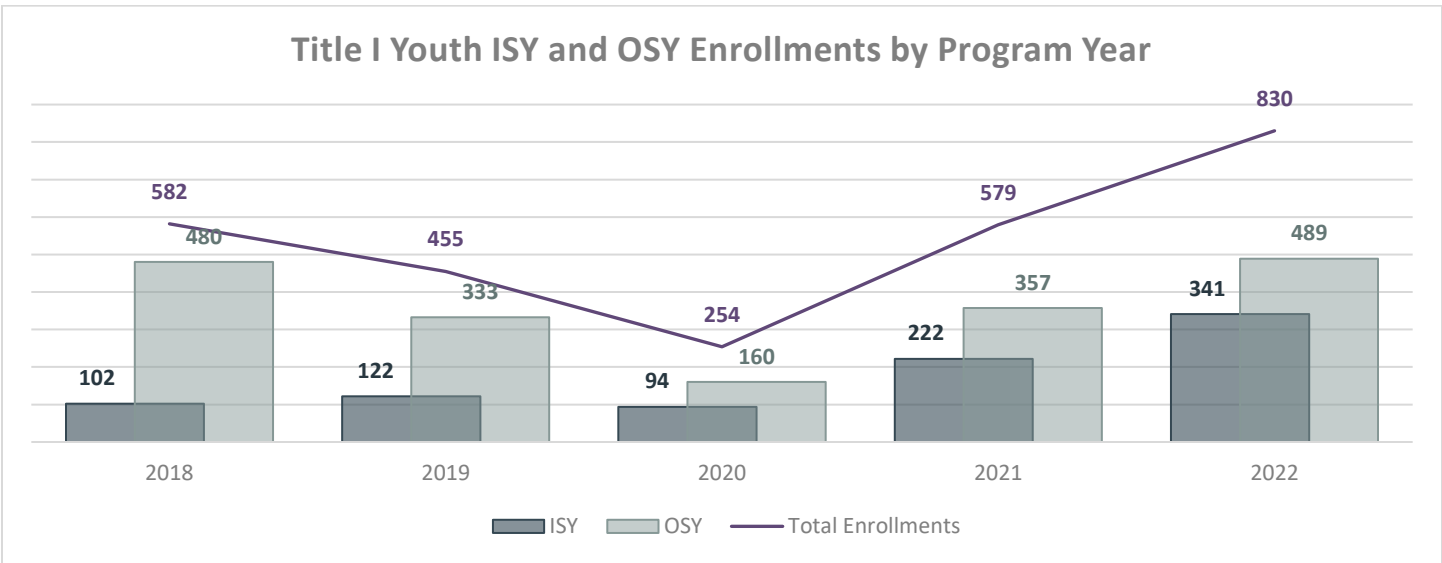


Figure 27: Title I Youth ISY & OSY Enrollments by Program Year

Disadvantaged Title I Youth Participating in an Occupational Skills Training

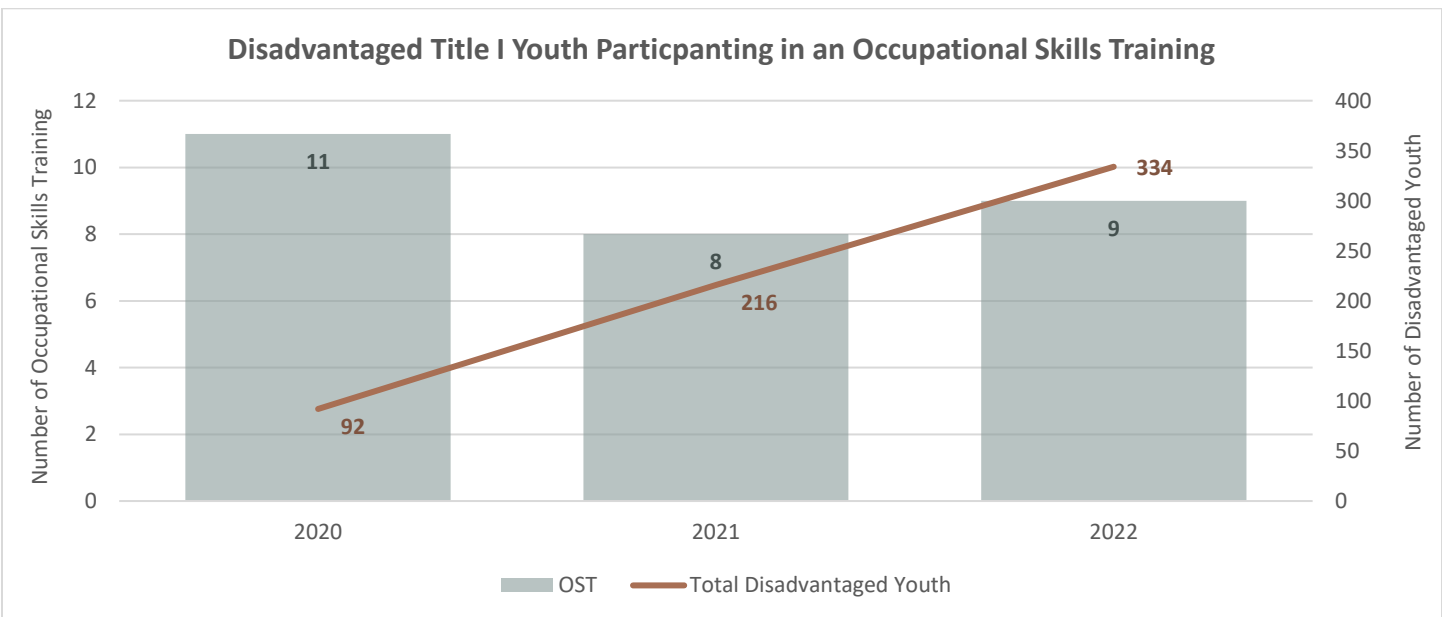


Figure 28: Disadvantaged Title I Youth Participating in an Occupational Skills Training

APPENDIX C: OVERSIGHT AND MONITORING POLICY

OVERSIGHT AND MONITORING

The DLR One-Stop Operator and One-Stop Career Center, or job service office, managers are responsible for ensuring compliance with federal laws, regulations, and guidance as well as state policies and procedures. Staff from the Workforce Development, Administrative Services, and Policy and Public Affairs Divisions are responsible for oversight and monitoring of the One-Stop Career Centers to ensure compliance with federal laws, regulations, guidance, and state policies and procedures.

Selected employment specialists from the One-Stop Career Centers will assist labor program specialists with reviewing active files and data validation. This process will allow employment specialists to better understand the process and requirements to improve accuracy. Labor program specialists will provide training for employment specialists prior to conducting the review. An employment specialist will not validate files from their own One-Stop Center. Labor Program Specialists will work alongside the Employment Specialists at all times during the review.

Monitors ensure:

- DLR programs achieve the intended results.
- Resources are utilized efficiently and effectively for authorized purposes and are protected from waste, fraud, and abuse.
- Accurate and timely information is reported to serve as the basis for improved decision-making and required reporting.

Guidance on data validation for WIOA core programs and those that are not WIOA core programs (*referred to in this policy as 'non-core programs'*). Non-core programs include programs authorized by WIOA, as well as programs authorized by other Federal legislation. Collectively, the non-core programs include:

- National Farmworker Jobs Program (NFJP)
- Reentry Employment Services (RES)
- National Dislocated Worker Grants (NDWG)
- Senior Community Service Employment Program (SCSEP)
- Trade Adjustment Assistance (TAA)
- Apprenticeship
- Jobs for Veterans State Grants (JVSG)
- Migrant Seasonal Farmworker (MSFW)
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
- Temporary Assistance for Needy Families (TANF)

ACTIVE FILE REVIEW

Selected One-Stop Career Center staff will assist Labor Program Specialists (LPS) with reviewing active files and data validation. This process will allow staff to better understand the process and requirements to improve accuracy. LPS will provide staff training prior to conducting the review. Staff will not validate files from their own One-Stop Center. LPS will work alongside staff at all times during the review.

TIMELINE

File review of active files will be completed quarterly basis for the active program year. Files will be randomly selected to ensure a variety of case managers and offices are represented.

PROCESS

LPS will develop a review sheet for each of the areas below. This review sheet will analyze eligibility, provision of services, quality of case management, documentation, fiscal accountability, and inclusion of data validation elements.

An Active File Review Report containing the results of the file review will be provided to the One-Stop Career Centers. These results will identify the names of the files reviewed, errors, and promising practices identified.

PROGRAMS

- **SCSEP:** One file per SCSEP case manager every quarter will be completed with the above timeline and process.
- **SNAP E&T:** Twenty-five percent of each SNAP E&T case manager's case files will be reviewed, with no more than 15 individual files being pulled during any one quarter, every quarter with the above timeline and process. In addition, DLR Labor Program Specialist will also review completed Title III and Title I active file reviews for SNAP E&T data entry compliance. After the DLR Labor Program Specialist reviews are completed, the reviews will be provided to and reviewed by the DSS Program Specialist.
- **TANF:** Twenty-five percent of each TANF case manager's case files will be reviewed every quarter with the above timeline and process.
- **MSFW:** During the Migrant Seasonal Farmworker (MSFW) review conducted for the annual One Stop Certification, the State Monitor Advocate (SMA) will conduct a file review. The purpose of the participant file review is to ensure MSFW data is being accurately documented in SDWORKS, all the required data is collected, and to review if MSFW participants are provided services equally.

Use the below reports to find participants with a high probability of being MSFW and review files to see if:

- Participants have the correct MSFW status (MSFW or non-MSFW)
- MSFWs are provided equal opportunity to WP and WIOA services
- All required data elements are collected (PIRL 413, 808, 941, and 912)

DATA VALIDATION

This policy establishes data validation guidance for Wagner-Peyser, Title I Adult, Dislocated Worker, and Youth, SCSEP, and TAA programs. LPS will review the data validation process, and requirements, and plan for completion with the Director of Workforce Development annually to ensure staff is prepared for performing data validation of selected files.

Labor program specialists will review the data validation process, and requirements, and plan for completion with the Workforce Development Division Directors annually to ensure staff is prepared for performing data validation of selected files.

TIMELINE

Data validation will be completed on a quarterly basis for the active program year. Data Validation information will be pulled from South Dakota's management information system, SDWORKS, no earlier than 45 days after the end of a quarter.

SAMPLE SIZE

Files that are subject to data validation include participants who exited and are subject to reporting during the given program year. At least .5 % of Title III Wagner-Peyser files and 1% of each of the WIOA Title I Adult, Dislocated Worker and Youth, TAA, National Dislocated Worker Grant (NDWG), and Apprenticeship files, but not more than 100, will be randomly selected for data validation.

PROCESS

The file review team will validate the Authorization to Work and Selective Service registration requirements for Title I program participants, the common data elements outlined in TEGL 7-18, and the data elements outlined in TEGL 23-19 Change 2. For each validated individual data element, a pass or fail grade will be assessed.

The random sampling tool within SDWORKS will be utilized to generate a sufficient representation of records from each program. A Data Validation Report containing the results of the data validation shall be provided to the One-Stop Career Centers. These results shall identify the names of files reviewed and missing and/or erroneous data.

For most data elements, the validation guidelines provide multiple forms of acceptable source documentation. If the State collects multiple sources for the same data element and the sources conflict, the most objective source should be used to determine if the data element is valid and accurate.

Source documentation for data validation items must be uploaded into SDWORKS. Hard copies are not acceptable (*as outlined in Document Management [Policy 8.20](#)*) and will not be considered for data validation purposes.

The general categories of source documentation types include:

- **Case Notes:** Case notes refer to either paper or electronic statements by the case manager that identifies, at a minimum, the following: (a) a participant's status for a specific data element, (b) the date on which the information was obtained, and (c) the name of the case manager who obtained the information.
- **Cross-Match:** A cross-match requires grantees to identify detailed evidence that confirms the data element in a secondary database. Grantees must also confirm supporting information such as dates of participation and services rendered. Grantees must have data-sharing agreements in place as appropriate.
- **Electronic Records** which may include:
 - **Participant Source Documents:** Participant source documents are maintained in the grantee's management information system (MIS) or another official record-keeping system.
 - **Grantee participant service record:** Grantee participant information generated and maintained by the grantee regarding the specific services received by a participant. The information may be generated and maintained through the grantee's MIS or another official record-keeping system.
- **Self-Attestation:** Self-attestation means a written, or electronic/digital declaration of information for a particular data element, signed and dated by the participant.
 - **Electronic signatures or a submission** from the participant such as an email, text, or unique online survey response is considered an electronic signature or verification; it must be participant-generated and traceable to the participant. Documentation of the self-attestation must be retained.

CORRECTIVE ACTION

Results of the annual active file review and data validation review will be incorporated into One-Stop Career Center Certification [Policy 3.3](#). Findings, areas of concern, and promising practices that remain consistent through the annual reviews will be included in the One-Stop Career Center Certification monitoring report.

SNAP E&T

Findings, areas of concern, and promising practices may be submitted to the One-Stop Center on a more frequent basis than the One-Stop Career Center Certification timeline. After the active file reviews are completed as outlined above, the reviews are provided to the Department of Social Services (DSS) for further review. Once DSS completes the file reviews, the Employment Specialist and Job Service Manager will be notified of any corrective action needed. All identified corrective actions must be addressed and completed within 25 days of the notification. Upon completion, the Employment Specialist or Job Service Manager must notify the LPS who will then inform DSS.

APPENDIX D: COMMON EXIT POLICY

EXIT

As defined for the purpose of performance calculations, exit (referred to as 'system exit' or 'soft exit') is the point after a participant who has received services through any participant in WIOA Title III (Wagner-Peyser) and Title I (Adult, Dislocated Worker, and Youth) the exit date is the last date of an Extending Exit (EE) service.

COMMON EXIT

Common exit is intended to ensure a more efficient and effective integrated service delivery system, track the coordination of services, and align performance reporting. Common exit occurs when a participant, enrolled in multiple partner programs, has not received services from any DOL-administered program the participant is enrolled, to which the common exit policy applies, for at least 90 days, and no future services are planned. Those programs include:

DLR Administered Programs

- WIOA Title III Wagner-Peyser
 - Jobs for Veterans State Grants program (JVSG)
- WIOA Title I Adult, Dislocated Worker, and Youth
 - National Dislocated Worker Grant (NDWG)
- Trade Adjustment Assistance Program (TAA)

Common exit requirements ***do not*** apply to participants who are co-enrolled in:

- WIOA Title II Adult Education and Literacy (AEL)
- WIOA Title IV Vocational Rehabilitation (VR)
- Migrant and Seasonal Farmworker (MSFW)
- Senior Community Service Employment Program (SCSEP)
- Temporary Assistance for Needy Families (TANF)
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
- National Farmworker Jobs Program (NFJP)
- Registered Apprenticeship
- Reentry Employment Services (RES)

EXIT DATE

The date of exit cannot be determined until at least 90 consecutive days have elapsed since the participant last received staff-assisted services, individualized career services, training services, or youth support services, and there are no scheduled future services. The date of exit must not be recorded manually. The *date of exit is automatically calculated* by SDWORKS, based on the completion date of the last Extending Exit (EE) service.

The following service types do not delay, postpone, or affect the date of exit:

- Basic career services such as self-service or information-only services or activities; and Follow-up service

EXCLUSION FROM EXIT

Exclusion reasons for Exit (*also known as a **hard exit***) that exclude someone from performance and future follow-up include the following:

	APPLICABLE PROGRAM(S)	EXPLANATION
INSTITUTIONALIZED¹	All	The participant exits the program because the participant has become incarcerated in a correctional institution or has become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center during the course of receiving services as a participant. ²
HEALTH/MEDICAL	All	The participant exits the program because of medical treatment and that treatment is expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program.
DECEASED	All	The participant is deceased.
RESERVE FORCES CALLED TO ACTIVE DUTY	All	The participant exits the program because the participant is a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.
FOSTER CARE	WIOA Title I Youth	The participant is in the foster care system as defined in 45 CFR 1355.20(a) and exits the program because the participant has moved from the local workforce area as part of such a program or system.

TEGL 10-16, Change 2
20 CFR §677.150
WIOA Participant Individual Record Layout

¹ Resources: [SD Unified Judicial System](#); [SD Office of Attorney General – Offender Search](#); [DOC – Offender Locator](#)

² Participant must be institutionalized for 90 days or more.

APPENDIX E: SUCCESS STORIES

CAREER LAUNCH

Aiden came to DLR in the Fall of 2021 as a referral from a WIOA Title II Adult Education and Literacy partner, the Career Learning Center of the Black Hills (CLCBH). Aiden was 18 and had dropped out of school after his junior year. Aiden benefited from the PREP partnership by earning financial incentives while he studied for his GED® and support services to pay for the GED® exams. After enrollment in Career Launch, Aiden earned his GED® in just under a month! He was also able to earn incentives for completing his GED® and the Educational Functioning Level he gained in Math. In addition to his GED®, Aiden earned a platinum National Career Readiness Certificate.

With his GED® in hand, Aiden's employment goal was to become an electrician. Due to limited work history, his Employment Specialists connected him with a paid work experience (WEX) with a local electrician. Support services were utilized to assist Aiden with work boots and a drug test required to start this WEX. Aiden gained both soft and technical skills through this experience. While he enjoyed the field, he was more interested in welding.

With the financial assistance of Career Launch and a community partner, Workforce Connections Program, Aiden enrolled in Great Plains Welding Academy. Through close supervision from his instructor, Aiden earned eight nationally recognized welder qualifications and completed the training in 3.5 months. Aiden has accepted employment as a welder through a contract from Ellsworth Airforce Base and is eager to utilize his new skills.

CAREER LAUNCH + TANF + SNAP E&T

Nattlie's journey with the DLR began in October of 2021 when she came in to apply for TANF due to work restrictions her current employer was not able to accommodate. As a single mom with three children and a fourth on the way, she struggled to know what her next steps were. Nattlie's DLR Employment Specialist Amanda asked a lot of questions and laid out several options for her consideration. Nattlie decided to participate in the Career Launch PREP program. Despite childcare, housing, medical, and other barriers that arose, Nattlie earned her GED® before her baby was born.

During her maternity leave, Nattlie and Amanda had discussions about what she wanted to do moving forward. Nattlie chose to continue her education with hopes for a brighter and more stable future. Despite the nerves, Nattlie was able to secure daycare for her three youngest children and started the Financial Services program at Lake Area Technical College (LATC). The Career Launch program was able to assist with tuition, the cost of books, and the computer needed for school. Nattlie passed her first year with flying colors and remarks from her instructors such as "She is a great student-wish there were more like her." and "She is a hard worker and is determined to do well."

The next decision for Nattlie was how she was going to handle an ongoing legal situation that required her to catch up on child support. After an Integrated Resource Team meeting with Amanda, Nattlie, and an LATC instructor, it was determined Nattlie could benefit from a paid work experience allowing her to earn income to repay her child support, gain knowledge and experience in the accounting field, and complete her internship requirements for her degree. Nattlie began a work experience as an Accounting Assistant making \$17 per hour with plans to pay as much toward child support as she can.

Nattlie is expected to graduate in December. Despite the obstacles and challenges, Nattlie has paved her own path to success through persistence, accountability, and determination.

TRADE ADJUSTMENT ASSISTANCE + DISLOCATED WORKER

David, who shares his story below, received assistance through Wagner Peyser, the WIOA Dislocated Worker program, and the Trade Adjustment Assistance (TAA) Program after losing employment due to a business closure. The TAA

program provided David support through a DLR Employment Specialist, career assessments, and financial assistance with tuition, fees, books, supplies, remedial training, and living costs through Trade Readjustment Assistance (TRA) payments while in training.

My name is David, and I want to share my success story—a testament to resilience and the pursuit of dreams. Several years ago, I faced a major setback when the company I worked for, Littelfuse, closed the plant I was employed at and relocated its operations to Mexico. The closure left many of us without jobs, uncertain about our futures. However, I refused to let adversity define me. Instead, I saw it as an opportunity for growth and embarked on a journey that would ultimately lead me to where I am today.

Driven by my passion for technology, I made the decision to further my education in computer science and IT. I enrolled in at Western Dakota Technical College, dedicating myself to acquiring knowledge and honing my skills. Through hard work and perseverance, I successfully obtained an Associate of Applied Science (AAS) degree, specializing in computer science and IT technician. It was a challenging but rewarding experience that equipped me with a solid foundation in my field.

Armed with my newfound knowledge and qualifications, I was determined to forge ahead in my career. I sought opportunities that aligned with my aspirations and values. Thankfully, my efforts paid off when I landed a job at an innovative technology company known for its cutting-edge solutions. Joining their team not only allowed me to put my skills into practice but also provided an environment that fostered growth, learning, and personal development.



TITLE I ADULT + DEPARTMENT OF CORRECTIONS PARTNERSHIP

George graduated from Southeast Technical College with a certificate in Flux Core Welding in December of 2022. Upon his release from prison in March 2023, George accepted employment as a Warehouse Supervisor at Millennium Recycling. George and his supervisor, Shannon Dwire, president of Millennium Recycling, share about their experience with the program:

"I've been in and out of prison a lot of times. Every time I left prison, I would think about what I was going to do for work, and it was very stressful. I always wanted to be a person who did valuable work I could be proud of, but I didn't have the right skills. I would go back to what I knew and get myself in trouble again. When I went to prison this last time, I started to think it was too late for me to really turn things around.

When I learned about the welding class, I was almost too nervous to sign up. It has been a long time since I've been in a classroom! But I decided to take a risk and try it. I knew from the first day of classes I made the right choice. My instructors believed in me. They invested their time and energy into teaching me and my classmates. They didn't treat me like an inmate, they treated me like a student, and then like a welder. I graduated and earned my American Welding Society certification.

I got a job right away when I got out. Shannon at Millennium Recycling hired me as a Warehouse Supervisor. In the warehouse, I lead a team of guys and I maintain the equipment. I've been there for 7 months now and I just got a raise. I am proud of myself. Never thought I'd be able to say that." From George

"I knew right away George would be a great fit here at Millennium. He always comes to work, and he always comes to work with a smile. There's not a challenge George turns down. He is an asset to the Millennium team, he fosters a disciplined team, but there's camaraderie too. The crew really looks up to him, and he's mentoring some of the newer guys now. We're so glad George took a chance on Millennium!" from Shannon

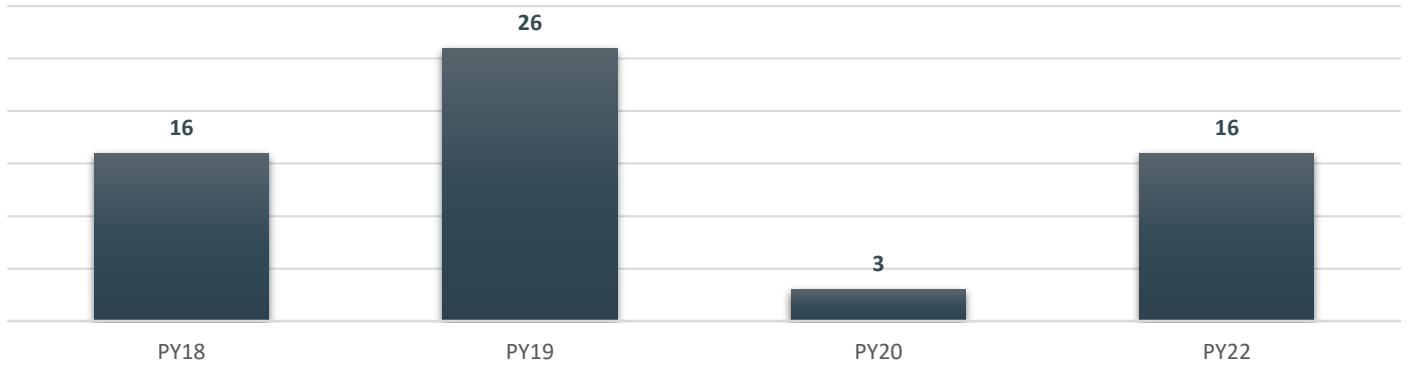
APPENDIX F: REGISTERED APPRENTICESHIP DATA

This chart reflects **NEW** apprentices and the programs in which they enrolled in each program year.

O*net	Occupation	PY18	PY19	PY20	PY21	PY22	Total Apprentices by Occupation
47-2152.00	Plumber	106	121	109	193	209	738
47-2111.00	Electrician	102	102	82	101	167	554
49-9051.00	Line Erector	33	18	33	44	83	211
33-2011.00	Fire Medic	60	32	38	18	28	176
47-2031.00	Carpenter	0	7	92	16	40	155
49-9052.00	Line Installer-Repairer	22	16	25	18	21	102
49-9021.00	Heating & Air-Conditioner Install	18	21	11	18	14	82
49-3041.00	Farm Equipment Mechanic I	3	17	28	22	0	70
51-2092.00	Production Technologist	5	7	4	0	12	28
49-2095.00	Electrician, Substation	12	6	0	2	2	22
31-1131.00	Nurse Assistant Certified (Cb)	3	3	1	2	10	19
47-2211.00	Sheet Metal Worker	0	0	8	10	0	18
47-2073.00	Operating Engineer	7	4	1	1	0	13
51-4041.00	Machinist	11	0	0	1	1	13
51-4121.00	Welder, Combination	0	2	2	0	6	10
47-2131.00	Composite Plastic Fabricator	0	0	5	2	2	9
49-2094.00	Mechatronics Technician	1	2	0	2	3	8
45-2091.00	Farm Worker, General I	1	5	0	0	2	8
47-2021.00	Bricklayer (Construction)	0	2	1	1	4	8
51-5112.00	Web-Press Operator	0	4	0	2	0	6
47-2061.00	Construction Craft Laborer	0	0	0	0	6	6
11-9051.00	Restaurant Manager	0	5	0	0	0	5
17-3026.00	Industrial Manufacturing Technician	1	0	2	1	1	5
31-9092.00	Medical Assistant	0	1	2	1	0	4
29-2055.00	Surgical Technologist	0	2	1	1	0	4
43-9041.00	General Insurance Associate	0	1	1	1	0	3
31-9091.00	Dental Assistant	0	1	1	0	0	2
49-3023.00	Automotive Technician Specialist	1	0	1	0	0	2
49-9041.00	Powerhouse Mechanic	0	2	0	0	0	2
29-2061.00	Nurse, Licensed Practical	1	0	1	0	0	2
11-1021.00	Operations Management	0	1	1	0	0	2
31-1121.00	Home Health Aide	1	0	0	0	1	2
47-2051.11	Cement Mason	0	0	0	0	2	2
49-9012.00	Gas Utility Worker	0	0	0	0	2	2
51-9124.00	Painter, Trans Equipment	0	0	0	0	2	2
31-9096.00	Veterinary/Lab Animal Tech	0	0	0	1	0	1
17-3024.00	Electromechanical Technician	0	1	0	0	0	1
51-8013.00	Power-Plant Operator	0	0	1	0	0	1
51-2022.00	Electric Sign Assembler	0	1	0	0	0	1
29-2052.00	Pharmacy Technician, Retail Store	0	0	0	0	1	1
29-2053.00	Behavioral Health Aide	0	0	0	0	1	1
53-3032.00	Heavy and Tractor Trailer Truck Driver	0	0	0	0	1	1
53-3052.00	Transit Coach Operator	0	0	0	0	1	1
49-3021.00	Automobile Body Repairer	0	1	0	0	0	1
51-9195.04	Glass Blower	0	0	0	0	0	0
Total New Apprentices by Program Year		388	385	451	458	622	

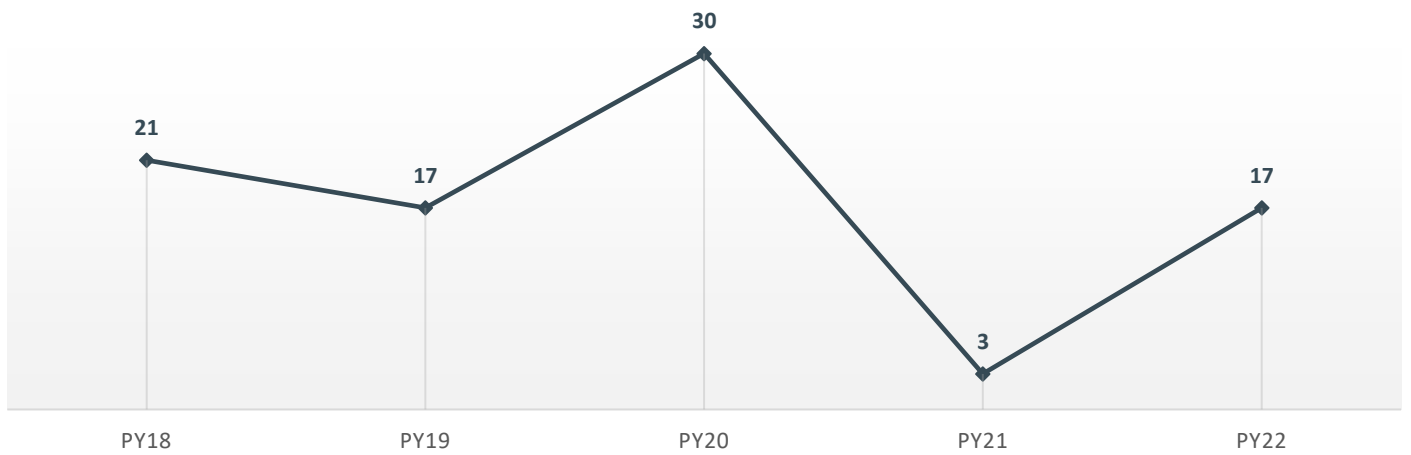
Appendix F: Chart 1 – New Apprentices by Program Year

Number of New Sponsors by Program Year



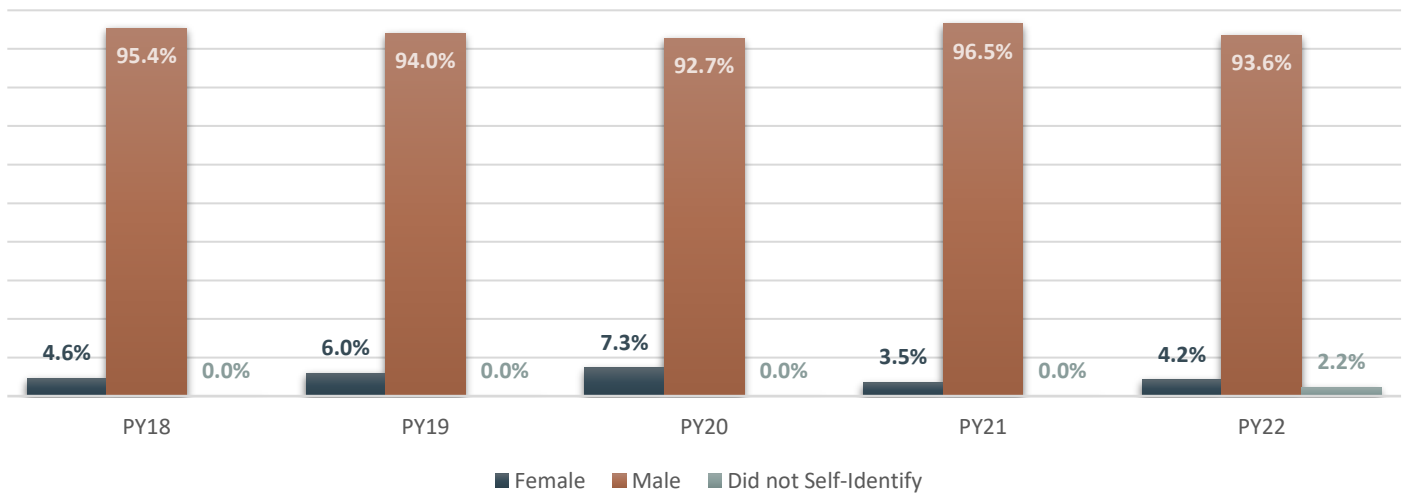
Appendix F: Chart 2 – Number of New Sponsors by Program Year

New Apprenticeship Programs by Program Year



Appendix F: Chart 3 – New Apprenticeship Programs by Program Year

Number of Apprentices by Gender



Appendix F: Chart 4 – Number of Apprentices by Gender