



# Workforce Development Resource Matrix

*Financial incentives and resources available to members in South Dakota*

## **Workforce Development Training Programs & Resources in South Dakota**

The print industry is facing an unprecedented shortage in skilled labor. This fact has a significant impact on our member's bottom line. The good news is, there are numerous resources, financial incentives, programs and experts available to assist in preparing tomorrow's print industry workforce.

Here are those resources available to our members in South Dakota.

### **Registered Apprenticeship**

Registered apprenticeship is a structured and formalized technical instruction coupled with on-the-job training program within an organization or for an industry consortium. Apprenticeships include a written contract between the apprentice and the sponsor. Registered apprentices require a written contract with employees/ trainees that designates learning objectives, training and work schedules, starting pay and periodic pay increases. This formal instruction is approved by and registered with the State's Department of Labor and trainees are certified by the State's Department of Labor or the United States Department of Labor.

### **South Dakota Program for Registered Apprenticeships**

StartToday South Dakota - Apprenticeship Determine occupation to develop a Registered Apprenticeship program and contact local DLR job service office to discuss training needs and review standards for the occupation. Be prepared to discuss wages (must be at least minimum wage), planned wage increases, related instruction or identified provider with curriculum (related instructions must be at least 144 hours annually), training and work schedules (at least 2,000 hours OJT), measures of learning or competency, and anticipated number of apprentice(s) and mentor(s). Receive approval and introduction to the Registered Apprenticeship Partners Information Data System (RAPIDS) database.

South Dakota apprenticeships appear to be administered through the US Department of Labor with local support. Contact Information for regional Department of Labor and Resources offices are available at <https://dlr.sd.gov/localoffices/default.aspx>

### **Internship/Youth Programs**

Internships are a way for students to gain exposure and experience in an industry by working within an organization. Interns are either paid or unpaid, depending on the organization and the educational value obtained. Internships for college students are often mandatory as part of their curriculum. Internships of this nature are credit bearing, require validation of specific learning goals, and are required to graduate.

#### **South Dakota Programs for Internships**

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| Dakota Seeds | Funding to support intern employment in South Dakota. Covers 50% of the cost of eligible internships. Includes high school, college and additional funding for graduate internships. | Identify regional office for contact<br><a href="http://dlr.sd.gov/localoffices/default.aspx">http://dlr.sd.gov/localoffices/default.aspx</a> .<br>Program applications must be completed by Nov 15, March 31, July 15, based on internship start date | Contact: Dakota Seeds, Governor's Office of Economic Development 2329 N. Career Ave., Suite 221<br>Sioux Falls, SD 57107<br><a href="mailto:ann.gesick-johnson@state.sd.us">ann.gesick-johnson@state.sd.us</a> |
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### **Workforce/Economic Development**

The predominant understanding of workforce development refers to the education and training of individuals with community sustainability and economic security in mind. Workforce development is an education model that accounts for the knowledge and skills of work, often considering local industry and business needs, and prepare individuals for a broad or specific career pathway. Traditionally, workforce development was seen as separate and distinct from economic development strategies, but as workforce has become an increasing concern for employers, public policies and programs are beginning to use workforce development and economic development interchangeably. In many cases, tax credits or grants are available for growing a business and/or industry which needs trained employees and WIOA (Workforce Investment Opportunity Act) dollars are available to prepare hidden talent pools for employment.

#### **South Dakota Programs for Workforce and Economic Development**

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| South Dakota Workforce Development Program | South Dakota's Research Department uses NAICS codes for key industry partners | Currently South Dakota does not include the Print Industry as advanced manufacturing or technology. Only those companies with broader identifications or industry classifications are eligible. | Contact: Joe Fiala, Community Development Director, 605-204-2306,<br><a href="mailto:Joe.Fiala@sdreadytowork.com">Joe.Fiala@sdreadytowork.com</a> |
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### **Federal Tax Program**

The tax credits are available to employers to reduce their federal tax liability by up to \$9,600 per new hire. For-profit businesses of any size qualify. 501(c) non-profits qualify for the veteran target groups only, and the tax credit applies to temporary, seasonal, part-time and full-time workers.

### **South Dakota - Federal Tax Program**

South Dakota Work Opportunity Tax Credit  
WOTC is a federal income tax credit incentive provided to private sector employers.

Employers may be eligible when they hire job seekers from targeted groups facing employment barriers. The WOTC tax credit is a one-time tax credit for each new hire – and there is no limit to the number of new hires who can qualify an employer for a tax credit. Employer must fill out the following forms: IRS Form 8850 (Pre-Screening Notice Form), ETA Form 9061 (individual Characteristics Form & Instructions)

Contact: South Dakota Department of Labor & Regulation, Attn: WOTC, 420 South Roosevelt Street, PO Box 4730, Aberdeen, SD 57402-4730, Direct Phone: 605-626-7652, ext. 4415, email: WOTC Inquiry - <http://apps.sd.gov/LDInternet/Template/main.aspx?templateid=25&ID=1>

### **Adult Education**

Adult education programs are provided to students who are typically older than 16 and not enrolled in a high school. These programs help students work towards securing a high school credential, learning English, improving basic skills such as literacy and math, and/or preparing for post-secondary education or employment. Funding sources come from both federal and state funds, and the program is either free or provided at a low cost to students. The education is provided at a local community college or community-based organization.

*These programs are managed by local school districts. For more information contact your local school district or state Department of Education.*