

**South Dakota's Workforce Investment Act  
Annual Report**

**Program Year 2002**

## **Letter from Warren Lotsberg, Chairperson *South Dakota Workforce Development Council***

On behalf of the South Dakota Workforce Development Council, I am pleased to submit the Workforce Investment Act (WIA) Annual Report for program year 2002. Program year 2002 marked the third year of operation for the WIA in South Dakota. This report is designed to reflect the major activities conducted during the program year.

WIA programs provide an important framework for developing public-private sector partnerships. These partnerships help prepare South Dakota's unskilled youth and adults for entry into the labor force, train individuals facing serious barriers to employment, provide specialized training to dislocated workers, and meet the future training and employment needs of South Dakota industry.

Historically, South Dakota has provided a comprehensive service delivery system for employers and jobseekers alike. With the solidification of the Career Center System (recently renamed South Dakota Career Centers) and the implementation of WIA, this system has continued its high standards of quality. As we look to the future and the challenges unique to our state and its workers, the Workforce Development Council is committed to guiding program activities through the intent of the Workforce Investment Act to best serve the citizens of our state.



Pierre's own Julie Kueter was honored as the state's Outstanding WIA Staff Person at the annual Workforce Investment Act Conference.

## ***South Dakota's Workforce Development System History***

As a single statewide service delivery area (SDA), the leadership and vision for South Dakota's Career Center System has come from the South Dakota Workforce Development Council (SDWDC). The SDWDC has been the driving force behind workforce development since it was first formed under the Comprehensive Employment and Training Act (CETA). This distinguished group of key state agency heads, employers, and other interested parties has guided the development of today's One-Stop delivery system in our state. The majority of employment and training programs are provided under the umbrella of the South Dakota Department of Labor, which also provides administrative support for the SDWDC. Under this structure, key employment and training programs like WIA, Wagner-Peyser, Unemployment Insurance, Job Corps, Adult Literacy/Education, and Veterans' employment and training programs are brought together with the interests of economic development, vocational technical education, basic education, and vocational rehabilitation.

The SDWDC was formed to maintain the momentum for economic development and vitality by better connecting workforce strategies to economic needs. The sixteen member SDWDC is comprised of a majority of private sector members who represent the state's employers, labor unions, community leaders, and representatives of five state agencies including the Secretary of Labor, Secretary of Education and Cultural Affairs, Secretary of Human Services, Commissioner Tourism and State Development, and the Executive Director of the Board of Regents. The SDWDC members share a common purpose: to improve the services to employers and their current and future employees by streamlining the delivery of workforce and training services.

The purpose of the SDWDC continues to be to provide planning, coordination, monitoring, and policy analysis for the state training system as a whole and to advise the Governor on policies, goals, and standards for the development and implementation of effective programs.

In addition to the key policy decisions made at the state level, a good deal of local control has been built into the system in the form of local workforce boards. These boards, comprised by a majority business membership have been developed in each Career Center location. The boards deal with a variety of local workforce issues ranging from School-to-Work (STW) to alternative schools to overall long term planning for WIA. A unique blend of stable state agencies and flexible local private non-profit organizations effectively delivers workforce services to our employer and participant customers.

## ***Employment Trends in South Dakota***

The South Dakota labor market appears to be rebounding somewhat during this period of economic recovery. Labor market indicators, including population trends, labor force participation rates, unemployment, and wage trends, are showing the first stages of improvement. The agricultural economy has helped keep the State's economy strong while nonfarm wage and salaried worker trends have been less positive. Worker trends have shown a mix of employee layoffs and business expansions.

The latest decennial figures show that the state's population increased from 1990 to 2000. The count of residents increased slower than the national trend, but was still up 8.5 percent over the decade. The July 2002 intercensal population estimates shows that the number of state residents continues to increase slowly, rising 0.4 percent from the previous year.

State residents participate in the labor force at a very high rate. During the employee layoffs that started in 2000 in South Dakota (and 2001 nationally), workers could not find jobs and left the labor force, causing both the state and national labor force participation rates to drop in 2001. The rates have again risen as the economy starts to recover. The latest annual Current Population Survey figures show that the South Dakota labor force participation rate was 73.4 percent in 2002. In other words, over 73 percent of all residents age 16 years and over were in the labor force, either working or looking for work. This compares to a national average of about 66.6 percent. Only one other state (Minnesota) had a higher labor force participation rate than South Dakota during the reference period. The youth in the state were also active participants in the labor force, although not as high as the overall rate. The youth participation rate also dropped more than the overall labor force participation rate and have been slower to recover. In 2002, about 63.3 percent of South Dakota's youth (age 16-19 years) were in the labor force. Nationally, 47.6 percent of the youth participated in the labor force.

Even during the recent national recession and a period of significant layoffs in SD, the statewide unemployment rate remained quite low. Since South Dakota is a rural state with many dual job-holders in both the agricultural and the non-ag industries, South Dakota typically enjoys low unemployment rates. The South Dakota rate dropped from 3.4% in 2001 to 3.1% in 2002. In 2003, the seasonally adjusted national unemployment rate has dropped slightly while the SD rate has remained pretty static. However, SD continued to have one of the lowest unemployment rates in the nation in 2003.

Both national and state claims counts continue to drop, even though worker layoffs continue and job growth is rather limited. Although layoffs are often reflected in Unemployment Insurance claims counts and unemployment statistics, the unemployment rate doesn't always parallel the claims counts trends. Dual job-holding allows laid-off workers to continue to work on their second job when they are laid off from their first job. Those workers would show up in the claims counts but not as unemployed, since any earnings exclude workers from being counted as unemployed. In addition, as workers exhaust their benefits and do not find jobs, they may leave the labor force all

together. When jobs become more plentiful as the economy improves, those out-of-the-labor market persons may again seek jobs.

Looking at long-term nonfarm wage and salaried worker trends, the Professional and Business Services sector has added the most workers over the last decade, increasing by 15,900 workers (or 142.8%) from 1990 to 2000. The Construction, Financial Activities and Education and Health Services sector have also shown high rates of worker growth during that time period. Except for the Natural Resources and Mining sector, all other sectors also exhibited worker increases. Although the Government sector worker totals grew, the state government industry also showed a small decrease in worker numbers during the ten year period.

Although job opportunities have remained low during this recovery period, some laid-off workers have found employment with other companies, while others have quit looking. Nonfarm wage and salaried workers, which is a count of workers at jobs by place of work, decreased slightly to 377,800 in 2002, resulting in a 0.2 percent decline from the previous year. This decline is very different than the approximately 3.0 percent average annual increases from 1990 to 2000.

There were only three private sector major industries that showed growth from 2001 to 2002, based on the annual average nonfarm wage and salaried worker numbers. The Education and Health Services sector continued its long-term growth pattern with a 2.3 percent increase. The number of workers in the health care and social assistance industry rose 2.5 percent, while the (private) educational services industry was down 3.5 percent. Worker totals in the Leisure and Hospitality Services sector grew by 2.6 percent from 2001 to 2002, with the accommodations industry rising 6.9 percent. Construction sector worker numbers rose by 1.6 percent as the industry continued to benefit from low interest rates. The government sector also showed worker increases during the 2001-2002 time period. Both federal government and local government workers were up 1.8 percent; state government was up only 0.6 percent. Retail Trade and Wholesale Trade sector worker totals basically stayed the same.

In 2002, the Manufacturing sector exhibited the largest decline from the previous year, dropping 2,600 workers. The national recession and business consolidation impacted many large manufacturers in the state. The Natural Resources and Mining sector saw the largest percentage decline (-25.0%) in worker numbers. The Information sector was down slightly. Financial Activities sector worker counts were also down slightly. For several years, the Financial Activities sector had been the shining star in the SD economy, creating jobs all across the state, but that ended in 2002. The Professional and Business Services sector exhibited the second largest drop in worker numbers, decreasing 1,100 workers (or 4.3%) from 2001 to 2002.

Although the agricultural industry does not match the nonfarm sector in direct job creation and wage trends, it is a significant part of the South Dakota economy. The agricultural industry is very important for the survival of rural communities. Many rural families have both farm and nonfarm jobs. In many cases, the nonfarm jobs provide most of the income; however the farm job is what ties the family to the rural community.

The agriculture economy seems to be providing the major support for the state economy in recent years. In 2003, crop reports show most crops were pretty decent. Very high cattle prices have provided additional income to ranchers in the state. Drought conditions in certain part of the state have caused cattle herds to be sold. The high beef prices came at a good time to help those ranchers and positively impact main street businesses.

A recent study of South Dakota industry clusters included a review of the renewable resources industry cluster. At the core of this cluster are ethanol plants and ethanol production. The renewable resources cluster is probably the most comprehensive with respect to including major inputs and outputs. Corn farming is included because corn is a key input for ethanol production. Cattle feedlots are also included in this cluster because some of the ethanol plant by-products are fed to livestock, mainly cattle. The study identified a spurt in the number and size of ethanol plants in the state. A large plant near Aberdeen started production in 2003. Other ethanol plants are under construction or in the planning stages; they will begin production over the next few years. Since ethanol production is quite capital-intensive, not a lot of workers are hired to staff the plants. However, ethanol plants have a large economic impact because they create an additional demand for grain products.

Although they were not included in the industry clusters study, another renewable resources business that could have been included is energy generation from wind turbines. A group of wind turbines were recently constructed near Highmore. The turbines can generate enough electricity to light a city of 40,000 residents. Plans for additional turbines on other sites are also planned.

The industry clusters research also reviewed the metal machining industry cluster. Machine shops, small arms manufacturers, and gunsmith shops are included in the metal machining cluster. Looking at worker trends from 1990-2001, the number of workers had increased 100.5 percent during that time period. The metal machining cluster grew quite steadily through-out the study period, although the recent economic slow down in the state had an impact the last few years. The location of small arms manufacturers within the state has been a recent phenomenon. Small arms manufacturing is located principally in the Black Hills.

South Dakota worker wage trends are also a good indicator of what is happening in the labor market, and average annual pay is rising. Those wage trends indicate a good labor market for workers. In recent years, wage increases have been higher than the change in inflation; consequently real wages for wage and salaried workers have increased. The 2002 annual pay for workers covered by unemployment insurance (including approximately 90 percent of all wage and salaried workers) increased 3.0 percent from the 2001 annual pay for covered workers.

The demand for workers in both ag and nonag industries has a great impact on the labor market and labor exchange. In the 1990s, growing firms were constantly looking for workers; in some cases there were worker shortages for many types of workers. With a slowed economy, worker shortages have become a thing of the past, with a few exceptions. Certain types of skilled workers are still in high demand as businesses scurry

to staff businesses. The registered nurses, teachers, engineers and pharmacists occupations have all been studied and discussed in terms of shortages. State agencies have proposed programs and plans to increase the supply of teachers and registered nurses in the state.

The future demand for workers is captured through occupational projections, which provide information about the future need for workers by occupation. They estimate the annual demand for new workers needed to fill jobs because of growth or replacement of working leaving the work force. The latest 10 year projections indicate that the demand for workers has slowed. The fastest growing occupations will require post-secondary education, with most of them in the computer or medical fields. However, the greatest demand for jobs will still be for occupations that require basically no post-secondary education.

Just as the demand for workers has slowed, so has the supply of workers. The state population is relatively slow-growing and is getting older. These factors have a negative impact on the supply of workers. The supply of new workers entering the labor market has slowed in the last few years, compared to the early 1990s. According to wage record information, there were about 61,500 new workers appearing on payrolls in 2002, which were not on payrolls in 2001.

There will be two great challenges with respect to supplying people to meet the demand for new workers. One will be to provide trained and skilled workers for professional, technical, and management jobs. The second challenge will be to provide good workers to fill jobs that require no post-secondary training, but tend to be lower paying and have high turnover. Nationally, employers are concerned about the quality of workers available to staff businesses. They emphasize the importance of both technical skills and “soft skills.”

Job turnover data provides another perspective on supply. Turnover is not really part of the projected annual demand for workers. (The ten year projections estimate the demand for new workers and include only growth demand and net replacement demand.) Turnover provides a measure of gross replacement demand, including occupational transfers. For many occupations that don't require post-secondary training, gross replacement demand is much larger than the more limited annual demand for new workers.

Job turnover represents the labor flows into the labor market and also between businesses. Research data on SD job turnover (using unemployment insurance administrative wage records) shows a fairly high level of job turnover in many business sectors. Some of the turnover can be explained by the seasonal nature of the business sector in the state, but some of the turnover is related to job mismatches and/or because those industries staff many jobs that are considered stepping-stones or bridges to better careers. As with other types of demand, job turnover tends to drop during business slow-downs because the opportunity for a better job has decreased. A recent regional study of job turnover showed that SD job turnover is higher than Nebraska and Minnesota but lower than Alaska, Wyoming and New Mexico.

Another important issue related to the supply of workers and workforce development is determining what happens to students after they graduate from post-secondary training. And the second part of that issue is whether or not the graduate's knowledge and skills meet the employer's needs. Determining how many graduates are able to find jobs (that are related to their training) and at what wage are important measurements for determining the labor supply and workforce development. In addition, it is important to know the percentage of graduates remaining in the state. If they do not remain in the state, they cannot help meet the demand for workers. According to recent information on 2002 public university graduates from the SD Follow-up Project, 78.3 percent of students originating in the state were still in the state approximately six months after graduation. This compares to 82.0 percent of the 2001 graduates. Approximately 71 percent of the graduates originating in South Dakota were employed, with about 67 percent of the SD graduates working in a job related to their educational program.

Three primary factors will determine the efficacy of the South Dakota labor market exchange: population growth, migration, and workforce development program efforts. The state needs to implement strategies to improve the efficiency of the labor market exchange and meet workforce needs. First, the state needs a strategy to make the best use of current residents and to encourage sufficient population growth to supply the need for new workers. Second, skilled and trained workers need to be retained in the state. Third, effectively matching worker skills to employer needs should be a key strategy. Part of that strategy has to include career information about occupations and the education required to get a job in the occupation. Worker mismatches and the resulting turnover are counter-productive during low population and labor force growth. As the economy picks-up and job trends become more positive, the need for an efficient labor market exchange that will match workers to jobs becomes even more critical.

## ***Meeting the Challenges of Employment Trends in South Dakota***

Regional, national, and international economic changes have brought a demand for a highly skilled and educated workforce. South Dakota's agricultural based economy is developing and changing to meet these demands. Quality training is the key to success for both employers and employees.

To meet the challenge of the demands of this evolving economy requires a system grounded in specific skills, educational competencies, and work experiences. South Dakota's Career Centers are the basis of this system in our state providing employers with a skilled, educated workforce and providing workers with an opportunity for economic security and self-sufficiency.

South Dakota's system capitalizes on the strengths of education, labor, rehabilitation, and social services to benefit all segments of our population. Youth, adults, dislocated workers, disabled individuals, and older workers will have the opportunity to utilize WIA services for their individual employment and training needs.



## ***Working together – SD’s Career Centers***

The state, through the network of Career Centers, has developed a system that is customer oriented and makes maximum use of current technology to reach the greatest number of customers. Employers and job seekers have direct access through Internet technology or personal contact with staff to assist in the employment and training process. The system is able to access the expertise and programs of partner entities such as education, rehabilitation, economic development, social services, and others as may be appropriate.

South Dakota has made considerable strides in utilizing technology to link related workforce services and bring them closer to the public. A broad range of information is currently available to customers through Internet access. The general public can self-register for services, access labor market information, use South Dakota’s SDWORKS on-line system along with America’s Job Bank, check out approved training providers and their levels of performance, and access resume packages and other valuable information.

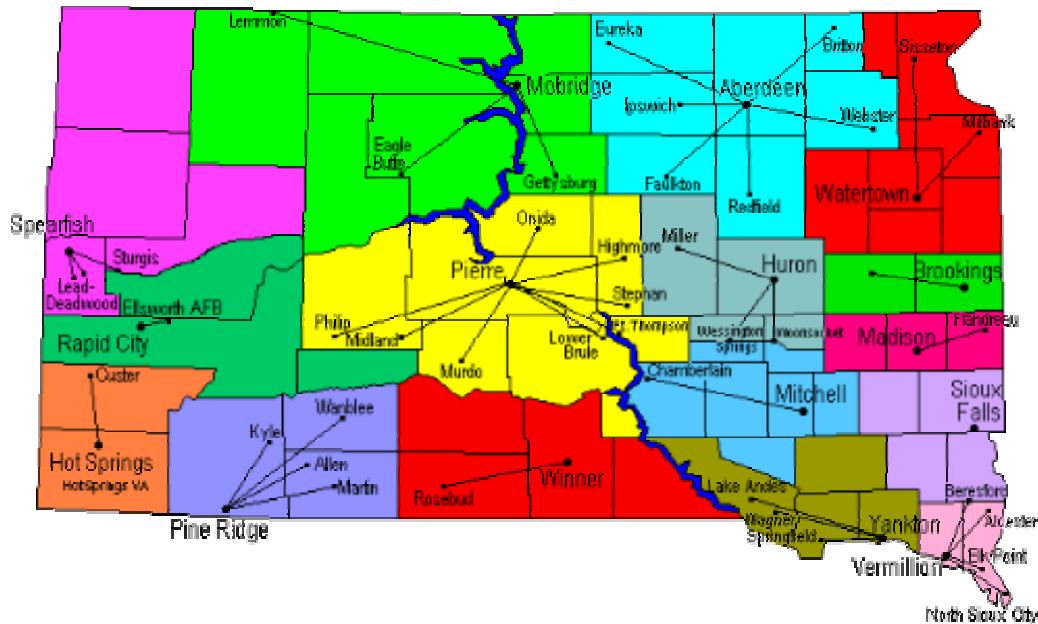
For employers, the system is able to offer relevant labor market information, a ready pool of job applicants, a referral and screening system, training programs, and a single point of contact for pertinent employment and training information. The system is able to respond quickly to the needs of the employer community.

Job seekers also have ready access to labor market information, employment opportunities, unemployment insurance, employment guidance and counseling, training, as well as a single point of contact for employment and training information.

Services and activities are promoted and made available to the various segments of the workforce. Youth, adults, dislocated workers, veterans, disabled individuals, and older workers all have the opportunity for full access to WIA through the Career Centers. Accommodations are easily made to allow any individual to benefit from services that may be appropriate. The following services are available at certified Career Centers:

- Labor Exchange
- Veterans Employment Programs
- Unemployment Insurance
- Job Corps Recruitment and Placement
- Bonding Program
- Alien Labor Certification
- Dislocated Worker Retraining
- Adult Training Programs
- Youth Training Programs
- Food Stamp E&T
- Older Worker Training
- Occupational Skill Training
- Alternative School enrollment
- GED/Adult Education
- TANF
- Labor Market Information
- Aptitude/Interest/Basic Skills Assessment
- Tax Credit
- Job Search Assistance Workshops
- Vocational Rehabilitation
- Resource Room
- Basic Skills Remediation

## South Dakota Career Centers and Itinerant Offices



### ***Service Delivery – Business Services***

Employers are critical to the success of South Dakota’s Career System. They can receive business services through the 19 certified Career Centers and itinerant offices located throughout the state.

Employer services include:

- Computerized job matching
- Training services including basic skills, re-training, and skills upgrading
- Welfare-to-Work and Work Opportunity Tax Credits
- Rapid Response
- Clerical skills testing
- Free access to Career Centers to recruit, interview, and screen applicants
- Resources on labor and employment law
- Veterans’ services
- Alien labor certification

Employers can also access employment services through the Internet at <http://www.sdjobs.org>. Employers can list a job opening, search for applicants, and obtain information about issues related to doing business in South Dakota. By entering this site, a customer is able to access:

- Current and historical labor market information
- Unemployment Insurance (UI) information
- New hire reporting
- South Dakota’s Job Bank

- America's Job Bank
- America's Career Kit
- Worker's Compensation information
- Workforce Investment Act Training Provider information
- Alien Labor Certification
- Labor and employment law

## ***Service Delivery – Job Seekers***

South Dakota Career Centers, under WIA, ensure employment and training services to the universal customer. Once job seekers are assessed as needing occupational or skills training, one or more of the following program options may be available to them:

- WIA Adult Training
- WIA Youth Training
- WIA Dislocated Worker
- TAA and NAFTA-TAA assistance
- Veterans' Training
- Temporary Assistance to Needy Families (TANF)

Services offered to job seekers through the Career Center System include the following:

- Computer access to South Dakota's Job Bank, America's Job Bank, resume preparation tools, and labor market information
- Job referrals
- Veterans' services
- Job search assistance
- Job skills workshops
- Skills testing
- Career counseling
- Connection to educational opportunities
- Vocational assessment
- Job training opportunities

## ***WIA Youth, Adult, and Dislocated Worker Programs***

Non-competitive funds are provided to local Career Centers for their job training and education programs designed to assist individuals seeking employment.

Individualized services focused on a thorough assessment and development of an employment plan allows for customer choice.

Funding for competitive projects is used to contract for services offered by approved service providers, school districts, and business partners.

## **Youth Training Programs**

Youth training programs provide services to low-income youth ages 14 through 21. Programs are designed to prepare youth who are facing serious barriers to employment for participation in the labor force. This includes opportunities for assistance in attainment of a high school education with preparation for further education and occupational exploration, and training for eventual employment.

### **Youth programs include the following:**

- **Occupational skills:** Educational and job skills program designed to provide youth with basic education, vocational assessment, career exploration, job search, job retention, job specific skills, and life-coping skills.
- **Alternative School Training:** Individual service strategies outline basic skills remediation if needed, course credits to be achieved, identification of an employment goal, and necessary life skills. Services must include preparation for postsecondary education and connect to the Career Center system. The sites must meet the Department of Education's accreditation requirements.
- **Summer Opportunities:** Summer Opportunity Programs must meet all WIA program requirements (assessments, employability plans, work readiness and work sustainment skills, and performance measures). Academic competencies are reinforced through applied learning. Programs expose youth to the current and emerging technologies. Postsecondary training options demonstrate various career advancement routes. South Dakota broke the activity into two types of programs based on developmental readiness for the ages of youth served.
  - Programs for youth ages 14 and 15 spotlight careers that younger youth are not typically familiar with. Youth try their hand at activities using real tools of the trade and the responsibilities of being employed in different career areas.
  - Programs for youth ages 16 and 17 provide authentic skill development for an occupational area. Local employers co-sponsor and co-teach occupational skills in a wide variety of related jobs within an occupation.
- **Department of Corrections:** Occupational assessments with job preparation and retention skills programs for youth just prior to returning to their home community.
- **Stipends:** Awards for youth who complete the required program goals and then participate in additional career exploration.
- **Career opportunities:** Funds that would cover the expenses associated with participation in career-related training sponsored by other agencies; i.e., the AGC sponsored Construction Trades Academies, ICA sponsored Youth Business Adventure, SDSMT sponsored Youth Engineering Adventure, etc.

The locals expanded services by paying registrations for WIA eligibles to attend career activities sponsored by other agencies, provided transportation to review postsecondary educational settings, and revamped their summer programs. They are discovering that with these new programming options, youth are interested in pursuing more services under WIA and remaining in programs.

Each local Career Center receives an allocation to provide the following training options:

- On-the-Job Training (OJT): training by an employer for a participant who is engaged in productive work to develop the knowledge and skills essential to the performance of the job.
- Work Experience Activities: designed for the participant to gain knowledge of demands of the work place and good work habits which can assist the participant in obtaining unsubsidized employment.
- Occupational Skills Training: activity is tailored to meet specific needs of the participant based on aptitude, interests, and basic skills. It provides an educational program, which leads to higher wages and high demand occupations. This activity may be long- or short-term occupational training normally done in a classroom environment with a qualified instructor.

WIA encourages postsecondary education opportunities for youth. The funds provide postsecondary training in two types of situations.

- Allow high school youth to take a postsecondary course that would provide credit for high school graduation and jump-start their attaining an advanced education degree.
- Allow a high school graduate to participate in DOL approved postsecondary programs leading to employment in high demand/high wage occupations.

### **Alternative High School Program Specifics**

Alternative high schools meeting the Department of Education's accreditation rules may apply for funding for WIA services for economically disadvantaged youth participating in programming. Alternative educational centers must be off-site of the traditional school setting. *All* youth must participate in a comprehensive career assessment and career planning program (just like the planning outlined in WIA). The youth who qualify for WIA may access WIA services for career stipends, postsecondary linkages, paid work training programs, etc., through the area Career Center.

<b>WIA funded Alternative Schools</b>	<b>School Districts Served</b>
Advance High – Pierre	Pierre and Ft Pierre
Aim High – Madison	Madison, Chester, Coleman-Egan, Rutland, Howard, and Oldham-Romona
Aspire High – Beresford	Southeast Area Educational Cooperative (Alcester-Hudson, Beresford, Canton, Centerville, Elk-Point/Jefferson, Gayville-Volin, Irene, Viborg, and Wakonda)
BH Ed Connection – Spearfish	Spearfish and Belle Fourche
GM Alt School – Redfield	Redfield and Turtle Creek residential setting
Joe Foss – Sioux Falls	Sioux Falls
NOVA – Watertown	Watertown
Pride High – Huron	Huron
Rapid City Academy – Rapid City	Rapid City
Reach High – Sioux Falls	Brandon Valley, Harrisburg, and West Central
Second Chance – Mitchell	Mitchell
SElect High – Brookings	Brookings, Duebrook, and Sioux Valley
SE High – Vermillion	Vermillion
Southern Hills Ed Consortium – Custer & Hot Springs	Custer, Hot Springs, Hill City, Oelrichs, and Edgemont
Strive High – Dell Rapids	Dell Rapids, Garretson, Tri-Valley, and Baltic
Sturgis Academy	Sturgis, Newell, Lead-Deadwood
Zenith – Wagner	Wagner

## Summer Youth Opportunity Programs

Communities Served	Program description
Aberdeen CPC  Mobridge satellite	<ul style="list-style-type: none"> <li>• <u>Roots and Shoots</u> introduced careers in the areas of the environment, caring for animals, and working with people; based on Prudential Life leadership curriculum. Held at NSU.</li> <li>• <u>Upward Bound</u> held at NSU.</li> <li>• <u>Careers in Communications</u> exposed youth to oral and written communication careers; primary activities dealt with broadcast and print media.</li> </ul>
CLC of the BH	<ul style="list-style-type: none"> <li>• Sixteen businesses provided in-depth career shadows for four weeks; groups of six students spent four days at each business. The CLC provide structured observation and interview tasks with weekly debriefing meetings.</li> <li>• Fourteen-year old youth participated in in-depth job readiness classes and then held WIA paid Work Experiences for four weeks, 20 hours a week. This was a quick response to a community need and a great example of the CLC and CC pulling a joint program together.</li> </ul>
Brookings CLC	<ul style="list-style-type: none"> <li>• <u>Sky's The Limit</u> built around SDSU's aviation camp provided a week of introductory career interest and aptitude profiling with a week of debriefing and career planning upon completion of the aviation camp.</li> <li>• <u>ExplorIT</u> camp introduced youth to the careers around robotics and electronics. The youth also participated in the interest and aptitude profiling and the career planning weeks.</li> </ul>
Huron Cornerstones  Mitchell	<ul style="list-style-type: none"> <li>• <u>Crime Camp</u> demonstrated to the youth all the careers associated with solving a crime – occupational areas of law enforcement, health care, media, forensics, etc.</li> <li>• <u>Writing in the Workplace</u> introduced youth to the importance of written communications and other academic skills in various careers throughout Mitchell.</li> </ul>
Madison CLC	<ul style="list-style-type: none"> <li>• <u>Occupations in Homeland Security</u> introduced youth to the types of occupations and how they agencies work together to ensure a safe community (water purity, health care, police, electric works, public transportation, etc.)</li> </ul>
Southeast Job Link	<ul style="list-style-type: none"> <li>• Vermillion and Yankton offered an introduction to graphic art and the related careers.</li> <li>• Youth from the previous year requested a graphic art part two; the digital storytelling offered the basis to video editing and the related careers (Yankton only).</li> </ul>
Southern Hills Education Consortium	<ul style="list-style-type: none"> <li>• <u>Introduction to A+</u> was offered to youth in Hot Springs, Edgemont, and Hill City (schools that do not have such coursework). This was the first summer program in the area for high school youth under the DOL guidelines for years. The Hot</li> </ul>

	Springs Career Center was an active partner in getting the schools back involved with career programming.
Sturgis Academy	<ul style="list-style-type: none"> <li>• Six one-week field experiences were offered to students introducing and providing hands-on experiences in Archaeology, Basic Electronics, Forestry Conservation, Nature and the Economy of the Black Hills, SD Monuments and Memorials, and Intro to Networking.</li> </ul>
The Right Turn	<ul style="list-style-type: none"> <li>• <u>Expedition 2003</u> incorporated career exploration and applied academics based on the careers that assisted Lewis and Clark and the skills needed in the career today.</li> <li>• <u>ExplorIT</u> offered youth the opportunity to build a computer and a robot and how software operates the robots.</li> </ul>
Volunteers of America	<ul style="list-style-type: none"> <li>• <u>Project HOPE</u> was in partnership with both health care systems in Sioux Falls offering 12 days in the hospitals following health care professionals through their daily activities. Two additional weeks included tours of clinics, emergency medical sites, and related postsecondary experiences. Each youth filled in his/her experiences researching health occupations to fit their interest and aptitudes. Eighteen youth earned certifications in first aid and CPR.</li> </ul>
Watertown CLC	<ul style="list-style-type: none"> <li>• <u>Digi-Do-Tell Camp</u> was developed around the digital storytelling concept. Youth assignments appeared to be centered on video production, but each video was research on an unusual career.</li> </ul>
Winner School District	<ul style="list-style-type: none"> <li>• <u>Career Exploration Academy</u> provided youth in Winner the opportunity to learn about the careers and related skills within businesses in Winner with related field trips to postsecondary.</li> </ul>

### **Adult Training Programs**

Adult training programs provide services to persons age 18 and over with a priority of service given to low-income individuals and recipients of public assistance. These programs lead to increased employment, higher earnings, and reduced welfare dependency.

#### **Adult training programs include the following:**

- **Intensive Services:** Individuals who are unable to obtain suitable employment after receiving core level services may be referred for intensive services. These are activities designed for the individual to learn about the labor market, receive employment guidance, and set a plan leading to suitable employment. Allowable activities include: assessment, employment counseling, employment planning, pre-vocational services, and case management.
- **Service Provider Training:** This training is from a community-based educational/job skills program designed to provide participants with job specific



skills, vocational assessment, career exploration, basic education, job search skills, job retention skills, and life-coping skills.

- **Customized Skills Training:** This type of training is designed for high demand occupations. Customized training is training: (a) designed to meet the special requirements of an employer (including a group of employers); (b) conducted with a commitment by the employer to employ or in the case of incumbent workers, continue to employ an individual on successful completion of the training; and (c) the employer pays for not less than 50 percent of the cost of the training. Such training may be an on-going project or a one-time project to fulfill a particular demand.
- **Postsecondary Individualized Skill Training:** Formal classroom training provided by the approved training providers leading to higher wages and high demand occupations.

Each local Career Center receives an allocation to provide the following training options:

- **On-the-Job Training (OJT):** training by an employer for a participant who is engaged in productive work to develop the knowledge and skills essential to the performance of the job.
- **Work Experience Activities:** designed for the participant to gain knowledge of the world of work and to develop good work habits, which can assist the participant in obtaining unsubsidized employment.
- **Individualized Skills Training:** activity is tailored to meet specific needs of the participant based on aptitude, interests, and basic skills. It provides an educational program that leads to higher wages and high demand occupations. This activity may be long- or short-term occupational training normally done in a classroom environment with a qualified instructor. Most programs are provided through the state technical institutes.

### ***Dislocated Worker Programs***

Dislocated Worker Programs provide basic readjustment and retraining services for workers unemployed as the result of a business closure or mass layoff. Rapid Response is conducted by the state, which initiates a plan of action in response to worker dislocations.

Each local Career Center has access to WIA funds to provide the following opportunities:

- **Basic Readjustment:** assistance in preparing for job transition. This service includes assessment, provision of labor market information, employment planning, and other work readiness activities.

- **On-the-Job Training (OJT):** training by an employer for a participant who is engaged in productive work to develop the knowledge and skills essential to the performance of the job.
- **Individualized Skills Training:** activity is tailored to meet specific needs of the participant based on aptitude, interests, and basic skills. It provides an educational program that leads to higher wages and high demand occupations. This activity may be long- or short-term occupational training normally done in a classroom environment with a qualified instructor. Most programs are provided through the state technical institutes.
- **Work Experience Activities:** designed for the participant to gain knowledge of the world of work and to develop good work habits. This activity is very limited and may not be appropriate for most dislocated workers.

## ***Service Delivery – Job Training***

**Service provider training** is from a community-based educational/job skills program designed to provide participants with job specific skills, vocational assessment, career exploration, basic education, job search skills, job retention skills, and life-coping skills.

**Customized skills training** is designed for high demand occupations. Customized training is training: (a) designed to meet the special requirements of an employer (including a group of employers); (b) conducted with a commitment by the employer to employ or in the case of incumbent workers, continue to employ, an individual on successful completion of the training; and (c) the employer pays for not less than 50 percent of the cost of the training. Such training may be an on-going project or a one-time project to fulfill a particular demand.

**Special projects** funds are for statewide workforce investment activities authorized in WIA, regardless of whether the funds were allocated through the youth, adult, or dislocated worker funding streams. Special project funds are also to be used for SDWDC costs, audits, staff, overhead, or other administrative costs.

### **15% Special Projects include the following:**

- **Teacher Initiative**

South Dakota has experienced a shortage of qualified teachers for math, science, music and special education. The Workforce Development Council approved use of 15% Funds to design an initiative to help the state meet this specialized need. Financial assistance is made available to eligible adults and dislocated workers who choose to major in one of the identified disciplines and teach in the state following graduation.

- **Apprenticeship Program**

The Workforce Development Council approved a special project to financially assist with the related education component of certain registered apprenticeship programs.

Encouraging the use of formal apprenticeships as a successful means of training results in a closer working relationship with private sector business. This in turn provides good job opportunities for job seekers.

## ***Service Delivery – Supportive Services***

The intent of WIA is to assist individuals to overcome barriers to employment. South Dakota recognizes training may not address other issues that can make the road to self-sufficiency difficult. The judicious use of supportive assistance can be an integral component of a comprehensive plan of service.

Supportive services may include the following:

### **Youth Supportive Services**

1. Transportation Assistance;
2. Health Care Services;
3. Child Care Assistance;
4. Training-Related Clothing;
5. Lodging Assistance.

### **Adult and Dislocated Worker Supportive Services**

1. Transportation Assistance;
2. Health Care Services;
3. Child Care Assistance;
4. Training-Related Clothing;
5. Lodging Assistance;
6. Job Search Allowance;
7. Relocation.

## Success Stories



**WIA Award Winners** – Left to right – Julie Kueter, Chet Motlas, Dawn Morris, Andrea Powers, Elizabeth Wray, Robert Litz, Jonna Reid, Wayne Fenner, Gloria Pluimner

### Outstanding Partner

#### Altrusa International of the Black Hills

#### Nominated by: Career Learning Center of the Black Hills

Altrusa International is a local business women's club. The women of Altrusa have given and participated with Career Learning Center programs for the past six years. The group offers a "clothes closet" providing quality business attire at no cost for CLC participants.

Altrusa has provided cash assistance to individual CLC participants to help them with unexpected expenses that happen to come along. The group also volunteered to organize the twice a year ceremonies and receptions for the CLC's GED and CSA graduates. Hundreds of people, participants with their families or support folks, have enjoyed these special occasions.

The local Altrusa organization was recognized by their International organization for their involvement and commitment with the Career Learning Center.

## **Outstanding WIA Program**

### **Pride High**

#### **Nominated by: Cornerstones Career Learning Center, Huron**

Pride High has provided an alternative educational setting for students in the Huron School District since 1992. Instructors at Pride High provide a safe and effective learning environment by helping each individual student to build respect for their school, fellow students, and themselves.

Teachers work to instill a work ethic in their students by treating the alternative school experience as a job. Prospective students apply for admission and are interviewed by staff. Students are required to telephone if they are unable to come in and are terminated for sub-par attendance. Rewards and censures are based on productivity and performance just as in any workplace. Students cannot pass classes with a grade less than a C. In the words of instructor Wayne Fenner “..in the workplace your employer would not tolerate work that was below average, so neither do we..”

Pride High works to develop accountability within their students. Personal choices carry consequences and they must accept responsibility for their own learning experiences. The alternative school fosters a genuine atmosphere of respect and caring for their students’ well being and development not only as students but as human beings.

## **Outstanding Professional Staff Person**

### **Julie Kueter**

#### **Nominated by: Pierre One-Stop & the Right Turn**

*“I give lots of thanks to Julie for helping me. She does this out of the kindness of her heart, not just because it’s her job.”*

*“She has a passion for helping people and seeing them reach their goals. She was the cheerleader I needed to reach this point in my life.”*

These words from two of Julie’s participants tell the story.

Julie possesses the ability to encourage WIA participants to recognize their qualities and to achieve their individual goals. While working with her clients she instills the message of volunteerism and accountability.

She is also well known for going above and beyond the call of duty. She has helped move participants who have been evicted from their residence; she has taken it upon herself to drive participants’ home (over 100 miles) for the holidays; she has given food to families who didn’t have the means to provide for themselves. Sometimes she admits she does too much for some, but the hope is that these efforts will assist someone to be able to help others.

Julie is a role model and mentor for not only her clients but also for her co-workers and partners in the WIA world.

## **Outstanding Youth Participant**

**Nick Derkatch, Hot Springs**

**Nominated by: Southern Hills One Stop Career Center**

Nick, at age 18 and still in school, left home and moved in with a friend and his father. Having problems with school he was referred to the Alternative School. Nick working with the One-Stop identified technology as a good direction. He considered options for training beyond High School, including the military. He was interested in the Marines but was not accepted due to a hearing disability, a setback for sure.

Nick was short ½ credit for graduation. This led him to the Summer Opportunities program which included a computer tech hardware course. He excelled and finished his education, graduating in July. Through the One-Stop he was asked by the Michael Fitzmaurice State Veterans Home to tutor residents and conduct computer classes. Nick is “teaching” scheduled classes to veterans and their spouses on a daily basis while also maintaining the computers at the State Veterans Home.

Nick, still interested in the military, requested a waiver to the disability issue from the Army. After a number of meetings Nick was accepted for the US Army and will begin basic training in November. Despite numerous obstacles Nick has managed to take control of his life.

## **Outstanding Adult Participant**

**Elizabeth Wray**

**Nominated by: Career Learning Center of the Black Hills**

Elizabeth Wray was a stay at home mom with twin baby boys. After three years things suddenly changed presenting many challenges. Her life with her husband took a dramatic turn over a short period. She discovered he had a serious chemical dependency problem and she could not rely on him anymore.

With limited work experience, broke and substantial debt, she realized she needed help. TANF was able to offer the beginnings of confidence and hope through the Skills Development Center. This led her to the Career Learning Center and was enrolled in the WIA Computer Software Applications program. Her determination led to success. Still in financial difficulty she took control and worked through Consumer Credit Counseling to adopt budget strategies that work for her.

Liz set her goal to work for the Black Hills Corporation. She was not hired. This did not stop her; she continued to apply for positions with the company. She has been with them now for eight months. Elizabeth and her boys have adjusted to their new lifestyle.

Her determination was the basis for success. She sought assistance through the TANF and WIA partnership, but committed to helping herself reach her goals.

## **Outstanding Large Employer**

**Morris Inc., Pierre**

**Nominated by: Pierre One-Stop Career Center**

Morris Incorporated, in addition to their construction business, has long been involved in the Pierre / Ft. Pierre community. This involvement includes active participation in local economic development efforts, a very active anti-drug campaign, and civic activities that help to make the Pierre / Ft. Pierre area a better place.

Morris provides employment for over 160 people. This need for workers has made them a familiar business with the One-Stop. Over the years Morris has become a very strong supporter of the Department of Labor services. Yes, they have utilized the programs, but their commitment is much more. Morris willingly provides opportunities to people with barriers to employment. Examples include promoting non-traditional employment, working with inmates from the Women's Prison, and taking time with employees who have learning disabilities. The company offers a career ladder and takes it upon themselves to provide additional personal help to our clients and other employees so they can advance in the Morris Company.

## **Outstanding Small Employer**

**Chet Motlas, CAM Construction, Brookings**

**Nominated by: Brookings One-Stop Career Center**

CAM Construction was contacted by the One-Stop about working with a particular young man. Chet did not hesitate and accepted the challenge.

The client was an alternative school participant interested in construction. An internship was arranged with CAM Construction to help the client learn more about the industry.

Chet Motlas has shown patience and invested time, money, and energy to make this internship successful and meaningful for the young man. He gave a pickup truck so he could get to and from work and purchased a mobile home and offered low rent to help out.

There were trying times. On several occasions the young man failed to call in or even show at all and these were explained with lies. Legal troubles landed the client in jail. Chet did not give up but continued to work with him on honesty and reliability. Chet explained that he too was once in trouble and someone was there for him. He wanted to be there for this young man. He went to court prepared to put up any bail money that may be needed.

Chet Motlas is helping the young man with fines, court costs, and lawyer fees by fronting the money and having the client work it off as he can. CAM Construction hired the client for a permanent position and is continuing to provide training. But above all he wants to be there to mentor through life's challenges.

## ***South Dakota's WIA Performance Indicators***

South Dakota has established operating procedures for data collection and handling to ensure the quality and integrity of the data. The WIA data collection and compilation process is completely automated. Written and verbal instructions are provided to staff who collect and compile the data.

Performance data submitted on federal reports are verified and validated by state staff. The process involves checking the accuracy of a sample of the computerized records. The data verification process is the verification of the accuracy of keyed entries by their comparison with the original source(s) to identify and correct errors. Data validation involves checking the accuracy of the data entered into the computerized data base. Although data may be correctly transcribed from the forms, the data may not be accurate or logical because of recording errors. South Dakota is committed to continuous improvement of its information and data system.

State WIA staff conduct annual desk audits and/or on-site evaluations of workforce investment activities by program for each service provider. A comprehensive and thorough review will document effective practices being utilized by local offices. It will identify training and/or technical assistance needs of staff. Evaluations result in establishing and implementing methods for continuous improvement in the efficiency and effectiveness of the statewide workforce investment system in improving employability for job seekers and competitiveness for employers.

The evaluation process includes a self-evaluation by the service provider. A review by state staff of the administrative, procedural, programmatic, and financial aspects of the service provider assesses the extent to which the provider is complying with Federal regulations and guidelines. State staff review program data for verification and validation. Program goals and progress toward meeting and/or exceeding performance standards are reviewed.

State staff provide an overview of the results/recommendations of the evaluation during an exit meeting with the local program administrator and staff. A written report of deficiencies and a plan for correcting deficiencies is provided within 30 days of the evaluation review. Technical assistance is provided when applicable.

Following are statements regarding the cost of workforce investment activities relative to the effect of the activities on the performance of the participants as required in WIA section 136(d)(2)(c):

South Dakota WIA activities have been conducted in a manner that is fully compliant and consistent with our Unified Plan for Workforce Investment. The state's SDWDC has ensured all funds have been used appropriately and for the stated purpose of WIA for eligible youth, adults, and dislocated workers.



Activities have been designed to meet the individual needs of participants. Customer choice is the key principal to program success. At times, customer choice has prompted a greater mix of services to assist the participant meet their specific educational and occupational goals. As such, the programs have been quite flexible and creative in helping individuals utilize available WIA tools leading them to successful outcomes consistent with their individual service strategy.

The SDWDC truly believes WIA funds are an investment that need to be carefully weighed for the greatest return to the participant, the community, the state, and ultimately to the nation. In treating these resources as investment capital we are careful to be prudent but demanding with our ventures. The state exercises great care in delivering high quality services at the most reasonable cost. In other words, we expect a big bang for the buck.

The state expects a high level of motivation from participants and service providers alike. This high level of personal energy working together creates a positive environment. This generates a platform for the delivery of core, intensive and training services that is productive.

The SDWDC utilizes its expertise to allocate funds for activities with the expectation that all customers, both job seekers and employers, will be served. This methodology also capitalizes on the use of the latest technology and use of effective service providers. A review of WIA performance for the program year suggests the state has invested its resources wisely. The return on the WIA investment in South Dakota has been very productive for the program and beneficial to participants and the state.

Cost of Program Activities

		Total Federal Outlays (Program Only)
<b>Adults</b>		<b>2,054,901</b>
<b>Dislocated Workers</b>		<b>736,131</b>
<b>Youth</b>		<b>2,559,226</b>
<b>Rapid Response</b> (up to 25%) '134 (a) (1) (A)		<b>31,845</b>
<b>Statewide Required Activities</b> (Up to 15%) '134 (a) (2) (B)	<b>Total Federal Outlays</b> (Include program costs. Also include administrative costs as appropriate)	<b>775,743</b>
<b>Statewide Allowable Activities</b> '134 (a) (3)	<b>Program Activity Description</b>	<b>Total Federal Outlays</b> (Program Only)
	<b>SDWORKS</b>	<b>140,622</b>
	<b>ABE Activities</b>	<b>16,500</b>
	<b>Teacher Initiative</b>	<b>67,092</b>
	<b>Apprenticeship Initiative</b>	<b>55,000</b>
	<b>Dislocated</b>	<b>476,303</b>
<b>Total PY Programmatic Federal Outlays</b>		<b>6,913,367</b>

## WIA Annual Report Data

State Name: SD

Program Year: 2002

**Table A: Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	67	79.9	1,515	2,256	2,256	67.2
Employers	62	81	506	7,423	595	85

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71	71.3	380
			533
Employment Retention Rate	75	85	432
			508
Earnings Change in Six Month	2,600	2,103	1,068,143
			508
Employment and Credential Rate	32	58.5	166
			284

**Table C: Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	60.7	34	62.5	15	68.5	61	82.4	14
		56		24		89		17
Employment Retention Rate	76.7	33	81.8	18	85.2	69	81	17
		43		22		81		21
Earnings Change in Six Months	3,157	135,763	2,666	58,653	1,138	92,193	-377	-7,910
		43		22		81		21
Employment and Credential Rate	46.7	7	45	9	48.9	23	70	7
		15		20		47		10

**Table D: Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	75.8	160	68.3	220
		211		322
Employment Retention Rate	85.5	183	84.7	249
		214		294
Earnings Change in Six Months	2,017	431,588	2,165	636,555
		214		294

**Table E: Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level		Actual Performance Level	
	Entered Employment Rate	75	73.9	524
Employment Retention Rate	87	85.3	447	524
Earnings Replacement in Six Months	86	76	4,660,557	6,129,129
Employment and Credential Rate	32	63.2	168	266

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	84.1	53	62.1	18	70.3	45	66.7
		63		29		64		3
Employment Retention Rate	96.2	51	83.3	15	86.7	39	100	2
		53		18		45		2
Earnings Replacement Rate	92.5	621,239	69.6	123,402	78.8	378,318	*****	17,584
		671,813		177,425		479,975		1
Employment And Credential Rate	85.7	18	33.3	2	66.7	14	66.7	2
		21		6		21		3

**Table G: Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	75.6	201	72.9
266			443	
Employment Retention Rate	90.5	182	82	265
		201		323
Earnings Replacement Rate	84.3	1,905,151	71.2	2,755,406
		2,260,747		3,868,382

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	64
Employment Retention Rate	75	85	91
			107
Earnings Change in Six Months	2,080	2,709	289,898
			107
Credential Rate	37	48.4	76
			157

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	55.6	5 9	0	0 1	91.7	11 12	70.1
Employment Retention Rate	66.7	4 6	0	0 1	78.6	11 14	87.8	86 98
Earnings Change in Six Months	-908	-5,449 6	0	0 1	2,109	29,529 14	2,801	274,467 98
Credential Rate	41.7	5 12	100	1 1	50	8 16	46.9	68 145

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	57
Diploma or Equivalent Attainment Rate	41	57.6	217 377
Retention Rate	52	65.2	215 330

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	64.5	60	72.3	136	72.1	465
		93		188		645
Diploma or Equivalent Attainment Rate	50	13	58.6	41	58.5	168
		26		70		287
Retention Rate	59.1	13	68.1	32	67.3	171
		22		47		254

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	78.4	380	1,830	887,557	1.1	4	3,283	1,247,520	65.9	108
		485		485		380		380		164
Dislocated Workers	89	372	90.5	3,645,813	1.3	7	4,624	2,422,756	64.5	138
		418		4,028,485		524		524		214
Older Youth	71.9	64	1,923	171,126	0	0	2,466	202,238		
		89		89		82		82		



**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>1,587</b>	<b>762</b>
<b>Dislocated Workers</b>	<b>1,627</b>	<b>816</b>
<b>Older Youth</b>	<b>316</b>	<b>180</b>
<b>Younger Youth</b>	<b>1,255</b>	<b>702</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$2,054,901.00</b>
<b>Local Dislocated Workers</b>		<b>\$736,131.00</b>
<b>Local Youth</b>		<b>\$2,559,226.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$31,845.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$775,743.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	SDWORKS	<b>\$140,622.00</b>
	ABE Activities	<b>\$16,500.00</b>
	Teacher Initiative	<b>\$67,092.00</b>
	Apprenticeship Initiative	<b>\$55,000.00</b>
	Dislocated	<b>\$476,303.00</b>
<b>Total of All Federal Spending Listed Above</b>		<b>\$6,913,363.00</b>

# WIA Annual Report Data

State Name: SD

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> South Dakota Workforce Investment Board	<b>Total Participants Served</b>	Adults	1,587
		Dislocated Workers	1,627
		Older Youth	316
		Younger Youth	1,255
	<b>Total Exiters</b>	Adults	762
		Dislocated Workers	816
		Older Youth	180
		Younger Youth	702

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	67	79.9
	Employers	62	81
Entered Employment Rate	Adults	71	71.3
	Dislocated Workers	75	73.9
	Older Youth	64	71.9
Retention Rate	Adults	75	85
	Dislocated Workers	87	85.3
	Older Youth	75	85
	Younger Youth	52	65.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,600	2,103
	Dislocated Workers	86	76
	Older Youth (\$)	2,080	2,709
Credential / Diploma Rate	Adults	32	58.5
	Dislocated Workers	32	63.2
	Older Youth	37	48.4
	Younger Youth	41	57.6
Skill Attainment Rate	Younger Youth	57	73.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	4		13