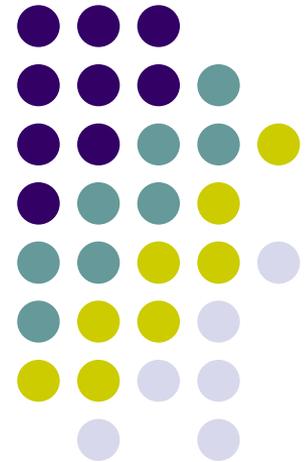


Grow Your Own Workforce

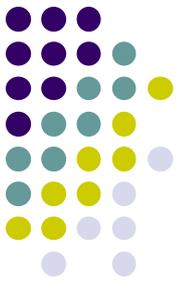
Presented by Josh Svatos
General Manager: RTEC

Regional Technical Education Center

July 2013



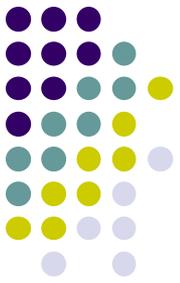
Regional Technical Education Center



Why Grow Your Own?

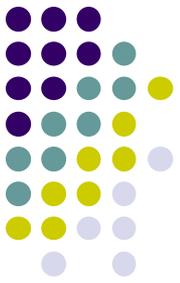
- To keep your own!
 - “Home Grown” approaches are identified as key strategy to supporting workforce development
 - High school / middle school events
 - Local job fairs
 - Work with business and industry to host open house gatherings
 - Partner with local Chambers or Commerce

Why Grow Your Own?



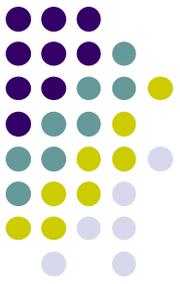
- To keep your own!
 - Target ages – middle school and high school age students
 - If don't do it, you risk missing opportunity to capture their young minds
 - Underemployed / Un-employed / Dislocated Workers
 - Keep finding new ways to capture this group's attention

Shaping the Future Workforce



- We need to do it one individual at a time
- Example: RTEC's Manufacturing Academy
 - High school students receive a greater understanding of:
 - Career demands
 - High tech manufacturing skill sets
 - Qualifications for employment in SD business and industry

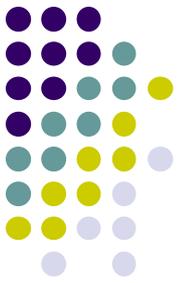
RTEC Manufacturing Academy



- A total of 144 students have successfully completed the academy from 2007-2013. They have represented the following area schools:
- Yankton (98)
- Wagner (32)
- Bon Homme (5)
- Vermillion (3)
- Glory Christian (1)
- Menno (2)
- Hartington Cedar (1)
- Bonesteel/Fairfax (1)
- Avon (1)

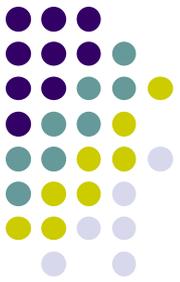


RTEC Customized Classes



- RTEC's Mission:
 - To help empower students for effective participation as top-notch workers and citizens
 - Classes are designed to contribute to student success:
 - Includes basic skills such as reading, writing, science, technology, engineering, and math.
 - Also contribute to student's ability to work independently, with a team, and think critically.
 - Work readiness skills to include interviewing, professional appearance, 3 A's: attitude, aptitude, appetite.

RTEC Educational Partners:

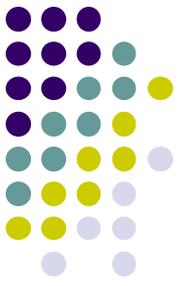


- The players that make it happen:

- Mitchell Technical Institute
- Black Hills State University
- Southeast Job Link
- South Dakota Department of Labor and Regulation
- American Welding Society
- Local and Area Manufacturers
- Local and Area School Districts



Next Steps...

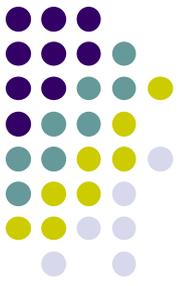


- **Continue to Work Together and Forge New Partnerships**

- In 2012 RTEC Received a \$100,000 CDBG Grant from the Governors Office of Economic Development as a part of the SD Wins Workforce Initiative.
- Partners included the following communities: Winner, Gregory, Lake Andes, Freeman, and Yankton.



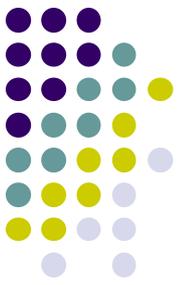
Partnerships Continued



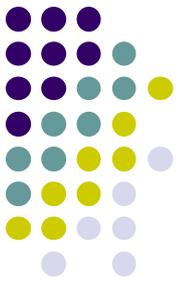
- **Total grant package was \$160,000.**
- \$100,000 in CDBG funds were used to purchase new welding equipment and a trailer to haul the equipment.
- The remaining \$60,000 was scholarship money and in kind donations from Winner, Gregory, Lake Andes, Freeman, and Yankton.



CDBG Grant Results:



- **53 students trained in RTEC's Basic / AWS Skill Upgrade Welding Courses.**
- **51 students satisfied low to moderate income guidelines established by CDBG requirements.**
- **38 out of the 53 students are employed in welding related jobs.**
- **25 out of the 38 were new hire welding jobs.**
- **10 out of the 38 were skill upgrades allowing employees to receive better wages.**
- **28 out of the 53 students took the AWS (American Welding Society) Certification Test and successfully passed to become AWS Certified Welders.**
- **RTEC took the its Lincoln Virtual Welding Simulator to 13 school districts and worked with 381 students in 7th – 12th grade exposing them to welding.**



Our Problem:

We need the state's help in helping us find skilled workers...We have great paying jobs available that pay great wages:

<u>Occupation</u>	<u>Hourly Wage</u>
Electrician	\$20.04
Machinists	\$16.85
Mechanical Drafters	\$18.20
Numerical Tool & Process Control Programmers	\$17.94
Welders, Cutters, Solderers and Brazers	\$15.07
Welding, Soldering and Brazing Machine Setters, Operators and Tenders	\$16.60

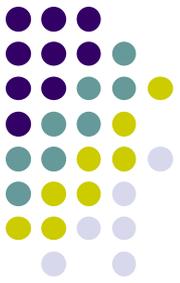
(Source: South Dakota Department of Labor and Regulation Labor Market Information Center, updated Quarter ending March 2013)

Solutions:



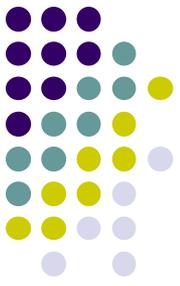
- Continue to work together...
- Secure adequate funding for technical education.
- Increase scholarship programs for technical training across the state.
- Make funding available state wide for youth exploration camps: i.e. manufacturing academies.
- Intertwine industry more into our local school districts.

Solutions:



- Partner with SD Department of Education and school districts to find more ways to expose students to career and technical education opportunities.
- We need help marketing to rural communities statewide about the opportunities that exist locally.

Final Thoughts...



- The answer for workforce development is right here in SD. We need to work with our youth, under- employed, un-employed, dislocated workers, and prison trustees to showcase the opportunities that exist right outside our back door.
- Workforce projections can't be made in Washington D.C.
- We need to rely on our local businesses to make our own projections that are reliable.

Thank You



AUGUST 16, 2012

10 AM TO 2 PM AT RTEC, 1200 W. 21ST ST., YANKTON

Featuring Five Special Competition Categories:

MIDDLE SCHOOL - HIGH SCHOOL - MEN - WOMEN - CELEBRITIES

With Gold, Silver & Bronze Medals Awarded to:

TOP THREE OVERALL VIRTUAL WELDING SCORES REGARDLESS OF CATEGORY!

FREE to All Competitors, Spectators & Listeners:

HOT DOGS, CHIPS & POP! CLASS INFORMATION! AND MORE CHANCES TO WIN BY LISTENING TO KDAM 94.3 AND KVHT 106.3 DURING LIVE REMOTES!

For details, contact RTEC at (605) 668-5700 or visit www.rtecedu.org!

GO FOR GOLD & WIN BIG WITH HIGH SCORES!

Gold Medal Drawing

SCORE: 85-100 POINTS

ENTER TO WIN \$75 IN CHAMBER RUCKIT!

Silver Medal Drawing

SCORE: 70-84 POINTS

ENTER TO WIN \$50 IN CHAMBER RUCKIT!

Bronze Medal Drawing

SCORE: 50-69 POINTS

ENTER TO WIN \$25 IN CHAMBER RUCKIT!

