

HEALTHCARE WORKFORCE, CONTINUED

National Health Service Corps

The National Health Service Corps offers financial and other support to primary care providers and sites in underserved communities. Learn more at <http://nhsc.hrsa.gov>.

Rural Healthcare Facility Recruitment Assistance Program

The State of South Dakota provides a \$10,000 payment to eligible health professionals who complete a three-year, full-time service commitment. The health professional must enter into a three-way contract between the employing facility and the State. Eligible facilities must be located in a community with a population of 10,000 or less. Learn more at <http://doh.sd.gov/providers/ruralhealth/recruitment-assistance-healthcare-professionals/facilityrecruitment.aspx>.

PREPARING OUR YOUTH

The State of South Dakota can help young people gain hands-on experience in the workforce and help them make informed career decisions.

Career Camps

Career Camps are put on by universities and technical institutes with help from the private sector, geared toward middle school and high school students. The camps are typically daylong events where students learn about specific careers by hearing from professionals and participating in hands-on activities. The types of camps include agriculture, business, engineering, health care, information technology, and trade and technical. Learn more at sd.gov/careercamps.

Dakota Seeds

To help encourage the creation of new internships, the State of South Dakota is making funding available to assist with the wages of these employees. Dakota Seeds will provide funding that will cover up to one-half of the position's wages, up to \$2,000 per intern. Internships are a great way to help fill temporary workforce needs and establish a pipeline for permanent employees. Internships also enhance a student's education by providing work experience in their chosen career pathway.

Internships must be in the high need areas of Science, Technology, Engineering, Math, Accounting, and Manufacturing. The program can support internships for high school and post-secondary students. Learn more at <http://www.sdreadytowork.com/Financing-and-Incentives--Dakota-Seeds.aspx>

Internships

The Department of Labor and Regulation (DLR) works closely with the state's colleges, universities, and technical schools, so you have access to recent graduates. Employers can post internships, and DLR will promote them to ensure they are filled by quality applicants eager to apply what they learned in the classroom. Learn more at <http://www.southdakotawins.com/preparingouryouth/internshipopportunities>.

SDMyLife Network

The SDMyLife Network is an online platform for businesses to connect directly with schools and students. They are able to list their company profile and also volunteer to serve as a career coach, classroom speaker, or internship site host. Learn more at www.SDMyLife.com/network.

www.SouthDakotaWINS.com

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SOUTH DAKOTA WORKFORCE PROGRAMS for EMPLOYERS

- Hiring Assistance
- Recruiting New South Dakotans
- Training for Skilled Jobs
- Accessing Healthcare Workforce
- Preparing Our Youth



HIRING ASSISTANCE FOR EMPLOYERS

The State of South Dakota offers programs to connect employers to qualified job applicants. Our goal is to meet workforce needs to grow business and our economy.

Labor Market Information Center

To help businesses make informed decisions, the Labor Market Information Center (LMIC) provides state-specific labor economic indicators such as labor force levels, unemployment rates, labor supply estimates, and worker levels by industry. Additionally, they can provide annual pay data by industry and current wage estimates for hundreds of specific occupations to assist employers in setting wage rates. Learn more at www.sdjobs.org/lmic.

Layoffs/Business Closures

DLR offers many resources to both businesses and individuals in the event of a downsizing, laying-off of workers, or closure of a facility. If layoffs do become necessary, the statewide network of DLR local offices can help employees. Learn more at <http://dlr.sd.gov/employerserv>.

SDWORKS Jobs Database

DLR maintains the largest labor pool database in the state, SDWORKS. Applicants represent all occupational backgrounds. Employment listings also receive free national exposure through our affiliation with US.Jobs powered by the National Labor Exchange and sdworks.jobs. Learn more at www.sdjobs.org.

HIRING ASSISTANCE, CONTINUED

Veterans

Does your business need to hire someone with leadership, the ability to work as a team, work under pressure, give and follow direction, and is drug-free? Contact a DLR Veterans' Representative to find a veteran to hire. Learn more at <http://dlr.sd.gov/vet/benefits.aspx>.

Vocational Rehabilitation

Hiring people with disabilities and making a business accessible can have a positive effect on an employer's bottom line. Professional Vocational Rehabilitation Counselors are staffed across the state to link employers with qualified job seekers. Learn more at dhs.sd.gov/drs.

Work Opportunity Tax Credit

The Work Opportunity Tax Credit (WOTC) is a federal income tax credit that encourages employers to hire individuals in certain targeted groups which consistently experience high rates of unemployment due to a variety of employment barriers. The WOTC is a tool in a diverse toolbox of flexible strategies designed to help people move from welfare to work and gain on-the-job experience. Learn more at http://dlr.sd.gov/wotc/tax_savings.aspx.

RECRUITING NEW SOUTH DAKOTANS

The State of South Dakota is committed to helping grow the South Dakota workforce by welcoming new faces and encouraging the return of those who have left the state.

Dakota Roots

Dakota Roots connects out-of-state job seekers with in-state career opportunities. Businesses can list their job openings at no cost, and employment representatives will help with hard-to-fill jobs by using this additional labor pool. Learn more at www.DakotaRoots.com.

New South Dakotans

New South Dakotans helps support businesses recruiting high-demand employees from out-of-state using the services of private recruiting companies. Eligible industries include: Engineering, Accounting, Information Technology, Specialty Trades, Tractor-trailer Truck Drivers, and Manufacturing. Learn more at <http://www.southdakotawins.com/newsouthdakotans/newsouthdakotans>.

TRAINING FOR SKILLED JOBS

The State of South Dakota is committed to training our citizens to fill the jobs that exist in our state. Through workforce training, workers will become qualified and prepared for all types of careers.

Adult Education

The Adult Education and Literacy Program emphasizes skills that bolster workplace readiness, transitions to post-secondary education, and a higher quality of life for South Dakotans. Learn more at http://dlr.sd.gov/workforce_training/ael_intro.aspx.

Apprenticeships

Registered Apprenticeship programs are available through the U.S. Department of Labor Apprenticeship System to connect job seekers looking to learn new skills with employers looking for qualified workers. Learn more at <http://www.doleta.gov/oa>.

TRAINING, CONTINUED

CDBG Workforce Training

Community Development Block Grant Workforce Training funding may be utilized by cities and counties, frequently working in conjunction with local technical institutions or other education centers, to implement training programs to address current workforce needs in their area. The workforce training must primarily serve (at least 51 percent) individuals who meet low-to-moderate income requirements. Learn more at <http://sreadytowork.com/CDBG-Workforce-Training.aspx>.

English as a Second Language

South Dakota's civics programs emphasize contextualized instruction to help students acquire the skills and knowledge they will need to become active and informed parents, workers, and community members. Learn more at http://dlr.sd.gov/workforce_training/ael_english_second_language.aspx.

National Career Readiness Certificate

The National Career Readiness Certificate (NCRC™) is an industry-recognized, portable, evidence-based credential issued by ACT that certifies essential skills needed for workplace success. The NCRC can be used as a staffing tool for screening, hiring and promotion, and targeting employee training and development. Learn more at <http://dlr.sd.gov/employerserv/ncrc.aspx>.

On-the-Job Training

DLR local offices offer job training programs that can pay up to half of new employees' wages while they learn the job. Job training can be customized for businesses that need workers with specialized skills. Learn more at http://dlr.sd.gov/workforce_training.

Workforce Development Program

GOED's Workforce Development Program provides grants to assist companies with up to 50 percent of costs associated with training new and existing employees. The program focuses on technical training skills which results in a pay increase of at least fifty cents per hour after the training is complete. Grant amounts vary, but typically range between \$500 to \$1,000 per employee and require a wage of at least \$11.00 per hour. Learn more at <http://sreadytowork.com/Financing-and-Incentives--Workforce-Development.aspx>.

ACCESSING HEALTHCARE WORKFORCE

The State of South Dakota added more capacity to medical and physicians' assistant education and expanded recruitment and retention incentives to include more providers and rural communities.

Healthcare Recruitment Assistance Program

The State of South Dakota provides qualifying physicians, dentists, physician assistants, nurse practitioners, or nurse midwives an incentive payment in return for three continuous years of practice in an eligible rural community. Learn more at <http://doh.sd.gov/providers/ruralhealth/recruitment-assistance-healthcare-professionals/rap.aspx>.

J1 Visa Waiver Program

The State of South Dakota has established the J-1 Visa Waiver Program to help rural communities recruit foreign or international medical graduate physicians. Learn more at <https://doh.sd.gov/providers/ruralhealth/j1-waiver-program>.