



SOUTH DAKOTA
DEPT. OF LABOR
& REGULATION

Workforce Innovation
and Opportunity Act

Program Year 2024
Annual Narrative Report

Federal Guidance: TEGL 5-18

SOUTH DAKOTA DEPARTMENT OF LABOR AND REGULATION

PROGRAM YEAR 2024 IN REVIEW

In Program Year 2024, DLR continued implementing the statewide teams' model, initiated in February 2024. This internal restructuring was necessary due to the continued rise in the cost of doing business. This year, DLR hosted a statewide in-person teams meeting. This gathering was essential for continued professional development and relationship-building with the new structure.

Partnerships remain a key theme and important piece in workforce development. In February 2025, DLR partnered with the Governor's Office of Economic Development to host a conference with the theme of "Planting Seeds". Recognizing that workforce development is economic development, this conference brings together the Governor's Office of Economic Development conference and the former Workforce Innovation and Opportunity Act (WIOA) Partner Symposium. At this event, local economic and workforce development professionals can network, learn from one another, and collaborate on future opportunities. We look forward to building a workforce development track for attendees as we prepare for the 2026 conference.

To manage the workload and customer flow with one-third fewer employees, DLR established a referral form for our partners. While basic career services are available at DLR for all job seekers, this referral form guides our partners on connecting their customers with individualized training and support services at DLR. While DLR is not able to serve everyone, these referrals are identified based on program eligibility, customer needs, and service gaps DLR programs can help fill. This reduces the time spent on outreach, ensures manageable caseloads within program budgets, and allows our team time to provide quality services.

The agency continues to evolve its service delivery to meet the needs of today's workforce within current budgets. DLR now has one employee dedicated to delivering virtual workshops statewide, resulting in increased virtual service delivery. Workshops range from financial literacy to job search and retention to professionalism. Alongside virtual services, there has been a heightened need for on-demand services. These include job search assistance, foundational skills, digital literacy, and more. Developing a workforce for tomorrow includes embracing technology. DLR reinforces this with customers through virtual meetings and the new Grow with Google courses. In addition, the agency plans to offer the Northstar Digital Literacy e-learning curriculum and implement a Chromebook checkout system in the next year.

To assist businesses, the agency offers statewide, virtual workforce knowledge events focused on topics of interest to businesses, such as wages, labor laws, tax credits, and more. In addition, we have expanded our virtual job fair offerings to help connect employers and job seekers. Recognizing the need to connect with those who have lost their jobs after a business has closed, DLR implemented monthly layoff assistance webinars. These webinars share resources for those who have lost their jobs, helping them get back into the workforce as soon as possible.

In addition to innovative service delivery offerings, DLR established a foundation for future educators' training in partnership with Black Hills Special Services Cooperative, enabling our customers to gain the skills to become paraeducators in the K-12 school system. This training was needed with the successful implementation of a Teacher Apprenticeship Program in South Dakota, which is anticipated to upskill about 250 paraeducators into classroom teachers.

As we move into PY25, we anticipate the need to be nimble and flexible. While the workforce needs in our state remain, it is important to offer creative solutions. We will continue to embrace technology in the DLR infrastructure while also helping our customers gain the digital literacy skills needed to succeed in today's workforce. We hope to establish opportunities for incumbent workers, creating a pathway for those working to expand their contributions. Work-based learning (WBL) opportunities for all ages will be crucial as we face a low unemployment rate. These WBL opportunities may be pre- or registered apprenticeship programs, work experiences paired with GED® studies and soft skills training, or entry-level industry-specific classroom trainings paired with an on-the-job training opportunity.

ECONOMIC AND WORKFORCE INFORMATION ANALYSIS

Please note: The following section is based on data from the calendar year 2024 unless otherwise noted.

POPULATION AND DEMOGRAPHIC CHARACTERISTICS

South Dakota's population increased to nearly 925,000 in 2024, according to population estimates published by the U.S. Census Bureau. This reflects an increase of 0.7% from 2023. Adults aged 65 and over had the largest increase over the year at 2.9%, followed by individuals 18 to 24 years (1.6% increase). South Dakota's median age in 2024 was 39.1 years. Population growth over the last decade (2014 to 2024) has been steady at 9.1% in South Dakota, exceeding the U.S. population growth of 6.5% over the same time period.

The 2024 American Community Survey (ACS) data produced by the U.S. Census Bureau shows the largest percentage of the state's population by race is White (86.8%), followed by American Indian and Alaska Native (10.1%). Regarding ethnicity, 4.9% of South Dakota's population is Hispanic or Latino, a decrease from 5.1% in 2023.

ACS 2024 data on the linguistics of our state population show a large majority of state residents (93.0%) speak only English. Approximately 61,400 residents can speak another language, with Spanish being the most widely used after English at 2.8%. Nearly 9,700 (1.1%) have language barriers, speaking English 'not well' or 'not well at all'.

LABOR FORCE

South Dakota's labor force participation rate was 69.5% in 2024. In other words, nearly 70% of all (non-institutionalized) residents aged 16 years and older were in the labor force, either working or looking for work. This compares to a 2024 national average of 62.6%. Historically, South Dakota has consistently had higher labor force participation rates than the nation as a whole. South Dakota's participation rate of 69.5% was the third-highest among all states and the District of Columbia in 2024.

Youth in South Dakota were also very active labor force participants. In 2024, 64.5% of the state's young population (age 16-24 years) were in the labor force, compared to the national rate of 55.9%. At the other end of the age spectrum, South Dakota's labor force participation rate for those 65 and older is 28.7%, compared to the national average of 19.5%.

The employment-population ratio is another broad metric used to measure the number of people employed against the total working-age population. It is calculated by dividing the labor force employed by the total civilian population 16 and over. One advantage of this metric is that it includes unemployed people who are not looking for jobs, whereas the unemployment rate only includes those who are actively looking for work. South Dakota's employment-population ratio was 67.4% in 2024, which is higher than the United States' at 60.1%.

South Dakota's labor force has sustained a long-term growth pattern, increasing by 6,512 individuals from 2023 to 2024, reaching an average of 488,287 in 2024. Unemployment levels have continued to remain low since 2020, which has made it difficult for employers to fill open positions. The state's unemployment rate held at 1.8% in 2024, the same as in 2023. The nation's unemployment rate increased slightly in 2024 to 4.0%, up from 3.6% in 2023.

The unemployed series includes more than just people who have lost a job. It consists of 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 employment 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 number of people employed in South Dakota has continued its upward trend since recovering from the pandemic in August 2020. South Dakota's employment increased by 6,375 or 1.3% in 2024, while U.S. employment increased by 0.2% over the same time period.

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 the BLS, statistics show the reasons why 218,100 South Dakotans were not in the labor force in 2024. The largest group (209,100 or 96%) were those who did not want a job. Of the 9,000 who indicated they wanted a job, 5,800 indicated they had not looked for work in the previous year.

FUTURE WORKFORCE DEMAND

South Dakota employment is projected to increase by 39,449, or 7.7%, to 550,566 by 2032. This is faster growth than the national projection (2.8%). By 2032, 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 63,435 each year, on average, to 2032. These demand projections include not only demand created by projected employment growth but also 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 2022 to 2032, like that discussed above, is available for more than 575 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 a program participant or trainee will find employment in a relevant occupation of interest and improve his or her earning potential. To that end, and 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 originally identified in the summer of 2024 using the latest employment projections (2022-2032) and wage data (2023) available at the time. Since then, the 2024 occupational wage data have been published, and the Hot Careers criteria have been updated accordingly, as shown below. Hot Careers must:

- Be projected to show employment growth by 2032.
- Have projected annual openings (a measure of demand for workers) greater than the average across all occupations (82) for 2022-2032.
- Have an average/mean wage greater than the median wage across all occupations. The median wage in 2024 was \$45,620.

Based on the updated wage criteria, 64 occupations made the cut as “Hot Careers.”

Up-to-date resources for each of the 64 [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 worker demand). Again, the Top 30 were updated in 2025 as needed based on 2024 wage data and updated wage criteria. The [Top 30 Careers flyer](#) was updated accordingly. The resources listed above identify the Top 30 Careers.

The remaining sections review program activity by program year, July 1, 2024, through June 30, 2025, 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. The meetings featured many workforce development updates and initiatives.

In October 2024, the meeting was held at Western Dakota Technical College in Rapid City. Justin Williams highlighted the \$5 million Lakota Funds Good Jobs Grant, which addresses housing and contractor shortages on Tribal lands through the Building Jobs, Building Homes project. Carmen Pacheco reviewed DLR's long-standing partnership with the Department of Corrections (DOC), emphasizing how technical training helps inmates secure employment and break the cycle of poverty. Tara Bartekoske reported on the growth of registered apprenticeships in South Dakota, noting the success of the Teacher Apprenticeship Pathway and the value of the mentorship toolkit. John Anderson shared adult education performance outcomes and facilitated a GED® student panel, offering personal perspectives on motivation, challenges, and future goals. Finally, Melodee Lane presented South Dakota's Top 30 Hot Careers and the 2023 Workforce Report, providing a comprehensive overview of state labor market trends and projections.

In December 2024, the meeting was held virtually. Kendra Ringstmeyer reported on One-Stop Center Certification reviews in Huron, Mitchell, and Sioux Falls, noting minor ADA and EO compliance findings that have since been resolved, with certifications unanimously approved. She also presented the One-Stop Operator Review, which identified opportunities to strengthen partner connections and enhance training. Bill McEntaffer shared updates on Job Service Office operations, including the use of virtual meetings, appointment-based access, and a new team-based structure to serve specific customer groups better. Melodee Lane highlighted improvements to the Career Exploration webpage, while Michelle Knuppe outlined the U.S. DOL Nursing Expansion Grant, which seeks to strengthen training, improve job quality, and help address the state's nursing shortage.

In March 2025, the meeting was held virtually. It included the election of John Herweh as Vice Chair following Keri Wientjes' resignation, approved unanimously. Todd Peters reviewed state and federal youth employment laws, while Kaitlin Foster highlighted Career Launch services for out-of-school youth. Heather Nelson and Morgan Heuer recapped Career Ready outcomes, and Bill Christensen presented on Youth Registered Apprenticeships. An interactive poll led by Dawn Dovre engaged Council members in sharing best practices and challenges in employing youth. Finally, Melodee Lane provided updates on the SD Career Interest Survey and Career Exploration webpages. In June 2025, the meeting was held at Dakota State University in Madison. It highlighted statewide efforts to strengthen childcare, education, and workforce pipelines through collaboration and innovative programs. GOED and DSS shared updates on community-based childcare grants, with local leaders emphasizing workforce benefits. The Board of Regents outlined high school dual credit, certificates, and Dakota Dreams camps, while DOE introduced a revised CTE career cluster framework aligned with industry needs. DLR presented labor market projections and career exploration updates. Council members discussed local childcare initiatives and work-based learning opportunities. Dakota State University showcased its history, research, and workforce programs, followed by campus tours. Multiple apprenticeship-focused sessions featured panels and program updates, including Start Today SD initiatives, pathway partnerships with schools, the Foundation for Future Educators Paraprofessional Pilot, and the Teacher Apprenticeship Program, with employers, students, and graduates sharing their experiences. Together, these initiatives demonstrated how childcare, career education, and apprenticeships are advancing workforce development and addressing critical shortages across South Dakota.

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STATE STRATEGIES

EXPAND WORK-BASED LEARNING OPPORTUNITIES

DLR has focused on business partnerships providing access to short-term employment opportunities, allowing customers to gain experience, network, and practice skills they have been learning through DLR's workshops and self-directed services. These business partnerships are entry-level opportunities that provide support until a longer-term experience or employment related to the customer's long-term goal can be secured. To assist in this effort, DLR's business services team helps secure these business partnerships.

The pathway partnership registered apprenticeship training model pairs K-12 schools and postsecondary education providers with registered apprenticeships. This approach provides students with a strong foundation for employment and continuing training after high school. With four programs serving 23 apprentices, we look forward to expanding this model.

INCREASE CREDENTIAL ATTAINMENT

In July 2024, DLR transitioned the GED® administrative responsibilities to the Department of Education. The agencies continue to collaborate on educational and outreach efforts. The WIOA Title I Youth Career Launch team is working in coordination with the GED® Administrator to directly connect GED® graduates from the K-12 schools to the Career Launch team. The WIOA Title II Adult Education program is collaborating with the Department of Corrections to connect GED® recipients who are served through the Title II program while incarcerated but are unable to earn their credential before release to WIOA Title II services post-release.

Efforts between the Department of Education, Board of Regents, and other agencies have established the Our Dakota Dreams website, <https://ourdakotadreams.com/>, and related efforts. This site offers parents and students one location to find resources on post-secondary education opportunities. In addition, DLR provides annual Free Application for Federal Student Aid (FAFSA) training to DLR staff.

One career pathway that has gained traction in South Dakota is the establishment of the teacher apprenticeship pathway (TAP). TAP is a partnership between the Department of Education, Board of Regents, Dakota State University, Northern State University, K-12 public school districts, and DLR. TAP is an opportunity for paraeducators, recommended by their school of employment, to attend the online program to earn their degree to prepare for their teaching license. Seeing a need for paraeducators, DLR utilized a Quality Jobs, Equity, Strategy, and Training (QUEST) grant to offer an online paraeducator training to DLR's workforce program participants.

EXPAND SERVICE DELIVERY MODELS

In response to significant structural changes resulting from increased costs of doing business and stagnant budgets, DLR focused on streamlining services in February 2024. This has led to strategic partnerships and, where possible, service delivery models. Two key examples of this include a partnership between the WIOA Title I Youth program and Job Corps, and a partnership between the WIOA Title I Adult program and the Department of Corrections. Job Corps and the DOC identify customers best served through the partnership. DLR offers paid work-based learning opportunities for Job Corps participants, and the Adult program offers occupational training and transitional services to incarcerated individuals who will be released soon. To manage programs and staffing, the agency continues to develop partnerships and service delivery models that allow for scaling enrollments and services up or down based on capacity.

BUSINESS PARTNERSHIPS

DLR has established a business services team focused on creating partnerships with businesses, learning about businesses' needs, gaining insight into industry needs, connecting customers to work-based learning opportunities, and more.

ESTABLISH RESOURCES FOR BUSINESSES

DLR has established resources for businesses, including, but not limited to:

- An online, learn-as-you-go module to train on-the-job mentors.
- A virtual job fair platform is available, allowing businesses to expand their recruitment efforts.
- Out-of-state recruitment efforts.
- Workforce Knowledge Series offers resources about the Work Opportunity Tax Credit, Labor Laws, and more.
- Retention workshops for employees, including soft skills, financial literacy, Grow with Google, and more.
- Layoff Assistance webinars for employees impacted by a layoff or closure.

DEVELOP AND EXPAND REGISTERED APPRENTICESHIP OPPORTUNITIES

Securing federal grants and state support has helped with the growth of registered apprenticeships in South Dakota. Interest in this training model continues to grow, as shown in [Figure 1: Yearly Overview of Active Registered Apprentices](#).

ESTABLISH STRATEGIC PARTNERSHIPS

With budget constraints, DLR has focused on establishing partnerships with statewide agencies, especially those identified in WIOA. Realizing we can't be everything to everyone, DLR has established a referral mechanism with these partners who can directly refer their customers to services based on criteria established by both agencies. An example of this is the Reemployment Assistance Division, which directly refers all Reemployment Services and Eligibility Assessment (RESEA) referrals to the WIOA Title I Dislocated Worker program.

IMPROVE ACCESS TO SERVICES

DLR's virtual service delivery continues to increase based on necessity. While this has been a change for the DLR team and our customers, it does offer hands-on training for digital skills essential in today's workplace. DLR has implemented Chromebooks that customers can check out, much like a library book. A texting feature has been incorporated into SDWORKS, DLR's management information system. Document translation has improved, allowing the agency to share outreach and policy materials in multiple languages and better assist customers with questions. Live translation continues to evolve as new technology becomes available.

IMPROVE THE ABILITY OF THE WORKFORCE PROGRAM TO ADAPT TO CHANGE

DLR's statewide structure allows staff to focus on programs based on the customers they are serving. This model allows programs to adapt more quickly to changes.

PARTNERSHIP COMMUNICATION

Leadership meetings with partners are regularly held, with recurring meetings taking place throughout the year. Locally, these meetings take place at least quarterly among workforce partners in a given geographic area, with customer-driven partnership conversations held as needed. Workforce Development Council meetings are held quarterly, and the Governor's Office of Economic Development and Workforce conference is held annually.

CHALLENGES

In reviewing costs and outcomes related to the Senior Community Service Employment Program, DLR has noticed the grant to operate this program does not cover the costs. In addition, the ultimate goal of unsubsidized employment lacks results.

Uncertainty around data sharing with partner programs has made it challenging to secure performance outcomes and accurate reporting.

While our goal is to get workforce program participants into registered apprenticeship programs, DLR has found a few challenges to this:

- Businesses typically select employees for their registered apprenticeship programs who have shown consistency for six months. At this point, participants in the workforce program are well into their follow-up period.
- Initially, DLR tried enrolling all registered apprentices into Wagner-Peyser and WIOA Adult program where possible, but businesses provided feedback that this process was burdensome.
- A lack of access to registered apprenticeship business partners also makes it challenging for DLR Employment Specialists to seek out these businesses.

TITLE III: WAGNER-PEYSER

The Wagner-Peyser Act provides universal labor-exchange services between job seekers and employers in South Dakota. To be eligible for these services, individuals have to be legally authorized to work in the U.S. Basic and non-financial services are delivered by the DLR's Employment Services Team. In addition to virtual services, DLR offers in-person services at ten Job Service Offices throughout the state. Program year 2024 was the first full year of our statewide team's model. This year, 5,777 participants were served through Wagner-Peyser, of whom 2,197 were co-enrolled in other workforce programs. A referral form was established to make it easier to complete internal referrals between teams. Basic and individualized career services are made available to eligible customers seeking assistance through Job Service Offices or remotely through outreach opportunities. Examples include job search, resume assistance, orientation to the One Stop System, workshops, hiring events, direct linkage to partners, and more.

Direct referrals are received from the U.S. Department of Veterans Affairs, Veteran Readiness & Employment Program. The team provided guidance on labor market information to assist four veterans and completed eligibility screening, Wagner-Peyser enrollment, and, when eligible, coordinated referrals to the Jobs for Veterans Services Grant Employment Specialist for 31 job-ready veterans.

BUSINESS SERVICES AND ENGAGEMENT

DLR's Business Service team connects with employers to learn about their workforce challenges. These conversations allow us to identify trends within industries, identify solutions, and connect workforce program participants to opportunities.

DLR hosted 10 Workforce Knowledge events this year. Workforce knowledge events are virtual workshops on topics of interest to employers. These events provide an efficient way to meet the needs of multiple employers. Attendance for the events varies, with some events having over 50 businesses in attendance. Topics included DLR SDWORKS platform, Hiring Events, hiring people with disabilities, Virtual Hiring Events, Compensation, and labor market information.

The Business Services Team offered 21 virtual hiring events this year. These events have been organized for communities, untapped labor pools, and industries. One event had 159 job seekers and 81 businesses in attendance, indicating the value these offerings provide.

MIGRANT SEASONAL FARM WORKERS

In PY24, the State Monitor Advocate (SMA) oversaw three State Workforce Agencies (SWAs), developed and delivered training programs, maintained a robust partnership with the National Farmworker Jobs Program (NFJP), and advocated for Migrant Seasonal Farmworkers (MSFW).

Reviews of MSFW services were conducted at the Aberdeen, Pierre, and Watertown Job Service Offices, where no findings were found. The SMA collaborated with Job Service Office managers to ensure staff received adequate training on essential MSFW topics. In PY24, SWA staff completed a total of 166 MSFW-related courses.

Four meetings were held with our NFJP partner during PY24. The State Monitor Advocate (SMA) and the National Farmworker Jobs Program (NFJP) discussed several key areas of collaboration, including reviewing and updating their Memorandum of Understanding (MOU), coordinating joint outreach efforts, and exploring cross-training opportunities. They also received updates on the Business Service Team and addressed new NFJP grant requirements related to building business relationships. Subsequent meetings focused on strengthening their partnership and improving the referral process through a new Microsoft Form system. Their collaboration continued with a Joint Quarterly Partnership meeting and participation in the Governor's Office of Economic Development Conference to further align efforts and share resources.

To advocate for MSFWs, the SMA encouraged offices to engage in MSFW outreach throughout the year. In the 2024 program year, South Dakota SWAs conducted 16 MSFW outreach activities. Outreach efforts included booths at state and county fairs, booths at high schools and colleges, booths at agricultural events like 4-H, FFA 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.

There were also 22 joint outreach events between DLR Job Service staff and the NFJP. Outreach efforts included community partner meetings, career fairs and expos, educational institution kickoffs and events, and conference and training events.

Additionally, the FLC team conducted 1,347 outreach events during housing inspections, reaching 2,548 H2A MSFWs. The leading outreach service provided was to inform them of their rights.

JOBS FOR VETERANS STATE GRANT

The Jobs for Veterans State Grant (JVSG) provides Individualized Career Readiness services to eligible veterans and eligible people in seeking, obtaining, and retaining gainful employment. JVSG also conducts employer outreach to promote veteran hiring. Key partnerships with the JVSG to highlight this program year include:

Volunteers of America – Northern Rockies (VOANR), covering Western South Dakota, and DLR collaborated in the co-enrollment of homeless veterans through the **Homeless Veterans’ Reintegration Program (HVRP)**. A Memorandum of Understanding between DLR and VOANR was updated to reflect changes in this partnership and service delivery to joint customers. There were 31 new veteran referrals from the VOA- Northern Rockies for this fiscal year.

Volunteers of America – Dakotas (VOAD) covers the southeastern region of the state. VOAD integrated its processes to align with DLR’s new virtual paradigm and service delivery model. VOAD works closely with DLR Employment Specialists to co-enroll participants in the Wagner-Peyser program and connect these veterans with the JVSG team when eligible. There were 43 new veteran referrals from the VOA-Dakotas for this fiscal year.

Veterans Administration (VA) Vocational Readiness and Employment (VR&E) and DLR continued their partnership, referring veterans to DLR for assistance with employment services. Additionally, there were referrals for other veterans who needed survival employment and/or assistance with job-seeking skills. VR&E works directly with the DLR Employment Specialists who operate the Wagner-Peyser program to complete labor market information requests for veterans looking to enter specific career fields. During this fiscal year, JVSG staff worked with 31 new individuals referred from VR&E who met eligibility requirements. There were also multiple other veteran referrals in which the participant chose to continue working with the ES Team staff to receive services rather than being assigned to and served by the JVSG team.

The JVSG team works in tandem with the Hot Springs Domiciliary staff at the U.S. Department of Veterans Affairs to serve veteran clients who face some of the most significant barriers to employment. Serving veterans through DLR programs, in addition to teaching guided group discovery classes, has remained a focus to improve employment outcomes for these veterans. The domiciliary staff have incorporated the guided group discovery class as part of their curriculum for any veterans enrolled in the Compensated Work Therapy (CWT) program. Over the course of the reporting year, the JVSG team worked with 56 veterans housed at the domiciliary.

In addition to working with the Hot Springs CWT Program, the JVSG team also worked with Ellsworth Air Force Base by presenting, along with the Business Services Team, at the bi-monthly TAP (Transition Assistance Program) for airmen who are exiting the military. The JVSG staff gave an overview of DLR services available to transitioning service members and covered topics such as the Hire Vets Medallion Program, which helps identify veteran-friendly employers across the country.

In addition to all JVSG customers being enrolled in Wagner-Peyser, the JVSG Team works closely with the WIOA Title I Adult program to increase access to fiscal support for training and other opportunities to improve our clients’ employment outcomes and long-term prospects.

In June 2025, 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. DLR was complimented on our consistent communication efforts with both the east and west HVRP programs, as well as our work with VR&E. Despite the reduction of staff and operating at a minimum level of funding, we have shown an increase in the number of veterans served:

- For the time period 7/1/21 to 6/30/22, JVSG staff provided ICS to 203 veterans.
- For the time period 7/1/22 to 6/30/23, JVSG staff provided ICS to 220 veterans.
- For the time period 7/1/23 to 6/30/24, JVSG staff provided ICS to 257 veterans.

TITLE I: ADULT

The Title I Adult program serves individuals 18 and older who face barriers to work. During PY25, focus was placed on improving partnerships that support strategic service delivery models and serve individuals who are low-income, basic skills-deficient, or on public assistance. Continued growth in Priority of Service is illustrated in [Figure 2: Title I Adult - Priority of Service](#). These strategic service delivery models encompass training and work-based learning services, as well as wraparound career and financial support services, to help participants achieve their career objectives.

As part of the enhanced partnership development, DLR established a connection for Supplemental Nutrition Assistance Program (SNAP) recipients who lack a high school diploma, are justice-involved, or are over 55 years of age, to transition from the Wagner-Peyser program to the Title I Adult program. The focus is on providing work-based learning opportunities, such as work experiences or on-the-job training, to help these individuals gain skills that can lead to self-sufficient employment.

DLR continued its partnership with DOC, assisting with training costs and providing career services to incarcerated individuals in Plumbing Technology at Western Dakota Technical College, Welding at Southeastern Technical College, Precision Machining at Lake Area Technical College, and Advanced Welding Training at the Regional Technology Education Center. During this program year, 40 participants completed one of the programs listed above.

As part of our continued efforts, DLR and DOC collaborated to create a new service model, Linking Employers and Participants (LEAP). Through this program, DLR Employment Specialists work with incarcerated individuals expected to be released within the next 180 days. Individuals receive intensive career services designed to help them develop a comprehensive resume, enhance their interview skills, and complete a career exploration process, all with the goal of securing employment prior to their release. DLR then steps in to help employers offset training costs through On-the-Job-Training services, provides Work Opportunity Tax Credit information, or connects them with a Federal Bonding program. The inaugural cohort started in February 2025 with nine participants.

Through braiding of funds with other programs such as Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), and Senior Community Service Employment Program (SCSEP), and Jobs for Veterans State Grant (JVSG), DLR was able to support 15 On-the-Job Trainings through the Title I Adult program – 150% over last year!

For the forthcoming program year, DLR looks to continue strengthening existing partnerships and building new ones. It has been identified there was a noticeable decline in co-enrollments with the Adult Education and Literacy (AEL) program. DLR will work with AEL providers to identify gaps in services that the Adult program may help fill to bolster these jointly served customers.

In reviewing Title I Adults' performance information for PY24, we have determined we will not make our negotiated target for Median Earning 2nd quarter after exit (refer to [Figure 3: Title I - Adult Federal Performance Results](#)). DLR is working to identify any factors that might have affected this performance measure, including but not limited to co-enrollment, characteristics of participants, services provided, and employment placement, to identify ways to improve.

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

The Senior Community Service Employment Program (SCSEP) is a federal program that provides work-based training opportunities to adults who are 55 and older, unemployed, and low-income. The program works with nonprofit and government agencies to place participants in part-time subsidized employment opportunities to build skills to help them move into unsubsidized employment. DLR Employment Specialists work with both host agencies and participants to help resolve issues, provide support services to participants, and offer career services to help individuals achieve their goals. As shown in [Figure 4: SCSEP Participants by Geographic Location](#), DLR administers the SCSEP program across 27 counties in South Dakota and is authorized to serve 57 participants. Refer to [Figure 5: SCSEP Participants by Program Year](#) for the total number of participants enrolled.

In program year 2024, DLR received an additional SCSEP grant intended for staff to learn the new federally required Management Information System (MIS). This grant allowed staff not only to learn more about the MIS but also work on improving the enrollment process. During this time, SCSEP experienced a notable increase in program enrollment, largely due to improved processes.

Additionally, through a partnership with Vocational Rehabilitation, SCSEP connected 19 disabled seniors (55+) to subsidized employment opportunities that helped participants develop new skills to achieve their goals.

TITLE I: YOUTH

The WIOA Title I Youth program, Career Launch, supports eligible individuals aged 14 to 24, both in- and out-of-school, who face barriers to employment. DLR Employment Specialists assess the skills and needs of eligible youth, then develop employment plans to provide or coordinate services that assist participants in reaching their employment goals.

Career Launch Employment Specialists assist individuals in finding a career. This starts with career exploration services such as interest inventories, labor market reviews, and personal budgeting. Participants then progress to job shadows, work experiences (WEX), on-the-job training (OJT), or occupation skills training (OST).

With in-school youth expenditures gaining momentum, efforts focused on recruiting out-of-school youth while maintaining services to in-school youth currently in the program. To strengthen out-of-school youth engagement, DLR partnered with statewide agencies, leading to the development of a referral form allowing for a direct program connection. These partnerships include the Department of Social Services' Temporary Assistance for Needy Families (TANF) and Independent Living programs, Department of Corrections' Juvenile Services, Vocational Rehabilitation, WIOA Title II Adult Education and Literacy (AEL) Providers, Jobs for America's Graduates (JAG), Job Corps, and other workforce programs offered internally at DLR.

Boxelder Job Corps continues to be an outstanding partner, referring students interested in DLR services to the Career Launch team. DLR connects with students on-site at the Job Corps facility. Services offered include, but are not limited to, paid work experience, financial incentives upon reaching employment and training milestones, and transitional services as they prepare for and leave the facility.

The partnership between Career Launch and the WIOA Title II Adult Education and Literacy program was restructured to focus on career exploration and work-experience services for GED® seekers. The addition of the referral form and the concentrated focus on employment progression have strengthened this partnership, resulting in an increase in the number of customers co-enrolled in WIOA Title I Youth and WIOA Title II AEL programs. In addition, the number of services offered, including GED vouchers for this population, rose.

As we look ahead to program year 2025, the team plans to focus on growing our partnership with the Department of Social Services' Independent Living program, which serves youth in foster care; adding a new partnership with the Department of Education focusing on their GED® seekers; and providing work-based learning opportunities for participants.

There were 117 new youth enrollments in Career Launch for PY24. A total of 258 youth participants were served, including 141 carryover participants from PY23. Among these participants, 86.4% were low-income, 13.2% had justice involvement, 31.0% reported a disability, 74.8% were identified as basic skills deficient, and 92.6% were high school dropouts. In PY24, 813 career and training services were provided to Title I Youth participants, with 1.1% receiving occupational skills training, 3.1% participating in job shadowing, 6.1% completing work experiences, and 0.6% receiving on-the-job (see [Figure 6: Title I Youth - Career and Training Services](#)).

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

South Dakota's Temporary Assistance for Needy Families (TANF) program is a temporary public assistance work program administered by the Department of Social Services (DSS). DLR serves as the provider of the Employment and Training services for 50 counties in South Dakota. TANF provides temporary cash assistance to eligible families with dependent children, aiming to foster economic self-sufficiency. Participants receive comprehensive support through intensive case management, connection to literacy programs, career exploration, training opportunities, skill development, and job search assistance.

In PY24, DLR launched a service delivery model designed to enhance outcomes for TANF program participants. This model highlights the importance of skill development for participants, the need for structured opportunities to apply those skills, and highlights the critical role of employer engagement in building South Dakota's workforce.

Through targeted assessments, Employment Specialists guide program participants in identifying career goals, current strengths and abilities, skill gaps and growth opportunities. Participants then receive tools and resources to build the skills they need. Once equipped with this knowledge, participants are connected to employers to apply their newly developed skills in a real-world setting.

Fourteen business partnerships were developed in PY24 in a variety of industries. These employers committed to hosting program participants in Work Experience activities, providing valuable opportunities for skill application. Employment Specialists provide ongoing coaching and monitoring for both the employer and the program participant. Through ongoing program monitors, Employment Specialists help program participants understand how these opportunities are a stepping-stone to meeting long-term career goals. This collaborative approach ensures participants are not only career-ready but also aligns with the evolving needs of South Dakota's workforce. In PY25, there will be continued efforts to expand this service delivery by increasing business partnerships and continuing placement services for TANF participants.

In PY24, an average of 62.0% of TANF participants were co-enrolled in Title III: Wagner-Peyser and 31.9% were co-enrolled in Title I: WIOA. Co-enrollment enhances service delivery by enabling access to individualized career services tailored to support participants in achieving self-sufficiency. During PY24, TANF participants engaged in the following training activities:

- **28** Work Experience
- **2** Job Shadows
- **1** On-the-Job Training
- **5** Occupational Skills Training

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EMPLOYMENT & TRAINING

The Supplemental Nutrition Assistance Program (SNAP) helps South Dakotans with low incomes purchase the food they need for nutritious and well-balanced meals. The program provides extra support to stretch a household's food budget, but is not intended to cover all the food costs a family may need. This makes the associated work program, SNAP Employment and Training (SNAP E&T), especially critical as participants work to regain financial stability. Through an agreement with the Department of Social Services (DSS), DLR offers the SNAP E&T program to connect South Dakotans with the training, guidance and support they need to improve their lives through stable, meaningful employment. SNAP E&T provides personal support to explore and connect to career and educational opportunities.

DLR's Employment Specialists utilize a wide range of programs and services to deliver comprehensive, streamlined support to SNAP E&T participants. Co-enrollment in Title III: Wagner-Peyser and Title I: WIOA remains a critical strategy in ensuring participants have access to the full spectrum of services needed to achieve their employment goals and move toward economic self-sufficiency. In PY24, an average of 50.8% of SNAP E&T referrals were enrolled in Title III: Wagner-Peyser and an average of 14.2% referrals were enrolled in Title I: WIOA.

SNAP E&T serves a diverse population across various age groups, providing individualized case management to address each participant's unique needs and barriers. Employment Specialists are well-versed in all available programs to ensure the needs of both youth and adults are met, leveraging the most appropriate services for each individual. As shown in [Figure : SNAP E&T Participants by Age Group](#), the age distribution of participants during PY24 was as follows:

- Ages 16-18: 25.1%
- Ages 19-24: 56.2%
- Ages 25-44: 12.5%
- Ages 45-54: 6.2%

SNAP E&T participants have continued access to a laptop lending program. This laptop lending program equips eligible participants to take steps to meet training and employment goals. In PY24, 11 participants used laptops to support meeting employment and training goals. Four participants used the laptop lending program to pursue educational goals, while seven used it to support their job search.

TITLE II: ADULT EDUCATION AND LITERACY

As the pass-through state agency for the federal 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 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, as well as justice-involved adults both in and out of correctional institutions.

Improving the literacy, numeracy, oracy, and problem-solving 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, attainment of a high school equivalency diploma, employment, and self-sufficiency. The local AEL providers also assist South Dakota's immigrants, secondary migrants, former refugees, and other adult English language learners in their efforts to achieve linguistic, economic, and civic integration.

WIOA Title II's PY24 Professional Development efforts, as required State Leadership Activities under WIOA Section 223(a)B, included monthly Third Thursday Trainings (T3), monthly Management Information System (MIS) trainings and analytics, as well as a capstone Winter Summit. The archived T3 forums emphasize teacher topics and classroom-based research. The MIS training delves into WIOA Title II's Data Quality and National Reporting System (NRS) requirements. The statewide virtual Winter Summit [conference] featured two primary strands: GED® Test Preparation and English Language Acquisition.

The AEL Program also delivered Technical Assistance for the transition of three federally approved NRS assessment series: TABE 13 & 14, BEST Plus 3.0, and BEST Literacy 2.0. The monthly Professional Development Team Meetings, as well as the monthly AEL Administrators' Meetings, served to support the field's directors, support staff, instructors, and data specialists with the sunset of the previous assessments and the simultaneous implementation of the new tests.

Since DLR's closure of multiple Local One-Stop Offices and its adoption of a hybrid TEAMS model, AEL's Co-Enrollment Rate with WIOA Core Programs has declined: PY22 (17.04%), PY23 (13.2%), and PY24 (10.16%). As a result, ongoing alignment activities for Referrals, Services, and tandem Case Management sought to refine DLR's Strategic Partnership Referral Form and its adoption. Additionally, WIOA Titles I & II explored potential opportunities to serve English language learners through WIOA Title II's Integrated Education and Training model, with WIOA Title I's assistance in developing work-based Internships, Job Shadowing, and On-the-Job Training. The identified career-interest priorities included Childcare, Healthcare, and Commercial Driver's Licensing.

RAPID RESPONSE

The statewide Rapid Response team is made up of a local DLR Manager, the Rapid Response Labor Program Specialist (LPS), Employment Specialists from the local DLR offices, a representative from the Reemployment Assistance Division, and, when available, a Business Services Employment Specialist. A Rapid Response event educates employees impacted by a layoff or closure of workforce services and reemployment assistance benefits available to help them reenter the workforce.

DLR has updated the Rapid Response process that expedites the awareness of a layoff or closure to the DLR Cabinet Secretary, Workforce and Reemployment Assistance Directors, and the DLR Business Services Team. Once the Business Services Team is made aware of a layoff or closure, they contact the business to offer a Rapid Response event for the employees. Unfortunately, the business often declines the Rapid Response offer, or awareness of the closure comes too late after the business has closed its doors, making it difficult for DLR to reach impacted employees unless they take the initiative to connect with DLR.

Realizing the challenge of proactively connecting with impacted employees, DLR introduced a monthly virtual Layoff Assistance session starting in April 2025. This webinar is a partnership between the Reemployment Assistance Division and the DLR Business Services team. The monthly session is advertised by word of mouth and on social media, increasing access for those affected by a layoff or closure. Three sessions were held with 20 people in attendance.

In PY24, South Dakota had 62 layoffs and closures, affecting two to 277 workers. 17 in-person Rapid Response events were held.

Since forming the Business Services Team, one of DLR's key priorities has been to proactively engage with employers across the State. The Business Services Team is placing a stronger emphasis on building and maintaining relationships so businesses are aware of how DLR can support them, especially during times of transition such as layoffs, closures, or restructuring. By fostering these connections early, DLR can ensure employers view DLR as a trusted partner and resource, enabling faster, more effective responses when workforce challenges arise.

TITLE I: DISLOCATED WORKER

The South Dakota Dislocated Worker program helps individuals who have lost their jobs re-enter the workforce by offering tools and guidance, such as individual career counseling, job search assistance, and support services. Often, these services include skill development through formal training, enabling individuals 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.

The Dislocated Worker program serves as a vital support system for individuals seeking new employment opportunities. All Reemployment Services Eligibility and Assessment (RESEA) and Quality Jobs, Equity, Strategy, and Training (QUEST) participants are co-enrolled in the Dislocated Worker program. In PY24, South Dakota provided services to 971 Dislocated Workers, assisting with basic and career services necessary to obtain employment.

TRADE ADJUSTMENT ASSISTANCE

The Trade Adjustment Assistance (TAA) program 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.

Since July 2022, the TAA has not been reauthorized by Congress. While the Office of TAA strives for reauthorization, DLR has conducted outreach via mail to previously affected workers, making them aware of the program and available training opportunities. In PY24, South Dakota served five individuals with TAA services, as most impacted workers have obtained suitable employment.

RE-EMPLOYMENT SERVICES AND ELIGIBILITY ASSESSMENT

The purpose of the Reemployment Services and Eligibility Assessment (RESEA) program is to improve employment outcomes of individuals who receive Reemployment Assistance (RA) benefits, reduce the average duration of receipt of such compensation, strengthen program integrity, reduce improper payments of RA benefits through the detection and prevention of such payments to individuals who are not eligible for such compensation, and establish an entry point into other workforce programs with an effort to improve service delivery for claimants receiving RA benefits.

The program works closely with the RA Division to detect and report eligibility issues to avoid overpayments. As concerns are identified, they are communicated through automated note templates that are entered in the SDWORKS management information system and sent directly to the Reemployment Division for review.

Claimants are required to make two job contacts each week. These contacts are automatically communicated between the RA's Division and the SDWORKS management information system for customers who report their job contacts and file online. Those who do not file online send the job contacts directly to the RESEA Employment Specialist, who reviews them for validity and reasonableness.

As they work with their Employment Specialist, each participant engages in an initial assessment that includes: reviewing labor market information to help the participant make an informed decision about their career path based on job trends, wages, job openings in their area, providing information about services available through the American Job Center (AJC) network of services, referrals to agencies and services, and creating an individual employment plan with goals, services, and supports necessary to overcome barriers and obtain employment.

All RESEA participants are co-enrolled in both the Dislocated Worker program and the QUEST Grant. This allows for additional services and activities such as training, support services, and job-preparedness workshops.

Fifteen Employment Specialists make up the team that provides services to claimants selected to participate in the RESEA program. In PY24, 1,179 claimants were referred to the RESEA program, averaging 22.6 referrals per week. Of those referrals, RESEA met with and completed the initial eligibility review with 931 individuals. In addition to the initial eligibility review, South Dakota is unique among other states in that a subsequent review is completed every four weeks, at the same time as the employment plan update. During this program year, 1,486 subsequent reviews were completed.

NATIONAL DISLOCATED WORKER QUEST GRANT

In PY24, the DLR continued its efforts to enroll and co-enroll eligible participants into the Quality Jobs, Equity, Strategy, and Training (QUEST) program under the Disaster Recovery National Dislocated Grant (DWG). The Grant was awarded in September 2023 and will expire on September 30, 2026. This three-year grant focuses on occupational skills and on-the-job training. Participants must meet eligibility criteria, and the focus is on employment and training in areas of Infrastructure, Climate/Environment and Care Economy.

Eligible individuals include:

- Dislocated workers, including those selected for RESEA; or
- Temporary or permanently laid off as a consequence of COVID-19; or
- A self-employed individual who became unemployed or underemployed as a result of COVID-19; or
- Is a long-term unemployed individual. For this grant, this includes population includes the following categories:
 - An individual who has been available to work and actively seeking employment for 27 weeks without securing employment; or
 - Incarcerated individual; or
 - Individuals who are receiving TANF or Supplemental Nutrition Assistance Program (SNAP) benefits.

In addition to expanding access by broadening the definition of the long-term unemployed, the grant has allowed for the continuation and expansion of training for incarcerated individuals, which has proven to be a successful model for preparing individuals who are soon to be released with the training and support needed to succeed.

With the addition of care economy, DLR forged a partnership with Black Hills Special Services Cooperative to offer paraprofessional training. The success of the teacher apprenticeship model in South Dakota, which advances paraeducators' skills toward teaching, has left a need for paraprofessionals in school districts throughout the state.

In PY24, the QUEST grant offered services to 1,091 individuals and provided \$112,700 in Support Services to 170 participants to overcome financial barriers such as housing, transportation, childcare, work attire, etc., in an effort to secure employment. DLR provided \$259,620 in financial assistance for occupational skills training for 72 individuals in trade areas such as welding, transportation (CDL), and healthcare. Twenty-five individuals and employers benefited from the on-the-job training program.

CAREER READY

Career Ready serves as a liaison between secondary school districts and industry partners. The goal of Career Ready is to increase students' awareness of career opportunities in their communities and to help meet South Dakota's demand for a skilled workforce by connecting students with work-based learning (WBL) opportunities. There are six Career Ready Advisors (CRAs), split by region across South Dakota, to support educators.

The CRAs served 122 school districts and 125 schools within those districts during the 2024-2025 school year. CRAs provided 335 different WBL opportunities to 6,521 students in grades 7-12. The opportunities included Week of Work celebrations, Bring Your "A" Game Anywhere, internships, job shadows, mock interviews, career fairs (virtual and in-person), postsecondary/industry tours, and student organization involvement.

CRAs collaborated with 103 industry partners across the state to provide the above opportunities.

In collaboration with the South Dakota Department of Education, the Career Ready program concluded in May 2025 due to budget limitations.

REGISTERED APPRENTICESHIP PROGRAM

DLR saw continued growth of workforce training opportunities through the Registered Apprenticeship Programs (RAP). South Dakota's \$13.9 million investment in the DLR Start Today SD program, combined with federal grants, including the Apprenticeship Building America (ABA) and the State Apprenticeship Expansion Formula (SAEF), has strengthened the program's foundation for sustainable growth.

Financial resources for existing Registered Apprenticeship programs include costs for related instruction and wage reimbursement for both apprentices and mentors during on-the-job learning. In PY24, a total of 370 apprentices were served, including 184 new participants and 186 who continued advancing through their programs.

You can see the results of these efforts in the program's overall growth in [Figure : Active Registered Apprenticeship Programs](#) and [Figure 9: Age Distribution of Registered Apprentices by Program Year](#). In PY24, South Dakota welcomed new industry partners, with 22 additional sponsors registering, bringing the total number of active RAP programs to 169, a strong signal of support from the business community. The total number of active apprentices saw a jump of 14.77% over the previous year, growing from 1,374 in PY23 to 1,577 in PY24.

In PY24, the agency looked beyond traditional RAPs, recognizing growth in sectors such as education and technology. A major highlight was the success of the Teacher Apprenticeship Pathway, which saw its first cohort of graduates become the primary teacher in their classroom. Another focus was on accelerating Youth Apprenticeship pathways through Start Today initiatives. Start Today's pathway partner and intermediary sponsor, Dakota State University, launched Cyber and Para-professional Apprenticeships. These youth-focused programs are key to attracting the next generation of talent, especially given the close alignment between the Para-professional and Teacher Apprenticeship programs, which create smooth career pathways.

As we look ahead, ongoing efforts are being made to make the process of starting and running an apprenticeship program as seamless as possible for our partners. To achieve this, we are developing a comprehensive Management Information System (MIS). This new digital tool is designed to be a true one-stop shop where sponsors and employers can develop new programs with assistance from the Start Today team, track their apprentice's milestones and progress in real-time, and apply for available funding opportunities. This strategic upgrade to our digital infrastructure is critical for sustaining momentum and ensuring the Start Today apprenticeship program remains a modern, adaptable, and efficient resource for building South Dakota's skilled workforce.

FOREIGN LABOR CERTIFICATION

The Foreign Labor Certification (FLC) program plays a vital role in supporting South Dakota's agricultural and seasonal industries by helping employers address temporary labor shortages when U.S. workers are unavailable. Through this program, DLR administers both H-2A visas for temporary agricultural work and H-2B visas for temporary, seasonal, and nonagricultural employment.

DLR ensures program compliance by reviewing employer applications, posting job orders in SDWORKS, conducting on-site housing inspections for H-2A employers, and maintaining clear communication between the U.S. Department of Labor's National Office, employers, and their representatives. DLR also continues to promote opportunities for U.S. workers by referring qualified applicants to employers participating in these programs.

Operating on the Federal Fiscal Year (FFY) cycle, the FLC program experienced a year of both growth and adjustment. Between FFY 2024 and FFY 2025, DLR recorded a 16.33% increase in H-2A applications, reflecting continued demand for agricultural labor. In comparison, H-2B applications declined by 6.91%, the first decrease observed in several years (see [Figure 10: H-2A Application and Inspection Comparison: FFY 2023 vs. FFY 2024](#) and [Figure 11: H-2B Application and Inspection Comparison: FFY 2023 vs. FFY 2024](#)). This trend suggests potential shifts in employer needs or market conditions within South Dakota's seasonal industries.

In addition to application processing, DLR has historically conducted prevailing wage and prevailing practice surveys for key occupations within the H-2A program. While these surveys are not federally required, they provide insight into regional labor standards. However, due to limited participation and resource constraints, DLR will discontinue these surveys beginning in FFY 2026, allowing resources to be focused on core compliance and employer support functions within the FLC program.

WORK OPPORTUNITY TAX CREDIT

The Work Opportunity Tax Credit (WOTC) is a federal income tax credit program designed to incentivize employers to hire individuals from groups that face significant barriers to employment.

The WOTC program follows the Federal Fiscal Year (FFY) calendar. Program Year 2024 (PY24) encompassed FFY 2024 Quarter 4 through FFY 2025 Quarter 3. As shown in [Figure 12: Work Opportunity Tax Credit Application Comparison: FFY 2023 vs. FFY 2024](#), the Department of Labor and Regulation (DLR) processed 15,519 applications during FFY 2025, resulting in 4,772 certifications and generating an estimated \$13.37 million in federal income tax savings for South Dakota businesses (see [Figure 13: Estimated Tax Savings to Employers: FFY 2025](#)).

In FFY 2025, DLR received a \$100,000 system modernization grant to support ongoing enhancements to improve the system's design and functionality. A key focus during this period was addressing a backlog of applications by integrating them into the online processing system for automated determinations. At the start of the fiscal year, 7,320 applications were pending action, meaning they had undergone initial review but were awaiting final determination. Thanks to system improvements and new interfaces, DLR was able to keep pace with incoming applications and reduce the pending workload to 3,309 applications by year-end.

As the system continues to function as intended, the volume of processed applications will no longer include backlogged cases from before the 2023 system implementation. In FFY 2025 alone, DLR received 10,272 new applications.

OUT-OF-STATE RECRUITMENT

The Dakota Roots program is a workforce-recruitment initiative that connects out-of-state job seekers with employment opportunities in South Dakota and assists them with relocation and settlement in the state. Potential residents are paired with a job advisor after creating an SDWORKS account and are then scheduled for a consultation during which their goals, skills, and strengths are discussed, and a job search strategy is formulated.

Job advisors provide participants with cost-of-living comparisons, real wage data, and relevant labor market information. They assist in setting up a Virtual Recruiter service and in reviewing and revising job application materials. Advisors also serve as liaisons to business representatives and South Dakota employers, advocating for applicants throughout the hiring process. In addition, they provide logistical information related to relocation, including available incentives, schools, property managers, and realtors. Advisors share information with participants regarding opportunities in South Dakota, such as the Registered Apprenticeship Program and the Build Dakota Scholarship program.

Dakota Roots program requirements stipulate that job seekers must reside outside South Dakota and be open to moving to and working in the state. Employers in South Dakota with job openings can use the program to access a broader talent pool, including out-of-state candidates, through DLR's national recruitment efforts.

Benefits to job seekers include:

- A service offered at no cost with zero obligations.
- Personalized support from a Job Advisor—matching skills to jobs, assisting with resumes, interview preparation, and providing school and housing information.
- A streamlined view of job opportunities in South Dakota through SDWORKS and Virtual Recruiter tools.
- The opportunity to relocate to a state with attractive features such as a low cost of living, no state income tax, and an outdoor-oriented lifestyle.

Benefits to employers and the state include:

- Assistance with filling “hard-to-fill” positions by widening the pool of candidates beyond in-state applicants.
- Additional recruitment support through DLR infrastructure, allowing them to focus on the hiring process.
- Workforce growth, attracting new residents, and addressing labor force and demographic challenges.

From July 1, 2024, to June 30, 2025, job advisors processed 847 inquiries regarding the program. Of those, 532 job seekers chose to create an SDWORKS account and receive personalized job advisement services.

In addition to one-on-one job advisement, the Dakota Roots team also publishes a monthly e-newsletter to promote the benefits of relocation to the state. Each edition spotlights a different South Dakota city, highlighting its unique features and community strengths. Each issue also promotes a Dakota Roots service and includes information about virtual hiring events and training opportunities for those interested in relocating.

In addition to the monthly newsletter, the team also sends a “Focused Occupation” email highlighting an in-demand occupation to individuals who have listed it as their primary field. Focus areas for the program year have included occupations in Heating Ventilation and Air Conditioning (HVAC), information technology, accounting, cybersecurity, construction, nursing, sales, office support, maintenance and repair, management, protective services, and transportation.

The Dakota Roots team also promotes the program through participation in question-and-answer panels, podcasts, social media, and in-person outreach events showcasing South Dakota as a premier relocation destination. Events attended during the program year included the Sturgis Motorcycle Rally, Hunters Welcome events at the Sioux Falls and Rapid City airports, and the Buffalo Roundup Arts Festival.

FEDERAL BONDING

The Federal Bonding program supports employers who 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. DLR was awarded a competitive \$100,000 grant to purchase and administer bonds for individuals who have been justice-involved. This grant period ended in June of 2025. Any unused bonds will remain available for continued distribution. During PY24, DLR issued 120 bonds to employers.

To expand federal bonds beyond those eligibility categories through the grant and make this service available beyond the grant, DLR has incorporated federal bonds into the WIOA Title I program support services. In addition to justice-involved, the targeted populations include those who receive government assistance (TANF, SNAP, Medicaid, SSI) and veterans who have received a dishonorable discharge on DD214.

BIG INTERVIEW

Big Interview is an online platform that offers video lessons and interactive, AI-powered mock interviews tailored to specific industries, job roles, and experience levels. It also includes a professional resume builder and reviewer to help job seekers effectively highlight their skills and qualifications. Users have reported improved interview performance and stronger resumes, increasing their chances of securing employment.

During PY24, DLR offered Big Interview at no cost to all Job Service customers and high school students across South Dakota. A total of 948 individuals actively used the platform, completing 2,013 AI-analyzed mock interviews and receiving feedback on 184 resumes.

BRING YOUR 'A' GAME ANYWHERE

Bring Your 'A' Game Anywhere is a dynamic eLearning course for developing seven foundational work ethic skills: Attitude, Attendance, Appearance, Ambition, Acceptance, Appreciation, and Accountability. Complete with 10 interactive modules, the eLearning course supports individuals in developing a solid foundation to both get and keep a job.

During PY24, DLR offered Bring Your 'A' Game Anywhere at no cost to all DLR Job Service customers and high school students across South Dakota. In total, 250 individuals completed the eLearning course with a score of 90% or above.

GROW WITH GOOGLE

The Google Career Certificate program is an online training program that offers professional certificates in fast-growing, high-demand technology fields. Professional certificates include Digital Marketing & E-commerce, Data Analytics, Business Intelligence, IT Support, IT Automation with Python, UX Design, Cybersecurity, Advanced Data Analytics, and Project Management.

In May of PY24, DLR began offering the Google Career Certificate program at no cost to all DLR Job Service customers. In total, 16 individuals enrolled and there were 11 course completions.

NATIONAL CAREER READINESS CERTIFICATE

The National Career Readiness Certificate (NCRC™) is a credential that verifies foundational workplace skills, a key employment tool for job seekers and employers. It's earned by successfully completing ACT® WorkKeys® assessments in Applied Math, Graphic Literacy, and Workplace Documents. The NCRC is awarded at four levels: Bronze, Silver, Gold, and Platinum. As of June 2025, more than 69,300 South Dakotans have earned an NCRC, as shown in [Figure 14: NCRC® Test and Scores: South Dakota vs National](#).

During PY24, DLR offered ACT® WorkKeys® assessments, required to earn a National Career Readiness Certificate™, to DLR Job Service customers who were enrolled in a DLR workforce program and eligible for financial services.

DLR also offered ACT® WorkKeys® Curriculum for skill development at no cost to all DLR Job Service customers. The curriculum provides a framework to capitalize on skill strengths and define potential skill-training needs during the employment process.

Starting in the 2024-2025 school year, the Department of Education offered the WorkKeys Assessment, leading to a National Career Readiness Certificate (NCRC), to students in the public schools rather than the Department of Labor and Regulation (DLR).

WORKSHOPS

Instructor-led virtual workshops offer practical knowledge in the subject areas of financial literacy, job search and retention, and professionalism. Attendees can achieve personal and economic stability through education, skill advancement, and career development.

During PY24, DLR and workforce partners offered workshops at no cost to all DLR Job Service customers. In total, 232 workshops were facilitated for 1,200 individuals.

Starting June 9, 2024, DLR entered into an agreement with a provider to deliver virtual, instructor-led financial literacy workshops. Additionally, DLR transitioned to internally facilitating virtual, instructor-led workshops in the subject areas of job search/retention and soft skills to support workforce development across the state.

DIGITAL OPPORTUNITY

On January 1, 2025, DLR was awarded \$5,010,234.08 for its first round of funding through the State Digital Equity Capacity Grant Program. This funding was intended to increase digital literacy options across the state and to improve access to low-cost devices. DLR began providing Grow with Google professional certificates at all of its American job centers. These online curricula include courses such as Cybersecurity, IT Support, and Digital Marketing, among many others. These licenses will be available to participants through the end of 2027. The Northstar Digital Literacy curriculum will also be made available at American Job Centers in Fall 2025. These offerings will focus on basic computer skills and serve as an entryway to the more advanced Google courses. On May 9, DLR received notification this funding was terminated. Because of this, this program will be dissolved, and efforts will be redistributed among several other programs within the department.

SDWORKS

SDWORKS completed an eighth full program year as DLR's Management Information System. The program continues to grow and expand in response to the needs of South Dakota job seekers, employers, and DLR staff and programs. SDWORKS continues to serve 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. New features incorporated in PY24 include:

- Added the final two interfaces to the WOTC module, enabling SDWORKS to verify service eligibility with partner agencies automatically and for the system to auto-determine if the individual meets target group eligibility guidelines. This reduces manual checks and significantly boosts staff productivity.
- Continued enhancements to the integrated texting feature that allows staff to initiate and carry on communication with participants from SDWORKS via text. SDWORKS captures and archives the text conversation, which staff can copy into case notes as appropriate, making client communication and documentation much more efficient.

As we move forward, DLR continues to research system enhancements that leverage growing AI technologies to assist online users with registration, job searching, researching labor markets, and identifying training opportunities, and to provide additional online tools for individuals to request and schedule meetings with case management staff.

PERFORMANCE AND REPORTING

ELIGIBLE TRAINING PROVIDER LIST (ETPL)

During PY24, the top three ETPL programs for WIOA participants aligned with three occupations in high demand in the state. Over 66% of WIOA participants who took part in an occupational skills training program were enrolled in Welding, Plumbing, and Precision Machining programs. These post-secondary training programs continue to help advance the skills of South Dakota's workforce, as shown in the strong credential attainment DLR is seeing. In PY25, DLR plans to continue adding short-term programs that support South Dakota's most in-demand jobs.

COMMON EXIT POLICY

The Title III Wagner-Peyser program, along with the Title I Adult, Dislocated Worker, Youth, NDWG, and TAA programs, shares a common exit process. Following TEGL 10-16, Change 3, an exit occurs when 90 days have passed since the participant last received a staff-assisted service. Self-service, information-only services, and follow-up services do not count toward the common exit. SDWORKS, DLR's management information system, automatically backdates the exit to the participant's last staff-assisted service after 90 days. Although a common exit point hasn't been fully established for other DLR-operated workforce programs within SDWORKS, efforts have been made to align these programs with Title III Wagner-Peyser and Title I programs by enrolling participants in multiple programs where possible. As a result, exits for many other workforce programs, such as SCSEP, generally follow the common exit policy outlined in [Appendix D](#).

RESEARCH AND EVALUATION

As part of the agency's initiative to support successful reentry into the workforce, DLR has partnered with various technical colleges and the Department of Corrections to offer short-term training to incarcerated individuals, offering job-ready skills prior to release. To assess the impact of these services, outcomes between the DLR test group and a control group of individuals released from prison during the same period but who did not receive the DLR-funded training were compared. Each group consisted of 64 individuals, with equal numbers of males and females. The time evaluated included those who exited from the WIOA program or prison from 3/31/2022 to 6/30/2023.

The results show that the DLR test group had a second quarter after-exit employment rate of 60.94%, which is 15.63 percentage points higher than the control group's rate of 45.31%. By the fourth quarter after exit, the employment rate for the DLR test group remained strong at 59.38%, compared to 42.19% for the control group—a difference of 17.19 percentage points.

In terms of earnings, the DLR test group achieved a median income of \$6,622.07 in the second quarter after exit. This represents a \$2,629.57 increase over the control group's median earnings of \$3,992.50 during the same period.

These findings highlight the positive impact of the training services provided through the DLR initiative, demonstrating meaningful improvements in both employment rates and earnings for participants compared to their peers. This suggests the training services provided through the DLR initiative are contributing meaningfully to improved employment outcomes and economic stability for returning citizens.

All evaluations are incorporated into the WIOA Annual Narrative report each year and posted to DLR's website at https://dlr.sd.gov/workforce_services/wioa/default.aspx.

CUSTOMER SATISFACTION

Quarterly, electronic customer satisfaction surveys are sent to both businesses and individuals who have participated in DLR programs. The responses are automatically uploaded to a SharePoint dashboard, providing staff with immediate access to the survey results.

A total of 263 job seekers, representing 3.2% of those surveyed, participated in the survey. Among them, 253 reported having worked directly with an Employment Specialist. Of these respondents, 83.4% rated their Employment Specialists as exhibiting a high level of professionalism and knowledge, while 78.6% stated that all or most of their needs were met. Additionally, 59.7% of respondents indicated their interactions with DLR were conducted virtually.

Twenty-eight employers, or 9.6% of those surveyed, responded. Among these businesses, 85.7% noted their Employment Specialists displayed a high level of professionalism and knowledge, with 75.0% reporting that all or most of their needs were met. Furthermore, 57.1% of employers indicated their contact with DLR was virtual.

The Director of Field Operations and the management team conduct quarterly reviews of these surveys to pinpoint areas for ongoing improvement. In PY25, we are exploring additional opportunities to gather continuous customer feedback and plan to incorporate an employer survey to gain insight into their workforce training needs.

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.

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

Over the past several program years, the in-school youth program has been growing and spending at a faster pace than the out-of-school youth program. To address this imbalance, the focus shifted to expanding the out-of-school youth program while continuing to serve our currently enrolled in-school youth.

Since submitting our last waiver request, DLR has restructured to a statewide teams model based on customers served and has made adjustments to the WIOA Title I Youth program. Previously, all employment specialists in the state had the opportunity to work with youth, which made budgeting and staffing a challenge. When right-sizing the program, twelve Employment Specialists were able to focus on the youth program. Currently, the program has a dedicated staff of nine employment specialists located throughout the state to serve both in- and out-of-school youth.

With fewer staff, the program was unable to maintain the previous number of enrolled participants. This trend is also reflected in the number of Career Exploration services we provided over the last four program years (refer to [Figure 15: Title I Youth Career Exploration Services by Program Year](#)):

- PY21 - 1171
- PY22 – 2025
- PY23 – 833
- PY24 - 664

To help offset this decline, the youth program is improving case management services to focus on career goals rather than employment goals.

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

Going into program year 2024, in-school youth spending was on a trajectory to outspend out-of-school youth spending. As a result, the program focused on the enrollment of out-of-school youth, while continuing services to currently enrolled in-school youth. While this goal was achieved through an increase in work-based learning experiences, from 17.6% in PY23 to 29.5% in PY24, it has not come without its challenges, as many out-of-school youth in our state are already engaged in the workforce.

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

[Figure 9: Age Distribution of Registered Apprentices by Program Year](#) illustrates a steady increase in the number of apprentices aged 16-24 over the year. This age group experienced a 29% increase in participation, with 881 individuals accounting for 56% of the total apprentice population. Through robust partnerships at both the secondary and postsecondary levels, collaboration and innovation are expanding via Start Today SD's Pathway Partners and Apprenticeship Intermediary efforts.

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. In addition, it increases post-secondary training opportunities for South Dakota's future workforce.

Increase measurable skills gains for South Dakota's In-School Youth.

The overall goal of the youth program is to support youth in entering the workforce successfully. Developing strong skills and knowledge is essential for success in any career path.

Over the last three program years, measurable skills gains have increased each year. In PY22, the in-school youth population achieved a measurable skills gain rate of 59.8%. This increased to 62% in PY23, and further to 73.9% in PY24. These measurable skills gains reflect a positive performance in education, which directly contributes to stronger workforce readiness and long-term career success.

Increase postsecondary options for disadvantaged In-School Youth.

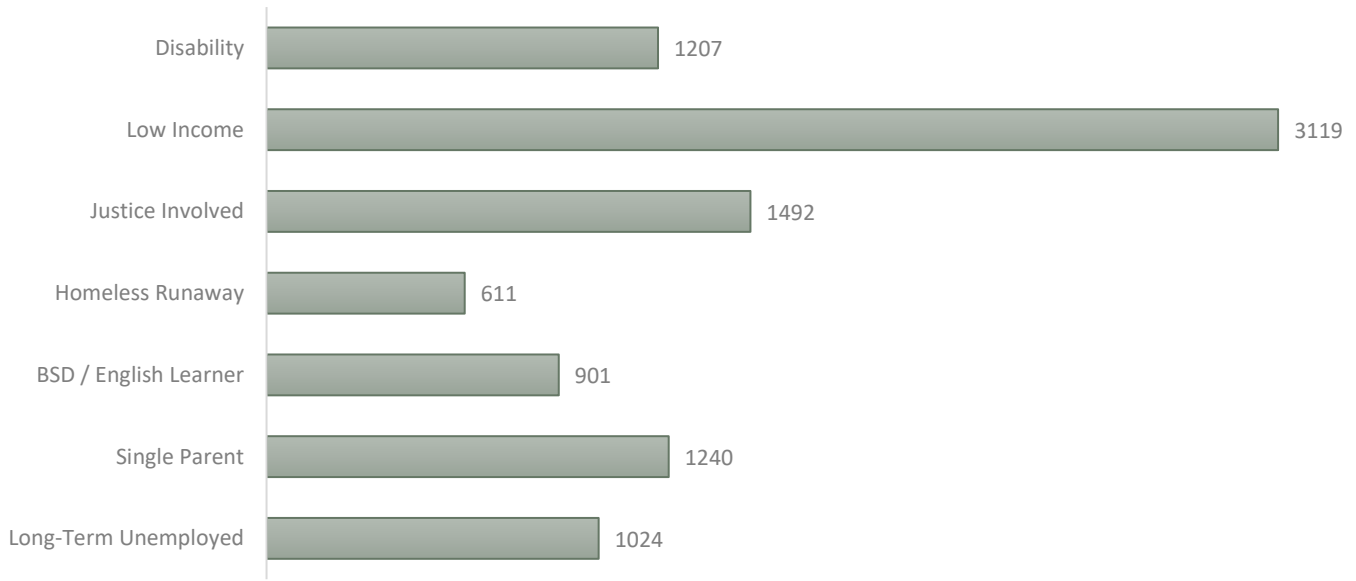
With the implementation of this waiver, DLR has observed a steady increase in the number of in-school youth participating in occupational skills training. In PY22, 2.9% of in-school youth received occupational skills training. This figure rose to 4.8% in PY23. By the end of PY24, participation had reached 11.11%, the highest percentage recorded over the past three program years.

APPENDIX A: PARTICIPANT DATA

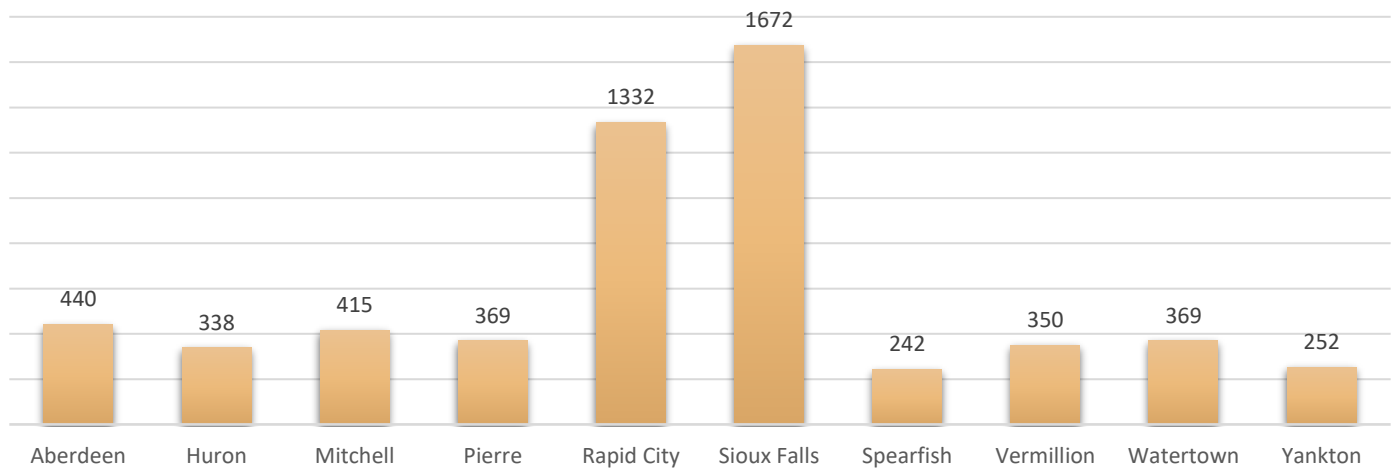
DESCRIPTIVE STATISTICS OF WHO DLR SERVED

5,779	SOUTH DAKOTANS SERVED	FEMALE 49.9%	2,881	MALE 50.0%	2,890	DID NOT IDENTIFY 0.1%	8	SELF-
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Number of Individuals Served by Barriers to Employment



Program Participants Served by Job Service Office



SERVICES PROVIDED

6,837
Individuals Receiving
Basic Career Services

1,866
Individuals Receiving
Individualized
Career Services

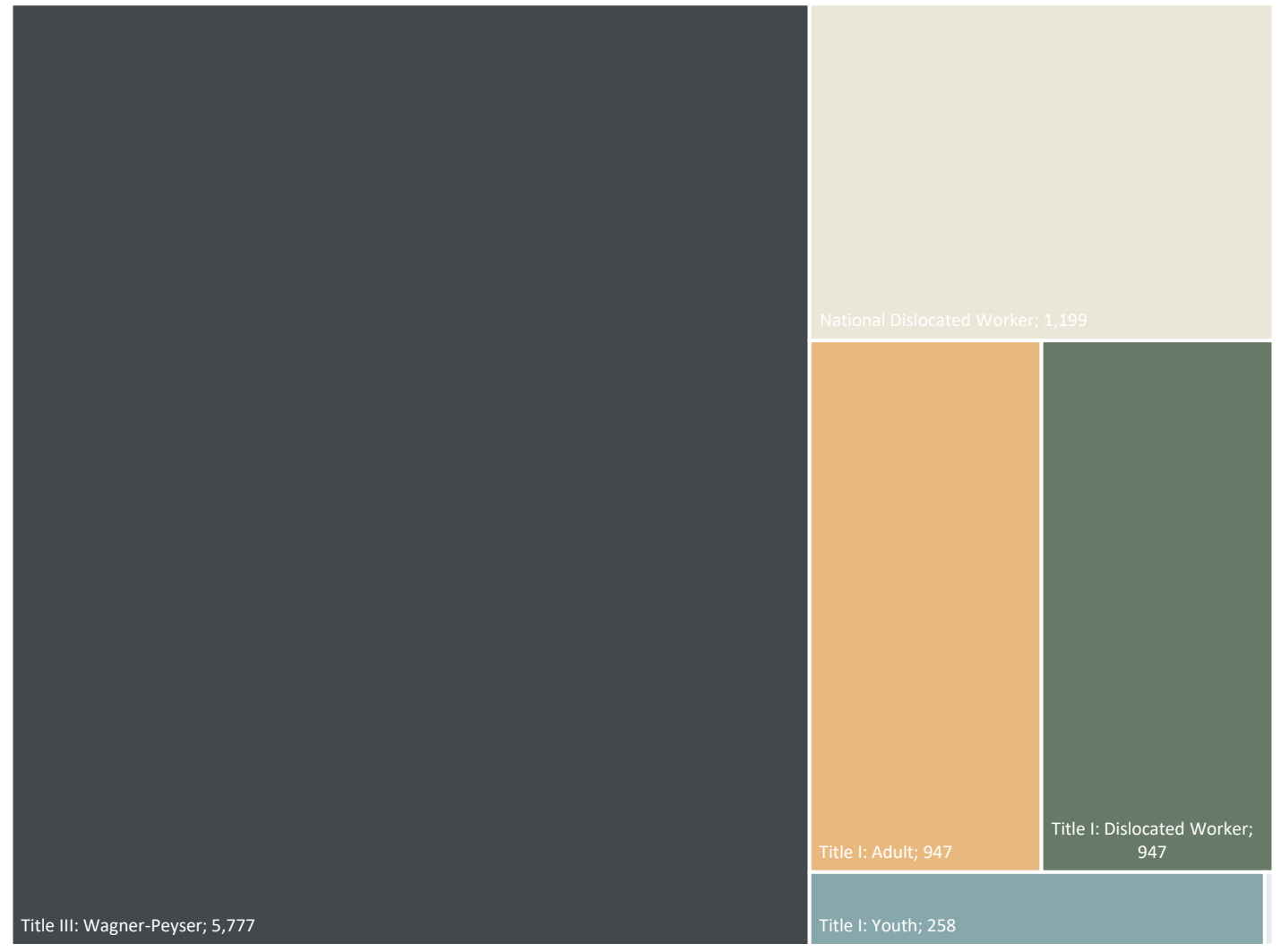
108
Individuals Receiving
Training Services

Basic Career Services: Staff-assisted services offer general information and support, such as help with resumes, job search workshops, referrals for economic assistance, and access to Labor Market Information (Title III: Wagner-Peyser).

Individualized Career Services: More in-depth services designed to help individuals advance toward their employment goals. These include developing Employment Plans, accessing Work Experience opportunities, and conducting assessments to identify skills, aptitudes, and potential barriers (Title I: WIOA).

Training Services: Offer individuals the chance to acquire knowledge and skills through opportunities such as postsecondary education, On-the-Job Training, and Registered Apprenticeships (Title I: WIOA).

Participants by Program

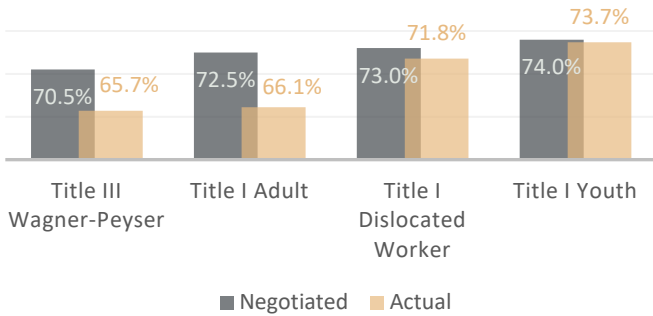


OUTCOMES

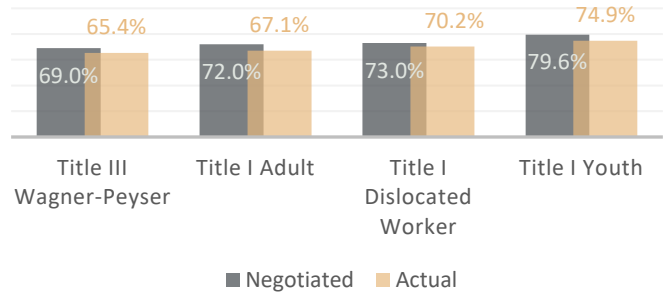
Negotiated

Actual

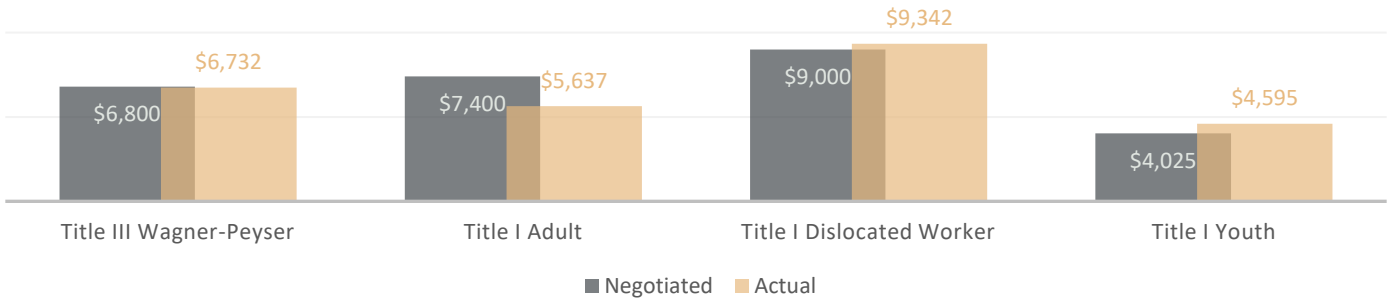
2nd Quarter After Exit Employment Rate



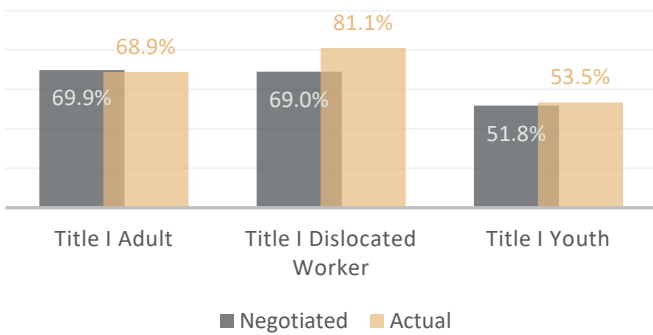
4th Quarter After Exit Employment Rate



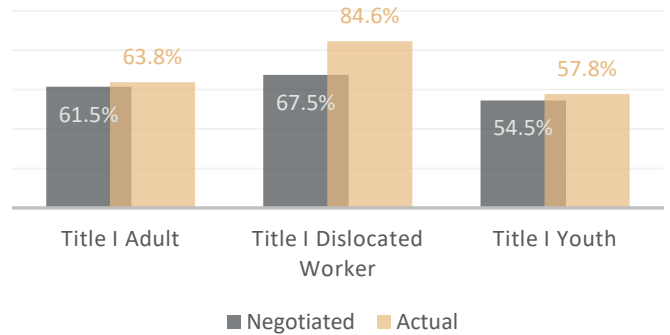
Median Earnings



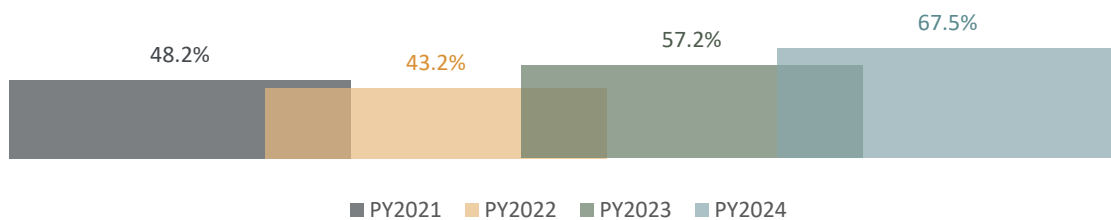
Credential Attainment Rate



Measurable Skills Gain



Effectiveness in Serving Employers are Retention with the Same Employer in the 2nd & 4th Quarters After Exit



APPENDIX B: NARRATIVE CHARTS

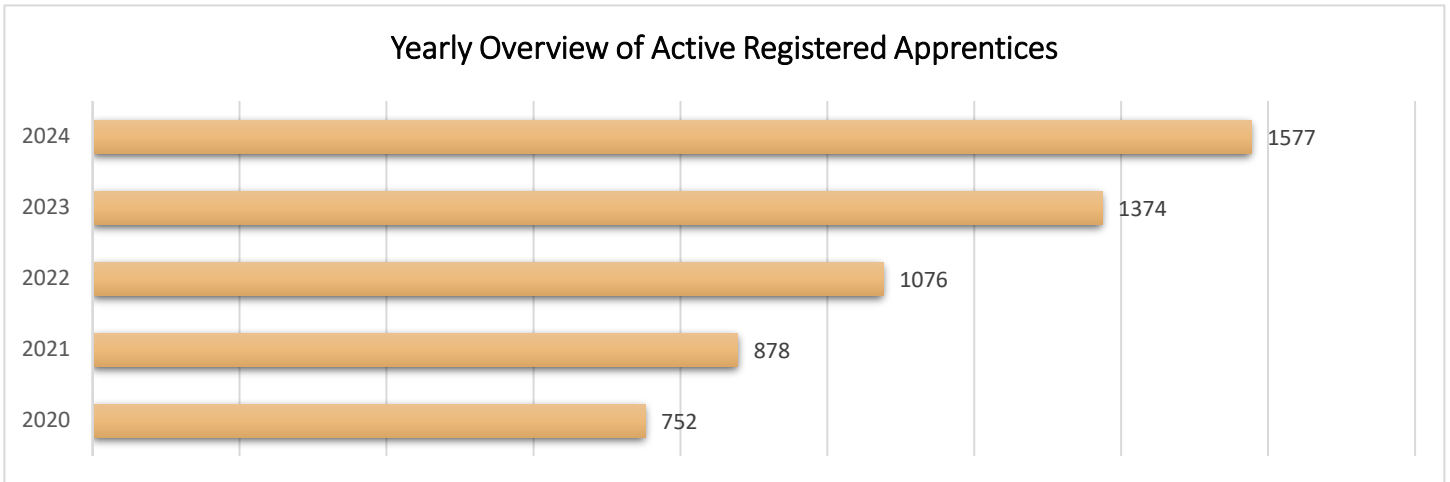


Figure 1: Yearly Overview of Active Registered Apprentices

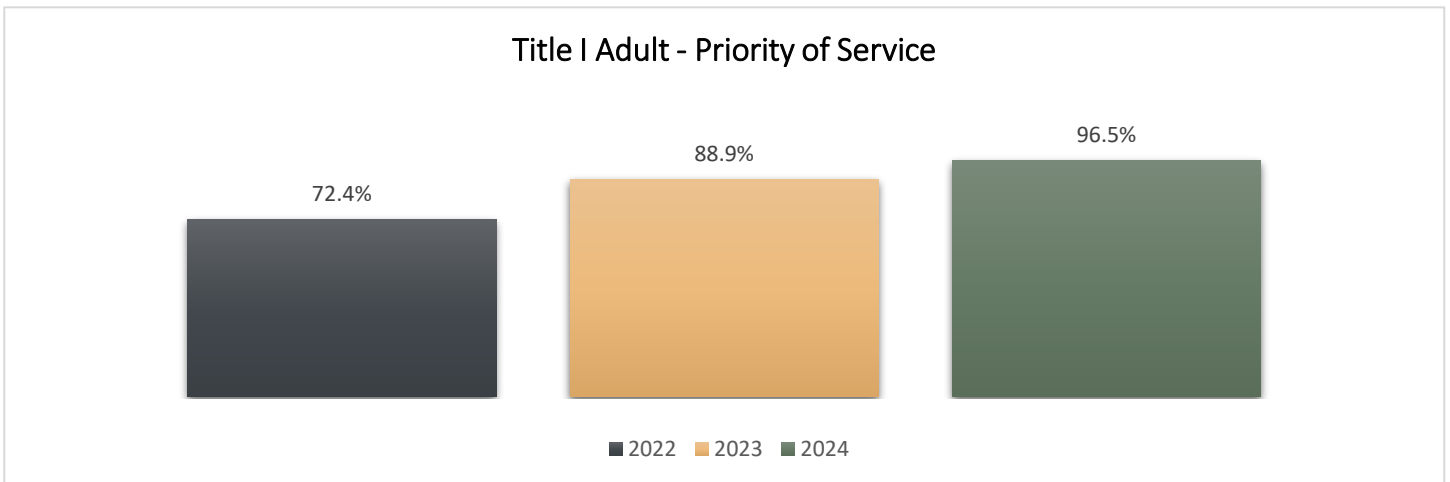


Figure 2: Title I Adult - Priority of Service

Title I - Adult Federal Performance Results			
Measure	Negotiated Target	Actual Result	PY25 (Next PY) Negotiated Target
Employment Rate 2nd Quarter After Exit	72.5%	66.1%	72.5%
Employment Rate 4th Quarter After Exit	72.0%	67.1%	72.0%
Median Earnings 2nd Quarter After Exit	\$7,400	\$5,637	\$7,400
Credential Attainment	69.9%	68.9%	69.9%
Measurable Skill Gains	61.5%	63.8%	61.5%

Figure 3: Title I - Adult Federal Performance Results

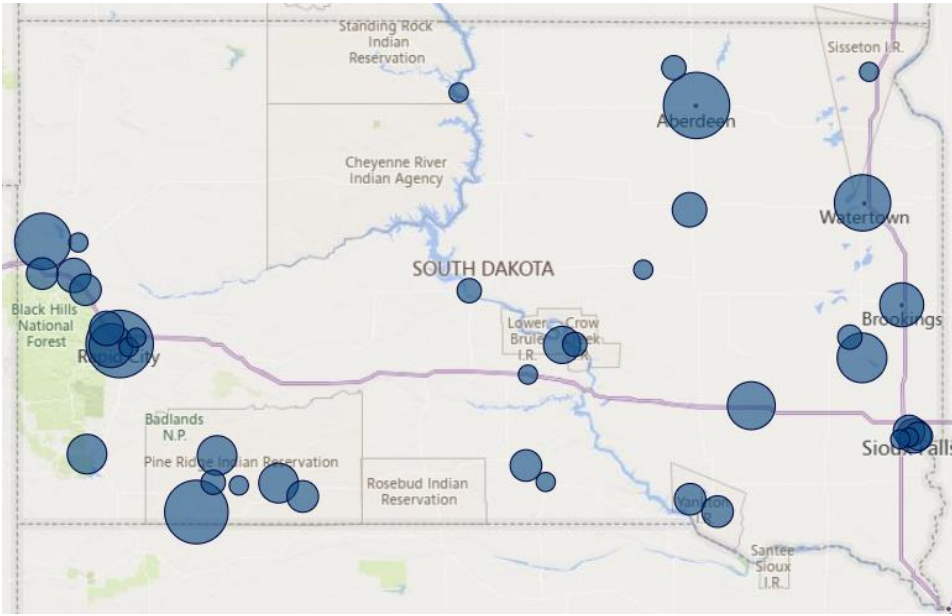


Figure 4: SCSEP Participants by Geographic Location

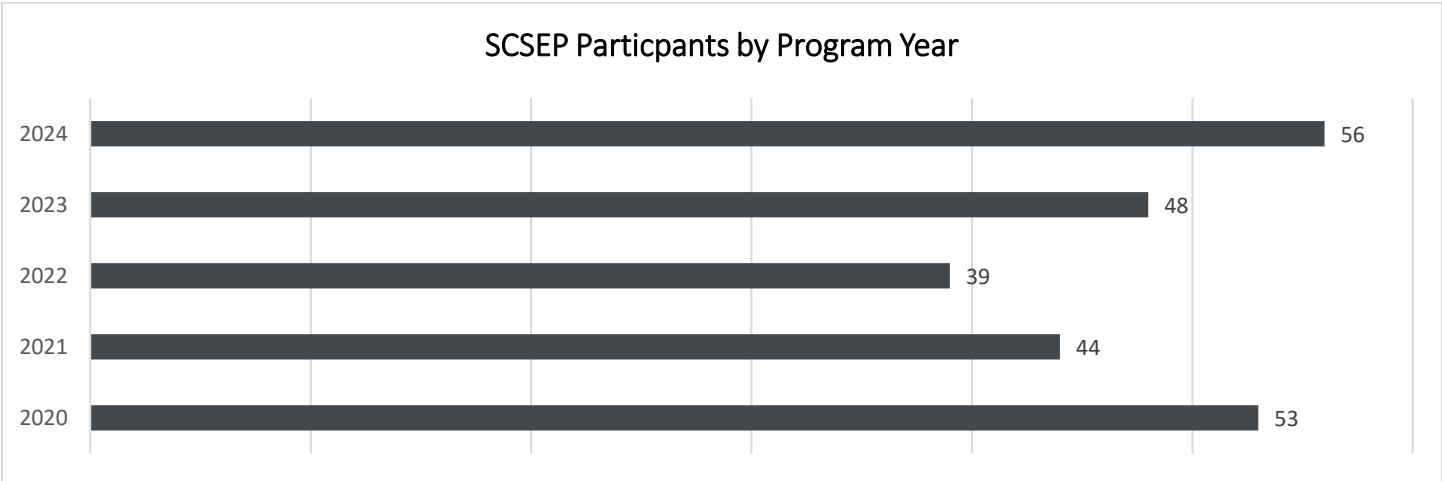


Figure 5: SCSEP Participants by Program Year

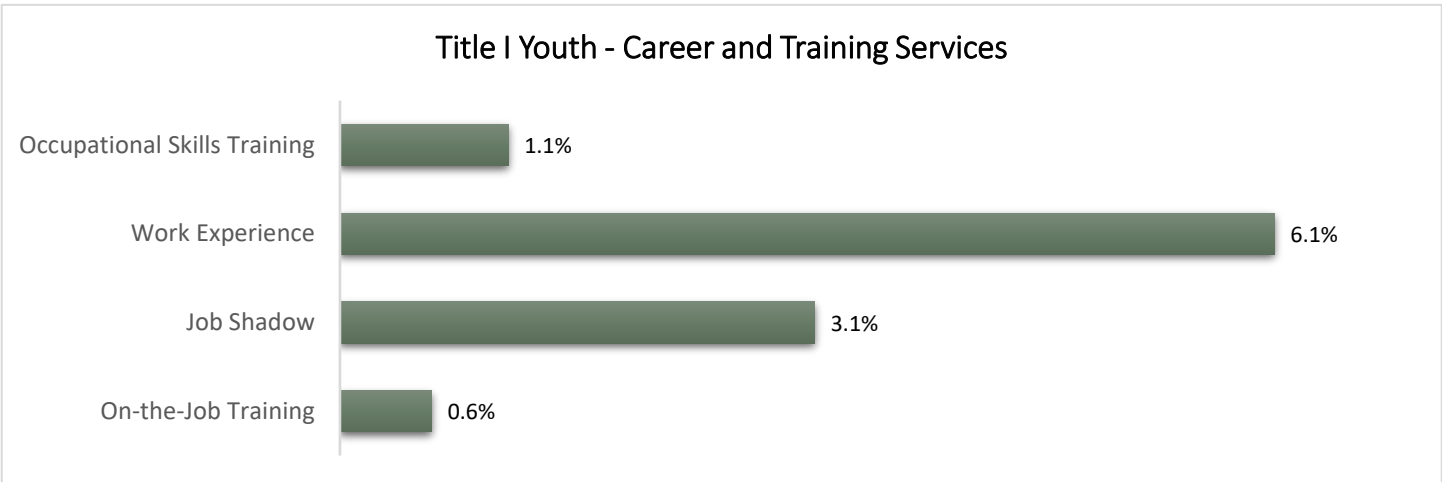


Figure 6: Title I Youth - Career and Training Services

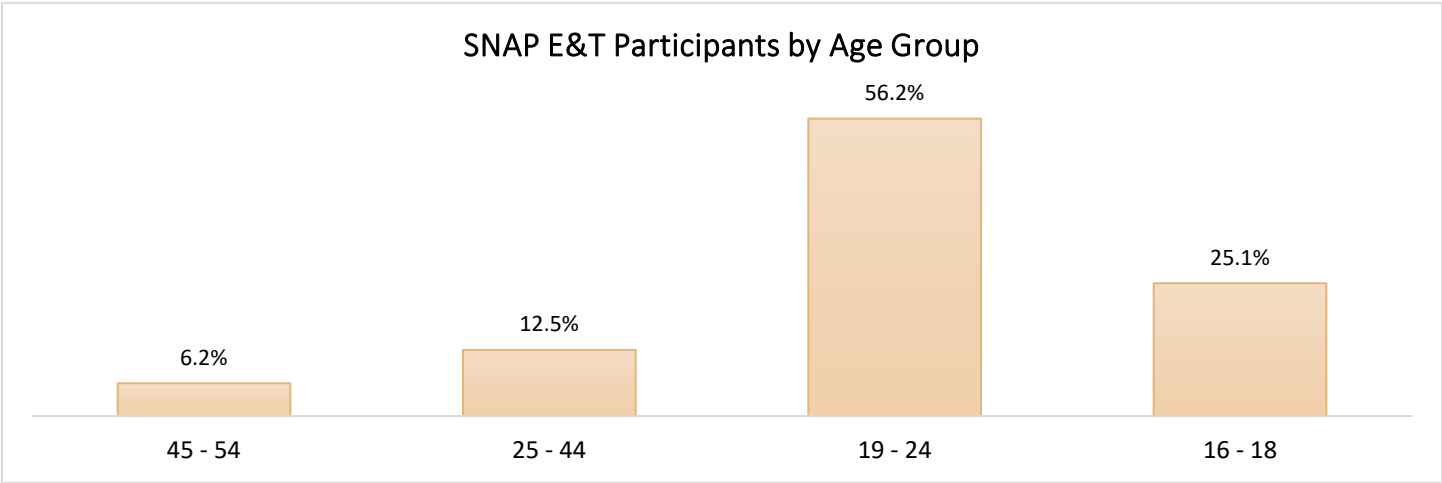


Figure 8: SNAP E&T Participants by Age Group

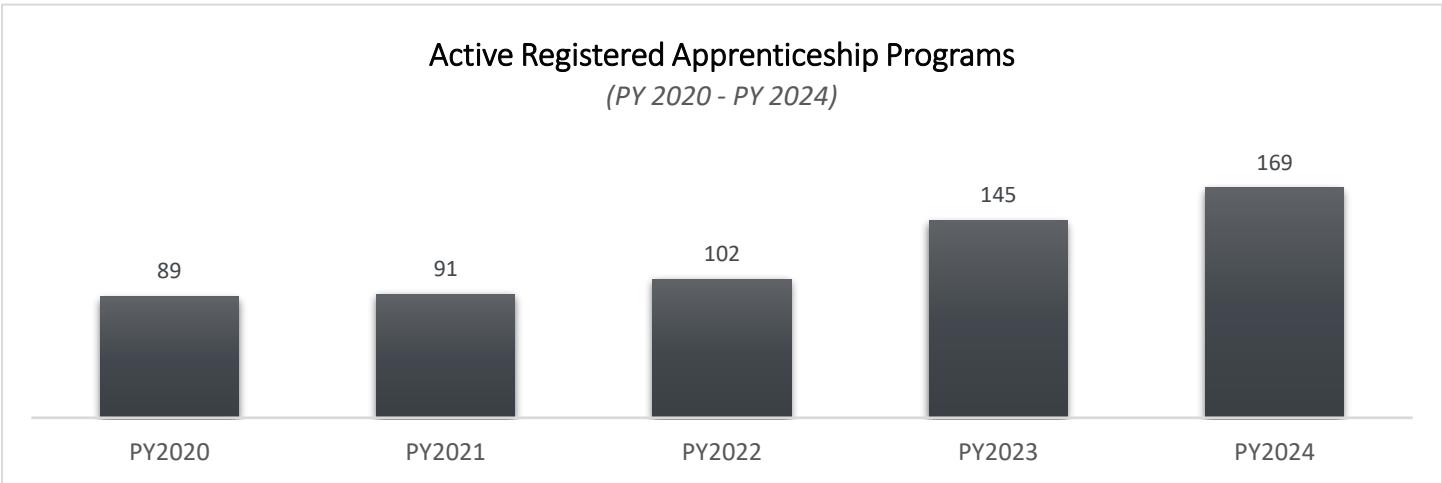


Figure 7: Active Registered Apprenticeship Programs

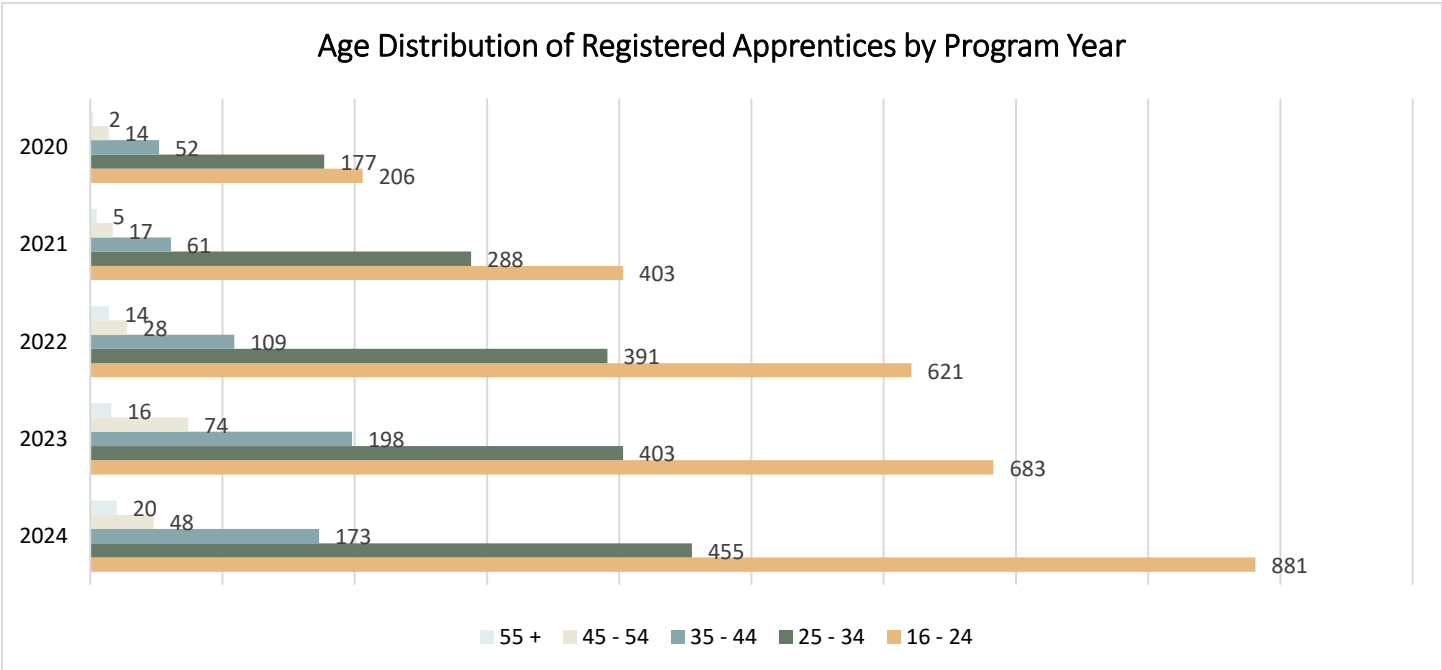


Figure 9: Age Distribution of Registered Apprentices by Program Year

**H-2A Application and Inspection Comparison:
FFY 2024 vs. FFY 2025**

Quarter	FFY 2024 (Oct 2023 - Sept 2024)		FFY 2025 (Oct 2024 - Sept 2025)	
	Applications	Inspections	Applications	Inspections
Q1	226	199	304	208
Q2	169	265	178	354
Q3	52	32	63	32
Q4	71	55	96	91
Total	518	551	641	685

Figure 10: H-2A Application and Inspection Comparison: FFY 2023 vs. FFY 2024

**H-2B Application and Inspection Comparison: FFY 2024
vs. FFY 2025**

Quarter	FFY 2024 (Oct 2023 - Sept 2024)		FFY 2025 (Oct 2024 - Sept 2025)	
	Applications			
Q1	11		13	
Q2	311		295	
Q3	7		2	
Q4	35		27	
Total	364		337	

Figure 11: H-2B Application and Inspection Comparison: FFY 2023 vs. FFY 2024

**Work Opportunity Tax Credit Application Comparison:
FFY 2024 vs. FFY 2025**

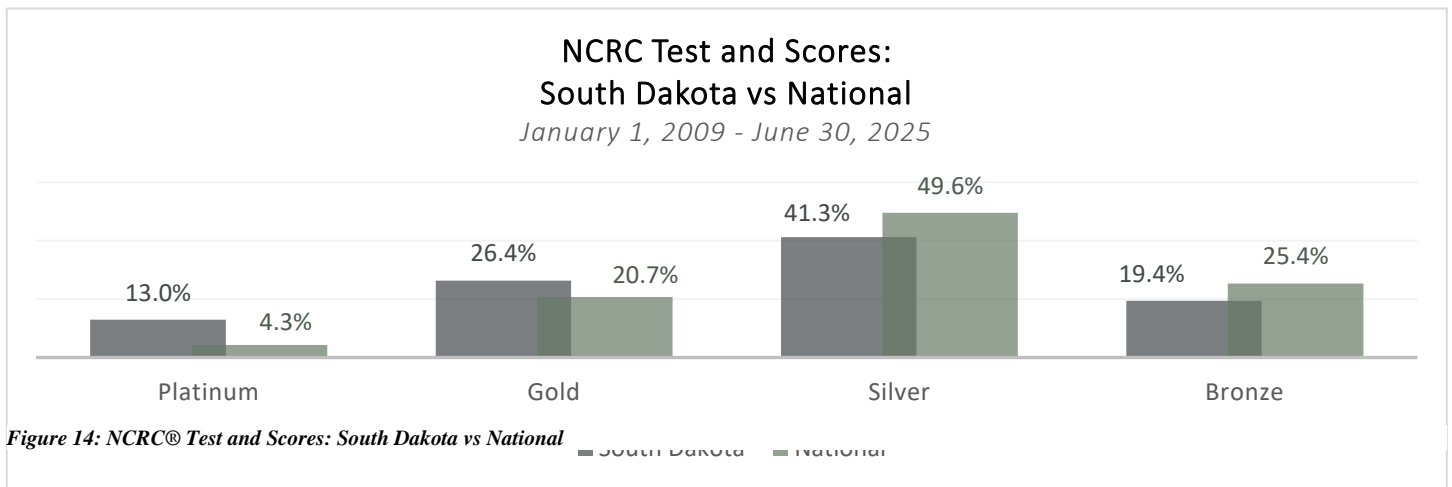
Application Status	2024	2025
Certifications	4,920	4,772
Denied Applications	10,652	10,390
Pending Applications	1,265	357
Total Applications	16,837	15,519
Tax Dollar Savings	\$14,142,200	\$13,368,800

Figure 12: Work Opportunity Tax Credit Application Comparison: FFY 2023 vs. FFY 2024

Estimated Tax Savings to Employers: FFY 2025

Target Group	Total Applications Certified	Value Per App Certified	Tax Saving for Target Group
IV-A TANF	124	\$2,400	\$297,600
Veteran: SNAP	55	\$2,400	\$132,000
Disabled Veteran	1	\$4,800	\$4,800
Disabled Veteran: Unemployed 6 Months	4	\$9,600	\$38,400
Veteran: Unemployed 4 Weeks	162	\$2,400	\$388,800
Veteran: Unemployed 6 Months	325	\$5,600	\$1,820,000
Justice Involved (ex-offender)	510	\$2,400	\$1,224,000
Summer Youth	0	\$1,200	\$0
Designated Community Resident	788	\$2,400	\$1,891,200
Vocational Rehabilitation	45	\$2,400	\$100,800
Ticket To Work Recipient	230	\$2,400	\$552,000
SNAP	2,120	\$2,400	\$5,088,000
SSI	152	\$2,400	\$364,800
Long Term TANF	128	\$9,000	\$1,152,000
Long Term Unemployed	131	\$2,400	\$314,400
Total	4,775		\$13,368,800

Figure 13: Estimated Tax Savings to Employers: FFY 2025



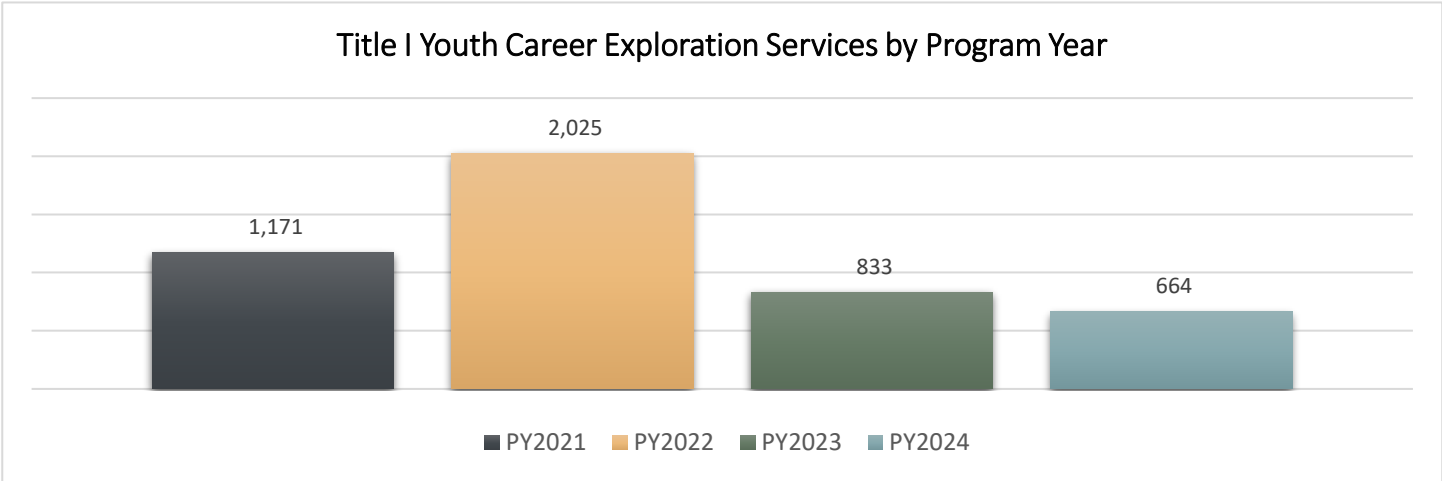


Figure 15: Title I Youth Career Exploration Services by Program Year

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 implementation of workforce programs in compliance with 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 programs offered through the One-Stop Career Centers to ensure compliance with federal laws, regulations, guidance, and state policies and procedures. The purpose of this monitoring process is to identify technical assistance needs with the goal of continuous improvement.

This process ensures:

- 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.

Each year a statewide training of common findings from the following reviews will take place.

PROGRAM REVIEWS

PROCESS

Each year the Workforce Development Director and Workforce Data Team will complete an analysis of certain provisions required for each program. The outcome of this analysis and a suggested implementation will be provided to the appropriate Team to improve areas of deficiency.

ANALYSIS

- WIOA Title I Youth expenditure rates including the work experience expenditure and out-of-school youth expenditure
- WIOA Title I Adult priority of service to those who are low income, receiving public assistance, or basic skills deficient
- Co-enrollment of the WIOA Title I Youth and Adult in the Adult Education and Literacy (AEL) program
- Placement of participants in the Senior Community Service Employment Program (SCSEP) slots
- SCSEP training expenditure rate
- Provision of services to eligible Jobs for Veterans State Grants (JVSG) participants
- 90% of those served by a JVSG staff member receive individualized career services
- Co-enrollment of JVSG in WIOA Title I programs
- Co-enrollment of WIOA Title I Youth and Adult in Temporary Assistance for Needy Families (TANF)
- Work placement rate of TANF
- Training completion
- Data Validation Trends
- Trade Adjustment Act Data Integrity Trends
- Progress towards negotiated performance
- Performance related to U.S. DOL-approved state plan waivers as applicable
- Number of Reemployment Services Eligibility and Assessments (RESEA) scheduled and completed
- Migrant Seasonal Farmworker (MSFW)
 - During the Migrant Seasonal Farmworker (MSFW) review conducted, 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 reports below 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)
- Eligibility determination for Title I programs
- Provision of intake and orientation to the One Stop
- Initial assessment of skill levels
- Direct linkage with partner programs as appropriate to the customer
- Utilization of Individualized Employment Plans
- Provision of information regarding the availability of support service assistance
- Access to training services
- Provision of follow up services
- Establishment and maintenance of strategic, integrated, and defined partnerships
- Coordination with other DLR teams
- Procedures are in place to assure coordination of services to avoid duplication
- Processes are in place to ensure communication and training as needed regarding policies and procedure updates
- Professional development is offered to all One Stop staff
- Team members are informed and kept up to date on labor market trends
- Strives for continuous improvement, including incorporating customer feedback
- Programmatic accessibility is in compliance with Section 188
- Operates in a cost efficient manner
- Services are provided outside of normal business hours as needed
- Review of time keeping, including policy, to ensure proper alignment.

ACTIVE FILE REVIEW

PROCESS

Active File Reviews will be conducted semi-annually once in the fall and once in the spring during weeks designated by the Workforce Development Director. Team members will assist the Labor Program Specialists with reviewing active files. Labor Program Specialists will assign files to be reviewed and provide training on the process. At least one file from each case manager will be reviewed during each review cycle. An Employment Specialist will not review their own files. Team members will review files from their team. The Team leadership can work with leadership from other's teams to ensure accurate review of various programs participants are enrolled in. Forty-five days following the review, a brief summary of themes discovered from the review and an improvement plan with timelines will be provided to the Director of Workforce Development.

Reviews will be conducted with a standardized review sheet for each team that considers eligibility, provision of services, quality of case management, documentation, fiscal accountability, and inclusion of data validation elements. Labor Program Specialists will provide an accurate and updated review sheet. Updates will be made through the workforce memo process.

Upon completion of DLR's active file review of the **SNAP E&T** program, the Department of Social Services (DSS) completes a 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.

PROGRAMS

DLR programs included in the active file review process include:

- Reentry Employment Services (RES)
- National Dislocated Worker Grants (NDWG)
- Senior Community Service Employment Program (SCSEP)
 - One file per SCSEP case manager every quarter will be completed with the above timeline and process.
- Trade Adjustment Assistance (TAA)
- Jobs for Veterans State Grants (JVSG)
- Supplemental Nutrition Assistance Program Employment and Training (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.
- Temporary Assistance for Needy Families (TANF)
- Twenty-Five percent of each TANF case manager’s case files will be reviewed every quarter with the above timeline and process.
- WIOA Title I Adult, Dislocated Worker, and Youth
- WIOA Title III Wagner-Peysner
- Registered Apprenticeship

An Active File Review Report identifying the names of the files reviewed, errors, and promising practices will be made available to each Team allowing the opportunity to make improvements to the file.

DATA VALIDATION

TIMELINE

With the exception of the Senior Community Service Employment Program (SCSEP) which is conducted annually, data validation will be completed by the DLR Workforce Data Team on quarterly bases 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.

PROCESS

The random sampling tool within SDWORKS will be utilized to generate a sufficient representation of records from each program. Files that are subject to data validation include participants who exited and are subject to reporting during the given program year.

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.

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.

A Data Validation Report identifying the elements reviewed and failure rates will be made available to Program Teams.

PROGRAMS and SAMPLE SIZE

DLR programs included in the data validation review process include:

- National Dislocated Worker Grants, when applicable
 - 1% per program, but not to exceed 100 files
- Registered Apprenticeship
 - 10 files
- Trade Adjustment Assistance (TAA)
 - 1% per program, but not to exceed 100 files
- WIOA Title I Adult, Dislocated Worker, and Youth
 - 1% per program, but not to exceed 100 files
- WIOA Title III Wagner-Peyser
 - At least .5%, but not to exceed 100 files
- JVSG
 - Conducted in conjunction with WIOA Title III Wagner-Peyser
- SCSEP
 - Provided by U.S. DOL

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)
 - Migrant and Seasonal Farmworker (MSFW)
 - Reentry Employment Services (RES)
- 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)
- 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

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

REGISTERED APPRENTICESHIP EXIT DATE

Program exits for apprentices served through a United States Department of Labor (U.S. DOL) apprenticeship grant do not occur until the apprentice participant has either completed the registered apprenticeship program (RAP) or withdrawn from the RAP and is no longer receiving apprenticeship grant services. Reporting for U.S. DOL Office of Apprenticeship grants ends when the grant ends, thus participants still in a RAP should be exited the quarter after the grant ends.

This policy does not apply to U.S. DOL’s Office of Apprenticeship's Registered Apprenticeship Partners Information Data System (RAPIDS).

EXCLUSION FROM EXIT

Exclusion reasons for Exit (also known as a hard exit) that exclude someone from performance and future follow up include if an existing participant is not authorized to work in the U.S. or the following:

	APPLICABLE PROGRAM(S)	EXPLANATION
INSTITUTIONALIZED	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 receiving services as a participant.
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.

APPENDIX E: SUCCESS STORIES

CAREER LAUNCH

Jonathan came to DLR at the age of 19 as a parent with full custody of an 18-month-old. He had been working overnight shifts and was not able to see his son due to his schedule. His goal was to pursue a driving career. He wanted to have a higher income to support his family, which was to soon include another child, spend more time with his children, and provide health insurance.

Despite his young age, Jonathan came to DLR prepared with companies that would be willing to hire him and knew that he might have to work toward his goal by gaining experience in the field first. He was determined to start making these strides.

DLR supported Jonathan through an Occupational Skills Training where he earned his Class A CDL. Jonathan started at a local company shortly after earning his license. He started his position as a driver earning \$24.62 an hour, which was over a \$4 an hour increase from his last position.

The thing that Jonathan is most thankful for is that he has full benefits, which help provide for him and his family both now and in the future. He is also able to spend more time with his children. He never dreamed that he would be working in such a good job before his work with DLR.

ADULT

Chavis was selected by DOC to complete the Lake Area Technical College (LATC) Precision Machining program, supported by Department of Labor and Regulation through our DOC Upskill partnership. DLR helped to assist with costs for Occupational Skills Training and required school supplies. With dedication and perseverance, Chavis successfully completed the program and graduated in December. Shortly after, he was released and returned to his home area, eager to take the next steps toward building his future.

Determined to further his machining education, Chavis set a goal to relocate closer to college later in the year to enroll in additional machining courses at Lake Area Technically College. However, in the interim, he wanted to find employment to re-establish himself in society and save for his future.

Chavis recently interviewed with West Central Manufacturing and was offered a position as a brake press operator. To support his transition into the workforce, DLR extended an On-the-Job Training (OJT) opportunity to West Central and Federal Bonding Assistance, which they gladly accepted. This partnership not only provided Chavis with valuable hands-on experience but also helped ease his entry into a new career.

With steady employment, Chavis now has options for his future. He can gain work experience and financial stability before continuing his education, or he may find that he enjoys his new role so much that he chooses to build a long-term career with West Central. No matter which path he takes, Chavis has positioned himself for success—an achievement that reflects both his hard work and the support systems that helped him along the way.

DISLOCATED WORKER

Jason had been working as an Encompass Administrator for his previous employer and wanted to remain in that career field due to his experience and education. Encompass 360 program is the main program responsible for the configuration, customization, and support of a company's loan origination system and related systems Jason had been diligently looking for work for approximately three months and had not received any offers. He inquired about possible funding since his certifications for Encompass were about to expire and wanted to know if DLR had resources to assist. He had stated that it was a very intricate part of his profession, and employers would not even look at a potential employee if they did not hold these certifications. If he let his certifications lapse, the cost to recertify would be a heavy financial burden being on unemployment. Approval was given to help with half the costs of the re-certifications, which Jason was very happy with since he so desperately needed them. He obtained his re-certifications and was offered full time employment with a large mortgage company as an Encompass System Administrator. The assistance that was provided, helped land the job.

DISLOCATED WORKER AND QUEST

Joe came to the Department of Labor seeking assistance with obtaining his Class A Commercial Driver's License. Joe was eligible for Dislocated Worker and QUEST Dislocated Worker Grant. Joe was a hardworking and dedicated employee at Millennium Print Group in Howard, South Dakota. However, after the company shut down, Joe found himself wondering what he should do next. Joe met with Employment Specialist Kelsey for guidance and support to grow professionally by pursuing an education at Southeast technical College to obtain his Class A Commercial Driver's License.

Joe's decision did not come without its challenges. Joe lived approximately three hours one way from the training location. The training would last four weeks and that would take a toll on Joe and his vehicle. Instead, Joe had a camper, so he and his case manager devised a plan for Joe to find a campground closer to training. Joe's case manager got approval through supportive services to help Joe with the cost of the campground fee which allowed Joe to drive a reasonable distance for the CDL training. Joe enrolled in the program and embarked on a new journey towards a career in the commercial driving industry. To attend the CDL training Joe was required to take a drug screen test and complete a Department of Transportation physical. His case manager was able to reimburse Joe for both of those fees through the WIOA dislocated Worker program. Joe completed his Class A CDL Training with funding from the QUEST grant and obtaining his license. Joe expressed his gratitude for the support he received from his Employment Specialist. Joe is excited to embark on his career as a Class A CDL Truck Driver. It would not have been possible without co-enrolling Joe into WIOA Dislocated Worker program and the QUEST grant to pay for supportive services and training.

APPENDIX F: SOUTH DAKOTA DEPARTMENT OF LABOR & REGULATION – WORKFORCE DEVELOPMENT SERVICES

Employment and Training Services																																								
	Wagner-Peyser (WIOA - Title III)				Workforce Innovation & Opportunity Act (WIOA - Title I)				Trade Adjustment Assistance				Adult Education & Literacy (WIOA - Title II)			National Dislocated Workers Grant		Senior Community Service Employment Program		Jobs for Veterans State Grant		Reemployment Services & Eligibility Assessment																		
	Adult		Dislocated Worker		Youth		TAA		AEL			QUEST		SCSEP		JVSG		RESEA																						
Who Is Served:	Provides services designed to help all individuals find employment. These services aim to empower individuals to achieve their career goals & secure stable jobs.				Offers job training, employment services, & support resources to help adults develop skills & secure sustainable employment.				Offers targeted support & services to individuals who have lost their jobs due to layoffs or business closures, helping them gain new skills & secure reemployment.				Provides vocational training & job placement assistance to young people ages 14-24.			Provides financial assistance to workers who lose their jobs due to foreign competition.		Provides basic education & literacy instruction to adults who have not completed high school or equivalent. It also offers English language acquisition classes for non-native English speakers.			Offers job training & placement for workers displaced by economic conditions, focusing on priority industries like Infrastructure, Care Economy, & Hospitality.		Provides part-time training jobs to low-income seniors aged 55 & over.		Helps veterans who have significant barriers find employment.		Helps workers who have lost their jobs find new employment. It provides job search assistance, training, & other support services.													
Numbers Served:	5,781				992				971				258			5		2,185			1,198		65		275		1,026													
Administering Agency:	Department of Labor & Regulation				Department of Labor & Regulation				Department of Labor & Regulation				Department of Labor & Regulation			Department of Labor & Regulation		Department of Labor & Regulation		Department of Labor & Regulation		Department of Labor & Regulation		Department of Labor & Regulation		Department of Labor & Regulation														
Provider(s):	Job Service Offices				Job Service Offices				Job Service Offices				Job Service Offices			Job Service Offices		Career Learning Center of the Black Hills Cornerstones Career Learning Center Dept. of Corrections – Edu. Programs Lake Area Technical College – AEL Southeast Technical College Lutheran Social Services Center for New Americans			Job Service Offices		Job Service Offices		Job Service Offices		Job Service Offices													
Program Results:	Emp. Rate 2nd Qtr After Exit¹ :		65.7%		Emp. Rate 2nd Qtr After Exit¹ :		66.1%		Emp. Rate 2nd Qtr After Exit¹ :		71.8%		Emp. Rate 2nd Qtr After Exit¹ :		73.7%		Emp. Rate 2nd Qtr After Exit¹ :		89.7%		Emp. Rate 2nd Qtr After Exit³ :		55.3%		Measurable Skills Gain¹ :		78.5%		Emp. Rate 2nd Qtr After Exit¹ :		18.8%		Emp. Rate 2nd Qtr After Exit¹ :		44.9%		Emp. Rate 2nd Qtr After Exit¹ :		73.0%	
	Emp. Rate 4th Qtr After Exit¹ :		65.4%		Emp. Rate 4th Qtr After Exit¹ :		67.1%		Emp. Rate 4th Qtr After Exit¹ :		70.2%		Emp. Rate 4th Qtr After Exit¹ :		74.9%		Emp. Rate 4th Qtr After Exit¹ :		80.0%		Emp. Rate 4th Qtr After Exit³ :		53.3%		Emp. Rate 4th Qtr After Exit¹ :		30.0%		Emp. Rate 4th Qtr After Exit¹ :		46.5%		Emp. Rate 4th Qtr After Exit¹ :		72.1%					
	Median Earnings¹ :		\$6,732		Median Earnings¹ :		\$5,637		Median Earnings¹ :		\$9,342		Median Earnings¹ :		\$4,595		Median Earnings¹ :		\$10,699		Median Earnings³ :		\$8,745		Median Earnings¹ :		\$5,475		Median Earnings¹ :		\$7,858		Median Earnings¹ :		\$9,525					
					Credential Rate¹ :		68.9%		Credential Rate¹ :		81.1%		Credential Rate¹ :		53.5%		Credential Rate¹ :		81.3%		Credential Rate³ :		55.6%		Service Level² :		188.6%		New Referrals¹ :		1,422									
					Measurable Skills Gain¹ :		63.8%		Measurable Skills Gain¹ :		84.6%		Measurable Skills Gain¹ :		57.8%		Measurable Skills Gain¹ :		100%		Measurable Skills Gain³ :		40.2%		Most In Need² :		2.5%													
Definitions:												Sources:																												
	Emp. Rate 2nd Qtr After Exit:											Percentage of participants who are in unsubsidized employment during the 2nd qtr after exit from the program (for Title I Youth, the indicator is the percentage of participants in edu. or training activities, or in unsubsidized employment during the 2nd qtr after exit). (Cohort Period 7/1/23-6/30/24)											1: Workforce Development Division, SD Department of Labor & Regulation, in collaboration with the U.S. DOL. Downloaded: Oct. 1, 2025, Annual ETA 9169 Performance Report.																	
	Emp. Rate 4th Qtr After Exit:											Percentage of participants who are in unsubsidized employment during the 4th qtr after exit from the program (for Title I Youth, the indicator is the percentage of participants in edu. or training activities, or in unsubsidized employment during the 4th qtr after exit). (Cohort Period 1/1/23-12/31/23)											2: SD Department of Labor & Regulation in cooperation with U.S. DOL Downloaded: Oct. 22, 2025, PY24 Finalized SCSEP Report																	
	Median Earnings:											Median earnings of participants who are in unsubsidized employment during the 2nd qtr after exit from the program. (Cohort Period 7/1/23-6/30/24)											3: Workforce Development Division, SD Department of Labor & Regulation in cooperation with U.S. DOE Downloaded: Oct. 21, 2025, WIOA Title II (AEL) - Performance Rating PY24-PY25																	
	Credential Rate:											Percentage of participants enrolled in an edu. or training program who earn a recognized postsecondary credential or secondary school diploma, or its equiv., during participation or within one year of exiting the program. A participant is counted as having attained a secondary school diploma or equiv. only if they are also employed or enrolled in a program leading to a recognized postsecondary credential within one year of exit. (Cohort Period 1/1/23-12/31/23)											4: Apprenticeship USA, U.S. DOL, Retrieved: Oct. 21, 2025, from https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard																	
	Service Level:											Total number of participants served divided by a grantee's authorized number of positions, after adjusting for differences in minimum wage among the State.											5: SD Department of Labor & Regulation in cooperation with FLAG Downloaded: Oct. 17, 2025, FFY 2024 & FFY 2025 ETA 9127 Annual Report																	
	Most In Need:											The total number of characteristics for all participants & dividing by the number of participants served.											6: Workforce Development Division, SD Department of Labor & Regulation in cooperation with U.S. DOL Downloaded: Oct. 17, 2025, Annual ETA 9158 Performance Report																	
	New Referrals:											The number of individuals referred to the RESEA program.																												
	Active Apprentices:											Active apprentices were participating in an apprenticeship during the selected time period.																												
	New Apprentices:											New apprentices are those who began an apprenticeship during the selected time period.																												
	Completer Apprentices:											Completers are those who completed an apprenticeship during the selected time period.																												
	Measurable Skills Gains:											The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment & who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. (Cohort Period 7/1/24-6/30/25)																												

Business Services

	Registered Apprenticeship Program	Foreign Labor Certification	Work Opportunity Tax Credit	Effectiveness Serving Employers
Who Is Served:	RAP Helps employers partner with or become a sponsor to build a qualified workforce.	FLC Oversees H-2A visas for temporary agricultural roles & H-2B visas for seasonal, nonagricultural work. DLR reviews applications, posts job orders in SDWORKS, & inspects H-2A housing.	WOTC 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.	Wagner-Peyser DLR provides services that help businesses maintain a skilled workforce.
Numbers Served:				3,106
Administering Agency:	Department of Labor & Regulation	Department of Labor & Regulation	Department of Labor & Regulation	Department of Labor & Regulation
Provider(s):	Apprenticeship Coordinators	Job Service Offices	Job Service Offices	Job Service Offices
Program Results:				
	Active Apprentices⁴:	H2A Applications⁵:	FFY Certs.⁶:	Ret. with Same Emp.¹:
	1,577	641	4,772	67.5%
	New Apprentices⁴:	H2A Inspections⁵:	FFY Denied App.⁶:	Repeat Bus. Cust. Rate¹:
	912	685	10,390	23.6%
	Completer Apprentices⁴:	H2B Applications⁵:		
	269	337		

Definitions:		Sources:
Emp. Rate 2nd Qtr After Exit:	Percentage of participants who are in unsubsidized employment during the 2nd qtr after exit from the program (for Title I Youth, the indicator is the percentage of participants in edu. or training activities, or in unsubsidized employment during the 2nd qtr after exit). (Cohort Period 7/1/23-6/30/24)	1: Workforce Development Division, SD Department of Labor & Regulation, in collaboration with the U.S. DOL. Downloaded: Oct. 1, 2025, Annual ETA 9169 Performance Report.
Emp. Rate 4th Qtr After Exit:	Percentage of participants who are in unsubsidized employment during the 4th qtr after exit from the program (for Title I Youth, the indicator is the percentage of participants in edu. or training activities, or in unsubsidized employment during the 4th qtr after exit). (Cohort Period 1/1/23-12/31/23)	2: SD Department of Labor & Regulation in cooperation with U.S. DOL Downloaded: Oct. 22, 2025, PY24 Finalized SCSEP Report
Median Earnings:	Median earnings of participants who are in unsubsidized employment during the 2nd qtr after exit from the program. (Cohort Period 7/1/23-6/30/24)	3: Workforce Development Division, SD Department of Labor & Regulation in cooperation with U.S. DOE Downloaded: Oct. 21, 2025, WIOA Title II (AEL) - Performance Rating PY24-PY25
Credential Rate:	Percentage of participants enrolled in an edu. or training program who earn a recognized postsecondary credential or secondary school diploma, or its equiv., during participation or within one year of exiting the program. A participant is counted as having attained a secondary school diploma or equiv. only if they are also employed or enrolled in a program leading to a recognized postsecondary credential within one year of exit. (Cohort Period 1/1/23-12/31/23)	4: Apprenticeship USA, U.S. DOL, Retrieved: July 15, 2025, from https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard for period 7/1/24- 6/30/25
Service Level:	Total number of participants served divided by a grantee's authorized number of positions, after adjusting for differences in minimum wage among the State.	5: SD Department of Labor & Regulation in cooperation with FLAG Downloaded: Oct. 17, 2025, FFY 2024 & FFY 2025 ETA 9127 Annual Report
Most In Need:	The total number of characteristics for all participants & dividing by the number of participants served.	6: Workforce Development Division, SD Department of Labor & Regulation in cooperation with U.S. DOL Downloaded: Oct. 17, 2025, Annual ETA 9158 Performance Report
New Referrals:	The number of individuals referred to the RESEA program.	
Active Apprentices:	Active apprentices were participating in an apprenticeship during the selected time period.	
New Apprentices:	New apprentices are those who began an apprenticeship during the selected time period.	
Completer Apprentices:	Completers are those who completed an apprenticeship during the selected time period.	
Measurable Skills Gains:	The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment & who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. (Cohort Period 7/1/24-6/30/25)	

