



COHORT 6: 2020-2021 ANNUAL REPORT

Created for T. Denny Sanford and Governor Noem
March 2021



BUILD DAKOTA

SCHOLARSHIP FUND



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Cohort 6 Annual Report

Objectives:

1) Build Dakota Administration Board.....	Page 2
2) Targeted Areas of Study.....	Page 3-4
3) Enrollment in Targeted Areas of Study.....	Page 5-8
4) Industry Partners	Page 8-10
5) Market Build Dakota Scholarship and Opportunities for Technical Careers.....	Page 11
6) Income/Expenses.....	Page 12-13
7) Lessons Learned.....	Page 14-15
8) Future Focus.....	Page 16-19
9) Cohort Snapshot.....	Page 20
10) Success Stories from the Technical Colleges.....	Page 21-27

1. BUILD DAKOTA ADMINISTRATION BOARD

The Build Dakota administration board was appointed by Governor Daugaard and Governor Noem. It consists of community leaders with diverse backgrounds in targeted, high-need industries:

Build Dakota Scholarship Administration Board Members



Dana Dykhouse, Chair
CEO
First Premier Bank
Sioux Falls, SD



Diana VanderWoude, Vice Chair
VP of Academic Affairs
Sanford Health
Sioux Falls, SD



Greg Carmon
Owner
Midwest Railcar Repair, Inc.
Brandon, SD



Scott Knuppe
Facility Manager
Caterpillar, Inc.
Rapid City, SD



Bob Faehn
Managing Partner
TMRG Broadcasting
Watertown, SD



Terry Sabers
Co-President
Muth Electric, Inc.
Mitchell, SD



Deb Shephard
Retired President
Lake Area Technical Institute
Watertown, SD

2. TARGETED AREAS OF STUDY

Based on recommendations from the Department of Labor and Regulation and technical colleges, nine high-need areas were determined for the 2020-2021 (Cohort 6) school year:

Trade	Applicants	Awards	Awards In-State	Awards Out-of-State
Agriculture	25	8	8	0
Automotive	169	40	38	2
Building Trades/Construction	187	53	46	7
Energy Technician	26	3	3	0
Engineering Technician	73	15	14	1
Healthcare	473	152	141	11
IT/CIS	111	3	3	0
Precision Manufacturing	57	19	17	2
Welding	68	15	15	0
Cohort 6 Total	1189	308	285	23
Cohort 5 Total	1170	399	359	40
Cohort 4 Total	1150	351	318	33
Cohort 3 Total	1028	287	249	38
Cohort 2 Total	1257	297	256	41
Cohort 1 Total	917	298	261	37

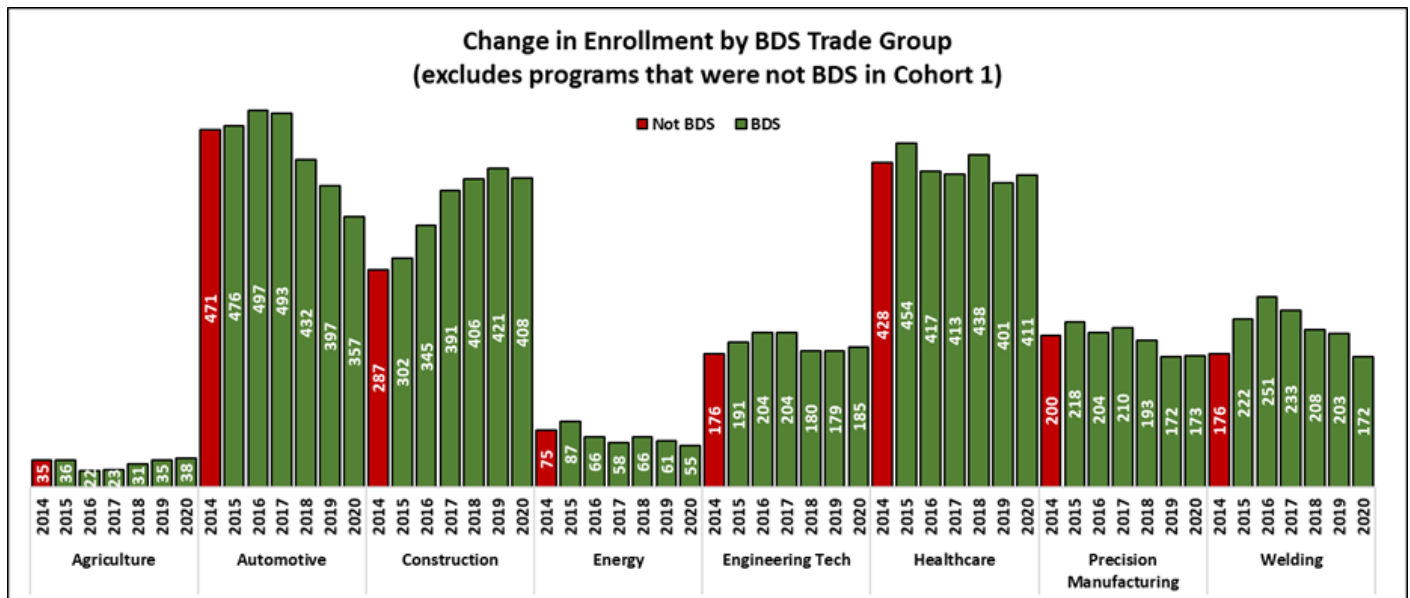
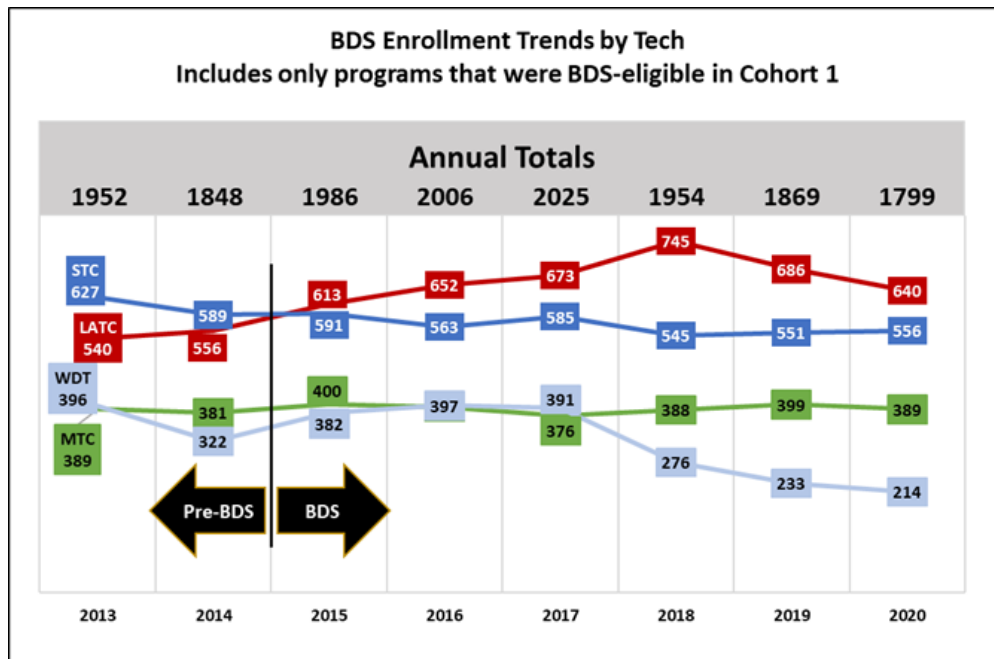
- No new programs were approved for Cohort 6:
- Total Percentage of Applicants Receiving Awards:
 - Cohort 1: 32%
 - Cohort 2: 24%
 - Cohort 3: 28%
 - Cohort 4: 31%
 - Cohort 5: 34%
 - Cohort 6: 26%
- Total Out-of-State Recipients:
 - Cohort 1: 12%
 - Cohort 2: 14%
 - Cohort 3: 15%
 - Cohort 4: 12%
 - Cohort 5: 10%
 - Cohort 6: 8%

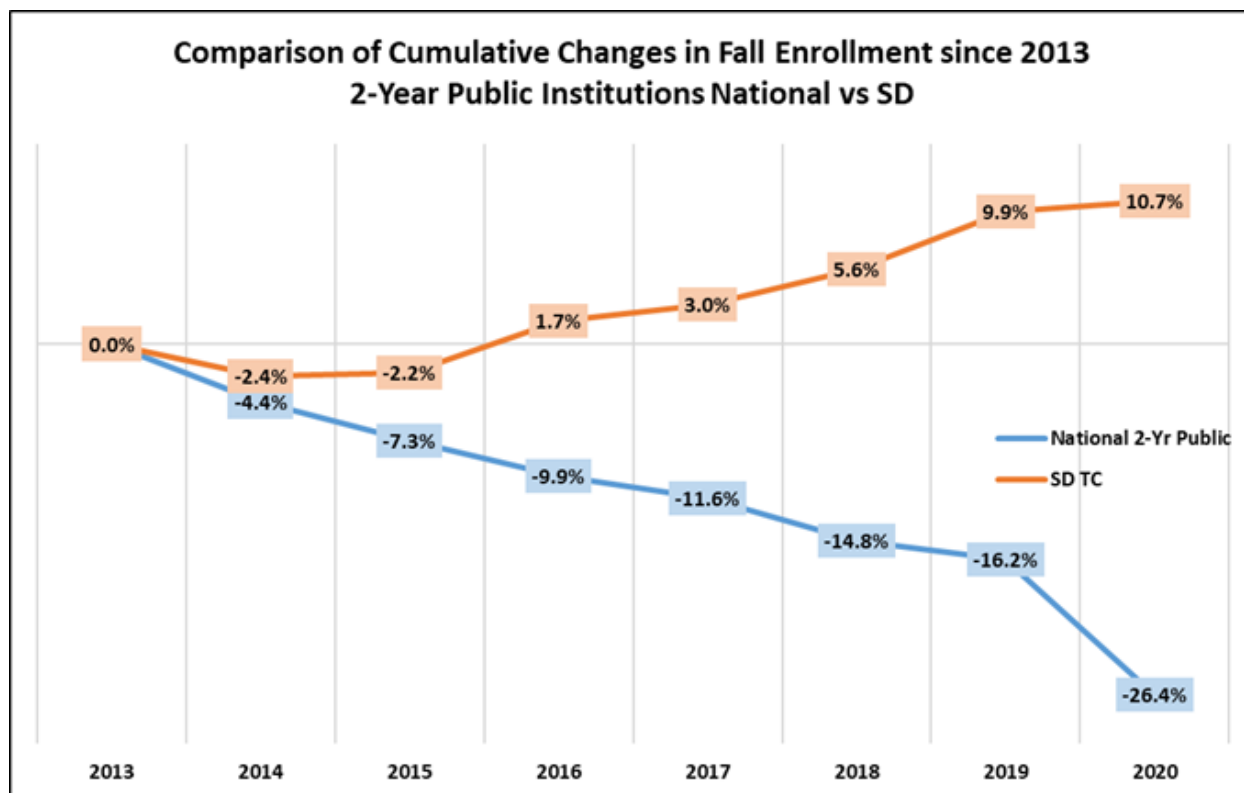
- Age of Recipients:
 - Cohort 1: 80% 17-25; 12% 26-33; 8% 34 and over
 - Cohort 2: 84% 17-25; 10% 26-33; 6% 34 and over
 - Cohort 3: 82% 17-25; 9% 26-33; 9% 34 and over
 - Cohort 4: 84% 17-25; 9% 26-33; 7% 34 and over
 - Cohort 5: 86% 17-25; 10% 26-33; 4% 34 and over
 - Cohort 6: 86% 17-25; 8% 26-33; 6% 34 and over

- Gender of Recipients:
 - Cohort 1: 28% Female; 72% Male
 - Cohort 2: 27% Female; 73% Male
 - Cohort 3: 27% Female; 73% Male
 - Cohort 4: 34% Female; 66% Male
 - Cohort 5: 37% Female; 63% Male
 - Cohort 6: 46% Female; 54% Male

- AAS Degree vs Diploma:
 - Cohort 1: 85 Diploma; 213 AAS Degree
 - Cohort 2: 49 Diploma; 248 AAS Degree
 - Cohort 3: 58 Diploma; 229 AAS Degree
 - Cohort 4: 66 Diploma; 285 AAS Degree
 - Cohort 5: 96 Diploma; 303 AAS Degrees
 - Cohort 6: 92 Diploma; 216 AAS Degrees

3. ENROLLMENT IN TARGETED AREAS OF STUDY





Comments from technical colleges regarding enrollment beyond Build Dakota approved programs and how COVID-19 has impacted enrollment:

Lake Area Technical College:

Lake Area Tech enrollment numbers remain constant. Even through the COVID-19 pandemic, our enrollment numbers are comparable to the previous year. For fall 2020, our unduplicated headcount was 2,217 students compared to 2,228 in Fall 2019, a difference of 11 students. However, Lake Area Tech saw more full-time and online students and fewer dual-credit students enrolled in the fall of 2020 than previously. In partnership with the South Dakota Department of Labor, LATC implemented the Upskills certificate program which allowed 75 individuals, affected by COVID-19 layoffs, the opportunity for free training in high-needs areas.

Like other post-high educational institutions, COVID-19 forced Lake Area Tech to quickly evolve into the virtual world. Current students received virtual delivery of education, virtual student activities and a virtual graduation. Student recruitment consisted of completely virtual camps and events, virtual campus tours and visits, high school visits, college days, new student orientation and a socially distanced New Student Kick-Off Day. In-person communication and marketing to prospective students pivoted to online chats, texting, virtual tours, phone calls, emails, Microsoft Teams and Zoom meetings, and a lot of mailings. Through a time that challenged all of our traditional processes of recruitment and information sharing, we adapted and overall admissions and Build Dakota Scholarship interest remained a steady constant.

Lake Area Tech also continues outreach efforts and partnerships in communities in the region, including Pierre, Brookings, Deubrook, Aberdeen, Milbank and more. LATC kicked off its first year at Pierre Capital City Campus with seven Licensed Practical Nursing (LPN) students; several of these students have indicated an interest in pursuing their RN degree as well. LATC also partnered with Brookings and Deubrook school

districts and a number of companies to expose students to robotics, electronics, and welding careers through registered apprenticeships. Our business partner specialist in Brookings also coordinate a variety of corporate education classes held online and in-person as well as 3D printing and drone classes for youth.

Mitchell Technical College:

Cohort 6 enrollment at Mitchell Tech continued to remain stable with growth in some areas. Build Dakota Continues to attract applicants into several high-need workforce areas. Mitchell Technical College currently has programs running at or over capacity in several divisions: Diesel Power Technology, Licensed Practical Nursing (LPN), Electrical Construction & Maintenance, and Radiologic Tech. We have also seen an increased interest in the energy sectors as well as non-Build Dakota medical programs.

Southeast Technical College:

The Build Dakota Scholarship program creates more inquiries from prospective students to Southeast Technical College. Our 10-day census count in Fall 2020 showed increases in applicants for many of our Build Dakota programs, most noticeably our engineering and healthcare programs. For Fall 2020, our headcount was 2,426 compared to 2,456 in 2019, so only a 1% decline amid the pandemic. We also saw increased enrollments for more than half of our programs, including some impressive gains for Build Dakota programs including Mechanical Engineering Technology, Civil Engineering Technology, Land Surveying Technology, Computer Programming, and Invasive Cardiovascular Technology.

Since the beginning of the Build Dakota program, Southeast Tech has successfully increased, on an annual basis, the number of Build Dakota Scholarship applications and industry sponsors. In fact, for Cohort 6 (2020-21), we received 391 Build Dakota Scholarship applications and awarded 95 total scholarships, all of which were sponsored by industry partners! This was a first for Southeast Tech.

In addition, even during COVID-19, our admission funnel has remained consistent and strong, demonstrating the market demand for technically trained workers. To this end, Southeast Tech's increased collaborations with industry and area high schools has resulted in building critical pathways for students to STC opportunities, including the following:

- Avera Academy – In partnership with Avera and the Sioux Falls School District (SFSD), high school seniors can take college classes at STC and explore career options at Avera.
- Brandon Valley High School – This partnership offers an intro level EMT course at Brandon.
- Classroom to Careers – In partnership with Sanford Health, SFSD, City of Sioux Falls and First PREMIER Bank, Washington High School juniors and seniors have the opportunity to earn high school and college credit.
- Harrisburg High School – This partnership offers certificates and credit-based learning for CNA and Construction Management.
- McCrossan Boys Ranch – This partnership offers students basic Construction Management courses at McCrossan Boys Ranch.
- Teachwell Strive – In partnership with Teachwell Solutions and South Dakota's Division of Rehabilitation Services, students with disabilities are provided a supported transition to college life.
- UpSkill – In partnership with the S.D. Department of Labor, UpSkill offers funding to individuals affected by COVID-19.

Western Dakota Technical College:

Getting the word out about the incredible opportunities in technical education is critically important for individuals, employers, and the South Dakota economy as a whole. The Build Dakota Scholarship has increased conversations about the technical education, increasing interest in technical education. For the second year in a row, Western Dakota Tech broke records in enrollment with an 8.0% increase in headcount from fall 2019 to fall 2020 and Build Dakota Scholarship, eligible programs seeing a 6.9% increase from fall 2019 to fall 2020. While other schools struggled with enrollment due to COVID-19, WDT's COVID-19 protocols allowed campus to remain open and students to attend classes safely, in person.

4. RECRUITMENT OF INDUSTRY PARTNERS

The technical institutes have developed industry partner programs to maximize the Build Dakota Scholarship funds and offer more scholarships than are otherwise available through Build Dakota specific funds. The industry partner programs assist students by working with businesses willing to pay a portion of the full-ride scholarship and again an employee who will fulfill their scholarship work commitment following graduation.

Comments from technical institutes regarding success and challenges of recruitment and retention of industry partners:

Lake Area Technical College (Stretch-the-Million):

We believe our campus scholarship management system provides a seamless application process for all of our incoming students, including Build Dakota applicants. Students are able to apply for all foundation-based scholarships through one universal application. This management system provides the maximum opportunity for all incoming students to earn scholarship dollars.

Our biggest challenge is the process of aligning students with interested industry through the Stretch the Million (STM) program. We spend a great amount of time working with the students/parents and the companies on the HR aspect of setting up interviews and eventually assisting with the partnerships. This scholarship is truly a life-changing event that comes with major commitment. We want all parties involved to fully understand the opportunity (and responsibility) of participating as an industry partner and as a Build Dakota scholar.

Some of our greatest success stories come from our companies in our smallest towns in South Dakota. This is the greatest asset of the Build Dakota Scholarship . . . it knows no bounds in regard to company or community size.

From a marketing perspective, we integrate the Build Dakota Scholarship information into all of our recruitment pieces. We continue to work side-by-side with economic development directors across our region to identify industry partners to maximize the awards we can provide each year. Our admissions staff, business partner specialists and Foundation staff continually look for ways to share the information about Build Dakota and other workforce scholarships.

Mitchell Technical College (Double Edge):

Covid 19 and the uncertainty of the economic impact did affect many of our industry partners in 2020. The hardest-hit area for Mitchell Technical was our Welding/Manufacturing sector. The spring left many of

our partners uncertain about future orders and workforce needs. This uncertainty leads to a decrease in the number of Double Edge agreements.

With Covid 19, Mitchell Technical College had to evolve quickly to minimize the effects of many of our face-to-face recruiting efforts. Mitchell Tech moved to a multi-platform virtual realm. Build Dakota Scholarship information has been integrated into our virtual events. The Mitchell Tech Enrollment Office has hosted virtual high school visits, college information nights and Build Dakota/Double Edge information sessions. These events are in addition to the in-school and on-campus events we have participated in.

Mitchell Tech continues to have many employers return each year to partner with multiple students. Due to the industry relationships, the Double Edge partnership continues to have a high level of success.

Southeast Technical College (Sponsor-a-Scholar):

The Build Dakota Scholarship program is an incredible opportunity for students to receive a debt-free education and a path to success in their chosen field. As the program continues to evolve, Southeast Technical College has seen an increased interest from industry partners. More potential sponsors come to us looking for details on how to participate, meaning we do less cold call recruiting for the program and still can sponsor more students. Our Career Services Coordinator, Paula Hawks, has even had out-of-state sponsors ask about the program and how they can start a similar program in their state, as well as students in non-Build Dakota programs who inquire about how they, too, can secure an industry sponsor.

We continue to involve our faculty to a greater extent. Their first-hand knowledge of employers in their industries is priceless and exactly what we need to garner more commitments for industry sponsors.

We have a fair number of small businesses who are willing to sponsor a single student to fill a need. Often, it is a one-time need or a long-term position that doesn't come open much. Those sponsors tend to be one-and-done sponsors, but we also have many year-to-year sponsors who have invested significantly in Southeast Tech's programs and students. The tentative feel of the COVID-19 drop-off seems to be gone, and sponsors are picking up contracts again. Challenges continue with our Computer Information Systems (CIS) programs like Computer Programming, Network and System Administrator and Information Technology Security due to lack of sponsors in these areas.

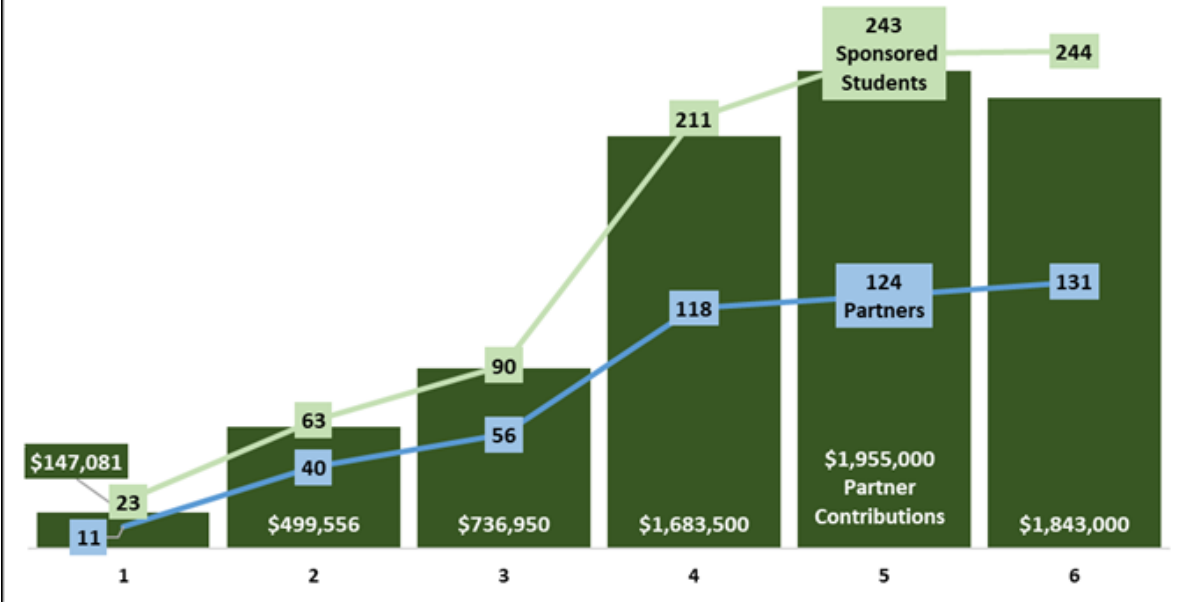
We have noticed a lot more students bringing sponsors to us. We have also fielded a larger number of employers reaching out to our Career Services Coordinator for more information regarding "...this full-ride scholarship I've been hearing about." Currently, for Cohort 7, we have about 20 sponsors who have not previously been involved in the program! In addition, more faculty have been vocal advocates with employers and have been working with their industry partners involved in sponsorships.

Western Dakota Technical College (Have Your Pick):

One size does not fit all. Flexibility in being able to administer the program is critical. Western South Dakota is very different than Eastern South Dakota. Affordability for small businesses to participate in the Build Dakota Scholarship program is our biggest challenge. Continuing our relationship and working with our economic development teams has helped to alleviate some of those challenges. WDT is excited about the new grant program with Elevate Rapid City and potential for industry that have expressed interest but haven't been able to partner is the past having the opportunity to take advantage of the benefits Build Dakota offers.

Industry Partners: Growth & Impact

Growing Industry Involvement Impacts More Students



5. MARKET BUILD DAKOTA SCHOLARSHIP AND OPPORTUNITIES FOR TECHNICAL CAREERS

- Lawrence & Schiller leads the overall marketing campaign, collaborating with state partners to promote the program with less expense.
 - **South Dakota Department of Education:** All of the Division of Career and Technical Education career development specialists and directors share the Build Dakota message and promotional materials with high school administrators, counselors and teachers. They also regularly invite the Build Dakota program manager to conventions, workshops and webinars to make sure Build Dakota remains on the forefront of discussion.
 - **South Dakota Department of Labor and Regulation:** Each of the 16 Department of Labor offices across the state have provided education on Build Dakota as well as promotional flyers to distribute to job-seekers. Dual website cross promotion has also been very effective.
 - **South Dakota Governor's Office of Economic Development:** Representatives from this office and local communities have been instrumental in promoting the program.
 - **South Dakota Technical Colleges:** Each technical college promotes Build Dakota in many capacities. Their admissions representatives deliver flyers and talk to interested parties as they travel across South Dakota and the surrounding states. Campus visitors are also provided an overview of the scholarship. The technical colleges have added Build Dakota to their own marketing campaigns, flyers, websites, commercials and billboards. Large marketing pieces were designed by Lawrence & Schiller and delivered to each campus to increase awareness for visitors.
- 2020 Marketing Highlights:
 - Website traffic remained steady in 2020, with 35,589 total sessions and 23,913 unique sessions.
 - Paid media channels included paid search, display and Facebook, totaling 2,146,770 impressions throughout the campaign. Students engaged with Build Dakota ads at a high rate, particularly on social channels. There were over 16k social engagements on Build Dakota ads, with 4.55% of users engaging with the content. Lastly, the campaign saw a high conversion rate at 14.16%, meaning that 14% of users who saw the ads took an action like calling the technical colleges or watching the program recipient video.
 - Numerous press articles and news segments have been published about Build Dakota. (These can be found on the news section of the Build Dakota website.)

6. INCOME/EXPENSES

Information submitted by:

- Clay Cudmore, Chief Financial Officer, South Dakota Community Foundation
- Scott DesLauriers, Deputy Director, South Dakota Board of Technical Education

1/1/2014 - 12/31/2014

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ -	\$ 9,750,000.00	\$ -	\$ -	\$ 9,750,000.00
SD Community Foundation - (Endowment)	\$ -	\$ 5,000,000.00	\$ (5,363.58)	\$ 271.59	\$ 4,994,364.83
SD Department of Education Account					

1/1/2015 - 12/31/2015

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 9,750,000.00	\$ -	\$ 42,062.23	\$ 4,106,487.00	\$ 5,685,575.23
SD Community Foundation - (Endowment)	\$ 4,994,364.83	\$ 5,000,000.00	\$ (587,998.66)	\$ 59,613.33	\$ 9,346,752.84
SD Department of Education Account	\$ -	\$ 159,029.85	\$ -	\$ 59,590.46	\$ 99,439.39

1/1/2016 - 12/31/2016

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 5,685,575.23	\$ 5,025,694.86	\$ 20,932.25	\$ 4,650,688.06	\$ 6,081,514.28
SD Community Foundation - (Endowment)	\$ 9,346,752.84	\$ 10,000,000.00	\$ 1,458,245.91	\$ 96,885.55	\$ 20,708,113.20
SD Department of Education Account	\$ 99,439.39	\$ 132,664.00	\$ 1,173.03	\$ 88,932.99	\$ 144,343.43

No administrative fee on Sanford fund. During 2016, administrative fee on endowment fund was reduced over 13%, from 0.75% to 0.65%

1/1/2017 - 12/31/2017

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 6,081,514.28	\$ 10,032,202.04	\$ 27,389.30	\$ 4,234,601.05	\$ 11,906,504.57
SD Community Foundation - (Endowment)	\$ 20,708,113.20	\$ 5,000,000.00	\$ 3,667,909.17	\$ 177,695.30	\$ 29,198,327.07
SD Department of Education Account	\$ 144,343.43	\$ -	\$ 1,601.77	\$ 86,687.46	\$ 59,257.74

1/1/2018 - 12/31/2018

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 11,906,504.57	\$ 87,238.09	\$ 53,279.83	\$ 4,641,735.92	\$ 7,405,286.57
SD Community Foundation - (Endowment)	\$ 29,198,327.07	\$ 9,000.00	\$ (1,717,883.93)	\$ 187,936.86	\$ 27,301,506.28
SD Department of Education Account	\$ 59,257.74	\$ 93,540.13	\$ 1,044.17	\$ 42,344.95	\$ 111,497.09

1/1/2019 - 12/31/2019

ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 7,405,286.57	\$ 130,104.34	\$ 29,361.89	\$ 5,576,757.14	\$ 1,987,995.66
SD Community Foundation - (Endowment)	\$ 27,301,506.28	\$ -	\$ 3,561,312.18	\$ 188,603.31	\$ 30,674,215.15
SD Department of Education Account	\$ 111,497.09	\$ 100,000.00	\$ 1,264.49	\$ 105,092.42	\$ 107,669.16

1/1/2020- 12/31/2020					
ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ 1,987,995.66	\$ 12,461,500.77	\$ 5,704.01	\$ 4,467,679.52	\$ 9,987,520.92
SD Community Foundation - (Endowment)	\$ 30,674,215.15	\$ 2,100,000.00	\$ 4,409,018.01	\$ 2,369,788.33	\$ 34,813,444.83
SD Department of Education Account	\$ 107,669.16	\$ 72,000.00	\$ 1,870.48	\$ 108,559.52	\$ 72,980.12

2014 - 2020					
ACCOUNT	BEG. BALANCE	CONTRIBUTIONS	INV. EARNINGS	EXPENSES	BALANCE
SD Community Foundation - (Sanford)	\$ -	\$ 37,486,740.10	\$ 178,729.51	\$ 27,677,948.69	\$ 9,987,520.92
SD Community Foundation - (Endowment)	\$ -	\$ 27,109,000.00	\$ 10,785,239.10	\$ 3,080,794.27	\$ 34,813,444.83

7. LESSONS LEARNED

- Continually adapting to individual circumstances of scholars in the education and employment phases of the program.
- Staff changes at the technical colleges create challenges for the program and having a Build Dakota Program Manager to create consistency is important.
- The COVID-19 pandemic created a unique set of challenges for 2020.

Comments from technical colleges regarding lessons learned for Build Dakota on each campus:

Lake Area Technical College:

With many Build Dakota scholars now in the employment phase, we are working through issues of what constitutes a default and what role we play to safeguard the initial financial commitment made by the STM partner.

Our outreach and award strategy for Build Dakota scholarship awarding remains intact. We consistently award approximately 90% of our scholarships in partnership with a Stretch the Million industry partner. Our method remains to be industry focused. A challenge is helping applicants understand that they don't need to "come to us" with an industry partner ready to go. Our job at Lake Area Tech is to engage with industry to assist in that interview process.

Mitchell Technical College:

Build Dakota and our partnership program, Double Edge, has been incorporated into all aspects of the enrollment process. Each Enrollment Counselor, Financial Aid and Foundation professional promotes the Build Dakota to prospective students, families, counselors and employers. Mitchell Tech continues to cultivate partnerships with new employers.

Mitchell Tech experienced low partnership retention with an employer in the manufacturing sector. We learned that for this company to have success, more time was needed in the career exploration process. Mitchell Tech began promoting job shadowing to all our prospective partners. The shadowing experience has led to better student/partnership retention.

Southeast Technical College:

Beginning with Cohort 5 and continuing the practice for Cohort 6, Southeast Technical College moved the administrative leadership for its Build Dakota program from the Foundation to Enrollment Management, which includes Admissions, Financial Aid, Marketing and Student Success. This change has meant a more strategic approach to recruiting students for high-need programs eligible for Build Dakota, incorporating scholarship messaging into the Admissions communication funnel and adding a multi-channel approach to marketing the scholarship application process.

Furthermore, our Career Services Coordinator, Paula Hawks, secures industry sponsors, collaborates with their Human Resource contacts on the sponsor/student matching process and communicates with students about scholarship decisions and how to complete their student agreements. In addition, we host a Build Dakota Signing and Registration Day to celebrate students' awards with their families, sponsors, faculty, staff and special guests. In 2019, we hosted our first in-person Build Dakota Signing and Registration Day; last year, because of COVID-19, we hosted a virtual Signing and Registration Day in 2020 for Cohort 6.

Additionally, Southeast Tech has one Student Success Advisor (SSA), Emily Olson, assigned to all Build Dakota Scholars. Emily tracks and has many “touches” like grade checks, registration appointments, etc. with Build Dakota Scholars. These proactive measures also include connecting students with student support services to ensure they meet the scholarship requirements and persist to graduation. In addition, Emily remains Build Dakota students’ SSA throughout their student journey until Deni Amundson assumes tracking responsibilities for them during their three-year employment commitment.

Western Dakota Technical College:

Again, one size doesn’t fit all. 54.45% of Western Dakota Tech students qualify for Pell grant. Poverty can add roadblock to a student’s success while continuing their education. WDT utilizes their Student Success Center to provide WDT, Build Dakota recipients with the resources needed to continue to be successful while they are a student. We have also implemented the requirement that scholarship recipients complete our Professionals Program while they are a student, teaching students to work with their community, resume writing skills, interview skills, and other professional development that will increase their ability to find and retain employment in South Dakota.

WDT has also expanded and added more staff to address the Build Dakota Scholarship and expanded our industry partners, redesigned our “Have Your Pick” workforce development program brochure, highlighted our Build Dakota programs with mini videos to share with potential industry partners, economic development groups, WDT social media, news media, and our campus as a whole, continues to utilize resources and staff to promote the Build Dakota Scholarship opportunity through attendance in WDT Program Advisory Board meetings and at WDT’s on-campus career fairs. This includes College Visit and Dual Enrollment Information nights and Financial Aid Information sessions.

8. FUTURE FOCUS

- The Build Dakota administration board, program manager and technical colleges will continue to promote and expand technical institute industry partner programs.
- Continue to work with technical institutes to increase the quality of applicants and maintain a low default rate.
- The administrative oversight for the program will be transferred from the South Dakota Department of Education/South Dakota Board of Technical Education to the South Dakota Community Foundation.
 - Build Dakota Scholarship, Operating Fund: Since the BDS inception, the South Dakota Department of Education has managed a fund to assist in the administrative aspects of Build Dakota. In FY 2022, this fund will permanently close, and the remaining balance will be transferred to the South Dakota Community Foundation.
 - Currently, the DOE-BOTE manages three contracts on behalf of BDS. These contracts will either naturally terminate or be terminated on June 30, 2021.
 - Lake Area Technical College to host the program manager FTE.
 - B-Pro (formerly) to provide technical assistance for the operation of the BDS database.
 - Throughout Spring 2021, the transfer of ownership of the BDS database and scholar-level data has been initiated and will be completed by June 30, 2021. This ownership transfer requires both the transition of the actual database from the Bureau of Information and Telecommunications (BIT) development environment as well as the secure transfer of scholar-level data.
 - May, Adams, Gerdes, & Thompson, LLP to provide legal services and representation.
 - All contracts will be renewed under the South Dakota Community Foundation guidelines.
- The Build Dakota administrative board is currently a 7-member board. Effective July 1, 2021, it will become a 5-member board, with seats still appointed by the Governor.

Comments from technical colleges regarding individual goals for Build Dakota on each campus:

Lake Area Technical College:

Build Dakota is an amazing opportunity for industry looking to “grow their own” pipeline of talent – whether upskilling current employees or pursuing new employees right in their own backyard. Additionally, it has been a great conversation starter in all of our programs around how industry can develop relationships with local students, parents and educators.

We also encourage community leaders to engage youth in developing a plan that includes a commitment to return to their hometown after receiving their training through a technical college.

Lake Area Tech is an industry-facing technical college; industry is at the heart of everything we do. Build Dakota provides an additional opportunity to continue this relationship building between education and industry.

The Build Dakota opportunity has become integrated across our entire organization:

- Business Partner Specialists “market” to businesses
- Foundation continues its role as scholarship administration and execution
- Marketing/Student Services continue integration of BDS into student recruiting programs and materials
- Admissions Specialists “market” to students regarding programmatic and career opportunities
- And, for students (and industry) not involved in Build Dakota eligible programs; we adapted the Build Dakota scholarship/employment concept through our Workforce Scholarship program.

Mitchell Technical College:

Mitchell Technical College has reached enrollment capacity in many programs for Fall 2021. Build Dakota application numbers have increased for Mitchell Tech at the time of this report.

Mitchell Tech is truly grateful for the opportunity Build Dakota brings to our students, technical education and our campus. With the commitment to continue the Build Dakota Scholarship our goal is to utilize the funding to impact as many students as possible. Mitchell Tech will continue to build industry partnerships to maximize student opportunities.

Southeast Technical College:

Since President Robert Griggs' tenure began in 2016, a top priority for Southeast Technical College has been involving business and civic leaders through industry sector breakfasts. Although COVID-19 meant “pausing” these events, our Foundation staff has a few sector breakfasts planned for the near future in Spring and Summer 2021. The goal of these events is to engage industry in a setting that allows for open discussion regarding their greatest needs.

As corporations continue to grow their operations and struggle to meet their workforce needs – even during the pandemic – they seek “front door” access to Southeast Tech, our resources and, most importantly, our graduates. Build Dakota is almost always part of these discussions, and Paula Hawks, our Career Services Coordinator, plays a critical part of this process facilitating industry sponsorships and coordinating Career Fairs, which were virtual during Spring and Fall 2020 but have resumed in-person at STC during Spring 2021.

Other goals for Southeast Tech's Build Dakota program include the following: (1) continue having 100 percent of Build Dakota students sponsored; (2) increase the number of businesses who sponsor students; (3) remain consistent with holistic advising of Build Dakota Scholars and having them assigned/tracked by one Student Success Advisor; and (4) moving to a tiered sponsorship model for industry sponsors. For the first six years of Build Dakota, Southeast Tech's financial commitment from sponsors remained unchanged. With the ongoing support for the Build Dakota program by First PREMIER and the Governor's Office, STC evaluated its sponsorship requirements and realigned them so businesses are more closely providing a 50% match depending on the programs they sponsor.

Western Dakota Technical College:

With the addition of continued funding, WDT has added a third staff member in the scholarship area to ensure adequate staff to take the program to the next level. We are automating scholarship processes and purchasing new software to ensure accuracy and give additional time to the recruiting, reviewing and awarding process, and continue to track data regarding successful Build Dakota recipients and those that have converted to debt to make any changes necessary to fulfill the mission of the scholarship.

WDT's goal is to continue to increase awareness of the Build Dakota Scholarship opportunity for both potential students and industry and to receive 300 applications per year with every student receiving an award being sponsored by an industry sponsor.

Comments from technical colleges regarding industry demand vs number of viable applicants:

Lake Area Technical College:

Our application pool for certain program areas, such as health care and advanced manufacturing, struggles to meet the demand expressed by our industry partners each year. We have made this same statement for the past four years: "for every precision machining student attending Lake Area Tech, there were three to four companies willing to provide a full ride scholarship and generous job offer." In the upcoming cycle; we are seeing the continued need across all of our Build Dakota programs. Each year, it's always a puzzle to have the "right" number of applicants and the "right" number of companies wanting to interview them to earn a full-ride scholarship.

We never make any promises when working with interested partners; however, we work hard to assist in the partnership recruitment and interview process. As noted earlier, we always award our Stretch the Million (STM) partners' requests first. We will then award scholarships to students who do not have a partner based on program capacity and other identified goals through the use of our rubric system.

Mitchell Technical College:

Mitchell Tech has increased enrollment in several of our Build Dakota programs. Enrollment waitlists are common in our Electrical Construction & Maintenance, Architectural Design and Building Construction, Diesel Power and medical programs. Industry demand in many of the same program areas is at an all-time high. Employers at our job fair have commented on the high-quality employees they have hired out of Mitchell Tech. The statement is, "how can we get 5 more".

Mitchell Technical College has struggled to get industry partners in the Information Systems IT area. Many of our graduates work in government, banking or educational settings, most entities are not willing to enter into a financial partnership. Due to the lack of employer commitment in this area, we have lowered the scholarship numbers in Information Systems.

Southeast Technical College:

Because of COVID-19, Southeast Technical College did not conduct a 2020 Employer Survey; however, according to the results of our 2019 Employer Survey, employers report that Southeast Tech graduates are performing at or above industry expectations. The challenging feedback we receive from them is that they are not satisfied with the number of graduates we produce; they want more of them, especially in our Build Dakota healthcare programs. With Sioux Falls home to two major healthcare systems that continue to expand their facilities and services to meet the needs of an aging and growing population, our healthcare industry partners continually tell us they need more of our graduates.

For this reason, Southeast Tech continues to explore ways to expand our current programs' capacities as well as launch new programs. Most recently, the South Dakota Board of Technical Education approved STC to begin Paramedic Technology and Respiratory Technology and to offer our Medical Assistant program at our Huron location.

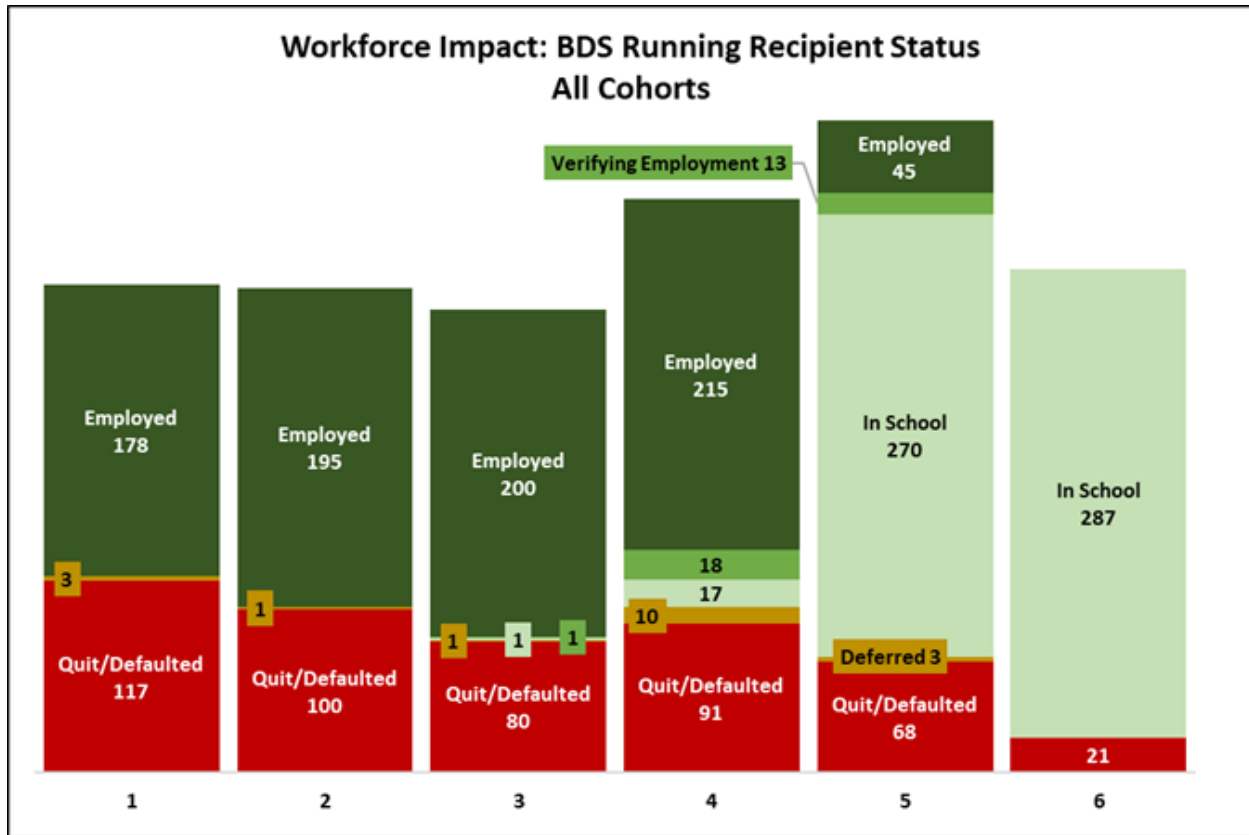
Western Dakota Technical College:

Our applicant pool for plumbing, industrial maintenance, and precision machining are the programs that struggle to meet the demand of our area industry. This year, one of our industry partners has referred two students for our precision machining program, having started an internship program with their local high school.

Our LPN/RN programs continue to be in high demand and Western Dakota Tech has now opened a satellite campus to fulfill those needs. This is exciting because we can offer even more scholarships, as the LPN/RN programs tend to have the most qualified applicants and industry sponsorships.

Computer Aided Drafting and Computer Science are where WDT lacks the sponsorship needed. Many of the employers hiring Computer Aided Drafting and Computer Science graduates are smaller businesses we hope take advantage of the grant funding available through Elevate Rapid City's Revitalization grant.

9. COHORT SNAPSHOT- March 2021



- (Dark Green) Currently employed or employment obligation completed.
- (Orange) Employment obligation deferred.
- (Light Greens) Graduated and going through the verification process or still attending school making progress towards completion.
- (Red) Currently in debt conversion or repaid funds in full directly to the school prior to converting to a debt. All repaid funds are recycled into future scholarships.

10. STUDENT SUCCESS STORIES FROM THE TECHNICAL COLLEGES

Lake Area Technical College:



Connor Fischer & Northside Implement

Lake Area Tech | Cohort 4

"Build Dakota allowed me to focus on my education without having to worry about financial issues," says Connor Fischer, a May 2020 graduate of Lake Area Tech's Diesel Technology program.

Connor partnered with Northside Implement, a growing ag and truck repair business based in his hometown, Webster, SD, which had been advertising for diesel technicians since its shop expansion in 2016.

Tyler is the Service Manager at Northside Implement in Webster. He works with Connor on a daily basis and has been impressed with his ability to learn and adapt quickly.

"It was nice knowing we had a technician locked in for the future," said Tyler Rumpca about the Build Dakota/Stretch-the-Million partnership opportunity.

Owner Lydel Snaza added, "It is rewarding to be able to team up with a student and watch him learn and grow into a technician. The program is a win-win."



*Lydel Snaza, owner of Northside Implement,
and Connor Fischer, '20 Lake Area Tech
Diesel Technology graduate*

Mitchell Technical College:

Devon Munsen Architectural Design and Building Construction- Partner Summit Contracting – Platte SD Original Report- March 2020

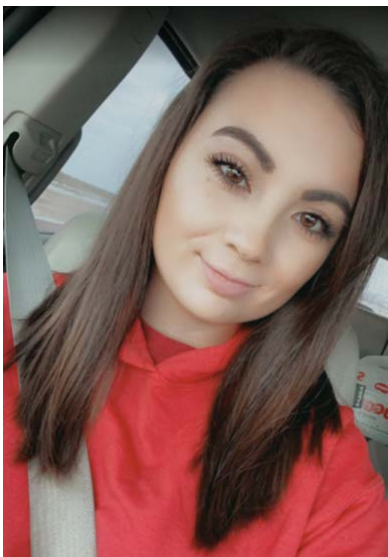
The Double-Edge Build Dakota scholarship helped me secure funds to pay for my education as well as provided me with a paid internship with the company. This opportunity allowed me to leave MTI debt-free and begin full-time employment with them after graduation. After only 6 months with the company, I received a significant raise, a bonus, and was promoted to Project Engineer for the company. Thank you to Build Dakota and Summit Contracting.

Devon Munsen
Project Engineer
Summit Contracting

Update- February 2021

Two short years after graduating from Mitchell Tech and working for industry partner Summit Contracting, Devon has been promoted to Project Manager. Devon was the point person on a new campground construction project by Dock 44, on the Missouri River near Platte. Devon oversaw the construction from conceptual drawing through completion. Devon will be moving to a new division of Summit Contracting to manage all the design and estimating for their Apex building line. Devon stated that the Build Dakota/ Summit Contracting partnership has changed his life. He added, my friends who attended a 4year school are not even graduated yet, I am employed and have had several promotions.

Southeast Technical College:



said Mikayla. "I'm so grateful!"

Mikayla Sargent

*LPN – sponsored by Huron Regional Medical Center Foundation
Highlight: partnership between HRMC and STC (rural healthcare)*

Mikayla Sargent, a Huron native and mother of a young son, started working at Huron Regional Medical Center (HRMC) as a receptionist. Through that position, Mikayla witnessed firsthand the various careers available in the Huron healthcare community. Ultimately, she decided to pursue an LPN diploma through Southeast Technical College, and Mikayla soon switched jobs at HRMC and began working as a nurse aid.

According to Mikayla, without the partnership between STC and HRMC – and without a Build Dakota Scholarship – pursuing a nursing degree in her hometown of Huron would not have been possible.

"Thank you, Southeast Tech, Huron Regional and Build Dakota,"

Western Dakota Technical College:

The Build Dakota Scholarship changed my life.

That may sound a bit dramatic, but it really did. In the winter of 2018, after years of going from dead end job to dead end job I decided to look into going back to school. We have four children and the opportunities I had without a post-secondary education were slim. I wasn't crazy about the idea of jumping into a pile of student loan debt, but to me the trade-off would be worth it. After researching schools and programs, I landed at Western Dakota Tech. After going through my financial aid application, school tour, declaring my degree program and registering for my degree, I came across the Build Dakota Scholarship. I very quickly and excitedly applied. While I would receive grant money and be able to take out student loans, this wouldn't cover the cost of all my classes, books, tools, and the computer I needed. The financial aid and scholarship team at WDT were incredibly helpful and were able to answer all my questions, as well as helping to make sure my application was complete and accurate. I won't ever forget the day I received the email saying I had been awarded the scholarship. I literally ran downstairs and picked my wife up and swung her around I was so excited. Having this scholarship meant no out of pocket expenses for my schooling. No juggling bills month to month in order to pay for my education. I am in the final semester of my 2-year program, and the cost of my education sits around 25,000 dollars. That is 25,000 dollars that could have stood between me and my future. Instead, it's a reminder of how incredibly lucky I am. As well as a reminder that someone, somewhere along the line, read about me. My background, who I was, what this scholarship would mean to me and my family. Decided to take a chance on me, maybe even



believe in me and my future. Something I wasn't sure I could do for myself when I began this journey. I graduate in May of this year. And I don't think it would have been possible without the Build Dakota Scholarship fund, and the faith they put into me.

-Mitch Painter

Industry Success Stories:

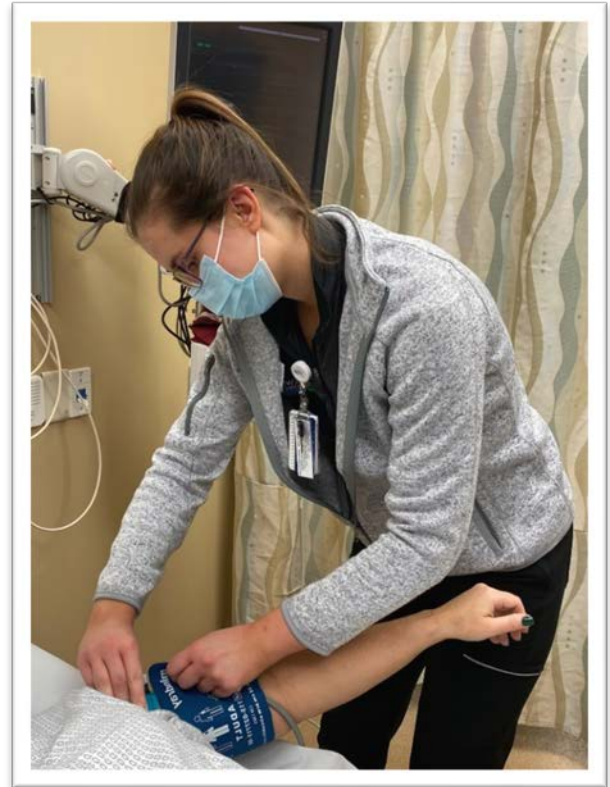
Lake Area Technical College:



Courtney Folk & Coteau des Prairies Health Care Lake Area Tech | Cohorts 5 & 6

“Courtney Folk is an excellent asset to our Coteau des Prairies’ Family. She brings a wealth of knowledge and is currently furthering her education through the Build Dakota / Stretch the Million program offered through Lake Area Technical College. By offering this program in collaboration with Lake Area Technical College, we are able to offer to students the opportunity to stay in our rural area by assisting them financially. This partnership with Lake Area Technical College greatly benefits our facility by recruiting nursing students who have the potential to stay with us long-term. Lake Area Technical College continues to provide excellent education for the future of nursing in our state.”

April Hieb, CNO
Coteau des Prairies Health Care System



“Receiving the Build Dakota Scholarship has been an amazing opportunity through Coteau des Prairies Hospital in Sisseton, South Dakota. As a recipient of this scholarship it has enabled me to further my education into a Licensed Practical Nurse last year and a Registered Nurse this year. I had attended South Dakota State University for generals and accrued student loans. The Build Dakota Scholarship has provided me with the opportunity to enhance my education without more student loans and the stress that comes along with more debt. I am grateful for this scholarship and what it has enabled me to learn in the Nursing field. I enjoy the flexibility of scheduling, work environment, and numerous learning experiences I have been provided. Coteau des Prairies is an extraordinary Stretch the Million partner through the Build Dakota Scholarship program! Thank you for all you do!”

Courtney Folk, LPN
LATC RN Student

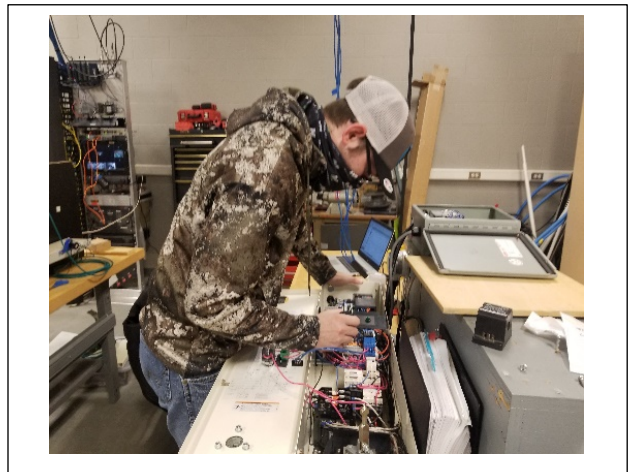
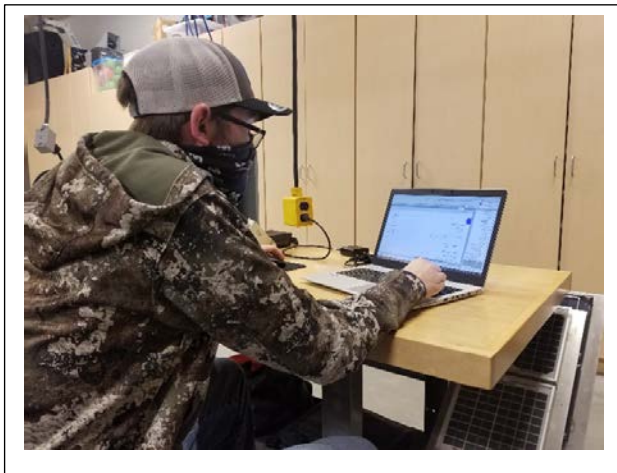
Mitchell Technical College:

Evan Blaha Automation Controls/SCADA- Partner Jack Links – Alpena SD

Evan is a current Mitchell Tech student in his final semester of Automation Controls/SCADA. Evan planned to attend SD Mines in Rapid City for Mechanical Engineering after graduating from Avon High School. Evan stated that his plans changed after attending an Exploration Day. “I learned about SCADA and the scholarship opportunity” (Build Dakota). Evan applied for the scholarship and his name was shared with employers willing to partner with Automation Controls/SCADA students. Evan decided on partnering with Jack Links, stating, “I really like their product”. Evan began working at Jack Links while attending Mitchell Tech. Evan stated that Jack Links pays very well and has provided great on-the-job training too. “Jack Links has provided me a great salary while in school with a raise coming after graduation”.

Evan stated that his early success is due to Build Dakota, Jack Links Jerky and Mitchell Technical College.

Evan Blaha writing a program for an assembly line project.



Southeast Technical College:

Megan Blankespoor

LPN – sponsored by Avera; currently works at McGreevy Clinic West

Highlight: a dream becomes reality for a young mother of three

Megan Blankespoor, a mother of three young children (ages 7, 5 and 1) first began her employment with Avera in their I.T. department; then, she moved into a patient care tech role at Avera. Desiring to pursue a nursing career, Megan knew her family could not financially afford that level of investment in her education. Enter Build Dakota!

When her youngest child was just six weeks old, Megan began Southeast Technical College's LPN program. Avera recognized her commitment to their organization and her passion for nursing and sponsored her, making Megan's dream of becoming a nurse a reality.

When the COVID-19 pandemic struck, Megan still managed to excel during the first semester of her LPN program, even while helping her two oldest children navigate remote learning from their home! In the end, Megan graduated with high honors.

"Southeast Tech set me up for success from day one! They gave me the tools I need every day for my career as an LPN," said Megan. "I am extremely grateful for the Build Dakota Scholarship and for the opportunity it provided me without the stress of having student loans once I finished school."



Adam Brockhaus

Ag/Construction Diesel – internship at RDO Equipment, Co.

Highlight: youngest field tech at RDO



Adam Brockhaus' passion for working on diesel equipment earned him a full-ride Build Dakota Scholarship from Southeast Technical College. Later, he landed a coveted internship with RDO Equipment, Co.

"Build Dakota has given me peace of mind that I'm not starting my career in debt," said Adam.

Prior to starting the Diesel program at STC, Adam had an unreliable vehicle. With the money he saved thanks to his full-ride, Build Dakota Scholarship, he purchased a reliable vehicle to get him to and from school and work.



Most exciting for Adam, his internship at RDO Equipment turned into a full-time career. Adam capitalized on his STC degree by completing specialized corporate training at RDO.

Consequently, Adam quickly advanced in his career. At age 20, he became RDO's youngest field tech in history. The previous youngest field tech was 27.

Way to go, Adam!

Western Dakota Technical College:



Sidney Dunker

Kadoka Nursing Home

"My dream for most of my life has been to become a Registered Nurse and because of the Build Dakota Scholarship I am able to make that come true. After going to school to become an LPN and paying for it mostly out of pocket, I knew I wanted to continue on to become an RN, but I didn't know how I could ever afford it. The Build Dakota Scholarship made it possible for me to go back to school and complete the LPN to RN bridge program. With Build Dakota I also have an industry partner which provides me with job security as soon as I graduate. That is one of the greatest feelings in the world. Build Dakota has taken a huge weight off my shoulders and made it possible for my career goal to be achieved"!