BUILD DAKOTA SCHOLARSHIP FUND

BUILD DAKOTA SCHOLARSHIP

INDUSTRY PARTNER EDITION

MORE THAN JUST A SCHOLARSHIP

HOW EMPLOYERS FIND STUDENT MATCHES

IF AN EMPLOYER ALREADY HAS A STUDENT SELECTED

If your company has a student you'd like to partner with, the student will provide that information in their application.

The student's technical college will follow up with you directly to confirm details or assist with the process.

LOOKING FOR A STUDENT PARTNER?

If your company is looking for a student to partner with, the technical college will share student applications with you as they become available.

Employers will be contacted with student matches and can review candidates for next steps. Applying early helps ensure access to a larger pool of students.

IMPORTANT: There is no cost to reviewing applications, only if you find a student to sponsor.

WHAT IS THE BUILD DAKOTA SCHOLARSHIP?

A GREAT WAY TO GROW YOUR WORKFORCE

For businesses, Build Dakota Scholarship is a path to build your workforce and upskill your current employees. Read on to see how we can work together to put highly skilled Build Dakota scholars to work for you.

BENEFITS FOR BUSINESSES



TRAIN NEW EMPLOYEES



INCREASE RETENTION



RETHINK HIRING BONUSES & JOB ADVERTISING

9 THINGS TO KNOW ABOUT THE BUILD DAKOTA SCHOLARSHIP

#1

WE'RE HERE TO HELP SOUTH DAKOTA'S WORKFORCE SHORTAGE

Once they earn their college degree or diploma, each student works in their field of study for a minimum of three years in South Dakota.

#2

WE'RE MORE THAN A SCHOLARSHIP

While we do offer full-ride scholarships to a select number of students, we are working with partner businesses to grow the program and increase the number of employees we can train.

#3

WE CAN HELP YOU FIND CANDIDATES

You can select a student you'd like to sponsor. They could be a new employee or you may wish to upskill your current staff. If you don't bring a candidate to us, we can facilitate a match at your technical college of choice.



#4 YOU CAN USE BUILD DAKOTA FUNDS TO GROW YOUR BUSINESS

Industry partners benefit from a skilled workforce pipeline, reduced recruitment costs, and enhanced community relations by supporting local education and economic growth. This is not a short-term fix, but many businesses who have sponsored students each year have successfully lessened their workforce issues.

#5 BUILD DAKOTA SCHOLARS ARE COMMITTED

Following program completion, each student works in their field of study for a minimum of three years in South Dakota. Participating partners have seen massive increases in employee retention and commitment. The Build Dakota Scholarship also helps you stay competitive with other businesses. Students often specifically seek out Build Dakota employers.

#6 IT'S A SMART USE OF FUNDS

How much have you spent on advertising positions? How much time have you spent on interviews? The Build Dakota Scholarship helps streamline the hiring and training process, one degree at a time.

#7 BUILD DAKOTA IS FOR ALL AGES

Consider upskilling current employees for those hard to fill positions. If you have an employee who's interested in boosting their skills, we can work together to accept students of any age.

#8 WE HELP FUTURE STUDENTS UNDERSTAND NEW PROFESSIONS

You can work with the South Dakota Department of Labor & Regulation to develop career opportunities with high schools. This includes job shadowing, internships and part-time work – all developing a pathway to more students in technical fields. Another way to get involved is attending Build Dakota roadshow presentations, giving you the opportunity to connect with your future workforce. Roadshows are most effective when we coordinate with local economic development groups and businesses.

Learn more at **BuildDakotaScholarships.com/Resources/Roadshow-Visits/**



#9

WE'RE HERE TO HELP

This is a great opportunity to build your relationship with technical colleges. We wouldn't exist without a collaborative effort between industry partners and technical colleges. Each technical college has their own Build Dakota Industry Partner Program. To learn more or to inquire about becoming a partner, please contact colleges directly.

LAKE AREA TECHNICAL COLLEGE

STRETCH-THE-MILLION
MELISSA WALDNER
(605) 882-5284
Melissa.Waldner@lakeareatech.edu

MITCHELL TECH

DOUBLE EDGE
ROBIN JACOBSEN
(605) 995-7144
Robin.Jacobsen@mitchelltech.edu

SOUTHEAST Technical College

SPONSOR-A-SCHOLAR
KELLI ROGOTZKE
(605) 367-5768
Kelli.Rogotzke@southeasttech.edu

WESTERN DAKOTA TECHNICAL COLLEGE

HAVE YOUR PICK
CHANDRA CALVERT
(605) 718-2419
Chandra.Calvert@wdt.edu



PARTNER BEST PRACTICES

A few tips identifying and partnering with student scholars.

TIP #1:

IT'S NEVER TOO EARLY TO START LOOKING FOR A STUDENT PARTNER

- Market your company as a Build Dakota Scholarship partner on social media, public job postings and at your business.
- Help current employees advance their skills—people of any age can apply for the scholarship.
- Offer job shadows and internship opportunities for individuals in your community, giving them an inside look at job duties and work environment.
- Host or participate in career events and activities at middle schools, high schools, and youth centers.

TIP #2:

THE RIGHT FIT GOES A LONG WAY

Don't drag your heels as you reach out to prospective scholars, but also don't rush your process. The success of your partnership depends on a thorough vetting process to determine if that person is a good fit for the role and your company culture.

TIP #3:

DRAFT YOUR STUDENT CONTRACT BEFORE INTERVIEWS

A contract is required between the student and the company. The contract should outline commitments by both parties. It's also a crucial document for your company to collect repayment if your partnership doesn't work out.

Once you find a potential student partner, review your agreement line-by-line with the student and answer any questions the student may have.

Find the Industry Partner Code of Ethics, downloadable graphics and more resources at **builddakotascholarships.com/toolkits/industry-partners.**



PARTNER RESOURCES

In addition to receiving visibility through business listings on our website, you can advertise your Build Dakota participation with these free resources.

BUILD DAKOTA PARTNER

Display your Build Dakota partnership with pride! Follow the link and download a table sign to represent at career fairs.

DOWNLOAD

SOCIAL MEDIA GRAPHICS

Tout career opportunities on your social channels with downloadable Build Dakota graphics.

DOWNLOAD

PERSONALIZED HANDOUT

Need help spreading your message? Recruit potential employees with a downloadable “About Us” template from Build Dakota. With this, you can fill in the blanks to help people learn more about your business and how your Build Dakota partnership works.

DOWNLOAD

VISIT WITH US FOR DETAILS.



BRINGING IT ALL TOGETHER

What does everyone get out of this? It's all about economic development: high schools, technical colleges and businesses working together as a team to identify workforce needs and ensuring students have opportunities to explore much-needed careers. Here's a summary of what the Build Dakota Scholarship does for all associated groups.



INDUSTRY PARTNERS

- Use Build Dakota funds to train their own workforce
- Support their community by investing in its future
- Stay competitive with other businesses who understand the need of investing in training to get more people into high need fields
- Get involved directly with technical colleges to build the workforce their business needs
- Help change perceptions of these high-demand fields
- Increase the use of job shadowing, internships, and part-time work as a tool for recruiting
- Build relationships with potential employees and create a culture of recruitment and retention



STUDENTS

- Increases opportunities for career exploration
- Gain important skills and a guaranteed job after college
- Start their next chapter free of debt and ready to excel
- Students with partners receive priority in scholarship awards and gain the extra benefit of having a job waiting for them following program completion at their technical college



COMMUNITIES

- Attract and retain workforce, especially in rural communities
- Send students off to school but have a job waiting for them at home
- Keeps local communities thriving and schools alive
- Grow relationships between employers and students, working together to improve opportunities for career exploration

“OUR LONG-STANDING PARTNERSHIP WITH BUILD DAKOTA HAS BEEN SO REWARDING FOR US. NOT ONLY HAVE WE GAINED INCREDIBLY TALENTED ELECTRICIANS, BUT IT’S BROUGHT US TALENTED ELECTRICIANS THAT HAVE DEVELOPED INTO MANY OF OUR COMPANY’S LEADERS TODAY.”

ARIN WINGER, MUTH ELECTRIC

DENI MARTIN, PROGRAM MANAGER
(605) 347-1804 | deni@builddakotascholarships.com

RITA NELSON, WORKFORCE RELATIONS COORDINATOR
(605) 760-4284 | rita@builddakotascholarships.com

BUILDDAKOTASCHOLARSHIPS.COM