

Strengthening Partnerships in Work Based Learning

A Collaborative Approach:

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Brandon Lane - Harrisburg Economic Development Corporation & Chamber of Commerce, Harrisburg, SD

Kara Schweitzer - South Dakota Career & Technical Education

Danaise Rindsig - Dapper Dog Grooming Salon, Harrisburg, SD



ACTE WBL Professional Development Webinar

Sanford Health
Aspire by Sanford
Partner Profile:
Large Business



About Us



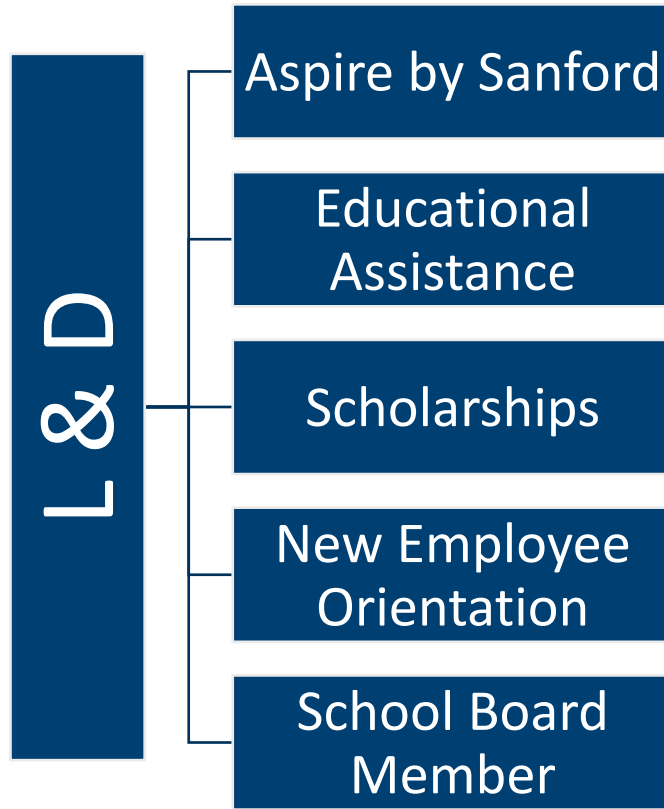
Linda Heerde
Director of Learning & Development



Allison Hutchinson
Senior Career Development Consultant



Linda Heerde
Director, Learning & Development



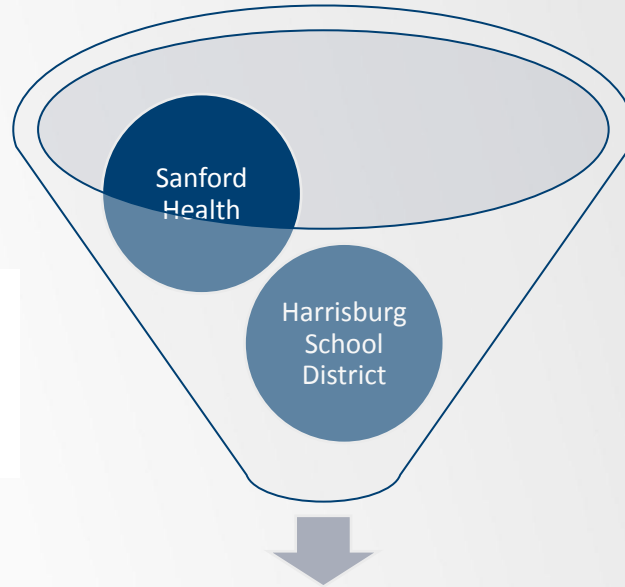


Allison Hutchinson
Senior Career Development Consultant





Our Why



Shared Goals



Successes



TANGIBLE



INTANGIBLE



Challenges



*Onboarding/
Orientation*

&

*Information in All
Directions*

TIME

TALK



Involvement at all Levels



Aspire K-12 2021 Overview

Total Programs

20

Total Sessions

143

Program Reach

39,139





K-12 Success Stories



HEATHER
KNUTSON

- Participated in the MedX Program.
- Received the Heart of Tomorrow Scholarship.
- Volunteered at Sanford Health.
- Worked as a Patient Care Tech.
- Currently employed as an RN in Sanford Health Birthplace.



ELIZABETH
RUSSEL

- Participated in the MedX Program.
- Worked as a CNA at Sanford Health.
- Worked as a Phlebotomist at Sanford Health.
- Participated in the MLS Internship program.
- Currently employed as a Medical Lab Scientist.



Aspire K-12 Website



SANFORD CAREERS

About Us ▾ Brands ▾ Explore Careers ▾ Programs ▾

Job Title, Keywords, Military Code Locations Search Jobs Q

Aspire for K-12 Students

Attaining and Supporting Professional growth by Imagining possibilities, Realigning career goals and Exploring opportunities

- DISCOVER**
Elementary
- EXPLORE**
Middle School/Junior High
- EXPERIENCE**
High School
- DEVELOP AND INVEST**
Higher Education

COMMUNITY
Educational Advisory
and Board Members

DISCOVER. EXPLORE. EXPERIENCE. DEVELOP.

Are you a high school student wondering which career path to take? Or a middle school student just starting to think about career options? Or an undergraduate student interested in health care? Or a parent looking for career exploration opportunities for your child? At Sanford Health, you can discover, explore, experience, and develop your future.

<https://sanfordcareers.com/k12-aspire-by-sanford/>

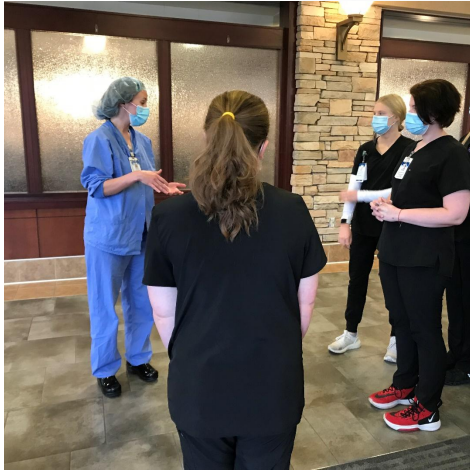


Advice for Hosting Interns





Final Thoughts



The Harrisburg Story

- **Our Why**
 - Learners on various paths
 - 2-year, 4-year, Direct to the Workforce
 - Value in all paths after high school
 - Support community and learners collaboratively
- **The Journey**
 - Taskforce & Vision
 - Learn what community needs/wants
 - Where you see value, build a network
 - Act on research and continue to improve



The Harrisburg Story

- **Our Approach**

- CTE Programming became intentional
 - Acted on needs/wants of the community
 - Curriculum aligns with Workforce Demands and Industry Needs
 - Tours of HHS Programming & Facilities
lead to “What’s next?” Ideas
- Partnerships became Organic
- New Partnerships have come from Referrals
- A “No” right now is Okay
- Build Relationships for Future Connections



Enhanced CTE Pathways and Career Education Opportunities

- Automotive Program
- Culinary Arts & Hospitality
- Education & Training
- Engineering
- Home Builders Academy
- Internships/WBL
- ROAR Store



Program Overview:

[Agriculture, Food, & Natural Resources](#)

[Business, Marketing, & Finance](#)

[Culinary Arts & Hospitality](#)

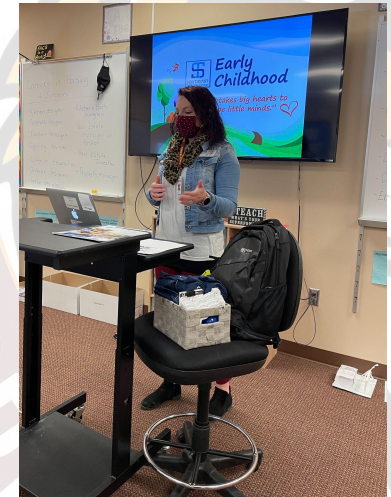
[Education & Human Services](#)

[Engineering & Mechatronics](#)

[Health & Biomedical Sciences](#)

[Media Production & Information Technology](#)

[Skilled Trades](#)





Partnership Development

- Partnership Development

- DeGeest

- HHS Graduates
- Innovative corporation
- Toured HHS
- Follow-up: thank you, emails, business tour, and [website article](#)
- Benches
- Learner industry tour
- Welding competition
- [Workforce development](#)



Think Differently

- Examine current offerings; identify gaps/needs
- Find Connections within your Community
- Invite Potential Partners in your buildings
to see your programs and spaces
- Be Gracious and Genuine
- Share Your Story



Harrisburg Economic Development Corp. & Chamber of Commerce

Brandon Lane

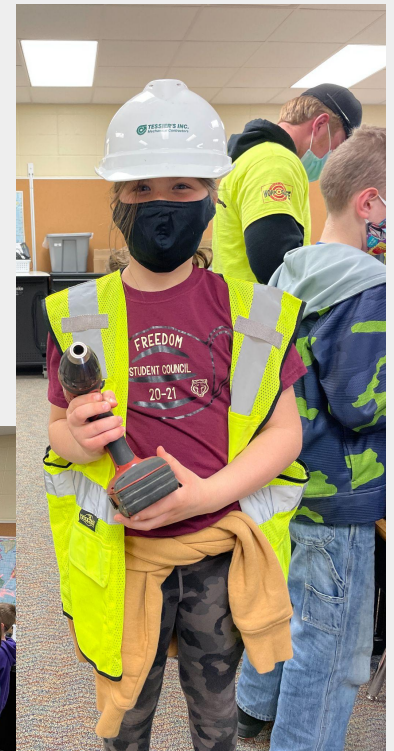
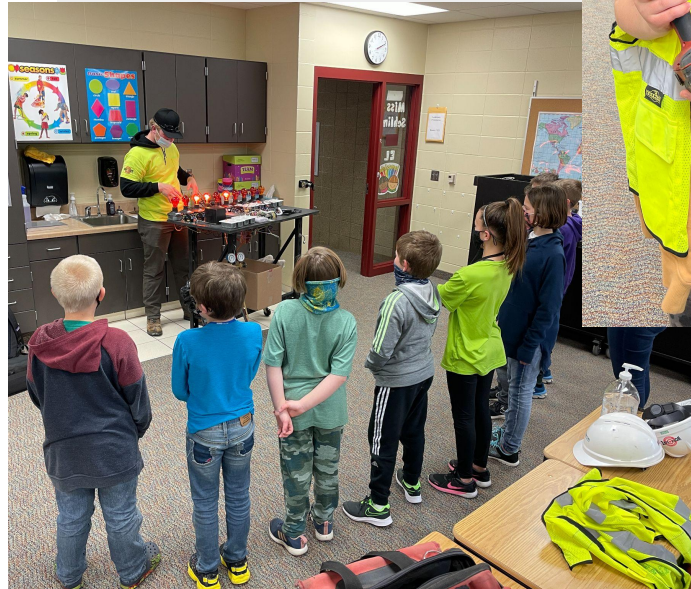
The Bridge



Cradle to Career

Communities can help workforce development by supporting preschool education programs and by working together to create job readiness programs for students.

- Learner Interest Day
- Game of Life
- CTE Academy



PEOPLE GAP

Immigration reform can help but it's not enough

The economics of society are interdependent. Businesses need workers who are trained for new technologies (robotics) and so they depend on schools to provide the basics of education and the soft skills needed to function in the workplace. Have we failed?(Proactive Robotics)(Reactive Soft Skills)

When local EDD & Chambers work with their schools, a great deal can be accomplished. We encourage business cooperation and help facilitate opportunities for schools and business to interact.

Most businesses were under the impression this shortage was COVID related, understanding we are in a crisis!



SKILLS OR CREDENTIALS?

Which is more important for landing a job in today's economy? And which do hiring managers prioritize?

Traditionally, pursuing formal education has been the surest path to employment. But times are changing, with companies preparing for a world where competencies—not degrees—are the most important factors when filling a job.

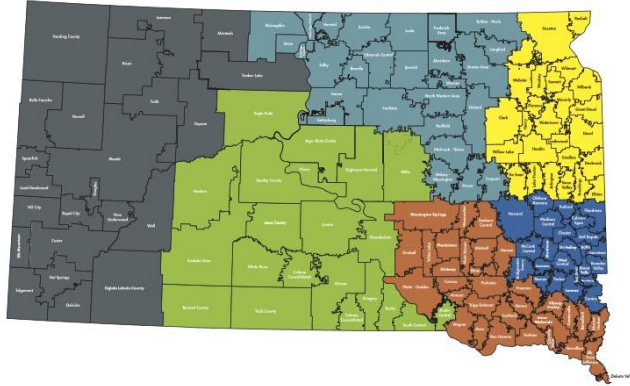
Competencies—defined as knowledge and skills that can be observed, measured, or otherwise assessed—take precedence over academic credentials in the modern workforce. In a survey of 500 HR leaders at businesses across the country, 74% of respondents report that their companies require the submission of a credential in their hiring practices. But only 26% claim that the credential is used in assessing the candidate's viability.

Yet changing hiring practices to prioritize skills is only half the battle; the other half is ensuring that workers have the skills employers are looking for in the first place. American businesses face a difficult dilemma: The demand for skilled workers is greater than ever, but availability is in short supply. Our study finds that 74% of hiring managers agree that there is a skills gap in the current labor market, with 48% saying that candidates lack the skills needed to fill open jobs.

We know that a talent shortage exists—the question is, How do we address it? Three potential solutions: (1) increase upskilling initiatives for current employees (continuing education) (2) work with educational programs to strengthen talent pipelines (HSD) (CTE) (Internships) (5 year campaign initiative) (3) improve alignment between educational program curricula and the skills needed in the workforce (HSD innovative, next day skills)

The workforce of today must be prepared for the economy of tomorrow. To that end, the Harrisburg Economic Development & Chamber of Commerce will continue working to close the skills gap by strengthening partnerships with employers and education opportunities

Career & Technical Education Regional Outreach



Western Region

Contact: **Jamie Boettcher** (605) 220-3441
Law, Public Safety, & Security, Transportation, Distribution, & Logistics, Government & Public Administration

Belle Fourche
Bison
Custer
Douglas
Dunsmuir
Edgemont
Faulk
Harding County
Hill City
Hot Springs
Lead-Deerwood
Lemmon
**Life Visions
McIntosh
Missouri

New Underwood
Newell
**Northwest Area Schools
Oahe
Oglala Lakota County
**Pine Ridge
Rapid City
**Rapid City Catholic
**Rapid City Christian
**Red Cloud Indian School
Spearfish
**Tabor
Timber Lake
Wall

North Central Region

Contact: **Amber Roat** (605) 220-6012
Education & Training, Hospitality & Tourism, Human Services

Aberdeen
**Aberdeen Catholic
**Aberdeen Christian
Bowdle
Baton-Rouge
Doland
Edmunds Central
Eureka
Faulkton
Frederick Area
Codyville
Guston Area
Smea
Warner
Hickcock-Tulare
Hoven

Huron
Ipswich
Ipswich
James Valley Christian
Ingelsund
Leola
McLaughlin
Madrillidge-Pallock
Northwestern Area
Redfield
Sully
Snee
Warner
Walsley-Washington

Northeast Region

Contact: **Jane Guhrd** (605) 295-1892
STEM, Arts, Audio/Video Technology & Communications

Alligood
Brookings
Castleton
Clark
De Smet
DeWitt
Eaton
Eliot
Ezelline
Foreman
Codyville
Hamil
Henry

Lake Preston
Ingelsund
**Northwest Technical
Rushon
Sioux Valley
Siouxton
Sumner
**Teresa Zina Tribal
Waterfoot
Wobway
Wobway
Wobway
Willow Lake
Winnest

South Central Region

Contact: **Brianne Fabris** (605) 295-4446
Agriculture, Food, & Natural Resources, Aviation & Aerospace, Biotechnology

Agar-BLVD-Orinda
Andes Central
Bennett County
Bullock
Miller
**Chamberlain
**Cheyenne River
Colome-Cambelsland
**Crazy Horse
**Crow Creek
Eagle Butte
Gregory
Haskell
Highmore-Horsford
Jones County

Kadoka
**Lower Brule
Lyman
**Many Indian
Miller
Pisano
South Central
**St. Francis Indian
Stanley County
Eli-Port-Jefferson
Todd County
White River
Winnest

Southeast Region

Contact: **Kristin Larson** (605) 295-1930
Health Science and Technology

Albion-Hudson
Armour
Aurora
Beardsley
Bon Homme
Parkston
Centerville
Conzasa-Sickley
**Dakota Christian
Dakota Valley
Eli-Port-Jefferson
Eliot
Freeman
Garnett
Hanson
Irene-Wakarusa
Kathol
Marion

Michell
**Mitchell Christian
**Mitchell CTE Academy
Mountrail
Parkston
Parkston
Rushon
Santon Central
Scottsbluff
Top-DeSmet
Wagner
Washington Springs
Yankton
Yankton

East Central Region

Contact: **Kara Schweitzer** (605) 220-3381
Business Management & Administration, Finance, and Marketing

Baltic
Brandon Valley
Bridgewater-Emerly
Canton
Canton
Chester
Colburn-Egan
Dell Rapids
Dell Rapids St. Mary's
Flandreau
**Flandreau Indian
Garrison
Harrisburg
Howard
Lennox

Madison Central
Marion
McCook Central
Montrose
Oelham-Ramona
Parker
Rushon
Sioux Falls
Sioux Falls
Sioux Falls Catholic
Sioux Falls Christian
Sioux Falls CTE
Academy
Tea Area
Tea Valley
West Central

Kara Schweitzer

SD Career & Technical Education

Regional Specialist

**Multi-District / Regional CTE Centers
** Tribal & Private School Districts

Kara Schweitzer - SD Career & Technical Education

- 1 of 6 Regional Specialists for SD CTE
 - Opportunities for professional development based on teacher, cluster, or student interest
 - Developing active advisory committees and encouraging business involvement in the school district
 - Sharing presentations about the benefits of CTE to local school boards/community groups
 - Provide feedback on grant applications and budget request justifications

South Dakota Workforce Education Grant

- 2013 SD Legislature established Workforce Education Grant SB235
 - Part of the fund designated to provide funds for CTE in secondary schools
 - Provide school districts and private, non profit entities who provide specialized training in SD the opportunity to make transformative change in career and technical education programs.
 - Since 2016 more than \$5.5 M award to SD school districts
 - 2019 Harrisburg awarded \$225,000 - Home Builders Academy
 - Expand infrastructure and skills development
 - Funds have helped districts exponential grow CTE programs and student participation

SD Week of Work



2021 SD WEEK OF WORK

Career Exploration Day



SANFORD CLINIC CONSTRUCTION PROJECT

THANK YOU! TSP - Lucas Lorenzen Sanford - Eric Kinghorn

City of Harrisburg - Joe Stonesiefer Fiegen Construction - John & Galen and crew

GeoTek - Jared Haskins & Nick Bierle and drilling team



#SDWEEKOFWORK



The Dapper Dog Grooming Salon: Partner Profile



Celebrate Programs & Partners



Continue the Conversation

Harrisburg School District

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