

Lake Area Technical College

Apprenticeship Program Strategic Plan

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Mission: Leading an industry-driven, integrated training system delivering a sustainable, skilled workforce.

LATC Strategic Plan – Apprenticeship Programs

The purpose of the registered apprenticeship program is to enable employers to develop training programs that can increase productivity and improve the quality of the workforce. We are convinced that registered apprenticeships will not only help to meet the workforce needs of our region, but will also provide businesses with opportunities to upskill incumbent workers.

The pipeline can include LATC's programs of study and Corporate Education and can be easily adapted for a wide range of industry and economic development initiatives. We continue to make connections through pre-apprenticeship and Youth Apprenticeship activities. Giving young people a chance to learn while they earn with guaranteed job placement.

Lake Area Tech apprenticeship programs will be registered through the U.S. Department of Labor (DOL) and will allow students to receive a college education while being paid, support business skilled workforce pipeline needs, and increase certificate and degree program completion rates for LATC.

Inclusive and Engaged

Through a collaborative approach that values a diverse workforce.

- 1 - Increase the participation of under-represented groups in the apprenticeship system.
- 2 - Increase industry engagement in apprenticeships.
- 3 - Increase apprenticeship participation in rural areas.

Through increased coordination and collaboration.

- 4 - Develop flexible training models designed to meet industry needs.
- 5 - Ensure an exceptional client experience.
- 6 - Provide a risk-free environment for apprenticeship development.

Quality and Innovation

Through enhanced promotion and empowerment.

- 7 - Promote youth participation in apprenticeships.
- 8 - Develop career pathways linking secondary to post-secondary.
- 9 - Integrate credit-bearing opportunities into apprenticeships.

Access and Success

Through targeted outreach.

- 10 - Use timely, evidenced-based decision making to align outcomes with industry and labor market demands.

Responsive and Accountable

Strategy One – Inclusive and Engaged: Lake Area Technical College recognizes our obligation to work toward equity and inclusion and to embody the values of access and excellence. We provide fair treatment, access, opportunity, and advancement for all.

The DOL has requirements to track equality and sponsor colleges are required to maintain Affirmative Action Programs (AAPs) with regards to race, sex, ethnicity, and AAP obligations for Individuals with Disabilities (IWD). The reporting alone helps to add focus on offering the apprenticeship program to employees based on capability and capacity to learn rather than other objectives.

Strategy Two – Quality and Innovation: Lake Area Technical College will make data-informed decisions that maximize student success and support excellence in innovation, teaching, learning, and student-centered support services for all learners at every stage of their lives.

The Apprenticeship program directly answers the student excellence goal by utilizing dual credits, prior learning, credit bearing courses, industry certifications, degrees, and nationally recognized certificates (U.S. DOL Apprenticeship Certificate) with the final objective of creating mastery in the skills of the apprentice. The other area which directly relates is in fact the strategically benchmarked mentor and mentee relationship of the apprentice and master. This allows for highly individualized student-centered support which is reinforced by the Apprenticeship Train the Trainer program where LATC supports assigned mentors.

Strategy Three – Access and Success: Lake Area Technical College will increase our ability to sustain and meet current and future institutional priorities while maintaining our accountability to our stakeholders by ensuring sound financial practices through aligning budget and resources with the Strategic Plan.

Apprenticeship Application: The apprenticeship is specifically designed as a partnership between the business, school, and other organizations. Both the on-the-job training and course list are customized to meet the individual needs of the business and the student. In addition, there is opportunity to develop creative partnerships across several stakeholders including economic development councils, High Schools, unemployment agencies and more. The Apprenticeship program also has the ability to develop young people through Youth Apprenticeship offering them a chance for AAS completion through dual credit and work based learning.

Strategy Four – Responsive and Accountable: Lake Area Technical College will make data-informed decisions that maximize student success and support excellence in innovation, teaching, learning, and student-centered support services for all learners at every stage of their lives.

Key Performance Areas

Improve student outcomes, disaggregated for these groups: gender; race and ethnicity; and full- time or part-time status.

Indicators (2024-2027)

- Add at least five apprentices each year.
- Add an additional two – three employers engaging in apprenticeship programs either with incumbent workers or newly hired workers under LATC Sponsorship.
- Support and help grow robust registered apprenticeships for other organizations who are interested in building their own apprenticeship.
- Develop a quality “Pre-Apprenticeship Program” with key partners in the region.
- Expand the LATC-Apprenticeship Program beyond the Business and Technology campus and skilled trades/manufacturing areas and develop programming that fits the needs of the region including transportation, healthcare, agriculture, manufacturing, and more.
- Serve as a member for the DLR and Start Today Apprenticeship Community of Practice.
- Developed enhanced marketing and PR materials to help promote the program within the eastern SD region.
- Continue to Tell our Story.
- Submit grant applications in support of enhancing and expanding registered apprenticeships.

Lake Area Technical Institute

Apprenticeship Strategic Work Plan 2024-2027

