

WORKFORCE LANDSCAPE

South Dakota Department of Labor and Regulation

Secretary Marcia Hultman

Addressing an unprecedented workforce shortage in South Dakota



DAKOTA NEWS NOW ARTICLE

2.6% Unemployment Rate.

WHAT THE NUMBERS SAY

- 2.5% Unemployment Rate March of 2022
- Down from a high of 8.8% in April of 2020
- Highest job posting numbers - 32,997 week of April 13, 2022
- Unemployed numbers 11,600
- Receiving a benefit - 1,284 week ending April 16, 2022

CONTRIBUTING FACTORS PRE-COVID

- Boomers exited workforce
- Record low unemployment
- Number of prime age men in workforce decreased.
- Self-employed numbers increased
- Job openings greater than seeker numbers

CONTRIBUTING FACTORS COVID RELATED

- The Great Resignation
- People retired in record numbers.
- Multiple job holder numbers decrease.
- Childcare
- Housing

CONTRIBUTING FACTOR COVID RELATED

- Individuals receiving Reemployment or Unemployment benefits aren't returning to work.
- Hesitation to return to the workplace
- Convergence of best tourism season ever and growth in certain industry sectors
- Challenges with foreign labor

CURRENT LABOR CRISIS

Not just a perfect storm, but rather a hurricane, tornado and earthquake rolled into one.

Collin Perciballi -EMSI/Burning Glass

WHAT'S A STATE TO DO?

- 16- to 19-year-olds are a key "first job" demographic. We must engage youth.
 - Number has fallen for decades and then plateaued.
 - This is not about the unemployed; it is about the disengaged.
 - College enrollment nationwide has declined by 6.6% since 2019.
- If retirees come back, it may be part-time.
- Increase workforce participation of disengaged.

WHAT'S AN EMPLOYER TO DO?

- Post wage in job listings
- Remove barriers to employment
- Evaluate job opening descriptions
- Shorten hiring time
- Onboard and train quickly
- Consider providing daycare assistance
- Be flexible

STRATEGIC EFFORTS

Training & Retraining

- Adult Education
- SD UpSkill
- Re-employment Services
- Week of Work/Career Launch
- Virtual Services
- Apprenticeships

Recruitment

- dlr.sd.gov
- Dakota Roots
- Targeted populations
 - Ex-offenders
 - Youth
 - Adults needing reskilling

Retention

- Build Dakota
- Needs-based scholarship
- Internships
- Work Experiences
- On-the-job-experience



WE ARE STRONGEST TOGETHER

- Government (state and local), communities, and businesses must work together especially on recruitment efforts.
- Messaging needs to be focused.
- Businesses need to think about work culture, improve if needed, and promote!
- We can't disparage youth.

THANK YOU



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