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eGUIDE FOR CAREER ENHANCEMENT 2019-2020

YOUR SOURCE TO WIN

A PUBLICATION CREATED BY
TALENT & WORKFORCE DEVELOPMENT

TALENT FORECAST: YEAR 2026

GROWING INDUSTRIES TO WIN THE TALENT WAR

GENERAL BUSINESS, PROFESSIONAL, TECHNICAL & SCIENTIFIC BACHELOR DEGREE PROGRAMS, 2016-2026



- Software Developers
- Computer Systems Analysts
- Data Analysts
- Digital Content Specialists
- Project-Based HR Managers
- Information/Cyber-Security Analysts

HEALTH CARE BACHELOR DEGREE PROGRAMS, 2016-2026



- Nurse Practitioners
- Registered Nurses
- Biomedical Engineers*
- Synthetic Biology Engineers*

GENERAL CONSTRUCTION, PRECISION/MECHANICAL, HEALTH CARE TECHNICAL CERTIFICATES, 2016-2026



- Mechanical Engineering Specialists
- Electrical Engineering Specialists
- 3D Printing Technicians
- Green Energy Technicians
- Smart Building (HVAC) Technicians
- Robotics Service Technicians
- Certified Nursing Assistants
- Remote Health Care Technicians*



*JOBS EXPECTED TO GROW NATIONALLY WITHIN TARGETED INDUSTRIES SUPPORTING BIOMEDICAL FIELDS.

ROAD TO 2026: BEST CAREER ADVICE FOR TALENT TODAY AND TOMORROW

*Written by Denise Guzzetta, Vice President
of Talent & Workforce Development,
Sioux Falls Development Foundation*

People are always asking for my advice on the best careers for their family members. While there's no magic bullet when it comes to workforce, there's one thing that we know for certain: South Dakota and the rest of America will continue to experience change. Change comes in many different forms for workforce; there's social, economic, environmental and finally scientific and technological changes due to innovation. While there's no crystal ball, we do know that areas related to science, engineering, mathematics and technology continue to turn innovative ideas into reality for job seekers.

THE UPSIDE OF TECHNOLOGY

The United States Department of Labor, which has tracked specific job categories that have benefited from our world's growing technology transformation, has released ten-year forecasts of job growth. As depicted in the infographic at left, the DoL's research spans both bachelor-degree programs and technical certificates that lead to jobs in high-demand, growing industries.

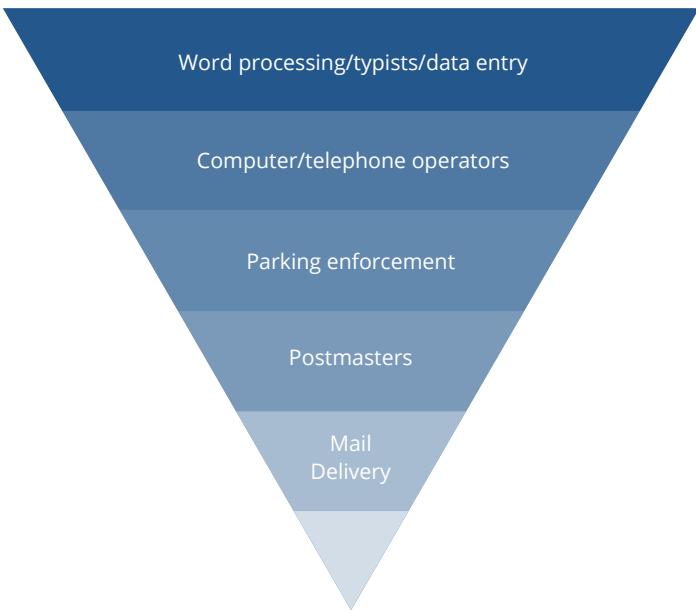


THE DOWNSIDE OF TECHNOLOGY

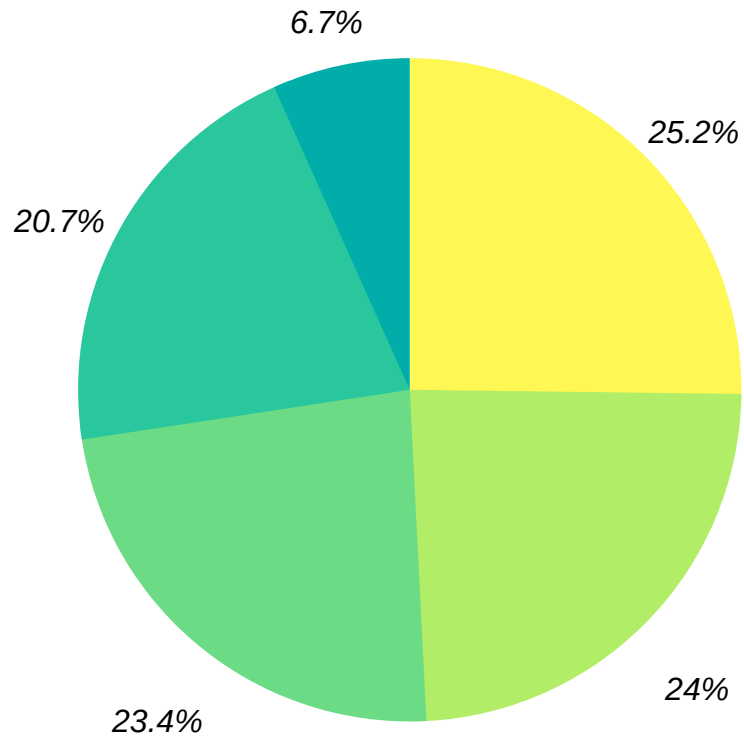
Since 2013, technology and automation have transformed every industry by allowing companies to permanently adopt more efficient processes while disrupting labor markets. In doing so, jobs once requiring training and specialized skills now are run by sophisticated software technologies, thereby allowing anyone to operate them. According to Bloomberg, in late 2018, the following list compiles jobs that are projected to decline nationally by 2026.

As depicted by the chart at the top right, the following industries are expected to experience decline due to job automation: Electric equipment installers/ repairers of motor vehicles (yellow segment); foundry mold/core makers (lime segment); metal pourers/casters (green segment); electrical, electronic, and mechanical equipment assemblers (teal segment); and miscellaneous other jobs (blue segment).

In addition, four job categories are also facing decline due to process efficiencies and to consumer decline, as depicted in the triangle graphic below.



Projected Job Decline OVERVIEW



ABOUT THE AUTHOR

**DENISE
GUZZETTA****VICE PRESIDENT OF TALENT &
WORKFORCE DEVELOPMENT**

With more than 20 years of executive experience working for Fortune 50 companies, Denise Guzzetta serves as the Vice President of Talent and Workforce for the Sioux Falls Development Foundation.

Please reach out to Denise directly if you have questions about talent acquisition and incentive packages, or career-based experience and training programs. Denise may be reached at 605-595-4355, or deniseg@siouxfalls.com.

WHAT'S THE JOB MARKET LOOK LIKE IN 2040?

According to human capital giant Deloitte, nearly 2/3 of today's elementary school-aged children will work in jobs that have yet to be created. As more things that used to be part of good old-fashioned science fiction movies are now becoming more probable, we know that innovation will continue to fuel our economy within the Sioux Falls Region. From biomedical advancements, such as nanotechnology to advanced genomics, to smart machines moving into traditional office support roles and white-collared jobs, our continued development of our talent K-12 population will earn future Sioux Falls generations the national accolades our region's workforce enjoys today.



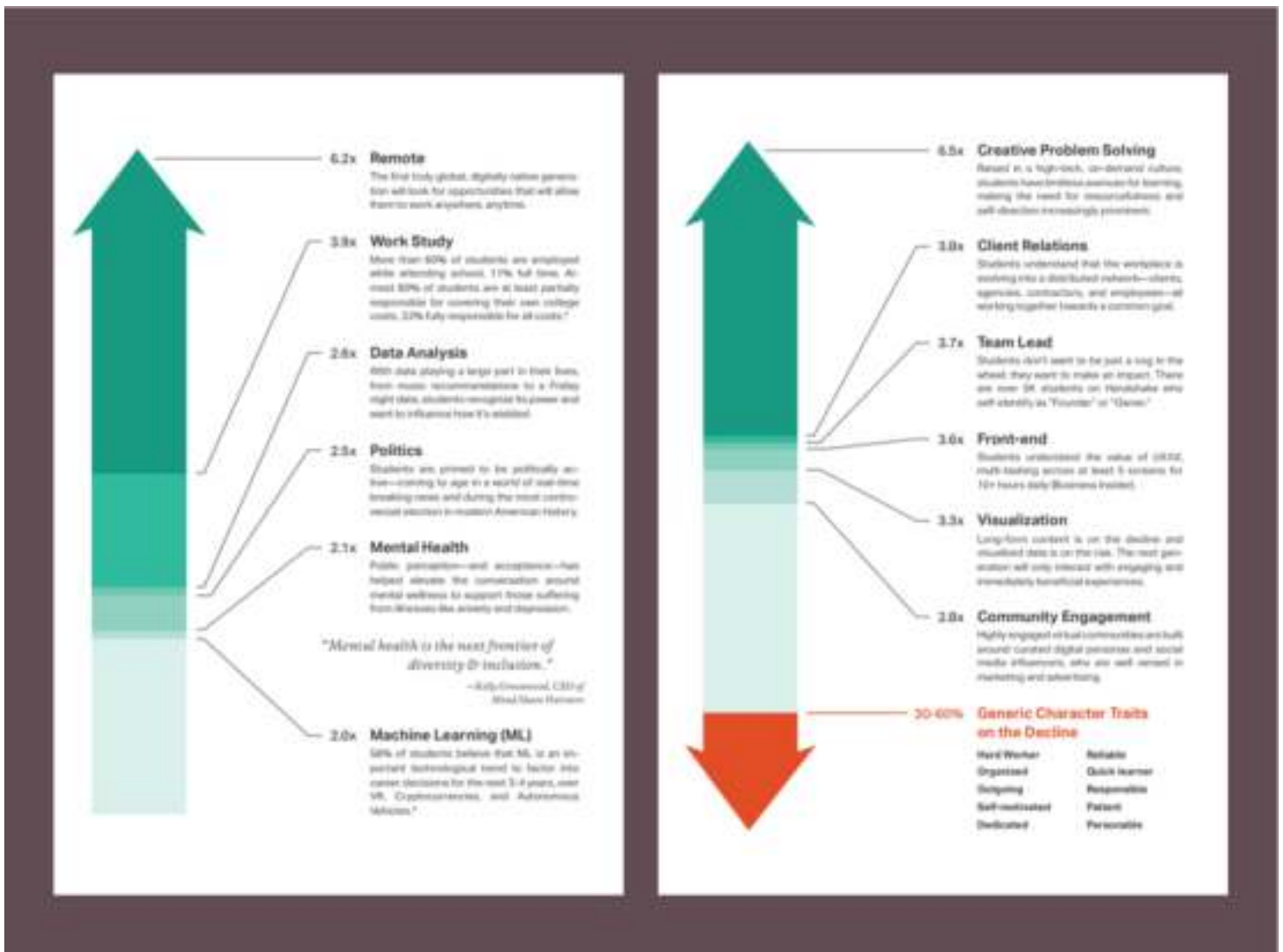
SIoux FALLS METROPOLITAN STATISTICAL AREA – *Key Target Industries*



SIoux FALLS METROPOLITAN STATISTICAL AREA – *Key Career Pathways*

Advanced Manufacturing & General Construction <ul style="list-style-type: none"> — Architect — Civil Engineer — Commercial Land Developer — Electrical Engineer — General Contractor — Land Surveyor/Estimator — Mechanical/Smart Building Engineer 	Education <p>K-12</p> <ul style="list-style-type: none"> — Primary Teacher/Principal — Special Services — Superintendent <p>Post-Secondary</p> <ul style="list-style-type: none"> — Instructor — College Professor — Administrator — Corporate Trainer 	Financial Services & Banking <ul style="list-style-type: none"> — Business/Commercial/Personal Banker — Certified Public Accountant — Cyber Security Analyst — Employee Benefits — Financial Analyst/Planner — Information Systems Analyst — Insurance Sales/Broker — Wealth Manager 	Food Processing/Manufacturing <ul style="list-style-type: none"> — Accountant — Chemist — Distribution/Supply Chain Manager — Financial/Product Analyst — Food Scientist — Marketing/Product Manager — Production Manager
Government & Public Policy <ul style="list-style-type: none"> — Accountant — Bank Examiner — Lawyer — Nurse — Project Based Human Resources — Public Safety Officer — Social Worker 	Health Sciences & Biomedical/Biotechnical <ul style="list-style-type: none"> — Biomedical Engineer — Dentist — Genetic Counselor — Medical Doctor — Nurse — Nurse Anesthetist — Nurse Practitioner — Orthodontist — Occupational Therapy Assistant — Physician Assistant 	Information Systems & Data Centers <ul style="list-style-type: none"> — Computer Analyst/Programmer — Digital Content Specialist — Information Security Analyst — Network Administrator — Statistician — Software Developer/Engineer — Technical Writer — Web Designer 	Transportation, Distribution & Logistics <ul style="list-style-type: none"> — Computer Programmer — Data Analyst/Manager — Commercial Pilot — Project Manager

EMPLOYEE *Characteristics*



Career enhancement is ideal for everyone, from working professionals looking to gain credentials to unique populations like career-changers and retirees. The flexibility and expertise that these opportunities offer allow people to seek additional training in whatever area they desire, whenever they desire.



DENISE GUZZETTA
VICE PRESIDENT OF TALENT & WORKFORCE DEVELOPMENT

Career-Based Training Opportunities

Click the Name of Each Academic Institution to Learn More!

Accounting/Finance

Certificate in Bookkeeping: Southeast Technical Institute
Online Corporate Education:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Online Degree-Completion: University of Sioux Falls

Addiction Studies

University of South Dakota:

- Online Undergraduate Certificate
- Online Graduate Certificate

Agriculture & Animal Science

Mitchell Technical Institute:

- Face-to-Face Certificate in Farm/Ranch Management

Mount Marty College:

- Face-to-Face Certificate in Horticulture

South Dakota State University:

- Online Undergraduate Certificate - Ag & Enviro. Law
- Online Undergraduate Certificate - Soil Science
- Online Undergraduate Certificate - Swine Science
- Online Graduate Certificate in Animal Science
- Online Graduate Certificate in Grassland Management
- Online Graduate Certificate in Native Community & Econ. Dev.



Animation, Art & Design

Dakota State University:

- Online Certificate in Digital Photography
- Online Certificate in Multimedia
- Online Certificate in Multimedia Design & Production

Lake Area Technical Institute:

- Online Design: Corporate Education

Mitchell Technical Institute:

- Online Design: Corporate Education

South Dakota State University:

- Face-to-face Undergraduate Certificate in Animation
- Face-to-face Undergraduate Certificate in Art History
- Face-to-face Undergraduate Certificate in Ceramics
- Face-to-face Undergraduate Certificate in Graphic Design
- Face-to-face Undergraduate Certificate in Painting
- Face-to-face Undergraduate Certificate in Printmaking
- Face-to-face Undergraduate Certificate in Sculpture

Western Dakota Technical Institute:

- Online Arts/Design: Corporate Education
- Online Design: Corporate Education

Business Management/Entrepreneurship

Corporate Education in Business:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Dakota State University:

- Online Certificate in Entrepreneurship

Mount Marty College:

- Face-to-Face Certificate in Principled Leadership & Management

South Dakota State University:

- Undergraduate Certificate in New Product & Venture Development

University of Sioux Falls:

- Online Degree-Completion: Business
- Face-to-Face MBA Program Certificate: Business Innovation & Marketing

University of South Dakota:

- Online Graduate Certificate in Business Analytics
- Online Graduate Certificate in Nonprofit Management
- Online Graduate Certificate in Operations & Supply Chain Management

Western Dakota Technical Institute:

- Certificate in Business Entrepreneurship



Construction, Engineering & Manufacturing

Lake Area Technical Institute:

- Apprenticeship in Building Trades Technology
- Apprenticeship in Precision Machining
- Corporate Education in Basic Electrical Testing Training
- Corporate Education in Boiler Training
- Corporate Education in Manufacturing Training Matrix
- Pre-Apprenticeship in Basic Welding
- Pre-Apprenticeship in Forklift Training

Mitchell Technical Institute:

- Corporate Education in Industrial Controls Training
- Corporate Education in Steel Welding Training
- Power Line Registered Apprenticeship

South Dakota State University:

- Face-to-Face Undergraduate Certificate in Engineering Graphics

Southeast Technical Institute:

- Apprenticeship in Carpentry
- Certificate in Welding Processes
- Pre-Apprenticeship in Construction

Western Dakota Technical Institute:

- Certificate in Construction Technology
- Certificate in Plumbing Technology
- Online Corporate Education in Construction/Trades

Computer Applications & Data Technology

Corporate Education in Computer Applications & Technology:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Dakota State University:

- Online Certificate in Entrepreneurship
- Online Certificate in High-Performance & Research Computing
- Online Certificate in Technology Database Management Systems

South Dakota State University:

- Online Graduate Certificate in Data Science



Education

Continuing Education for Current Educators:

- Augustana University
- University of Sioux Falls

Corporate Education on Educational Topics:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Dakota State University:

- Online Secondary Education Teaching Certificate

South Dakota State University:

- Certification Preparation for Teachers of Academic Subjects
- Secondary Teaching - Certification Only
- Undergraduate Certificate in Experiential Learning

University of Sioux Falls:

- Online Alternative Certification: Special Education Endorsement

University of South Dakota:

- Online Alternative Graduate Certificate in Teaching



Financial Services

Corporate Education in Law/Legal:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Dakota Wesleyan University:

- Certificate in Trust Management

South Dakota State University:

- Continuing Education: Tax Update Workshops
- Online Graduate Certificate in Family Financial Planning
- Online Graduate Certificate in Financial & Housing Counseling
- Online Graduate Certificate in Merchandising

Southeast Technical Institute:

- Certificate Preparation in Real Estate Pre-Licensing

USD Community College of Sioux Falls:

- Certificate in Regulatory Affairs



Health Care

Dakota State University:

- Online Certificate in Health Care Coding
- Online Certificate in Health Information Clerk
- Corporate Education: Healthcare/Medical

Lake Area Technical Institute:

- Certificate in Community Healthcare Worker
- Corporate Education: CPR/First Aid/Advanced Cardiac Life Support
- Corporate Education: Healthcare/Medical
- Hybrid Certificate in Certified Nursing Assistant (CNA)
- Hybrid Certificate in Emergency Medical Technician (EMT)

Mitchell Technical Institute:

- Continuing Education: Speech-Language Pathology Assistant
- Corporate Education: Healthcare/Medical

Southeast Technical Institute:

- Apprenticeship in Dental Assistant
- Certificate in Certified Nursing Assistant (CNA)
- Certificate in Certified Professional Biller
- Certificate in Certified Professional Coder

South Dakota State University:

- Certification Preparation in Athletic Coaching
- Continuing Education: Licensed Practical Nursing (LPN) and Registered Nursing (RN)

University of Sioux Falls:

- Degree-Completion Certificate in Health Administration
- MBA Program Certificate in Healthcare Management
- Online Degree: Registered Nurse (RN) to Bachelor of Science in Nursing (BSN)
- Seminar: Health, Nutrition, and Safety

University of South Dakota:

- Online Graduate Certificate in Disaster Mental Health
- Online Graduate Certificate in Long-Term Care Management
- Online Graduate Certificate in Mental Health Counseling
- Online Undergraduate Certificate in Healthcare Analytics

Western Dakota Technical Institute:

- Certificate: Phlebotomy
- Corporate Education: CPR/First Aid
- Corporate Education: Dental Radiology
- Corporate Education: Emergency Medical Technician (EMT)
- Corporate Education: Fitness/Healthcare/Medical

USD Community College of Sioux Falls:

- Certificate in Laboratory Science



Information Technology & Web Development

Dakota State University:

- Online Certificate in Cybersecurity
- Online Certificate in Information Technology Entrepreneurship
- Online Certificate in Information Technology Management
- Online Certificate in Network & Telecommunications Administration
- Online Certificate in Network Services
- Online Certificate in Object-Oriented Programming
- Online Certificate in Software Development
- Online Certificate in Web Application Development
- Online Certificate in Website Administration
- Online Certificate in Website Design & Development

Southeast Technical Institute:

- Certificate in Computer Support
- Certificate in Java Programming
- Certificate in Network Support
- Certificate in Web Programming
- Certification Preparation: Information Technology

Western Dakota Technical Institute:

- Corporate Education: Information Technology

Leadership Training & Professional Development

Dakota Wesleyan University:

- Hybrid Graduate Certificate in Nonprofit Church Leadership

Osher Lifelong learning Institute (OLLI):

- South Dakota State University
- USD Community College of Sioux Falls

Mitchell Technical Institute:

- Hybrid Certificate in Leadership Studies

Mount Marty College:

- Professional Development Institute (yearly)

Safety

Lake Area Technical Institute:

- Hazardous Materials Safety Training
- OSHA/Safety Training

Mitchell Technical Institute:

- OSHA 10 Training

Western Dakota Technical Institute:

- Nitrous Oxide



Social Media & Marketing

Mitchell Technical Institute:

- Online Certificate in Social Media

Western Dakota Technical Institute:

- Online Certificate in Social Media Marketing

University of South Dakota:

- Online Graduate Certificate in Marketing

Transportation

Commercial Driver's License Training:

- Lake Area Technical Institute
- Southeast Technical Institute

Professional Truck Driving:

- Mitchell Technical Institute
- Western Dakota Technical Institute

Corporate Education:

- Lake Area Technical Institute: Basic Air Brakes Training
- Lake Area Technical Institute: Flight Training

South Dakota State University:

- Undergraduate Certificate in Unmanned Aircraft Systems

Workplace Communication, Written and Nonverbal

Corporate Education: Language Arts & Writing/Publishing:

- Lake Area Technical Institute
- Mitchell Technical Institute
- Western Dakota Technical Institute

Corporate Education: Soft Skills in the Workplace

- Lake Area Technical Institute
- Southeast Technical Institute

Dakota State University:

- Online Certificate in English for New Media
- Online Certificate in Professional & Technical Communication

Other Career Enhancement Opportunities

Dakota State University:

- Online Certificate in Mathematical Foundations of Cryptology

South Dakota State University:

- Online Graduate Certificate in Community Development
- Undergraduate Certificate in Geographic Information Sciences (GIS)

Western Dakota Technical Institute:

- Corporate Education: Hospitality

