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TALENT NOW

JOBS GUIDE

2019-2020

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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

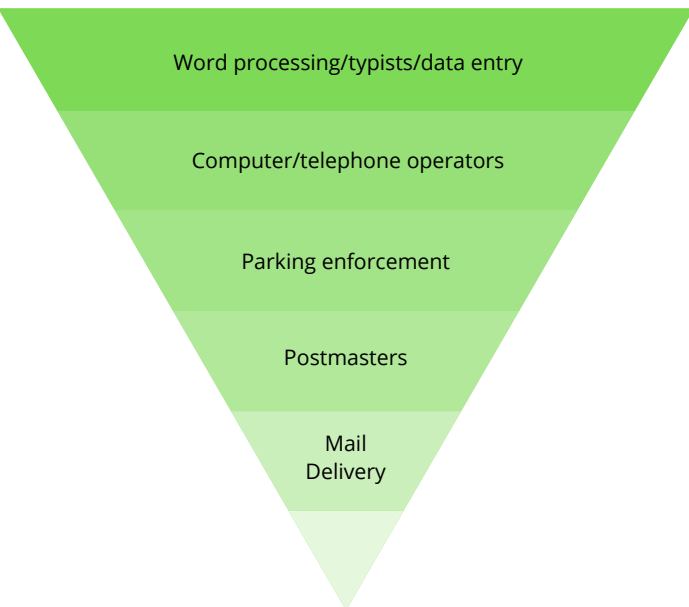
The United States Department of Labor, which has tracked specific job categories that have benefited from our world's growing technology transformation, has released ten-year forecasts of job growth. As depicted in the infographic at left, the DoL's research spans both bachelor-degree programs and technical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

THE DOWNSIDE OF TECHNOLOGY

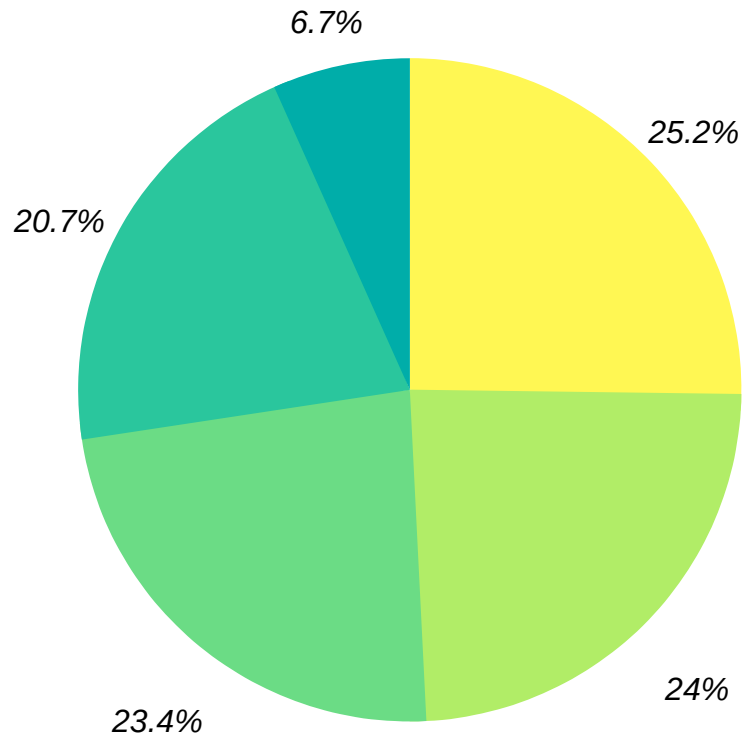
Since 2013, technology and automation have transformed every industry by allowing companies to permanently adopt more efficient processes while disrupting labor markets. In doing so, jobs once requiring training and specialized skills now are run by sophisticated software technologies, thereby allowing 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

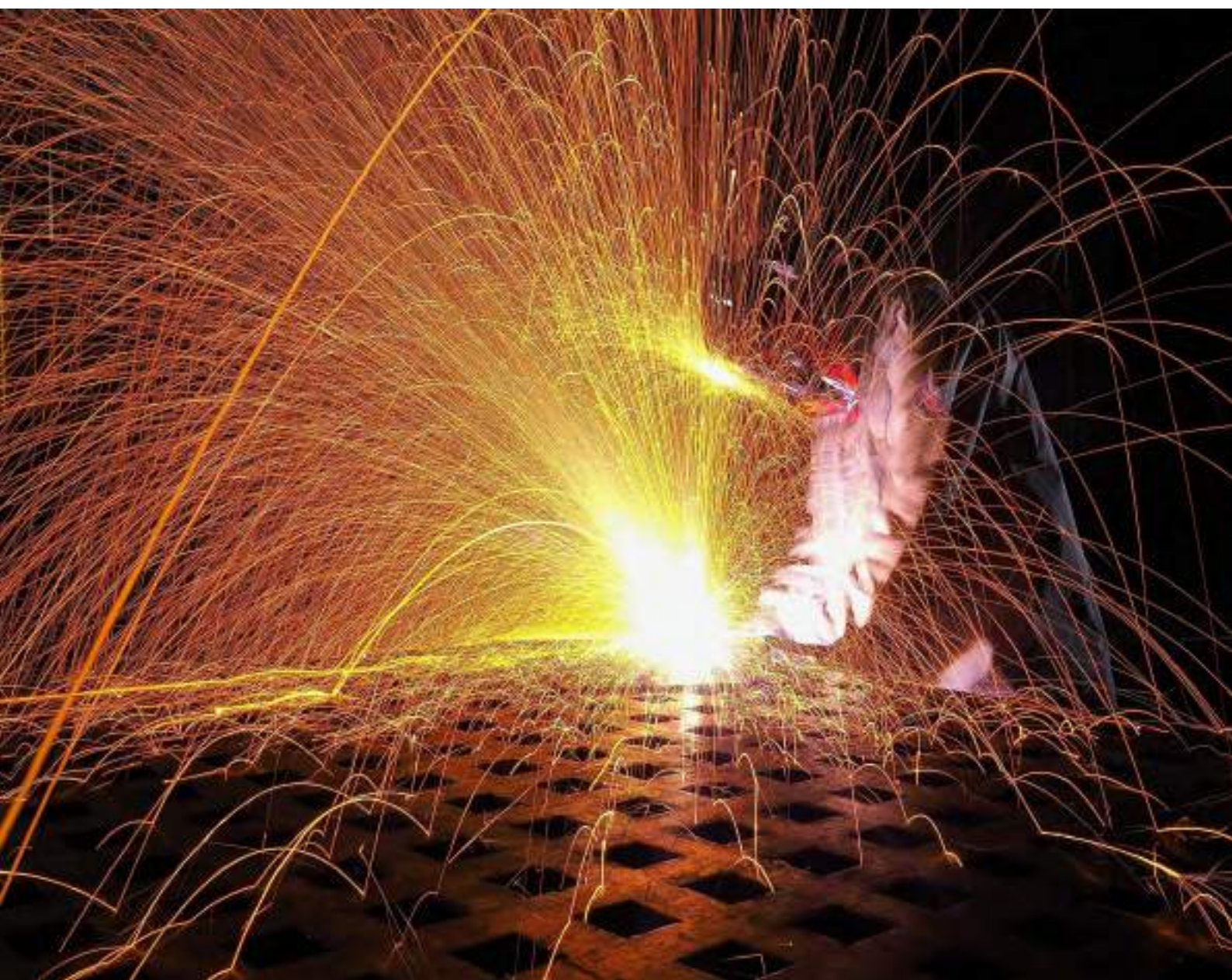
**DENISE  
GUZZETTA****VICE PRESIDENT OF TALENT &  
WORKFORCE DEVELOPMENT**

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.

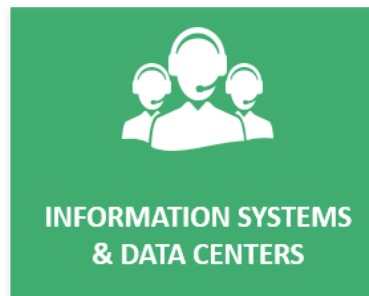
Please reach out to Denise directly if you have questions about talent acquisition and incentive packages, or career-based experience and training programs. Denise may be reached at 605-595-4355, or [deniseg@siouxfalls.com](mailto:deniseg@siouxfalls.com).

## 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*

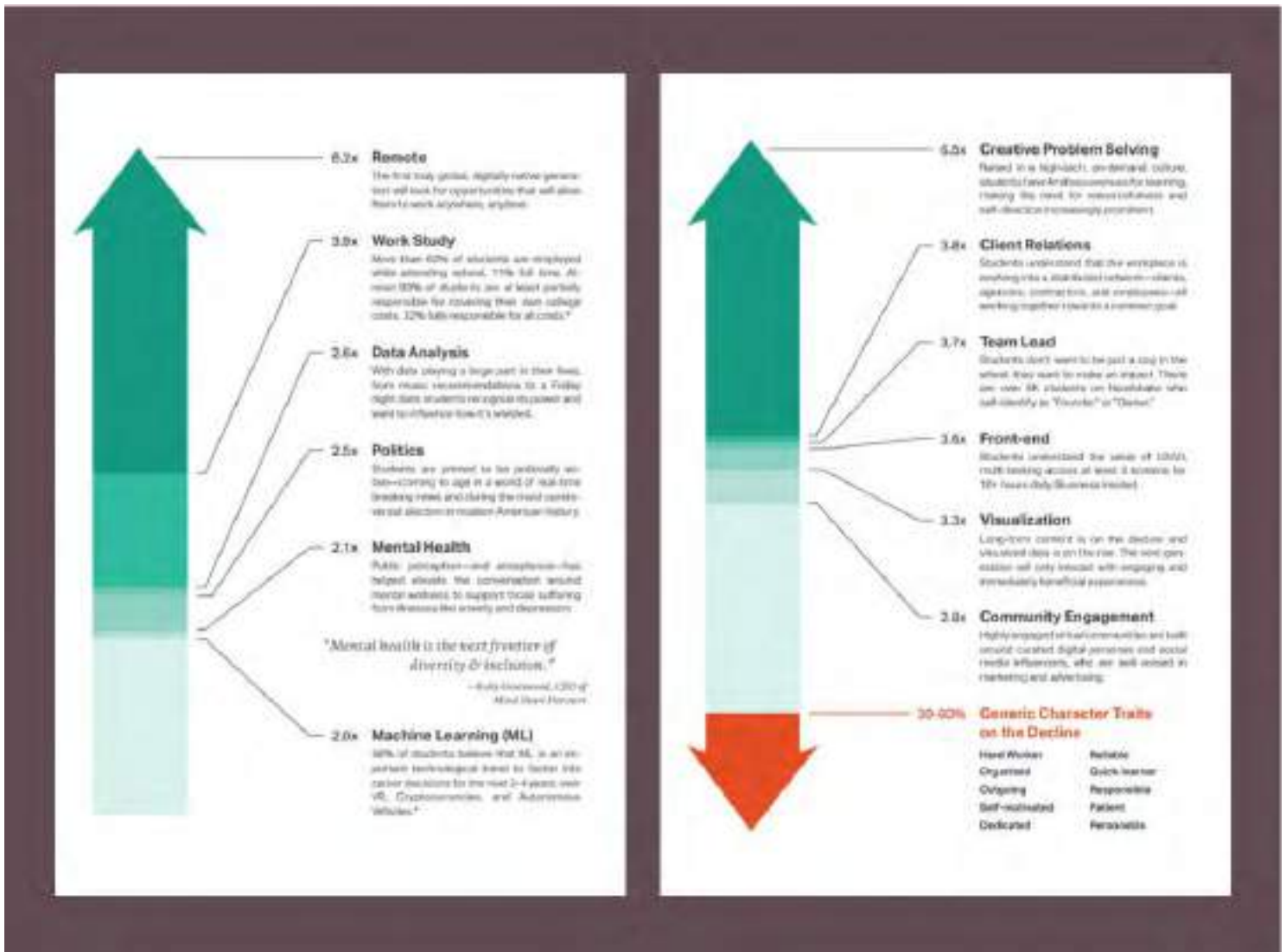


## SIoux FALLS METROPOLITAN STATISTICAL AREA – *Key Career Pathways*

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



# EMPLOYEE *Characteristics*



“ I have spent the past 20 years working in finance for some of the largest entities globally. Having lived and traveled in over 130 countries, Sioux Falls is now home. This is a great place to begin, grow and end your career. ”

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

Click Each  
Company  
Name To  
Learn More!

# Employer Contacts

## *Advanced Manufacturing & General Construction*

Agan Drywall  
 ARS, a TECTA America Company  
 Beck & Hofer Construction  
 Bowes Construction, Inc.  
 Brooks Construction Services  
 Empire Building Construction  
 Fiegen Construction Company  
 Fox Drywall & Plastering, Inc.  
 Friessen Construction Company, Inc.  
 GA Johnson Construction, Inc.  
 Gil Haugan Construction, Inc.  
 Golden Rule Construction Co.  
 Hancock Concrete  
 Harr & Lemme Real Estate  
 Henry Carlson Construction  
 Hjellming Construction  
 H&W Contracting  
 Jans Corporation  
 Kempf Construction  
 Lidel Construction  
 MJ Dalsin Roofing & Sheet Metal  
 O'Connor Company  
 Peska Construction  
 Sands Drywall  
 Soukup Construction  
 Sunkota Construction

## *Architecture/Engineering*

Architecture, Inc.  
 Associated Consulting Engineering, Inc.  
 DGR Engineering  
 Geotek Engineering & Testing  
 HDR Engineering, Inc.  
 ISG  
 Koch Hazard Architects  
 Midwest Land Surveying, Inc.  
 RSA Architects  
 Sayre Associates  
 Short Elliott Hendrickson, Inc.  
 Stockwell Engineers  
 West Plains Engineering





# *Employer Contacts*

## *Information Systems & Data Centers*

Adwerks  
Alliance Communications  
Argus Leader  
Castleworks, Inc.  
Click Rain  
Henkin Schultz  
KDLT-TV  
Keloland Media Group  
Lawrence & Schiller  
Media One  
Midco  
Omnitech, Inc.  
Results Radio Townsquare Media  
SDN Communications  
Sioux Falls Business Journal  
The Lavallee Group

## *Event Services/Hospitality*

Denny Sanford Premier Center  
Ramkota Companies  
Swiftel Center

## *Insurance & Real Estate*

Ameri/Star Real Estate  
Assam Commercial Real Estate, Inc.  
Bender Commercial Real Estate, Inc.  
Boen & Associates, Inc.  
Century 21 Advantage  
CNA Surety  
Costello Company  
Farmers Insurance  
Great Plains Brokerage, a Marsh and McLennan Agency, LLC  
Hegg Realtors  
Holmes Murphy  
Howalt & McDowell, a Marsh and McLennan Agency, LLC  
Jim Dunham & Associates  
Lloyd Companies  
McKinney Olson  
Merkle Real Estate Group & Land Company, LLC  
NAI Sioux Falls  
Ronning Companies  
Samuelson Development  
Shaykett Appraisal Company  
Silverstone Group  
Thurman, Comes, Foley & Company, LLP  
Wellmark Blue Cross and Blue Shield





# Employer Contacts

## *Financial Systems & Banking*

Bluestem Capital Company  
Citibank  
CorTrust Bank  
Dacotah Bank  
Dougherty & Company, LLC  
Eide Bailly, LLP  
Ernst Capital Group  
First Bank & Trust  
First Century Federal Credit Union  
First Dakota National Bank  
First Dakota Title  
First National Bank in Sioux Falls  
First PREMIER Bank  
First Savings Bank  
Fischer, Rounds & Associates  
Frontier Bank  
Great Western Bank  
Kaschmitter Appraisals  
MetaBank  
Mickelson & Company, LLC  
Minnwest Bank  
One American Bank  
Plains Commerce Bank  
Prairie Gold Venture Partners  
Security National Bank of South Dakota  
US Bank  
Wells Fargo

## *Professional Services*

Brandt, Solomon & Anderson, LLP  
Cadwell, Sanford, Deibert & Gerry, LLP  
Cutler Law Firm, LLP  
Davenport Evans Lawyers  
Hagen, Wilka & Archer, LLP  
Lamfers & Maas, LLP  
Lynn, Jackson, Shultz & LeBrun, P.C.  
Meierhenry Sargent, LLP  
Redstone Law Firm, LLP  
RSM



# Employer Contacts



## *Retail/Suppliers*

Bierschbach Equipment & Supply

Builders Supply Company

Building Sprinkler, Inc.

Canfield Business Interiors

Cole Papers

Concrete Materials Company

Core and Main

Creative Surfaces

Dakota Digital

Dakota Kitchen and Bath, Inc.

Dakota Riggers

Dakota Sports, Inc.

Ditchwitch of South Dakota

Fireplace Professionals

FM Acoustical Tile

Furniture Mart USA

Graham Tire

Harms Oil

Harold's Photo Experts

Howes Oil Company

Innovative Office Solutions

Interstate Office Products

IS Restaurant Design, Equipment & Supply

J&L Harley

JDS Industries

Johnstone Supply

Lampert Lumber

Landscape Garden Centers

Lewis Drug

Mahlander's Appliance & Lighting, Inc.

Monarch Sales Company

Pella Windows & Doors

Rent-All, Inc.

Rosebud Wood Products

SCHEELS

Schoeneman's Building Materials Center

Showplace Cabinetry

Simon Property Group

Sioux Falls Ford

Sprenger Midwest, Inc.

TJN Enterprises

Traffic Solutions, Inc.

Vern Eide Motorcars

Wireless World





# *Employer Contacts*

## *Service Providers*

ADP, LLC

Amerion

Auto Body Specialties

Baumgartner's Electric, Inc.

Burns Moving & Storage

CenturyLink

Climate Systems, Inc.

Construction Products & Consultants, LLC

Electric Supply Company, Inc.

First Rate Excavate, Inc.

Frisbees Plumbing, Heating & Hardware

G&D Viking Glass, Inc.

Goodin Company

Hander, Inc. Plumbing & Heating

Howe, Inc.

K&J Trucking

Krier & Blain, Inc.

LG Everist, Inc.

Maguire Iron, Inc.

Malloy Electric

Michaels Fence & Supply Company

Mid-American Energy

Midwest Alarm Company

Midwest Railcar Repair, Inc.

Midwestern Mechanical

Millennium Recycling, Inc.

Miller Funeral Home

Muth Electric

Myrl & Roy's Paving

Northern Truck Equipment Corporation

Overhead Door Company of Sioux Falls

Parker Transfer & Storage

Pride Neon Sign Company

Qualified Presort Service, LLC

Recom, Inc.

Runge Enterprises

School Bus, Inc. Charters

Signature Flight

Sioux Valley Energy

Sisson Printing, Inc.

Southeastern Electric Cooperative, Inc.

Tiger Mowers

VIKOR Teleconstruction

Workplace IT Management

XCel Energy





# Employer Contacts



## *Health Sciences*

Avera Health  
 Eye-Site  
 Good Samaritan Society  
 Horner Orthodontics  
 Sanford Health  
 Sioux Falls Family Vision  
 Volunteers of America, Dakotas

## *Food Service/Processing*

Chef Dominique's Catering  
 Chesterman Company  
 Dakota Beverage  
 Dean Foods  
 Grand Prairie Foods  
 Minervas Restaurant  
 Sioux Falls Culligan

## *Non-Profit/Social Services*

Bethany Lutheran Home  
 Children's Home Society  
 Home Builders Association of the Sioux Empire  
 Lutheran Social Services of South Dakota  
 Sioux Empire United Way  
 Sioux Falls Housing & Redevelopment Commission  
 South Dakota Development Corporation



## *Advanced Manufacturing/ Biomedical/Biotechnical*

Cummins Sales & Service  
 Daktronics  
 Egger Steel  
 Electronic Systems, Inc.  
 Gage Brothers Concrete Products  
 P&M Steel Company  
 POET  
 Raven Industries  
 SAB Biotherapeutics

