



Architectural Design & Building Construction - Commercial Option

Program Expansion Proposal

**Presented to the
South Dakota
State Board of Education
January 2010**

For Implementation Fall 2010

**Mitchell Technical Institute
821 North Capital
Mitchell, SD 57301**



1.0 Identification and Description

Program Title:	ADBC - Commercial
Length of Program:	Two-Year AAS Degree
Number of Students:	No change
Projected Start Date:	Fall 2010

Mitchell Technical Institute proposes to expand its popular Architectural Design and Building Construction program to give students the option to pursue careers in either residential construction or commercial construction. Construction companies in the area have repeatedly approached MTI and requested that the institute provide a degree in commercial construction to support the industry's workforce needs.

Graduates of the ADBC - Commercial track would be prepared to work for the companies whose crews build the shopping centers, business offices, schools, and hospitals that are essential to the wellbeing of our South Dakota towns and cities. Mitchell Technical Institute has received strong support for this expansion into commercial construction and is excited to increase the opportunities for students in our building and trades programs.

2.0 Objective and Purpose

Mitchell Tech will make revisions to the current ADBC curriculum to offer students the coursework and overall training to work successfully in either residential construction or commercial construction. The program will give attention to professionalism, communication and technical skills, which will prepare graduates for lifelong learning and career success and advancement in construction. In addition, MTI will work with Associated General Contractors of South Dakota (AGC) and regional construction companies to develop a construction apprenticeship program to meet U.S. Department of Labor's Registered Apprenticeship guidelines.

3.0 Methods of Attaining the Objective of the Program

MTI is confident that it possesses the resources and staff necessary to successfully develop and deliver a commercial construction option within the already established ADBC program. This will be where the initial efforts will be made – making changes to the current curriculum and coursework to include courses such as Welding, Construction Equipment, Advanced Building Principles, Commercial Construction Theory and Print Reading, and Certified Green Professional. Students will graduate with an Associates of Applied Science degree in Architectural Design & Building Design – Commercial.

In addition, MTI and AGCSD will review and revise the 1999 Articulation Agreement between

AGC of South Dakota, Building Chapter Bureau of Apprenticeship & Training and Mitchell Technical Institute that gives graduates of MTI's ADBC program credit for seven courses in the AGC Carpenter Apprenticeship program. The articulation agreement also gives MTI graduates credit for 1,473.5 hours of job site hours (work experience) towards the apprenticeship program. (See the Appendix for a copy of the 1999 agreement.) The updated agreement will reflect the changed curriculum.

MTI is also committed to ultimately developing and offering a Registered Apprenticeship in construction. Development of an apprenticeship will involve collaboration with Associated General Contractors of South Dakota and the U.S. Department of Labor. A critical step will be to recruit industry partners who will provide apprenticeship positions within their companies. MTI will also work in partnership with Southeast Technical Institute in providing the coursework within the framework of a Registered Apprenticeship.

MTI provides assurance that it possesses the resources and staff necessary to:

- Develop marketing materials and recruit students
- Maintain and supervise qualified staff
- Assess the abilities of students for good program and course placement
- Provide tutoring for students needing extra academic help
- Provide access to library materials and computer labs
- Develop and administer budgets
- Make available textbooks and other instructional resources
- Provide career and personal counseling to students
- Evaluate programs and staff
- Assist students in finding jobs
- Secure input from industry through advisory committees
- Maintain membership in professional organizations and provide time and fiscal resources for professional development
- Provide financial aid and scholarships
- Provide for internships and eventually apprenticeships
- Provide a typical two-year technical institute climate
- Assist students with housing and provide daytime food service
- Provide services to disabled and nontraditional students
- Provide classrooms and laboratories
- Provide a variety of general education courses

4.0 Labor Market Demands

Construction is one of the nation's largest industries, employing almost 10 million Americans. While construction has certainly slowed with the nation's economic downturn, analysts expect a turnaround as the economy rebounds. According to the Department of Labor's Bureau of Labor Statistics, employment is expected to grow faster in nonresidential construction over the next decade. "Replacement of many industrial plants has been delayed for years, and a large number of structures will have to be replaced or remodeled. Construction of nursing homes and other residential homes for the elderly, as well as all types of healthcare facilities, will be needed to meet the need for more medical treatment facilities, especially by the growing elderly population. Construction of schools will continue to be needed, especially in the South and West where the population is growing the fastest. In other areas, however, replacing and renovating older schools will create jobs" (<http://www.bls.gov/oco/cg/CGS003.htm>).

South Dakota's Department of Labor has projected a 33% increase in nonresidential construction jobs from 2006 to 2016 (http://dol.sd.gov/lmic/menu_projections.aspx).

4.1 Student Needs

Mitchell Technical Institute will provide ADBC students with an opportunity to be trained in a hands-on, comprehensive program that will prepare them for success in a career in either commercial or residential construction. As with any program, MTI is prepared to offer a traditional campus environment and experience for students. Services like financial aid, a campus library, wireless computer network, computer labs, classrooms, and support services are provided.

4.2 Industry Support

Mitchell Technical Institute is proposing this expansion in response to repeated requests from industry to provide increased instruction in commercial construction. While our ADBC graduates already do well in the commercial construction companies where they have been hired, by making the proposed changes to the curriculum our students will be even more prepared for careers in commercial construction, thus meeting the needs expressed by our industry partners.

See the Appendix for letters of support.

5.0 Population Served

The program is available to any applicant who has successfully completed the admission requirements set by Mitchell Technical Institute. MTI does not discriminate in its educational

programs on the basis of race, color, creed, religion, age, sex, disability, national origin or ancestry.

The program will draw its students from South Dakota and surrounding states, and the opportunities for employment will favor that same geographical area. This program will not only be targeted at traditional-age college students, but will also be appealing to career changers and older workers looking to change or enhance skills.

6.0 Proposed Budget

Proposed Three-Year Budget			
	2010-2011	2011-2012	2012-2013
Salary/Benefits	--	--	--
Equipment	\$20,000	\$15,000	\$15,000
Supplies	\$10,000	\$5,000	\$5,000
Travel	\$5,000	--	--
TOTAL	\$35,000	\$20,000	\$20,000

7.0 Program Competencies

Entry point will be Fall 2010. The exit point will be at the completion of coursework. Graduates will receive an Associate of Applied Science degree in Architectural Design and Building Construction. Graduates must maintain an overall GPA of 2.0 to graduate.

The ADBC curriculum is competency-based and competencies related to commercial construction will be developed with industry guidance and approved by a program advisory committee.

Competencies will include:

- Operate heavy machinery safely
- Obtain a commercial drivers license
- Accurately read a set of commercial drawings
- Obtain OSHA 10 certification
- Identify various types of concrete forms
- Construct wall, column, beam and stair forms
- Demonstrate the ability to safely use selected tools and equipment to cut, bend, and install reinforcing materials
- Demonstrate the correct methods for placing and consolidating concrete into forms
- Use a hand float, finishing trowel, edger, and jointer
- Properly care for and safely use the hand and power tools used when working with concrete

- Erect, plumb, and brace a patented wall and column form
- Demonstrate the correct procedure for forming and finishing a tilt-up wall panel
- Cut brick and block accurately
- Understand industry standards for quality control
- Construct and finish walls using steel studs
- Install commercial glass and door locking systems
- Obtain Certified Green Professional designation by the National Association of Home Builders

8.0 Statement of Nonduplication

At the present time, we are not aware of a similar degree offered anywhere in South Dakota.

9.0 Proposed Curriculum

First Semester (Fall)

Principles of Drafting I	2
Architectural Drafting Lab I	4
First Aid/CPR	.5
Principles of Building Construction I	5
Building Construction Lab I	4
Construction Math I	2
Student Success Seminar	1
	18.5 credits

Second Semester (Spring)

Principles of Drafting II/CAD	2
Architectural Drafting Lab II	4
Principles of Building Construction II	3
Cabinetry	2
OSHA 10	1
Building Construction Lab II	3
Construction Math II	2
General Psychology (AAS)	3
	17 credits/20 credits (AAS)

Third Semester (Fall)

Welding	2
Construction Equipment	2
Commercial Construction Theory and Print Reading	3
Building Construction Lab III*	5
Advanced Building Principles	2

Complete Microcomputer Concepts	3
Industrial Relations or Social Science Elective (AAS)	3
	17 credits/20 credits (AAS)

Fourth Semester (Spring)

Estimating	3
Building Construction Lab IV*	5
Construction Management	3
Certified Green Professional	2
Technical Writing	3
Math elective (AAS)	3

16 credits/19 credits (AAS)

***Students pursuing the commercial construction would complete hours towards their apprenticeship in place of the Building Construction Lab III and IV.**

9.1 Proposed Course Descriptions

Principles of Drafting I (3 credits)

Drawing methods in architectural drafting. Site planning and plot plans drawing are presented. Computer-aided drafting (CAD) is introduced.

Principles of Drafting II/CAD (2 credits)

Continuation of AD 101. Coordinates design including electrical layout and mechanical planning. Emphasis is placed on zoning and traffic flow. Computer Aided Design (CAD) software is utilized.

Architectural Drafting Lab I (4 credits)

Use and care of drawing instruments, application of skills to basic engineering drawing of orthographic projection, sections, dimension techniques, pictorial drawings and plot plans.

Architectural Drafting Lab II (4 credits)

Drawing components of residential structures. Efforts directed towards precisely correlating the drawings completed in the drafting room with the building project under construction. CAD is emphasized.

First Aid/CPR (0.5 credit)

Practice and certification in first aid and CPR, as well instruction in construction equipment and safety.

Estimating I (3 credits)

Presents basic criteria and procedures for estimating labor and material in residential and commercial applications.

Principles of Building Construction I (5 credits)

Basic safety, operation and maintenance of hand tools, power tools and miscellaneous equipment. Construction of a residence is taught in shop. Included are layout and frame, finish (exterior), insulation (interior and exterior), and hanging, taping, and texturing.

Principles of Building Construction II (3 credits)

Interior finishing work of a residential house. Emphasis are on materials and processes involved in finishing the interior.

Cabinetry (2 credits)

Basic principles of cabinet construction. Lab projects will include construction of cabinets for the MTI shop house.

Building Construction Lab I (4 credits)

Basic principles of framing a residential house. Use, purchase and maintenance of hand tools and power tools are emphasized. First aid, fire equipment and scaffold safety is stressed. Interior/- exterior insulation and interior dry wall taping are taught.

Building Construction Lab II (3 credits)

Study of the materials and processes involved interior finishing.

Building Construction Lab III (5 credits)

Details of foundation construction, framing and exterior finish.

Building Construction Lab IV (5 credits)

Provides training and experience in the completion of a residential structure with emphasis on interior finish and millwork.

Construction Management (3 credits)

Introduction to the construction management, including topics such as accounting and sales management.

Construction Math I (2 credits)

This course provides instruction to prepare students with the needed knowledge and skills used in the construction fields, using construction related math problems. The course includes the use of math solutions to calculate areas, volumes, lengths, angles, percentages, material amounts, and costs in relationship to building construction. Students will do all aspects of math calculations involved in construction.

Construction Math II (2 credits)

A continuation of topics introduced in Construction Math I. Math calculations involved in residential and commercial construction.

Welding (2 credits)

Welding techniques applicable to the construction trade. Students will learn the four main welding processes of gas metal ARC (mig wire), shielded metal arc (stick), gas tungsten arc (tig, heliarc) and oxyacetylene weld, cut 4 and braze.

Commercial Construction Theory and Print Reading (3 credits)

This course is designed to provide print reading experience in commercial construction. Students will review concepts regarding elements commonly found on prints of commercial structures. Included are types of construction, sitework, structural steel construction, reinforced concrete construction and finish construction.

Construction Equipment (2 credits)

A study in construction equipment operations. Topics include: earthwork and excavations; equipment production and scheduling; equipment rental, lease and purchase; rock excavation; compaction and finishing; aggregate, asphalt and concrete plant operations; construction equipment safety.

Certified Green Professional (2 credits)

Principles of sustainable construction using CGP curriculum from the National Association of Home Builders. Students will obtain designation as Certified Green Professionals.

OSHA 10 Safety (1 credit)

Intended to provide entry-level construction workers general awareness on how to recognize and prevent hazards on a construction site. The training covers a variety of construction safety and health hazards which a worker may encounter at a construction site. While the OSHA references will be discussed, the main focus is to emphasize hazard awareness and to create a safety culture in the students' lives.

Advanced Building Principles (2 credits)

Concrete and some advanced framing procedures such as trusses, foundations, site prep, etc.

Microcomputer Software Applications I (3 credits)

Computer concepts, terminology, and hardware structure. Special emphasis on operating systems, the Internet, word processing, data bases, and spreadsheet is stressed.

Technical Writing (3 credits)

Introduction to professional and technical writing. This course includes a review of correct mechanics, grammar, and sentence construction. Students will be assisted with developing strategies for writing collaboratively. Skills emphasis will be placed on a variety of documents including definition, instruction, summary, abstract, transmittal letter, job application portfolio, and a formal research report with an accompanying oral presentation.

General Psychology (3 credits)

A psychology-based look at the personal adjustment and choices made by individuals in response to the world around them. Focuses on the individual's interpretation of social input and the influence of interpretations on social interaction. Designed to aid the student in understanding how

thoughts, feelings, and behavior of individuals are influenced by the actual, imagined, or implied presence of others.

Industrial Relations (3 credits)

Development of skills for establishing working and personal relationships. Human relations in the workplace, employability skills, communication challenges, ethics, developing a professional presence, and a focus on the “real” world of work will be discussed.

Math Elective (3 credits)

Intermediate Algebra or Technical Math are electives for the AAS degree.

10.0 Wage Factor

Mitchell Technical Institute’s ADBC graduates earned an average starting wage of \$12.25/hour in 2009. We believe that the expansion into commercial construction will mean better pay for our graduates. Wayne Puetz, Mitchell, stated in the letter of support from his company, “Having a greater education level specializing in commercial construction coming out of MTI would be worth a premium in wages up to 20% above typical entry level employees, and that is above and beyond the higher entry level pay that commercial construction employees make over their residential counterparts.”

The following table represents the job and salary data for **carpenters** as projected by America’s Career InfoNet Online (www.acinet.org).

Location	Pay Period	2008				
		10%	25%	Median	75%	90%
United States	Hourly	\$11.66	\$14.42	\$18.72	\$25.37	\$33.34
	Yearly	\$24,300	\$30,000	\$38,900	\$52,800	\$69,300
South Dakota	Hourly	\$11.04	\$12.57	\$14.38	\$16.44	\$19.03
	Yearly	\$23,000	\$26,100	\$29,900	\$34,200	\$39,600

Appendix



**The Associated General Contractors of South Dakota
Building Chapter**
1108 N West Ave, Sioux Falls, SD 57104
605-336-9338

December 10, 2009

Greg Von Wald, President
Mitchell Technical Institute
821 N. Capital
Mitchell, SD 57301

Dear President Von Wald,

The AGC of South Dakota Building Chapter is in support of Mitchell Technical Institute's efforts to expand your Architectural Design and Building Construction Program to include commercial construction.

For a number of years, our Association has actively sought to have an effective commercial construction program in the State. While we appreciate the entry level workers produced by the construction programs at the Technical Institutes, our membership has found that the knowledge and skills associated with commercial construction specific tasks are not being adequately addressed in these programs. It appears that this knowledge/skill shortfall will now be remedied. Because we represent a statewide constituency, we are especially interested in your intention to have an apprenticeship option for this program and we would like to work closely with you in the development of a Commercial Construction Apprenticeship Program.

While the economic distress that the nation and South Dakota finds themselves in has impacted negatively the demand for commercial construction workers, we have found that this impact is spotty and that there are actually a few pockets of commercial construction growth in the State. Moreover, we need to be looking ahead to the next few years when we believe that commercial construction will pick up again. Prior to this recession, our members simply could not find enough trained entry level workers to fill their demand and we can expect the same thing to happen as this recession ends.

Traditionally, South Dakota companies that are in commercial construction compensate their workers better and provide better benefits than do companies that deal only in residential construction, so students graduating from a course that trains them in commercial construction skills benefits the entry level worker as well as the employer.

We fully support your efforts to expand your program to include commercial construction and will work with you to develop a workable statewide apprenticeship program.

Sincerely,

Larry P. Zikmund
President & CEO

Quality People. Quality Projects.

1108 N. West Avenue · Sioux Falls, SD 57104 · Phone (605) 336-9338 Fax (605) 336-6719 ·
web: www.sdbuildingchapter.org · email: agc@sdbuildingchapter.org



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12-10-09

Greg Von Wald, President
Mitchell Technical Institute
821 N. Capital
Mitchell, SD 57301

Dear President Von Wald:

Puetz Corporation is a 58 year old, third generation, commercial architecture and construction firm here in Mitchell, South Dakota. We have 65 total employees, 18 office personnel, 12 construction superintendants and 35 field employees. These field employees are highly qualified individuals whose skill sets vary from concrete forming and finishing, to rough carpentry and finish carpentry, to steel erection and welding. As a commercial construction company that is projecting growth for the upcoming year specifically, as well as long term growth as the economy recovers, we would encourage and support MTI's efforts to expand its current residential design and construction program to include skills sets related to commercial construction.

There is a distinct body of construction knowledge such as commercial plan reading, steel construction, stick welding, and hollow metal door assemblies that are needed to address commercial construction that is beyond the basic skills taught to residential construction students. Currently, most entry level MTI Grads hired by Puetz Corporation have the basic residential skills, but Puetz as a company, still has way too much time and expense into further training for these employees before they reach efficient productivity levels of a quality commercial construction employee. Having a greater education level specializing in commercial construction coming out of MTI would be worth a premium in wages up to 20% above typical entry level employees, and that is above and beyond the higher entry level pay that commercial construction employees make over their residential counterparts.

As a company interested in the development of your commercial construction program, we are willing to work with MTI to identify the competencies needed for commercial construction and also to provide internship and possible apprenticeship opportunities for your students. We fully support your efforts to expand your program to include commercial construction, and look forward to the day when we can hire an MTI construction graduate specializing in commercial construction.

Sincerely,

A handwritten signature in black ink, appearing to read "Wayne Puetz", is written over a faint, circular watermark or stamp.

Wayne Puetz
Owner & CEO
Puetz Corporation

800 N Kimball - Box 968, Mitchell, SD 57301

TF: 877.995.2276 • P: 605.996.2276 • F: 605.996.9126 • www.puetzcorp.com

O.L. BUSSMUS CONSTRUCTION, INC.

General Contractor



2600 N. MAIN

PHONE 605-996-4906

FAX 605-996-2771

E-MAIL olbconstruction@santel.net

P. O. Box 730

MITCHELL, SOUTH DAKOTA 57301

12/11/09

Greg Von Wald, President
Mitchell Technical Institute
821 N. Capital
Mitchell, SD 57301

Dear President Von Wald:

As a construction company doing business as an general contractor in the commercial field, we would encourage and support MTI's efforts to expand its residential design and construction program to include skills related to commercial construction.

There is a distinct body of construction knowledge needed to address commercial construction that is beyond the basic skills taught to residential construction students, such as red iron construction, flat roofs, commercial door hardware, commercial building codes and operating commercial equipment. While at the time, most entry level employees hired have basic residential skills, they do not have the knowledge and skills that is required to do the job in the commercial sector of construction. It takes a couple of years to train a person to operate effectively in the construction arena, which is time consuming and very costly.

The commercial construction has slowed down in the last year and our work force is not as big as it was, but when it picks back up we could hire as many as 10 or more employees. The current work force is also approaching retirement age and we will be looking for some good men to replace our foreman's.

As a company interested in the development of your commercial construction program, we are willing to help with MTI in setting up a program that would be needed for commercial construction and also provide internship and possible apprenticeship opportunities for your students. We fully support your efforts to expand your program to include commercial construction.

Sincerely,

Lyle Deward

*Project Manager
O.L. Bussmus Construction*

DAHLIN DRYWALL, INC.

3703 W. 7TH STREET
YANKTON, SD 57078
(605) 665-1817 FAX (605) 665-6894
e-mail: dahlinc@byelectric.com

December 10, 2009

Greg Von Wald, President
Mitchell Technical Institute
821 N.Capital
Mitchell, SD 57301

Dear President Von Wald:

We are a commercial drywall company with many different opportunities including, structural steel studs erection, insulation needs, drywall applications, and many interior and exterior finish systems. We also need our employees to have general knowledge on other trades to accomplish our common goal of a successful project.

MTI has been expanding their curriculum for most needed employees in today's changing markets. We are seeing a decrease in an entry level skilled workforce pool for us to choose from, forcing us to look elsewhere for labor. Commercial construction should be inviting to your students, offering them more, including higher standard of safety work environment, employee benefits, and higher wages.

As a company we would support your efforts in expanding your residential construction program to commercial construction industry that could benefit both of us long term. We would be available to work with MTI through apprenticeship and internship opportunities for your students.

Sincerely



Curt Olivier
Owner/President

THE ASSOCIATED GENERAL CONTRACTORS OF SOUTH DAKOTA, INC.
BUILDING CHAPTER

President
Larry J. Husman

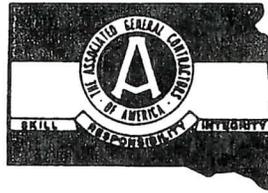
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Debra Van Ruler

LARRY P. ZIKMUND, EXECUTIVE VICE PRESIDENT

ARTICULATION AGREEMENT
BETWEEN
AGC OF SOUTH DAKOTA, BUILDING CHAPTER
BUREAU OF APPRENTICESHIP & TRAINING
MITCHELL TECHNICAL INSTITUTE

The above parties agree that upon meeting the criteria listed below, a graduate of the Mitchell Area Technical Institute's carpentry program shall receive credit for the following courses in the AGC Bureau of Apprenticeship & Training program.

Carpentry I	Construction Tools
Carpentry II	Concrete Formwork
Carpentry III	Rough Carpentry (Framing, Sheeting, Roofing, Siding)
Carpentry IV	Construction Math
Carpentry V	Blueprint Reading I
Carpentry VI	Finish Carpentry (Installing Windows, Doors, Trim, Stairs)
Carpentry VII	Blueprint Reading II

Criteria

1. Completed the following courses at Mitchell Tech Institute with at least a 3.0 GPA.

Course		Number of Hours
BC151	Building Construction Lab 1	170
BC152	Building Construction Lab 2	170
BC121	Principles of Building Construction I	85
AD111	Estimating I (Math)	54
AD112	Estimating II (Math)	34

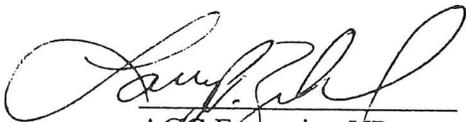
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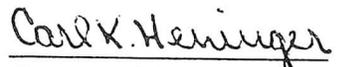
Course		Number of Hours
AD151	Architectural Drafting Lab 1	170
AD101	Principles of Drafting I	51
BC122	Principles of Building Construction II	68
BC251	Building Construction Lab III	255
AD24	Principles of Commercial Construction	76.5
BC221	Concrete Technology	34
BC252	Building Construction Lab IV	255
BC272	Construction Management	<u>51</u>

Total: 1473.5

2. Meet all graduation requirements of Mitchell Technical Institute for the carpentry program.
3. Been successfully employed by a member contractor of the AGC for at least three (3) months (minimum of 480 hours).
4. Provide written recommendations from employing contractor and on-site supervisor verifying competencies, qualifications, and work habits.

It is also agreed that upon successful completion of Items 3 & 4, the apprentice will be given credit for 2500 hours of job site hours (work experience). This figure is based upon the applicant completed approximately 1900 hours of classroom and shop time in school and the 480 hours of probationary employment.


AGC Executive VP


Bureau of Apprenticeship


Mitchell Tech Institute

Date 5-4-99



SOUTH DAKOTA DEPARTMENT OF LABOR
PAMELA S. ROBERTS, SECRETARY

December 14, 2009

Greg Von Wald, President
Mitchell Technical Institute
821 N. Capital
Mitchell, SD 57301

Dear President Von Wald:

The Department of Labor is in support of Mitchell Technical Institute's efforts to expand the Architectural Design and Building Construction Program to include commercial construction. We are especially interested in your intention to have an apprenticeship option. We look forward to working closely with you in the development of this program.

The skills of the students will be expanded beyond the basic skills taught to residential construction students to include commercial construction. The inclusion of an apprenticeship option will allow for the growth of commercial construction training statewide in partnership with industry. The program will be able to rapidly expand when industry need increases.

There are indications the current recession may be starting to lessen. Many economists are predicting job growth will soon begin to improve. A December 2009 U.S. Bureau of Labor Statistics (BLS) study identifies construction in the top 30 occupations with the largest employment growth projected over the next ten years.

We see the efforts of Mitchell Technical Institute as a significant step in preparing to address a growing demand for skilled workers in commercial construction. Starting this program now will result in a well-trained workforce readily available when the demand is likely to pick up significantly.

We fully support your efforts to expand your program to include commercial construction and will work with you to develop a workable statewide apprenticeship program.

Sincerely,

Pamela S. Roberts
Secretary

EXECUTIVE OFFICE KNEIP BUILDING 700 GOVERNORS DRIVE
PIERRE, SOUTH DAKOTA 57501-2291
605-773-3101 - (Fax) 605-773-4211