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**State Workforce Development Board Meeting  
Tuesday, December 14, 2021 at 11:00 a.m.**

**Physical Access (option for members only)**  
S.C. Department of Employment and Workforce  
C. Lem Harper Building  
631 Hampton Street, Columbia, SC 29201

**Virtual Access**

Join on your computer or mobile app  
[Click here to join the meeting](#)

Or call in (audio only)  
+1 803-400-6195  
Phone Conference ID: 883 921 65#

**AGENDA**

- I. Welcome and Opening Remarks ..... Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from September 30, 2021\* .....Mr. Freeland
- III. Approval of Waiver Policy\* ..... Mr. Scott Ferguson, Workforce Information Mgr.
- IV. DEW Director’s Report ..... Mr. Dan Ellzey, Executive Director
- V. SC Council on Competitiveness .....Ms. Susie Shannon, President & CEO
- VI. PY’20 Performance Summary .....Mr. Zach Nickerson, Dir. of Workforce Services
- VII. Other Business/Adjourn.....Mr. Freeland

\*Denotes voting item

**Governor’s State Workforce Development Board**  
**September 30, 2021 State Workforce Development Board Meeting Minutes**

**MEMBERS PRESENT:**

Mr. Thomas Freeland	Mr. Gregory Clark
Mr. Dan Ellzey	Mr. Gregory Tinnell
Col. Craig Currey	Mr. H. Perry Shuping
Dr. Tim Hardee	Ms. Valerie Richardson
Dr. Mike Mikota	Mr. Warren Snead
Dr. Windsor Sherrill	Mr. John Uprichard
Mr. Archie Maddox	Mr. Michael Sexton
Mr. Charles Brave, Jr.	Ms. Felicia Johnson
Mr. Jay Holloway	Mr. John Durst
Mr. Mike King	Mr. Ross Turner

**MEMBERS EXCUSED:**

Mr. Pat Michaels  
Mr. Cliff Bourke  
Mr. Joe Daning  
Dr. Joe Patton

**Welcome and Opening Remarks .....Chair, Mr. Thomas Freeland**

Chairman Thomas Freeland called the meeting to order at 11:00 a.m. A quorum was present with members participating both in-person and virtually.

**Approval of Minutes from June 23, 2021\* .....Mr. Freeland**

Mr. Mike Mikota made a motion to approve the June 23, 2021 meeting minutes, seconded by Mr. Craig Currey, and unanimously approved by the State Workforce Development Board.

**South Carolina’s Employment Situation ..... Mr. Dan Ellzey**

Mr. Dan Ellzey, Executive Director, SC Department of Employment and Workforce, delivered a presentation on the status of Unemployment Insurance claims, South Carolina employment levels, reemployment initiatives, and UI system enhancements. His presentation covered the following points:

- Initial Unemployment Insurance (UI) claims are currently below pre-pandemic levels. Since March 2020, DEW has processed 927,688 initial claims and paid out \$6.5B in unemployment insurance. South Carolina has eliminated Federal benefits as of June 26, 2021. The UI Trust Fund remains solvent with a balance of \$1.2B.
- As of August 2021, 2,302,743 individuals are employed, which is an increase of 3,402 compared to February 2020. South Carolina’s unemployment rate of 4.2% is up 1.4% percentage points compared to February 2020, but is lower than the national rate of 5.2%.
- The number of jobs posted in September is 104,000, which is about 40,000 compared to pre-pandemic levels.
- The agency has implemented several reemployment initiatives, including weekly work search, weekly job match, enhanced referrals, virtual job fairs, recall taskforce, and individual employer plans.
- Multiple UI system enhancements are in progress to improve the overall constituent experience. System upgrades will be implemented on November 1, 2021. In conjunction with UI enhancements, DEW is enhancing the mobile application and refreshing the website.
- Partnerships with Adult Education and the Technical College System continue to promote GED attainment and short-term training. The agency has also partnered with the Lt.

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Governor’s Office to promote soft skills and youth employment. A Youth Public Service Announcement will launch in October.

- Building a cybersecurity workforce has become a critical issue in South Carolina, as demonstrated by Governor McMaster’s effort to develop a statewide cybersecurity strategic plan. Several efforts are underway to support the development of a cybersecurity workforce: WIOA sponsored IT training, CompTIA A+ and Security+ training provided free to employers, technical assistance to defense manufacturing companies through the SC Cyber Assistance Program, and short-term UI approved training. There are currently more than 1,600 open cyber-related jobs. All projections show that job openings in this field will increase rapidly over the next few years. Incumbent worker training is an important strategy for growing the cyber-workforce to fill openings.
- The strength of South Carolina’s economy has led to decreased WIOA funding. DEW has eliminated travel, downsized WIOA management positions, and utilized discretionary grants in response to reduced funding. Local areas are encouraged to evaluate cost-sharing models, the utilization of technology for service delivery, and discretionary grants to offset reduced funding.
- Looking forward, rural development, piloting business engagement strategies, and incumbent worker training will all be areas of focus.

**Rural Development Activity.....Mr. Daniel Young**

Mr. Daniel Young, Director of Grants and Incentives and Executive Director of the Coordinating Council for Economic Development, SC Department of Commerce, presented on Commerce’s efforts to support rural economic and community development. He explained that Commerce’s approach to rural development is to prepare communities for when opportunities come to the area. Preparation includes investments in infrastructure and “downtown” or community development through programs such as Locate SC and the Community Development Block Grant. In 2020, Commerce announced more than \$700M in new investments and 2,600 new jobs in Tier 3 and 4 counties. Commerce expects this year’s activity to exceed 2020, with 2,500 new jobs announced and \$1B in capital investments. The Gallo and Generac projects in Chester and Edgefield counties are significant projects for 2021. Gallo expects to hire 500 workers and invest \$450M in the economy. The ReadySC Generac project has received 10,000 applications for less than 1,000 jobs, with most of the applications coming from the surrounding counties. In addition to infrastructure investment, workforce preparation through training and soft skills is necessary to ensure that rural areas are ready when projects come.

**LWDA Promising Practice.....Ms. Johnnie-Lynn Crosby**

Ms. Johnnie-Lynn Crosby, Regional Business Solutions Director, SC Works Greater Upstate, presented on sector partnership efforts in the Greater Upstate. The Greater/Link Upstate Region established a Manufacturing Sector Partnership in 2019 as a strategy for aligning partners to engage businesses in the manufacturing sector. The partnership spans a 14 county region, including WorkLink, Upper Savannah, Greenville, and Upstate Local Workforce Areas. The partnership has three priorities: build a talent pipeline through improved career awareness, address middle skills and technical skills gaps, and state policy and regulatory change. A key outcome of the partnership is the creation of a skills matrix for Entry-Level Maintenance Technician positions. The model allows the workforce, education, and economic development system to engage more deeply with

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business and industry partners. Because of the region’s success, the region is evaluating the launch of an Information Technology partnership. Mr. Warren Snead offered an example of strategic partnership with the Upstate LWDA, explaining how the local area, Spartanburg Technical College, and DEW responded to a temporary layoff at Cooper Standard in July 2021.

**Recognition of Board Members.....Mr. Freeland**

Chairman Freeland recognized the contributions of Mr. Ed Sturken, Dr. Tim Hardee, and Dr. Mike Mikota, and their service to the state as longstanding members of the State Workforce Development Board.

**Other Business/Adjourn.....Mr. Freeland**

Chairman Freeland reminded members of the Workforce Symposium on October 19, 2021, in Greenville, S.C. The meeting adjourned at 12:20 p.m.

DRAFT

## STATE INSTRUCTION NUMBER XX-XX

**To:** Local Workforce Area Signatory Officials  
Local Workforce Area Board Chairs  
Local Workforce Area Administrators

**Subject:** Requesting a Waiver of State Specific Requirements

**Issuance Date:** December XX, 2021

**Effective Date:** December XX, 2021

**Purpose:** To provide guidance on requesting Local Workforce Development Area (LWDA) waivers of state specific requirements.

**Background:** The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers secure the employment, education, training, and support services necessary to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA, and its implementing regulations, establish federal requirements for WIOA programs, and allows states to set additional requirements as needed to reach state goals for WIOA programs. LWDAs are encouraged to develop promising and innovative practices or initiatives to achieve these goals; however, state specific requirements may limit a LWDA's ability to implement a new practice or initiative. In such a situation, the Department of Employment and Workforce (DEW) may consider a waiver of a state specific requirement. In addition to exploring available flexibilities to facilitate the achievement of LWDA goals, waivers of state specific requirements are a tool DEW may use for reducing barriers to WIOA implementation of innovative programming options.

**Policy:** In an effort to spur promising and/or innovative practices by local areas, LWDAs may submit a request for a waiver of a state specific requirement that may be a barrier to implementation. Once a LWDA has set local goals and identified barriers to implementing state requirements, including corresponding state policy that may impede achievement of those goals, LWDAs are encouraged to reach out to DEW Workforce Support to discuss plans for a waiver request. This allows the LWDA to share its goals and ideas for innovation with DEW, and provides the opportunity to explore any existing flexibilities and waiver options.

Innovative practices or initiatives may be identified by the following criteria:

- Lead entity is a Local Workforce Development Board (LWDB) or LWDB's service provider.
- Initiative is, or will be, implemented in partnership with other education, workforce, economic development, social service, or non-profit entities.
- Initiative focuses on creating talent pipelines in high-growth, high-demand industries.
- Initiative targets priority populations and/or underserved communities.
- Initiative met or exceeded target outcomes or is on track to do so.
- LWDB is willing to assist other LWDBs or entities to implement the promising practice.

Requests for a waiver must be in writing and must include the following elements, as applicable:

- Detailed description of the nature of the project/initiative to be developed
- State specific requirement that the LWDA would like waived
- Actions the LWDA has undertaken to remove local laws and/or policy barriers, if any
- LWDB strategic goals relevant to the project/initiative to be developed
- Projected programmatic outcomes resulting from implementation of the waiver
- Alignment with state policy priorities, such as supporting employer engagement, connecting education and training strategies, supporting work-based learning, or improving job and career results
- Individuals, groups, or populations affected by the waiver
- LWDA plans for monitoring waiver implementation, including collection of waiver outcome information

The waiver request must include the completed "LWDA Waiver of State Requirement(s) Request Cover Sheet," with appropriate attachments. LWDA's may submit waiver requests as part of their Local Plan or as a separate request; ultimately an approved waiver constitutes a modification of the Local Plan regardless of how it is submitted. The waiver request must include documentation demonstrating that the LWDB and Chief Elected Official(s) (CEO) are aware of the waiver request and the project/initiative. LWDA's must submit requests for waivers of state specific requirements to [WorkforceSupport@dew.sc.gov](mailto:WorkforceSupport@dew.sc.gov).

**NOTE:** A LWDA must meet all state specific requirements even though a waiver request has been submitted until the LWDA has received an approval letter, outlining the waiver terms. Depending on the nature of the waiver request and the needs of the initiative, a waiver request may be approved retroactively.

LWDA waiver requests will be reviewed within 90 days of receipt of submission of the waiver request. Waiver review will be expedited when possible. Upon approval of a waiver request, DEW will send an approval letter identifying the effective date and the duration of the waiver.

**NOTE:** Waiver requests submitted in the fourth quarter for the current program year **will not** be approved.

While an approved waiver is ongoing, LWDA's should regularly assess whether the waiver is successfully achieving LWDA goals. LWDA's must report specifically on waiver impact and outcomes. DEW will consider outcome information as part of the criteria for granting renewal of a waiver, if requested.

### **Authority for Waiver Approval**

Waivers approved by DEW are only granted for state specific requirements issued in State Instructions. Waiver approval cannot be granted for any requirements governed by federal or state laws and regulations, including federal performance measures. Furthermore, DEW will obtain approval authority from the State Workforce Development Board (SWDB), annually, before approving any waiver requests submitted within each program year. The appropriate SWDB subcommittee will be updated upon approval or denial of a LWDA waiver request.

**Action:** Please ensure that all appropriate staff receive and understand this policy.

**Inquiries:** Questions may be directed to [PolnPro@dew.sc.gov](mailto:PolnPro@dew.sc.gov).

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Kevin Cummings, Assistant Executive Director  
Technical Services, Policies, and Reporting

Attachment: LWDA Waiver of State Specific Requirement(s) Request Cover Sheet

## LWDA Waiver of State Requirement(s) Request Cover Sheet

Local Workforce Development Area (LWDA)	Date Submitted
Requirement(s) to be waived	
Relevant State Instruction(s)	Requested Waiver Period

Brief description of the LWDA's Initiative, including how the state requirement is inhibiting the initiative:

### Program Elements Checklist

Attached	N/A	Program Element
<input type="checkbox"/>	<input type="checkbox"/>	Detailed description of the LWDA's initiative to be developed
<input type="checkbox"/>	<input type="checkbox"/>	State specific requirement(s) that the LWDA would like waived
<input type="checkbox"/>	<input type="checkbox"/>	LWDA's actions taken to remove barriers to the initiative
<input type="checkbox"/>	<input type="checkbox"/>	Relevant LWDB strategic goals
<input type="checkbox"/>	<input type="checkbox"/>	Alignment with state policy priorities
<input type="checkbox"/>	<input type="checkbox"/>	Individuals, groups, or populations affected by the waiver
<input type="checkbox"/>	<input type="checkbox"/>	Description of how the LWDA intends to monitor waiver implementation

\*If any element is not relevant to the LWDA's initiative, the check box for "Not Applicable" should be selected.

### Additional Requirements Checklist

- If approved, Local Plan will be modified in accordance with State Instruction 15-16, Change 2.
- Documentation of CEO and LWDB awareness of the LWDA's proposed initiative is attached.

**Please submit this form, with attachments and documentation, to [WorkforceSupport@dew.sc.gov](mailto:WorkforceSupport@dew.sc.gov) upon completion.**



**Executive Summary**  
**2nd Quarter SWDB Committee Activity**  
**October – December 2021**

**Board Development (Governance) Committee**

- The Board Development Committee (formerly Board Governance Committee) reviewed and updated its name and charter to align its functions with the overall mission of the SWDB
  - Key functions of the committee include:
    - Equip SWDB members with resources and tools to be leaders and drivers of workforce development
    - Provide opportunities for SWDB members to be engaged with workforce efforts and support SWDB initiatives
    - Develop and monitor board-related policies
    - Gather and present promising practices for board development and management
    - Facilitate recognition of board members.
  - For PY'21, the committee will:
    - Research and compile promising practices for board member engagement and overall management of the board
    - Provide ethics and diversity, equity, and inclusion training to board members
- The committee continues to track the distribution of SWDB Ambassador Tools and attendance:
  - Staff have distributed name badges and business cards (if requested) to all board members, and virtual meeting backgrounds are available for download in the SWDB portal
  - Meeting attendance continues to be strong, with an average attendance rate of 87% for second quarter committee meetings

**Collaboration and Partnership Committee**

- The Collaboration and Partnership Committee is tracking work-based learning (WBL) investments and utilization rates across programs
  - The committee received a report on recent investments in WBL totaling more than \$27M and viewed a prototype of the WIOA Productivity Dashboard. The Dashboard will provide a mechanism to track increases in WBL as funding is deployed to serve individuals through on-the-job training, pre-apprenticeship, apprenticeship, and other work experiences.
- Mr. Andre Anderson, Workforce Administrator, Lower Savannah Council of Governments, shared an overview of WBL efforts in the Lower Savannah area
  - On-the-job Training Program
    - Lower Savannah has a robust OJT program that fulfills 75 OJT contracts each year with a 77% success rate
  - Partnership with Aiken Technical College and Savannah River Nuclear Solutions (SRNS)
    - Lower Savannah is partnering with Aiken Technical College and SRNS to place individuals into apprenticeships with WIOA funding. Seventeen participants were placed last year with the goal of increasing placements to 25 this year.
  - Augusta Economic Development H-1B
    - Lower Savannah is a part of efforts to place veterans and veteran spouses from Aiken, Allendale, and Barnwell counties, in cyber security apprenticeships. The first of 7 planned cohorts has already started the program.
  - The Central Savannah River Area (CSRA) Apprenticeship Expansion Team

- In 2020, the CSRA established a goal of creating 300 new registered apprenticeship opportunities in Allendale Bamberg, Barnwell, and Aiken counties. The taskforce achieved 66% of the goal by creating 199 new opportunities.
- WIOA State Plan Update
  - Strategic planning across partners is a key function of the Collaboration and Partnership Committee. The committee received an update on the WIOA State Plan modification, which the partners will submit to the US Department of Labor in April 2022.

### **SC Works Management Committee**

- The SC Works Management Committee oversaw the review and revision of SC Works Certification Standards, which evaluate centers and the workforce system for overall effectiveness, including customer satisfaction, physical and programmatic accessibility, and continuous improvement
  - Partners and local areas had the opportunity to provide feedback on the standards during public comment. Three entities commented: Upper Savannah LWDA, Upstate LWDA, and SC Vocational Rehabilitation.
  - A review of the comments resulted in minor clarifications such as defining a term or phrase or limiting the application of a standard to specific programs. In some cases, it was appropriate to remove standards to avoid duplication or because the standard no longer aligns with current operations.
  - DEW will release the revised standards by the end of January 2022, and local areas will have until June 30, 2022, to complete the certification process.
- The committee also reviewed Program Year 2020 WIOA performance
  - Two areas did not meet state fiscal performance measures at the end of PY'20, compared to 7 areas in PY'19
  - Three local areas did not meet the negotiated program measures for PY'20, compared to all areas meeting the negotiated performance measures in PY'19
  - The 5 areas that did not meet fiscal or program performance measures have submitted a written explanation summarizing the barriers that prevented them from achieving performance

### **Committee on Workforce Innovation**

- The Innovation Committee is tasked with using data to understand and plan for workforce trends
  - In PY '21, the committee will:
    - distribute relevant publications, and
    - make available Labor Market Information (LMI) training
  - Board members received the September issue of the Trends publication earlier this month. The Trends publication is created by DEW's Division of Labor Market Information and includes relevant data and statistics. Board members can expect to receive this publication monthly.
- The SC Rural Innovation Network presented to the committee on the Digital Economy Ecosystem projects in Williamsburg, Barnwell, and Orangeburg counties
  - A digital economy ecosystem is a mix of technical education, job training, and community planning to bring digital jobs, local entrepreneurship, and remote work opportunities to rural communities
  - Barnwell and Williamsburg are making progress toward implementing several strategies outlined in the project roadmap
  - Orangeburg is in the discovery phase of its project, and Newberry and Greenwood are being evaluated as future project sites

**Executive Committee**

- Workforce Symposium Summary
  - The SWDB and DEW sponsored the SC State Chamber of Commerce Workforce Symposium. More than 180 individuals registered for the October 19 symposium, representing business and industry, education, workforce, and economic development entities.
  - Feedback from participants was positive
    - About 60% of survey respondents indicated this was their first time attending the symposium
    - Survey respondents liked the session topics, speakers, and flow of the event
    - 80% of respondents said they would recommend the event to a friend or colleague
- Allocation of Funding
  - The Executive Committee approved \$4,620,000 for the development of a rural economic and workforce analysis and grants to the 12 local workforce areas.
  - Rural Economic and Workforce Analysis - \$120,000
    - The evaluation will include:
      - A profile of South Carolinians who became unemployed as a result of COVID-19, including demographic, geographic, industry, occupation, and wage level information and those who remained unemployed for an extended period of time,
      - Examine what types of jobs the long-term unemployed are currently qualified to fill, and
      - Identify the types of jobs they may qualify for with additional training.
  - LWDA Resiliency Funding - \$4,500,000
    - DEW will allocate funding to LWDA's in discretionary grants for the purpose of employment and training activities to include services to youth, IWT, on-the-job training, and supportive services; operational costs associated with safety such as PPE and security; staffing and technology to serve businesses and job seekers in rural areas.
- Waiver of State-Specific Requirements
  - The Executive Committee approved a policy for recommendation to the full board that will allow local areas to request a waiver of state-specific requirements, such as state-specific fiscal measures, when the implementation of a promising practice would prevent the area from meeting or complying with the requirement.

**Upcoming Meetings**

<b>3<sup>rd</sup> Quarter (January 1 – March 31, 2022)</b>		
February 15, 2022	11:00 a.m.	Board Governance
February 16, 2022	2:00 p.m.	Collaboration & Partnership
February 23, 2022	11:00 a.m.	SC Works Management
February 24, 2022	11:00 a.m.	Workforce Innovation
Tuesday, March 15	11:00 a.m.	Executive
Tuesday, March 29	11:00 a.m.	State Workforce Development Board

# State Workforce Development Board



SOUTH CAROLINA DEPARTMENT OF

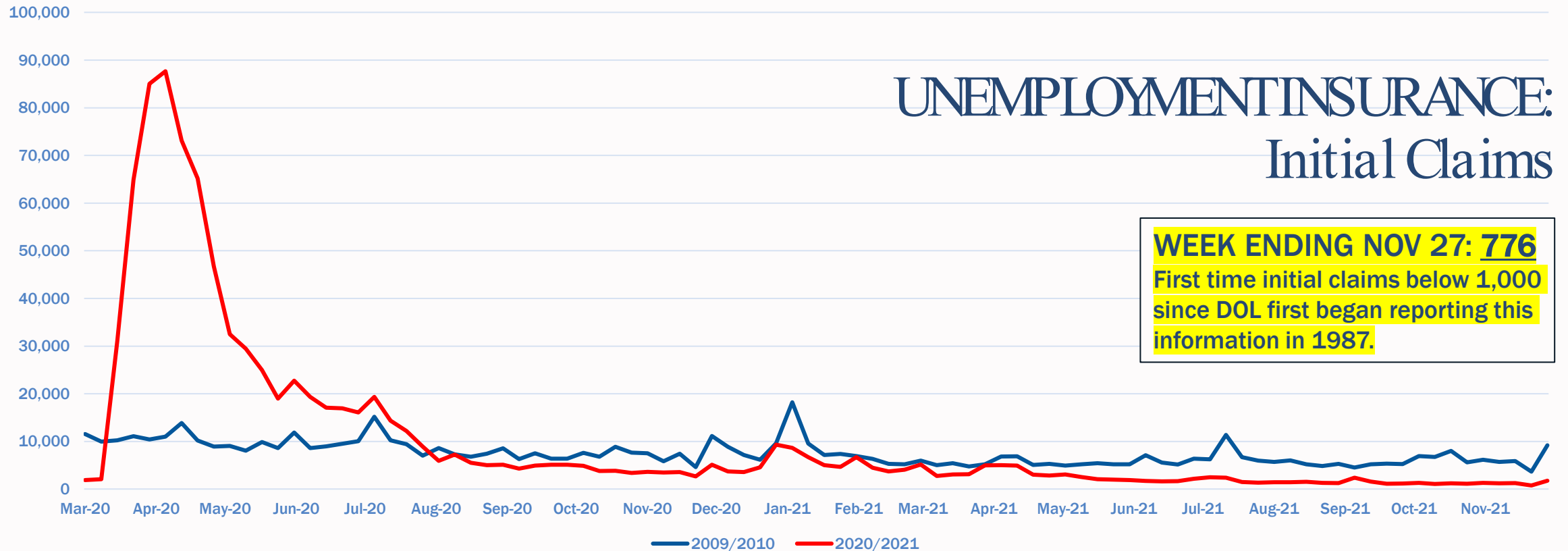
**Employment and Workforce**

Executive Director Dan Ellzey

December 14, 2021

# SOUTH CAROLINA ECONOMY IS STRONG

- UI initial claims trend
- Employment situation

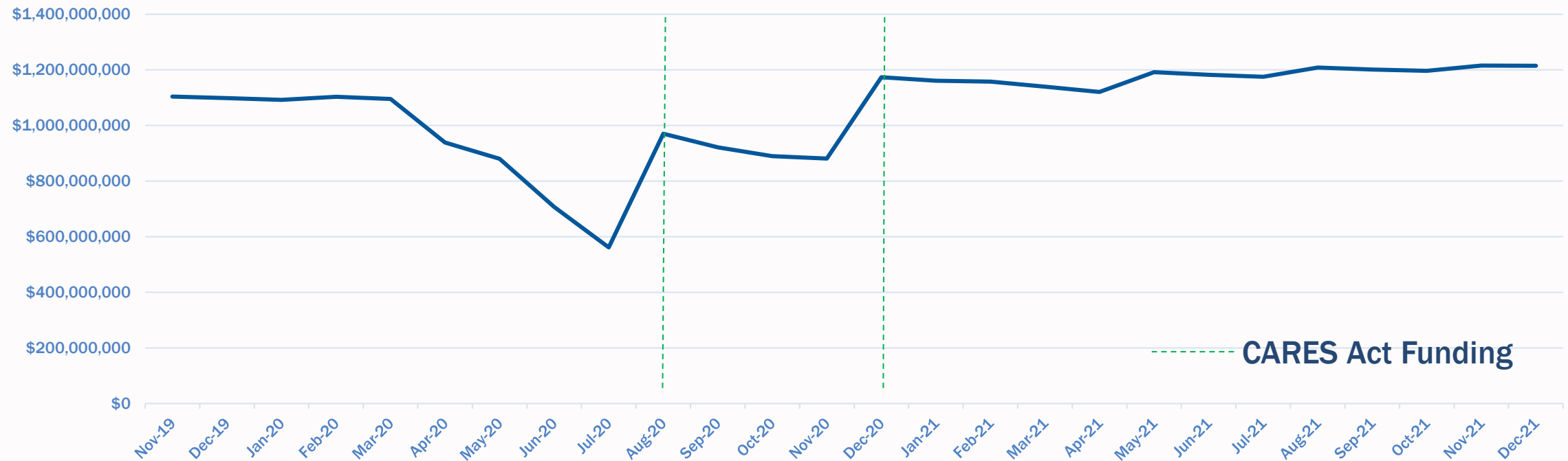


- 939,928 initial claims processed between March 15, 2020, and December 4, 2021
- Paid out \$6.5 billion
- Currently averaging approximately 1,300 initial claims per week

# ELIMINATION OF FEDERAL BENEFITS

- **Governor McMaster Announced on May 6, 2021**
- **Benefits ended on June 26, 2021**
  - **Legal challenge: Sued by Appleseed Legal Justice Center**
    - **Court of Common Pleas: Denied the motion for injunction and dismissed the lawsuit.**
    - **Supreme Court: Unanimous decision in our favor.**

# UI TRUST FUND OVERVIEW



- Balance is approximately \$1.2 billion (\$836.4 million from CARES Act money)
- 2021
  - No tax increase.
  - No solvency surcharge.
- 2022
  - No tax increase (six rate classes receive a slight decrease)
  - No solvency surcharge.
- Tax rates available in SUITS portal November 5. Mailed to businesses November 12.

# EMPLOYMENT SITUATION

Month	Employed	Unemployed	Unemployment Rate
February 2020			
April 2020			
October 2021			
<b>NET CHANGE</b> (October 2021 vs Feb 2020)			

April 2020 – Oct 2021	Jobs Posted: Dec. 10
Return to Work	

Location	Unemployment Rate
United States	
Georgia	
North Carolina	



# EMPLOYMENT SITUATION

Month	Employed	Unemployed	Unemployment Rate
February 2020	2,299,341	65,980	2.8%
April 2020	2,086,262 (-213,079)	270,763 (+204,783)	11.5% (+8.7 percentage pts)
October 2021	2,313,476	94,322	3.9%
<b>NET CHANGE</b> (October 2021 vs Feb 2020)	<b>+14,135</b>	<b>+28,342</b>	<b>+0.9 Percentage Points</b>

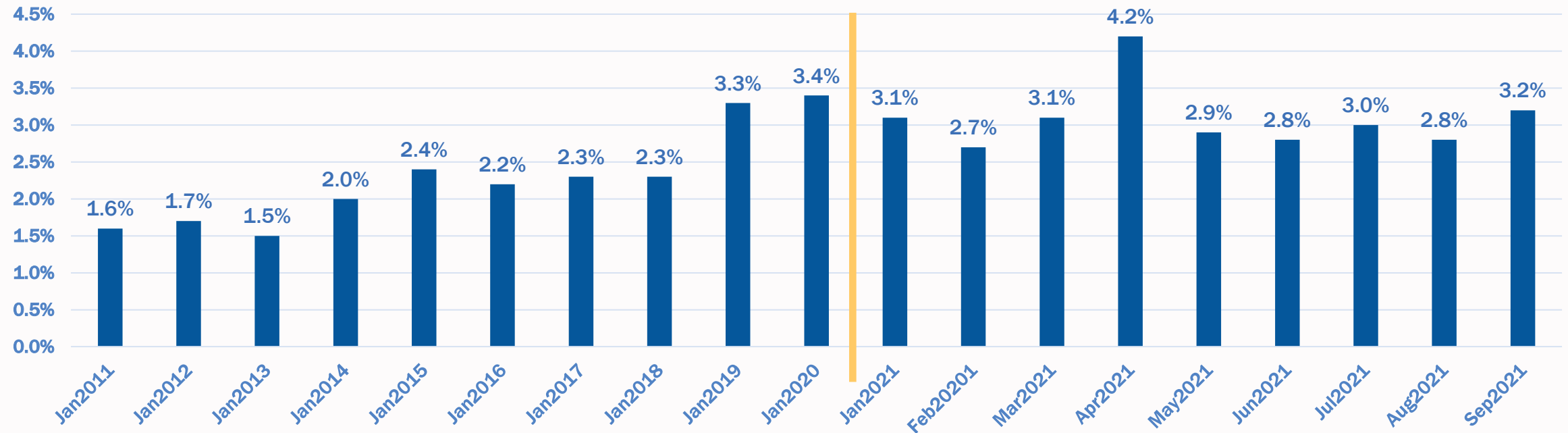
April 2020 – Oct 2021	Jobs Posted: Dec. 10
227,214 Return to Work	97,000 +

Location	Unemployment Rate
United States	4.6%
Georgia	3.1%
North Carolina	4.1%

# THE WORKFORCE HAS CHANGED

- Health Concerns
- Childcare Availability
  - Childcare Centers
  - Schools
- Federal Benefits: Unemployment (\$600/\$300 per week), stimulus checks, childcare tax credits checks, suspended student loan payment, etc.
  - Recall resistance
  - Over half of unemployment claimants making more with total benefits than working
  - Slow to return from layoff (Goldman Sachs)
  - Changing industries to make more money
- Working from Home
  - No commute to work (save time and gas)
  - No childcare cost
  - More family time
- New Entrepreneurs
- High Number of Early Retirees
- High Number of Voluntary Quits

# SOUTH CAROLINA QUIT RATES UP



- As economy surpassed “full employment” in the late years of the expansion, workers felt more comfortable quitting their jobs.
- The quit rate jumped from around 2.3% in January 2018 to over 3% by February 2019.
  - The quit rate is the number of quits during the entire month as a percent of total employment.
- Quit rates have remained above 3% fairly consistently in the most recently available data with a spike in April 2021 to more than 4%.

- Statewide: About 68,000 employees quit their jobs in September 2021.

# CHANGES IN SC LABOR FORCE PARTICIPATION

	2019	2020	Change	October 2021
Total	59.0%	57.7%	-1.3 pts.	57.2
Men	65.4%	62.5%	-2.9 pts.	N/A*
Women	53.3%	53.4%	+0.1 pts.	N/A*
Men 16-24	53.6%	48.1%	-5.5 pts.	N/A*
Men 55+	41.5%	38.1%	-3.4 pts.	N/A*

- October 2021, South Carolina: 57.2% Labor Force Participation Rate.
- In South Carolina, women's labor force participation rate remained fairly steady between 2019 and 2020 while men's rates fell.
  - In particular, young men aged 16-24 saw a 5.5 percentage point reduction in their labor force participation rate between 2019 and 2020.
  - Older men also saw a 3.4 percentage point drop.
- Nationally women's labor force participation rate has fallen slightly more than men's since the start of the pandemic.
  - Different than women in South Carolina.

# CHANGING GENERATIONS

Generation	1994	2017
Silent	21%	2%
Baby Boomers	50%	25%
Gen Xers	29%	33%
Millennials	0%	35%
Gen Z	0%	5%

- Millennials became the largest generation in the labor force in 2016.
- Baby Boomer Generation went from 50% of the labor force in 1994 to 25% by 2017.
- This trend is continuing, and the generations behind the Boomers are smaller in general, further heightening the labor shortage.
  - While the Millennial labor force is still growing, it is unlikely that it will reach the peak size of the Boomer labor force (66 million in 1997).
  - The Census Bureau projects that the Millennial Population will peak at 75 million, which would require a labor force participation rate of 88% to equal the number of Boomer jobs at the peak.
- The labor shortage is a long-term issue that the United States will be dealing with for years.

# REEMPLOYMENT INITIATIVES: NEW

## WRAP: Workforce Reemployment Assistance Program

- a. **Claim Filed (No eligibility determination)**
  - **Second Week: Call from Customer Service Representative** regarding requirements to obtain unemployment benefits, issues, and questions.
  - **Email: Informing claimant of requirements and responsibilities for unemployment benefits.**
- b. **Eligibility Determined**
  - **Second Week: Meeting is Scheduled between Employment Services and all new eligible claimants**
  - **Third/Fourth Week: In-Person Meeting**
    - **Provide an overview of SC Works**
    - **Discuss labor market Information**
    - **All customers without a high school diploma or GED referred to Adult Education**
    - **Provide referrals to WIOA and other referrals if needed for training or supportive services**
    - **Check for a résumé. If no résumé, create one with the claimant based on the SC Works work history.**
    - **Inform the claimant of hiring events and job fairs taking place in the region**
    - **Inform of Enhanced Referral Program and refer to eligible jobs**
  - **Fifth Week: Enhanced Referral**
  - **Fifteenth Week: Email reminding claimants that benefits are about to end and referring them to reemployment services.**

## Enhanced Referral

- a. **Trucking**
- b. **Child Care**
- c. **Health Care**

# SYSTEM ENHANCEMENTS: Improve Constituent Experience

1. IVR
2. Light Upgrade to SCUBI
3. **Heavy Upgrade to SCUBI: Went live on November 4, 2021**
  - **Expanded App**
4. Light Upgrades to SCWOS
5. DEW Mobile App
6. DEW Website Refresh
7. Salesforce

# TRAINING

## CompTIA

- Incumbent Worker Training
- Reskill and upskill current employees to help retain workers
- CompTIA Security+ (Cyber Security) and CompTIA A+ (Help Desk)
- Free for businesses through DEW and CompTIA partnership
- Limited spots – sign up quickly

## Auto Supply Plants

- Chip Shortage
- Layoffs
- Outreach to all regarding training options in lieu of layoffs



# SOUTH CAROLINA'S REEMPLOYMENT EFFORTS RECOGNIZED BY USDOL

- USDOL conducted a COVID-19 Recovery and Reemployment Readiness Consultation with states and a number of local workforce development areas earlier this year.
- USDOL assessed South Carolina as ready in 24 of 24 critical areas and recognized several efforts as promising practices.
  - The fiscal tracking platform in the state database system which records and reports WIOA investments into participant and program services. The SWDB invested the funds to purchase and implement this module.
  - The SWDB's WIOA Productivity Dashboard account for WIOA programmatic and fiscal activity.
  - Enhanced Referral Program which aligns UI claimants with current job openings based upon their unique work experience.
  - Promoting programs such as rental assistance and the Federal Broadband Program statewide through webinars.
- Six local workforce development areas were assessed as well.
  - Trident
  - Santee-Lynches
  - Midlands
  - Pee Dee
  - Lowcountry
  - Upstate
- Three areas were recognized as having promising practices.
  - The Upstate LWDA was recognized for two promising practices:
    - Geo-Fencing for outreach to recruit skilled workers.
    - Facilitation of virtual job fairs.
  - The PeeDee LWDA was recognized for two promising practices:
    - Provision of hot spots in rural areas.
    - The use of mobile billboards.
  - The Santee-Lynches LWDA was recognized for:
    - Collection and use of participant information in evaluating Eligible Training Providers.



# Thank You

Any Questions?



**SC COUNCIL ON  
COMPETITIVENESS**

---

**Susie Shannon**  
President and CEO

*Presentation to State Workforce Development Board  
December 14, 2021*



## SC COUNCIL ON COMPETITIVENESS

The South Carolina Council on Competitiveness - **“SC Competes”** - is a nonpartisan, business-led, non-profit organization that drives South Carolina’s long-term economic growth by managing the state’s industry clusters and providing the research, network, and resources that industry clusters require to thrive.

# CLUSTERS & INITIATIVES THAT MAKE UP **SC COMPETES**



## OUR WORK IS ACCOMPLISHED IN **3 PRIMARY WAYS**:



**ACTIONABLE  
RESEARCH**



**SUPPORT OF  
INDUSTRY CLUSTERS**



**EDUCATION &  
WORKFORCE  
DEVELOPMENT**

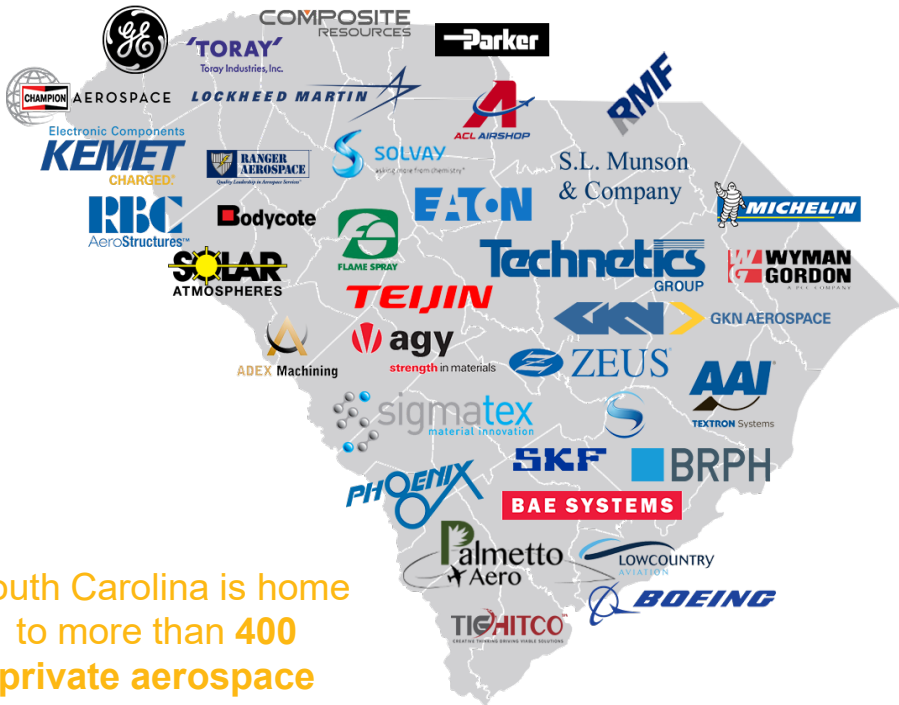


# SC COUNCIL ON COMPETITIVENESS

Thank you to our **SC Competes Partners**.  
We do this work for you, but we cannot do it without you.



SC Aerospace is a collaborative effort to advance & market South Carolina's aerospace industry cluster – Commercial & Defense – on the global stage



South Carolina is home to more than **400 private aerospace firms** and aviation operations at **4 major military installations**

THE TOTAL ECONOMIC IMPACT OF AEROSPACE IN SOUTH CAROLINA IS **\$28.8 BILLION**  
Direct & Indirect

WITHIN THE LAST 10 YEARS, SC AERO CORE\* AS A % OF THE TOTAL AERO CLUSTER HAS RISEN FROM 23.1% TO:

**+ 45.6%**

\*Aero Core refers to non-military aerospace employees

FOR EVERY **1** AEROSPACE JOB, **1.7** ADDITIONAL JOBS ARE CREATED



SOUTH CAROLINA HAS **OVER 35** AERO-SPECIFIC EDUCATION & WORKFORCE TRAINING PROGRAMS

AEROSPACE CONTRIBUTES **\$14.13 BILLION** TO SOUTH CAROLINA'S GROSS DOMESTIC PRODUCT.

AEROSPACE IS A MAJOR DRIVER OF SOUTH CAROLINA'S ECONOMY. 2009 - 2019

AEROSPACE EMPLOYMENT GROWTH

**10.7%**

SC EMPLOYMENT GROWTH

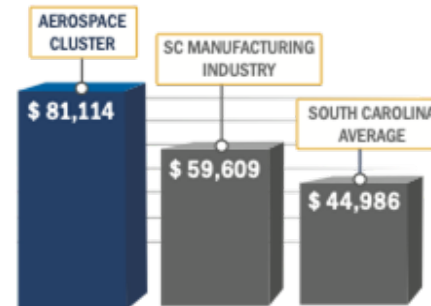
**2.2%**

THE TOTAL NUMBER OF AEROSPACE EMPLOYEES IN 2019 WAS **136,244**  
Direct & Indirect

**39.7%** PERCENTAGE OF PRIVATE SECTOR FIRMS BY REGION



ANNUAL TOTAL EMPLOYEE COMPENSATION All wages & salaries



THE 2019 ESTIMATED INCREASE IN TAX REVENUE FROM SC AEROSPACE IS **\$734,575,385**

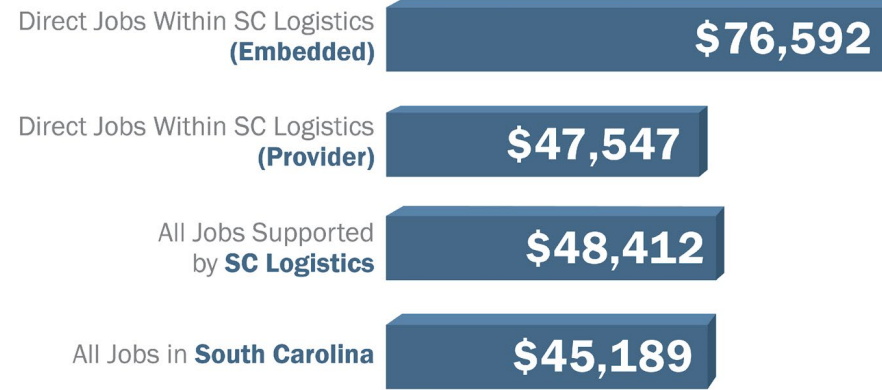


# SC LOGISTICS

**SC Logistics** is a collaborative effort to strengthen South Carolina's economy, create jobs, attract investment, and become a global leader in transportation, supply chain, and logistics

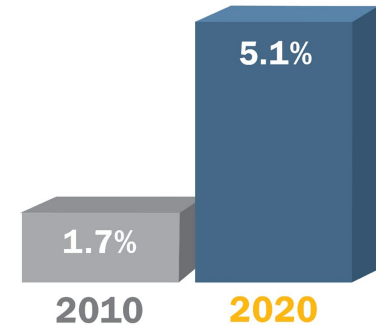
**TOTAL ECONOMIC IMPACT  
IN SOUTH CAROLINA  
\$6.8 BILLION**

## AVERAGE ANNUAL WAGE COMPARISONS



## SC LOGISTICS HAS AN INCREASING RELIANCE ON SC TECH

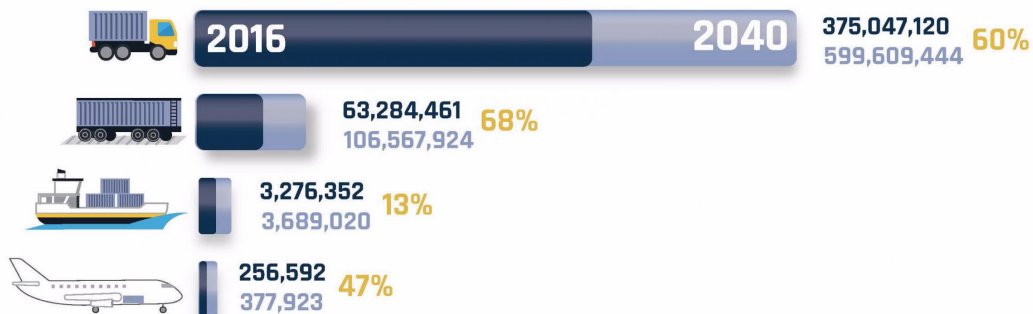
Over the past decade, the percentage of total expenditures made with SC Tech by the SC Logistics cluster has **tripled**.



## 2040 FREIGHT PROJECTIONS

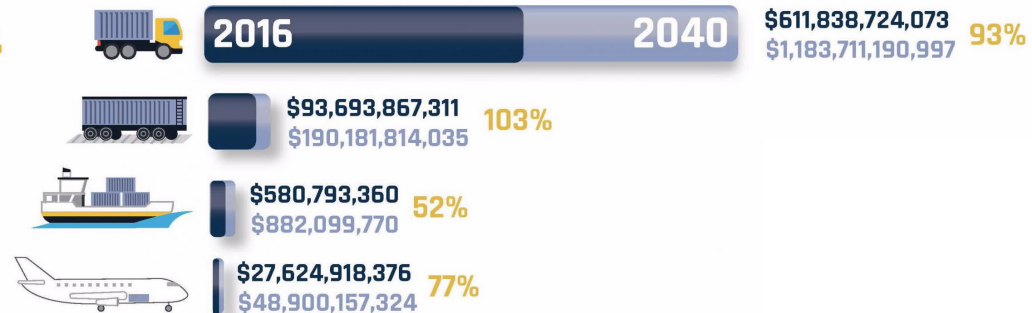
### TONS

2016 TOTAL TONS: 442 Million  
2040 TOTAL TONS: 710 Million **61%**



### VALUE

2016 TOTAL VALUE: \$733 Billion  
2040 TOTAL VALUE: \$1.423 Billion **93%**







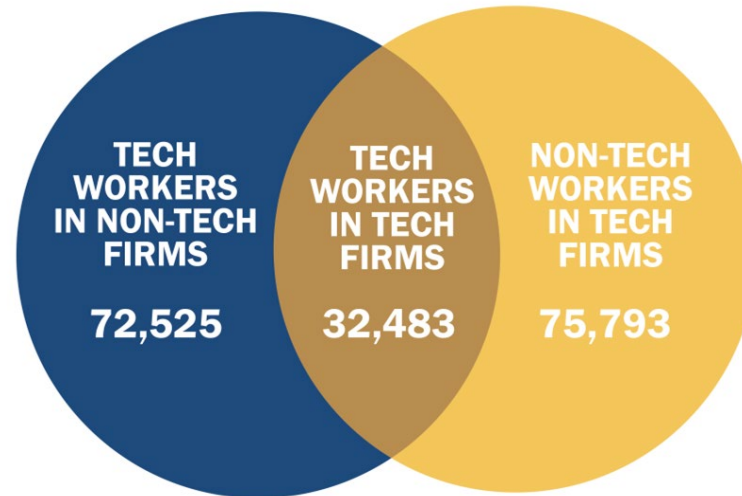
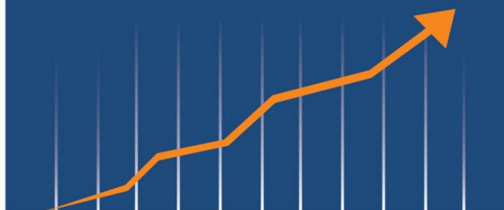
SC Tech (newest initiative of SC Competes) is designed to accelerate growth & innovation, while providing a unified voice for the statewide tech community by **GROWING, CONNECTING, and PREPARING** the technology cluster

TOTAL ECONOMIC  
IMPACT OF SC TECH  
**\$89.0 BILLION**  
*Direct & Indirect*

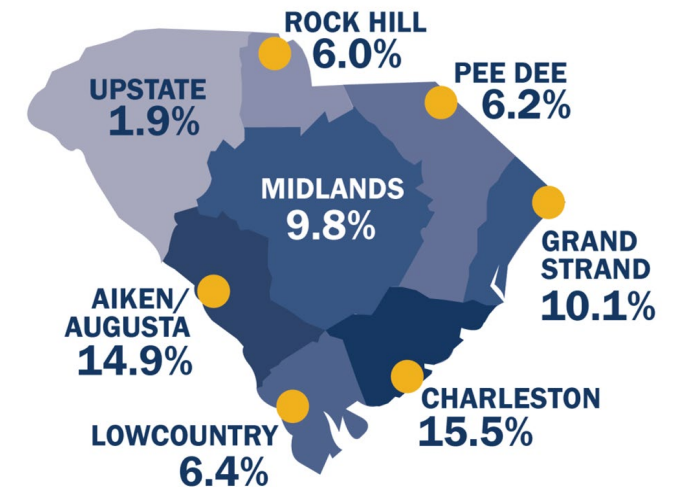
TECH JOBS PAY AN  
AVERAGE WAGE OF  
**\$78,977**

LABOR INCOME  
OF SC TECH  
**\$14.3 BILLION**

THE NUMBER OF TECH  
FIRMS HAS GROWN  
**254%**  
SINCE 2000



AVERAGE ANNUAL EMPLOYMENT GROWTH





## ABOUT CYBERSEC

CyberSecureSC (CyberSec) is an initiative of SC Competes through its SC Tech cluster, put forth to aid the public and private sectors in both facing the challenges and realizing the opportunities that a technologically-centered culture present.

CyberSecureSC, in partnership with the South Carolina Department of Commerce, assembles those from different spheres – government, education, and industry – to train and educate a strong multi-disciplinary cybersecurity workforce, cultivate and advance IT and innovation to keep pace with the ever-evolving digital threat landscape, support industry leaders and entrepreneurs in managing digital risk and shaping the future of our state’s online security, and be the first choice to establish SC as a global leader in cybersecurity.

### Industry/Companies

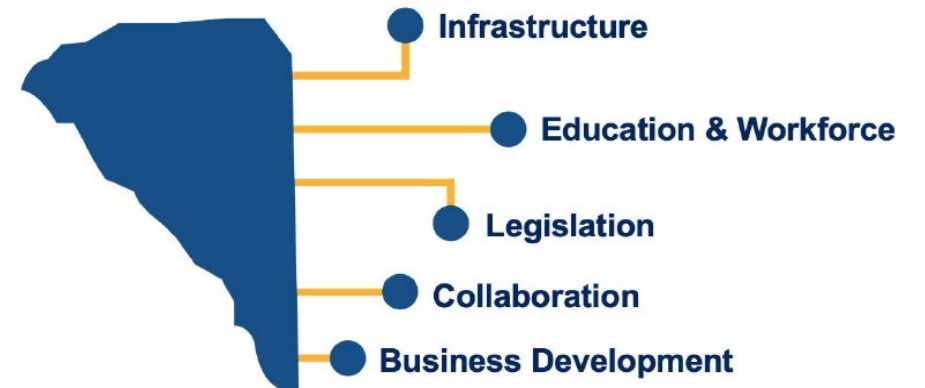
Education (K-12, Higher Ed, Work-Study)

Government

Defense/Military

Economic Development Organizations

Existing Regional Initiatives





**transformSC**  
tomorrow won't wait for our students

**1. 73 Schools in 29 Districts**  
have joined TransformSC

**2. TransformSC has been recognized**  
by and asked to partner with a  
number of national groups working  
on innovation in education.

**3. Links between business & education  
have been strengthened through**  
**Continued communication** to further mutual understanding  
of the shared needs and goals of both business and education  
**Building statewide consensus** on the Profile of the SC Graduate  
**Discussions w/ Legislature** about educational transformation  
**Bus trips** to schools by Legislators and business leaders  
**Visits to businesses** by educators

**4. TransformSC polls and studies have told us that:**  
**Innovation in TransformSC** schools has  
affected sub-groups differently  
**Project-based learning** accomplishes several of the targets on the  
Profile that more traditional instruction does not  
**SC's traditional assessments** leave over 2/3 of the  
Profile completely unmeasured  
**Over 98% of parents** believe teaching students life skills  
is a joint responsibility between them and schools  
**Alternative, comprehensive assessment** is needed to  
monitor student success on every aspect of the Profile

**5. An expectation has been set for education in South Carolina to be:**  
**Cutting edge | Personalized | Student-centered**

## 2016 Parental Poll

- Life skill development is a key component to education — 2d to academics
- Though life skills are very important to SC parents, Schools only received a rating of 6.6 on “Performance of Schools Teaching”
- However, when asked, 98% of parents believe families and schools have a *shared responsibility* to teach these skills
- Parents believe that life skills are imperative for succeeding in Careers/College
- 43% of parents view dedication as the most important life skill young people need for long-term success...Following were self-direction and communication

## 2020 Business Survey

A vast majority say “real life” or “hands on” skills are important for new hires, but fewer than half say they often encounter entry-level candidates with this experience.

- *“A lot of types of work will eventually be automated or not even exist. People need to be able to adapt.”*
- *“The ability to multi-task effectively, managing multiple programs and devices at once without appearing distracted. Computer skill, technical skills really.”*
- *“I think they need more real-world, hands on experience. You can't learn a lot of what we have talked about behind a screen. You have to mess up, you have to learn, you have to seek out a better solution for a problem on the spot.”*



# SC COUNCIL ON COMPETITIVENESS



**SC AEROSPACE**  
YOU'RE CLEARED TO LAND IN SOUTH CAROLINA



**CYBERSEC**  
CyberSecureSC, a focus of **SCTECH**



**SC LOGISTICS**



**SCTECH**



**SCCompetes**



**LinkedIn.com/SCCompetes**



**@SCCouncilOnCompetitiveness**



**South Carolina Council on  
Competitiveness**

**[www.sccompetes.org](http://www.sccompetes.org)**



TransformSC, a business-led collaboration of business leaders, educators, students, parents, and policy-makers, was formed to incubate innovation in education and to encourage and assist schools in its network.

Business leaders were not finding sufficient employee candidates with the necessary knowledge, skills, or characteristics to support a qualified workforce, although dedicated educators were working diligently to try and prepare students for the future. A group of innovative superintendents, through the SC Association of School Administrators, used information from an earlier TransformSC business survey to develop “The Profile of the SC Graduate” to define what our students need to be successful in careers, college, and citizenship. The South Carolina General Assembly codified the Profile in 2016 and it became the end goal for K-12 education.

However, through annual research and polling by independent firms, TransformSC has found that South Carolina’s current assessment approaches are unable to detect and measure educational innovation’s impact on many of the skills and characteristics valued in the Profile.

Therefore, in early 2020, TransformSC began to focus on the need to assess the full range of skills and characteristics outlined in the Profile and the best ways to capture them. While our pursuit of this objective continues, it had to be reoriented away from plans for convenings and exploratory trips due to COVID.

TransformSC decided to begin by conducting a new survey of 200 SC businesses with representation across sectors, sizes, and geographic regions to ensure that the skills and characteristics developed more than five years ago and included on the Profile remain relevant today. All questions dealt with the hiring of entry-level employees. Selected results are below.

- Although a majority of employers are not familiar with the Profile of the South Carolina Graduate, the vast majority believe the components are important.
- Employers still believe that life and career characteristics are the most important parts of the Profile.
- Work ethic is the most important skill employers look for in entry-level hires, but is among the traits most lacking in job candidates.



transformSC  
tomorrow won't wait for our students

- Along with work ethic, the ability to learn new skills, communications skills, and teamwork are most important.
- A vast majority say “real life” or “hands on” skills are important for new hires, but fewer than half say they often encounter entry-level candidates with this experience.
- Employers have a great deal of confidence in the evaluation of non-academic skills and believe that participation in work-study or a separate grade/evaluation for those skills are the best ways to ensure they are mastered.
- After being shown the Profile, two-thirds of employers believe South Carolina schools are doing relatively well on delivering skills in the profile, but have less confidence in the teaching of world class knowledge.

The bottom line:

- SC is still on the right track with the Profile,
- SC schools have progressed on preparing students in many of the areas needed,
- SC schools need to do much more to provide the real-world experiences during K-12 first required in the Education and Economic Development Act in 2005 and recognized by businesses as the best way to gain and assess the life skills and characteristics outlined in the Profile, and,
- SC schools need to strengthen the acquisition of world class knowledge.



# THE ROAD TO SUCCESS



TransformSC launched in 2013 with the mission that every student has the opportunity to graduate ready for college, career, and citizenship. Collaborating with business leaders, educators, students, parents, and policymakers, TransformSC has made great strides toward that goal, laying the groundwork for what comes next.

1

**73 schools in 29 districts** have joined TransformSC

2

**TransformSC has been recognized** by and asked to partner with a number of national groups working on innovation in education

3

**Links between business and education have been strengthened through:**

**Continued communication** to further mutual understanding of the shared needs and goals of both business and education

Building statewide consensus on the **Profile of the SC Graduate**

Discussions w/ **Legislature** about educational transformation

**Visits to businesses** by educators

**Bus trips** to schools by Legislators and business leaders

5

An expectation has been set for education in South Carolina to be:

**Cutting edge**  
**Personalized**  
**Student-centered**

4

**TransformSC polls and studies have told us that:**

**Innovation** in TransformSC schools has affected sub-groups differently

Project-based learning **accomplishes several** of the targets on the Profile that more traditional instruction does not

SC's traditional assessments leave over **2/3 of the Profile** completely unmeasured

Over **98% of parents** believe teaching students life skills is a joint responsibility between them and schools

Alternative, comprehensive assessment is needed to **monitor student success** on every aspect of the Profile

We're listening to our network. We know that current assessment and data collection don't measure all of the outcomes of The Profile of the South Carolina Graduate deeply or capture the impact of innovation in our state.

## HERE'S WHAT WE'RE DOING TO CHANGE THAT:

- 1** Survey businesses to collect updated input on **knowledge, skills, & characteristics** now in demand and compare with the Profile
- 2** Using the **Riley Institute**, show where SC students are based on current data and available assessments
- 3** Research and identify proven methods to assess student progress on **ALL areas of the Profile**
- 4** Set **measurable goals** for progress on each area of the Profile
- 5** Develop an **annual report** to show progress based on those measurable goals
- 6** Write **pilot report** with proven recommendations to ensure that every student graduates ready for college, career and citizenship

### OUR MISSION:

to be a trusted, non-partisan business voice providing SC citizens and policy makers with independent data, research, and analysis to inform education policy and practice

### OUR VISION:

Every student graduates prepared for career, college, and citizenship

### OUR STRATEGIES:

- **Collaborate** with experts from diverse sectors to improve education
- **Provide** quality research on educational policy and practice
- **Engage** with and inform educational policymakers
- **Monitor** progress toward achievement of the Profile
- **Identify** any remaining challenges

JOIN US ON OUR JOURNEY



SC COUNCIL ON  
COMPETITIVENESS





# PY'20 Local Fiscal & Programmatic Performance Update

# PY'20 WIOA Title I Allocation

Fund Stream		Adult	Youth	Dislocated Worker	Total
Total allotment received		\$ 10,326,362	\$ 10,700,304	\$ 14,348,091	\$ 35,374,757
State	Statewide Activities (10%)	\$ 1,032,637	\$ 1,070,030	\$ 1,426,894	\$ 3,529,561
	State Administration (5%)	\$ 516,318	\$ 535,015	\$ 713,447	\$ 1,764,780
	State Rapid Response (15%)			\$ 2,219,489	\$ 2,219,489
	State Totals	\$ 1,548,955	\$ 1,605,045	\$ 4,359,830	\$ 7,513,830
Percentage allocated to Local Areas		85%	85%	70%	Total
Total allocated to Local Areas		\$ 8,777,407	\$ 9,095,259	\$ 9,988,261	\$ 27,860,927

# PY'20 WIOA Title I Allocation

Local Area Allocations	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	\$ 8,777,407	\$ 9,095,259	\$ 9,988,261	\$ 27,860,927
	Trident	\$ 738,818	\$ 782,780	\$ 1,033,335	\$ 2,554,933
	Greenville	\$ 670,861	\$ 691,080	\$ 815,425	\$ 2,177,366
	Upper Savannah	\$ 394,762	\$ 388,128	\$ 465,018	\$ 1,247,908
	Upstate	\$ 535,962	\$ 555,266	\$ 655,403	\$ 1,746,631
	Midlands	\$ 1,350,044	\$ 1,485,230	\$ 1,749,763	\$ 4,585,037
	Worklink	\$ 492,446	\$ 541,640	\$ 557,981	\$ 1,592,067
	Lower Savannah	\$ 1,078,228	\$ 1,095,309	\$ 1,135,908	\$ 3,309,445
	Pee Dee	\$ 871,806	\$ 879,096	\$ 944,791	\$ 2,695,693
	Catawba	\$ 594,508	\$ 598,242	\$ 618,070	\$ 1,810,820
	Santee Lynches	\$ 543,712	\$ 540,298	\$ 588,847	\$ 1,672,857
	Lowcountry	\$ 323,786	\$ 353,372	\$ 297,691	\$ 974,849
	Waccamaw	\$ 1,182,474	\$ 1,184,818	\$ 1,126,029	\$ 3,493,321
Local Area Totals	\$ 8,777,407	\$ 9,095,259	\$ 9,988,261	\$ 27,860,927	

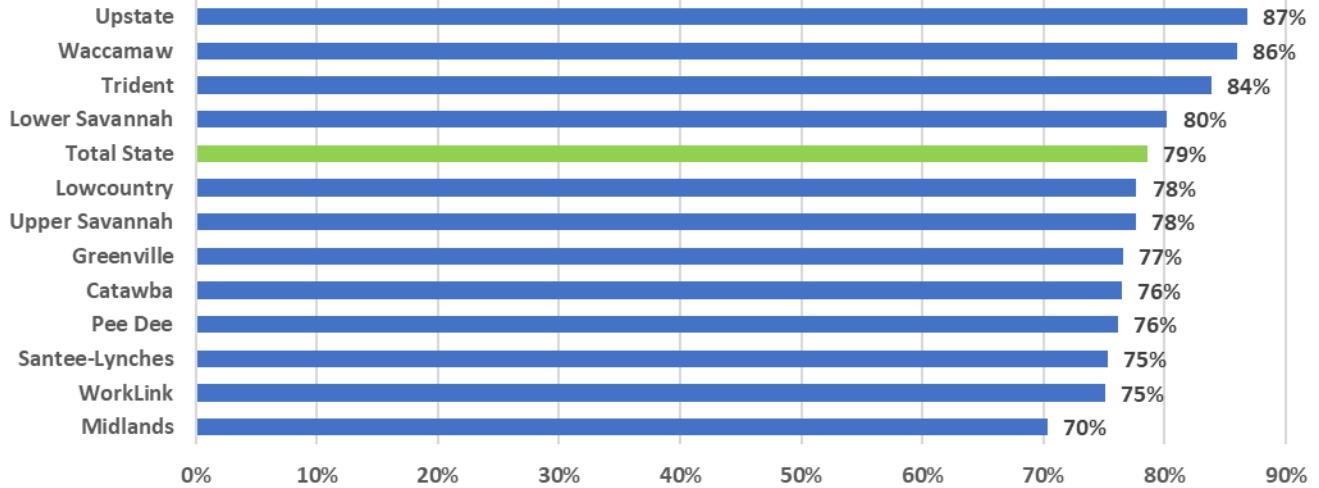
# State-specific Fiscal Performance Measures

**Obligation Rate** – each area must obligate at least 80% of the program funds allocated in the current year for each fund stream.

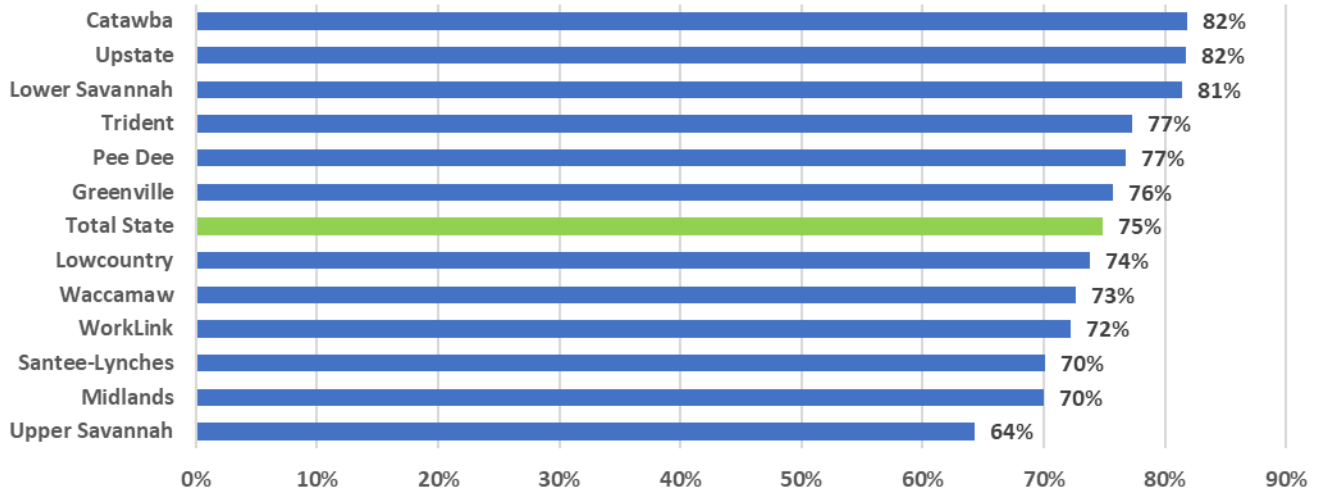
# State-specific Fiscal Performance Measures

**Fund Utilization Rate** – local areas must expend at least 70% of total funds available, including current year and carry-in program and administration funds, for each fund stream.

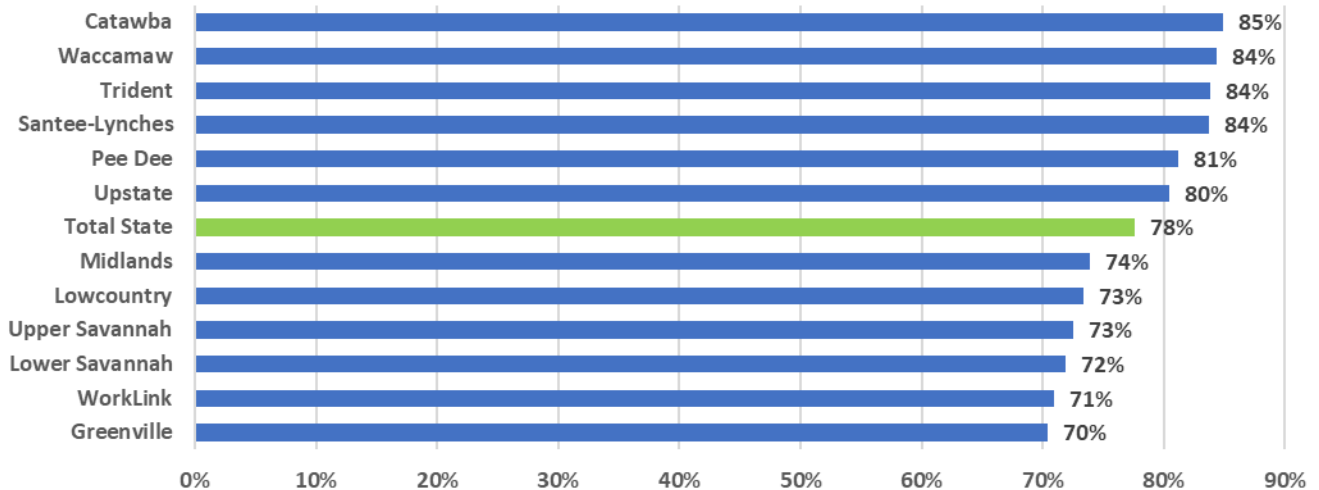
LWDA PY'20 ADULT PROGRAM FUND UTILIZATION RATE THRU 06/30/21  
(Includes Admin.)



LWDA PY'20 DW PROGRAM FUND UTILIZATION RATE THRU 06/30/21  
(Includes Admin.)



LWDA PY'20 YOUTH PROGRAM FUND UTILIZATION RATE THRU 06/30/21  
(Includes Admin.)

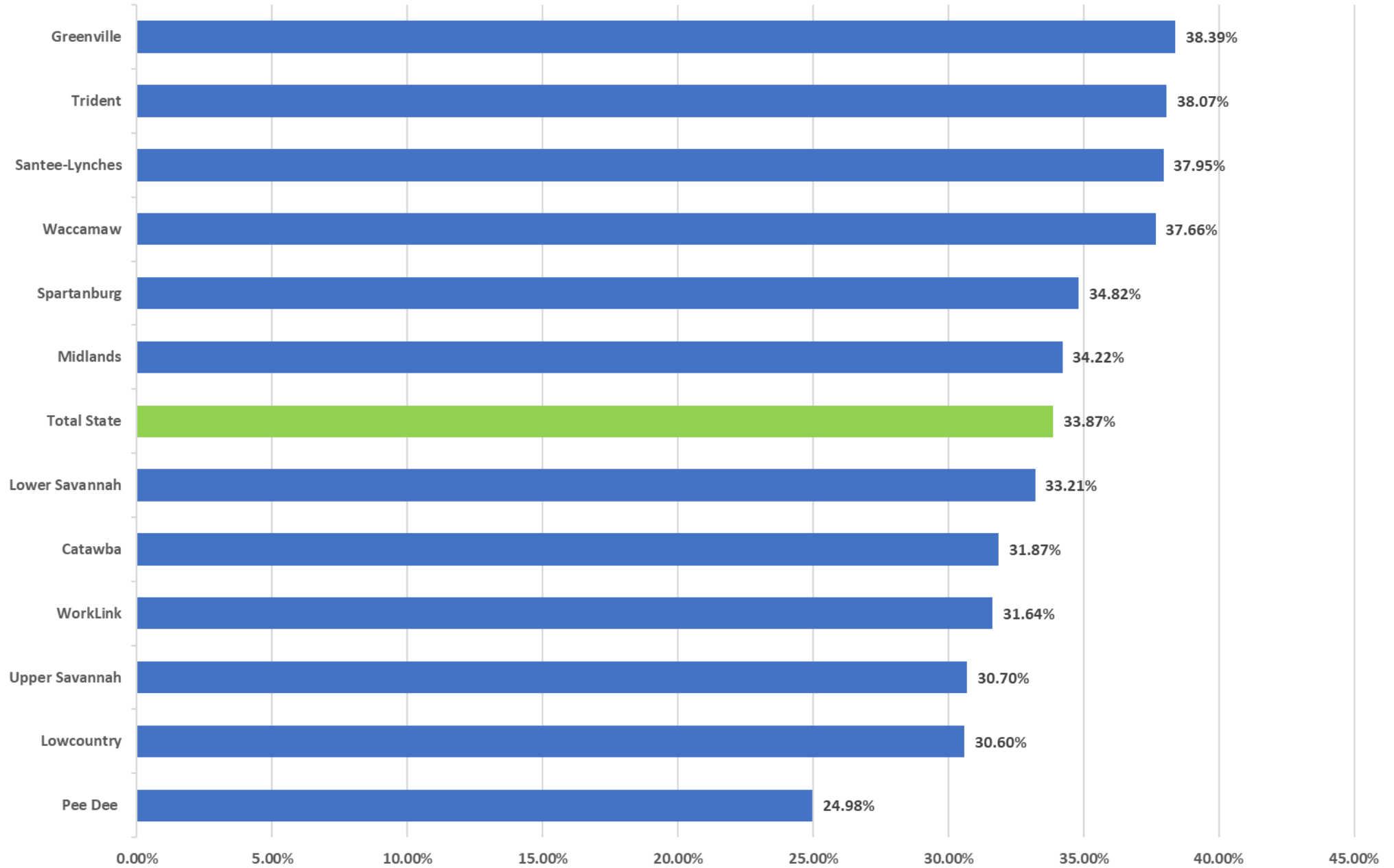




# State-specific Fiscal Performance Measures

**Participant Cost Rate** – at least 30% of each area's combined Adult, Dislocated Worker, and Rapid Response Grant program expenditures, must be spent on participant cost. The rate is calculated using both current year and carry-in funds.

### LWDA PY'20 ADULT/DW COMBINED PARTICIPANT COST RATE THRU 6/30/21



# Primary Indicators of Performance

- Employment Rate 2<sup>nd</sup> Quarter after Exit
  - (Education/Employment for Youth)
- Employment Rate 4<sup>th</sup> Quarter after Exit
  - (Education/Employment for Youth)
- Median Earnings 2<sup>nd</sup> Quarter after Exit
- Credential Attainment Rate
  - (of those who received training or education during the reporting period)
- Measurable Skill Gains

# Assessment of PY'20 Statewide Adult/DW/Youth Programmatic Performance Summary

1  
 90%

Statewide										
Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	77.3	72.7	94.0%	80.6	77.9	96.7%	77.1	75.7	98.2%	96.3%
Employment Rate Q4	73.5	73.0	99.3%	76.5	77.4	101.2%	69.5	71.8	103.3%	101.3%
Median Earnings	\$5,300	\$5,901	111.3%	\$7,900	\$7,800	106.8%	\$3,250	\$3,742	115.1%	111.1%
Credential Rate	60.0	61.8	103.0%	60.0	67.2	112.0%	68.6	60.9	88.8%	101.3%
Measurable Skill Gains	49.5	60.2	121.6%	48.0	67.6	140.8%	48.0	59.3	123.5%	128.7%
	Overall Program Score		105.9%	Overall Program Score		111.5%	Overall Program Score		105.8%	
Pass		<ul style="list-style-type: none"> <li>An Overall Program Score (across all indicators) is at least 90.0%</li> <li>An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%</li> <li>Have an Individual Indicator Score of at least 50.0%</li> </ul>								
Fail		<ul style="list-style-type: none"> <li>An Overall Program Score (across all indicators) that did not meet at least 90.0%</li> <li>An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%</li> <li>Have an Individual Indicator Score that did not meet 50.0%</li> </ul>								

2  
 90%

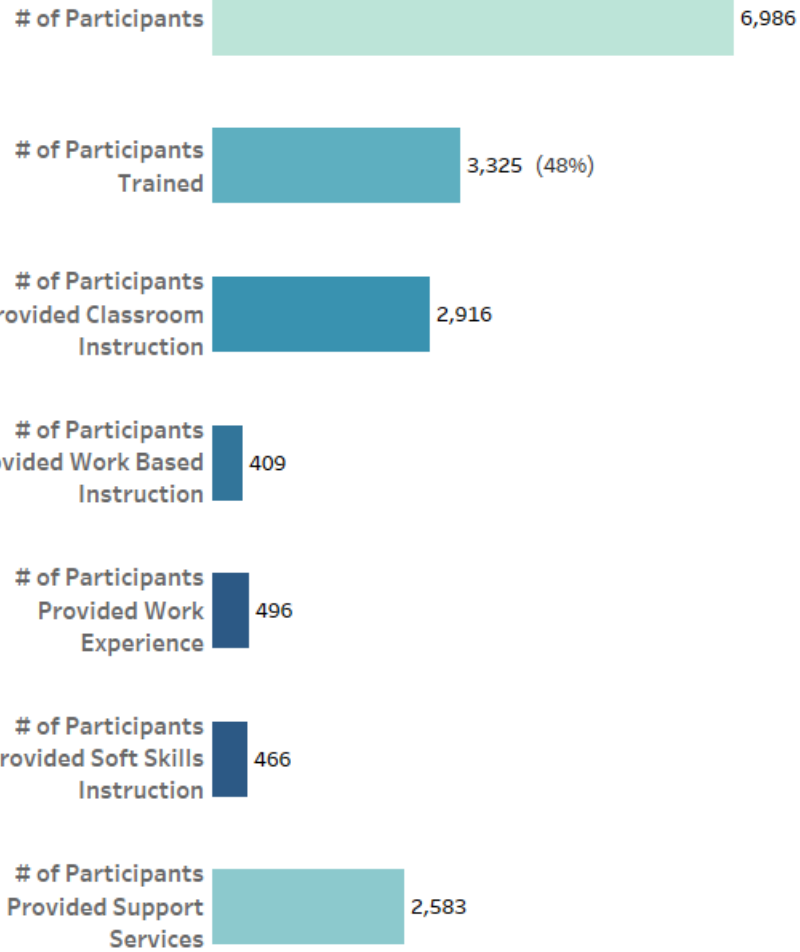
3  
 50%

# PY'20 Local Area Adult/DW/Youth Programmatic Performance Summary (Quick Reference)

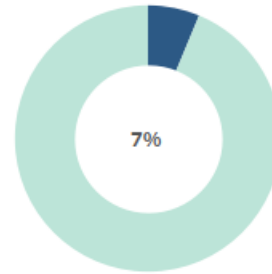
<b>WorkLink</b>					<b>Pee Dee</b>					<b>Greenville</b>					<b>Santee-Lynches</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	102.5%	99.8%	102.4%	101.6%	Employment Rate Q2	101.3%	92.0%	93.2%	95.5%	Employment Rate Q2	92.2%	90.2%	127.2%	103.2%	Employment Rate Q2	94.6%	72.0%	96.4%	87.7%
Employment Rate Q4	99.4%	105.4%	104.4%	103.1%	Employment Rate Q4	100.0%	100.6%	103.9%	101.5%	Employment Rate Q4	93.8%	92.1%	102.3%	96.0%	Employment Rate Q4	98.2%	80.0%	89.1%	89.1%
Median Earnings	99.0%	103.6%	99.5%	100.7%	Median Earnings	107.9%	98.8%	122.2%	109.6%	Median Earnings	119.9%	151.1%	104.3%	125.1%	Median Earnings	85.0%	52.9%	108.0%	82.0%
Credential Rate	117.1%	134.2%	99.0%	116.8%	Credential Rate	122.1%	131.1%	98.4%	117.2%	Credential Rate	93.8%	71.0%	112.1%	92.3%	Credential Rate	111.3%	100.0%	100.7%	104.0%
Measurable Skill Gains	134.1%	125.0%	129.8%	129.6%	Measurable Skill Gains	109.9%	164.8%	102.5%	125.7%	Measurable Skill Gains	141.6%	154.5%	134.4%	143.5%	Measurable Skill Gains	121.4%	171.0%	123.5%	138.6%
	110.4%	113.6%	107.0%			108.2%	117.5%	104.0%			108.3%	111.8%	116.0%			102.1%	95.2%	103.5%	
<b>Upper Savannah</b>					<b>Lower Savannah</b>					<b>Midlands</b>					<b>Waccamaw</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	90.3%	96.2%	92.1%	92.8%	Employment Rate Q2	91.8%	97.0%	100.2%	96.3%	Employment Rate Q2	93.4%	100.4%	102.0%	98.6%	Employment Rate Q2	100.5%	100.4%	105.2%	102.0%
Employment Rate Q4	86.5%	108.3%	90.7%	95.1%	Employment Rate Q4	100.3%	91.0%	103.8%	98.3%	Employment Rate Q4	93.3%	97.3%	91.6%	94.1%	Employment Rate Q4	105.8%	104.3%	107.5%	105.8%
Median Earnings	98.1%	83.8%	117.6%	99.8%	Median Earnings	97.9%	135.7%	97.6%	110.4%	Median Earnings	113.1%	102.4%	94.5%	103.3%	Median Earnings	119.1%	115.8%	145.9%	126.9%
Credential Rate	115.0%	165.2%	55.9%	112.0%	Credential Rate	133.9%	142.9%	102.5%	126.4%	Credential Rate	107.9%	103.4%	92.2%	101.2%	Credential Rate	84.4%	89.7%	78.8%	84.3%
Measurable Skill Gains	115.9%	163.0%	134.6%	137.8%	Measurable Skill Gains	118.7%	90.9%	105.3%	105.0%	Measurable Skill Gains	111.7%	141.7%	119.2%	124.2%	Measurable Skill Gains	83.6%	134.0%	125.7%	114.5%
	101.2%	123.3%	98.2%			108.5%	111.5%	101.9%			103.9%	109.0%	99.9%			98.7%	108.8%	112.6%	
<b>Upstate</b>					<b>Catawba</b>					<b>Trident</b>					<b>Lowcountry</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	93.9%	98.6%	93.5%	95.3%	Employment Rate Q2	93.6%	96.3%	101.6%	97.2%	Employment Rate Q2	88.9%	90.5%	93.5%	91.0%	Employment Rate Q2	93.9%	91.5%	92.1%	92.5%
Employment Rate Q4	100.4%	95.3%	113.1%	102.9%	Employment Rate Q4	95.2%	87.5%	97.1%	93.3%	Employment Rate Q4	98.9%	102.8%	94.5%	98.7%	Employment Rate Q4	93.5%	93.3%	97.6%	94.8%
Median Earnings	87.7%	186.0%	107.5%	127.0%	Median Earnings	98.0%	115.1%	114.9%	109.3%	Median Earnings	103.8%	81.0%	92.5%	92.4%	Median Earnings	90.7%	111.2%	81.4%	94.5%
Credential Rate	109.2%	68.2%	111.5%	96.3%	Credential Rate	137.2%	104.8%	101.9%	114.6%	Credential Rate	115.8%	83.0%	74.2%	91.0%	Credential Rate	108.7%	147.2%	92.4%	116.1%
Measurable Skill Gains	149.7%	141.7%	115.7%	135.7%	Measurable Skill Gains	85.8%	111.3%	124.3%	107.1%	Measurable Skill Gains	105.7%	83.3%	105.2%	98.1%	Measurable Skill Gains	168.4%	150.0%	140.8%	153.1%
	108.2%	117.9%	108.2%			102.0%	103.0%	108.0%			102.6%	88.1%	92.0%			111.0%	118.7%	100.9%	



## Participant Services

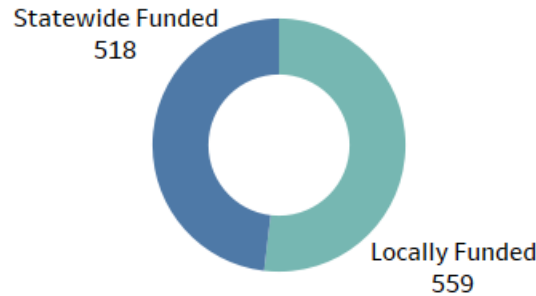


## Percentage of Participants Provided Soft Skills Instruction



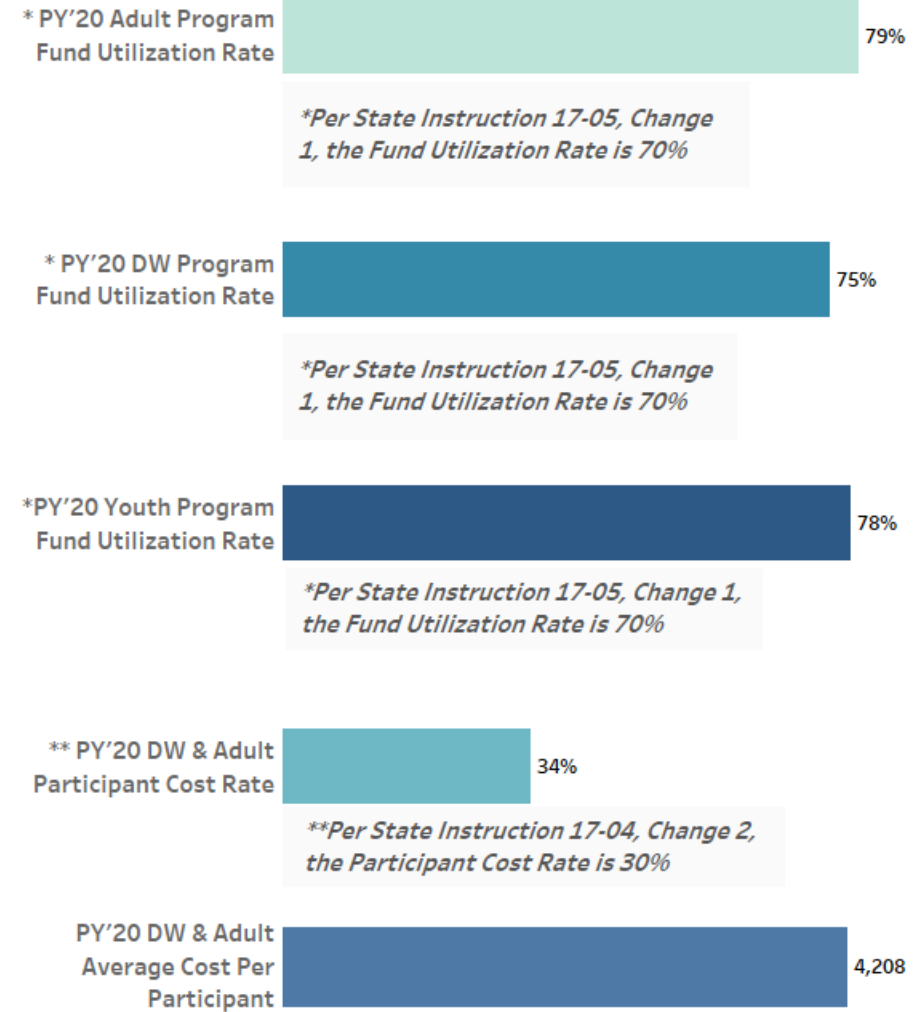
■ # of Participants Provided Soft Skills Instruction  
■ # of Participants

## Incumbent Worker Training (IWT)



Individuals provided Incumbent Worker Training (IWT) are not considered participants. Statewide IWT is funded by SWDB and Rapid Response funds.

## Fund Utilization and Participant Cost



Total # of Participants Provided Work Experience is not included in DOL training counts.

