



**Collaboration and Partnership Committee Meeting
Thursday, February 17, 2022 at 2:00 p.m.**

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AGENDA

- I. Welcome and Opening RemarksMs. Valerie Richardson, Committee Chair
- II. Approval of November 2, 2021 Meeting Minutes* Ms. Richardson
- III. SC Commission on Higher EducationMr. Richard Davis
- IV. WIOA State Plan.....Ms. Jackie Taylor
- V. Other Business/Adjourn..... Ms. Richardson

*Denotes Voting Item

**Governor’s State Workforce Development Board
November 2, 2021 Collaboration and Partnership Committee Meeting Minutes**

Members Present:

Ms. Valerie S. Richardson
Mr. Cliff Bourke, Jr.
Mr. John Durst
Mr. Mike King
Representative Joe Daning
Senator Ross Turner
Mr. Greg Clark

Members Excused:

Mr. Michael Sexton

Welcome and Opening Remarks Ms. Valerie Richardson, Committee Chair

Ms. Valerie Richardson, Committee Chair, called the meeting to order at 2:00 p.m. A quorum was present.

Approval of Minutes from August 19, 2021* Ms. Richardson

Mr. John Durst motioned to approve the August 19, 2021, meeting minutes. Mr. Mike King seconded the motion, and the Committee unanimously approved the minutes.

Expansion of Work-Based Learning..... Ms. Nina Staggers

Ms. Nina Staggers provided a summary of statewide work-based learning (WBL) activity and investments, including:

- Apprenticeship Carolina’s efforts to increase registered apprenticeship opportunities in South Carolina, with an emphasis on youth apprentices and apprenticeships in high-growth sectors.
- Funding through the SC Department of Social Services’ SNAP Employment and Training Program to provide on-the-job training opportunities for participants.
- Utilization of H-1B Rural Healthcare funding by Pee Dee and Upper Savannah Local Workforce Development Areas (LWDAs) to provide training and work-based learning opportunities in healthcare.
- USDOL Dislocated Worker Grant funding awarded to five LWDAs to provide on-the-job opportunities.

Ms. Staggers shared that these recent investments total more than \$27M and signal a shift toward the increased utilization of WBL as a strategy for building talent.

She presented a draft of the WIOA Productivity Dashboard. The dashboard will track work-based instruction, work experience, and Incumbent Worker Training, as well as other participant and financial data. DEW will update the dashboard quarterly, which will enable the SWDB to track WIOA WBL activity. In response to a question about the scope of the dashboard, Ms. Staggers explained that the dashboard is specific to WIOA Title I activity. It does not include partner program participant and fund utilization data.

Staff engaged the National Governors Association (NGA) to survey the utilization of WBL by other states and methods used to track and report WBL activity. Survey responses show that states track WIOA WBL, but only one state could provide numerical data. Ms. Staggers expressed encouragement that the SWDB has positioned South Carolina to track and report WIOA WBL

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learning activity more accurately, and that increased investments and accountability will promote an increase in WBL activity.

Ms. Staggers introduced Mr. André Anderson, Workforce Director for the Lower Savannah Council of Governments, who 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 cybersecurity 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.

Partner Activity & State Plan Modification.....Ms. Jackie Taylor

Ms. Jackie Taylor provided an update on WIOA partner activity and the WIOA State Plan Modification. She explained an ongoing commitment of WIOA partners to convene regularly and collaborate on pandemic recovery. Additionally, the group remained diligent in achieving SWDB priorities such as:

- Establishing a Soft-skill Reporting process
- Increasing data sharing to better track outcomes of participants, and
- Streamlining referral processes among partners

Partners are actively participating in development of the WIOA State Plan Modification. The modification process requires a review and update of economic and workforce conditions, progress towards workforce priorities, and partner program activity. Staff will seek Board approval of the modification in March of 2022, prior to submission to the USDOL.

Other Business/Adjourn..... Ms. Richardson

Mr. Durst commended Mr. Dan Ellzey on his presentation at the October 19, 2021, Workforce Symposium. He expressed interest in forming an ad hoc group to explore the possibility of using funding allocated to the SC Technical College System to provide training in culinary occupations.

Ms. Richardson commented on the need to remove barriers for participants and employers and increase access to services, including apprenticeship options. Ms. Richardson informed members

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of the SWDB meeting on December 14, 2021, at 11:00 a.m. The committee did not address any other business. The meeting adjourned at 2:35 p.m.

DRAFT

South Carolina WIOA State Plan Priorities PYs 2020-2023

+ Vision

To expand and develop a skilled workforce and a responsive workforce system that meets the needs of business and industry leading to sustainable growth economic prosperity and regional and global competitiveness for South Carolina.

+ Mission

To align resources to position South Carolinians to meet business needs and promote our workforce in a global economy.

+ Guiding Principles

- Focus solely on activities that support the mission.
- Evaluate economic and labor market data, and actively listen to an inclusive group of partners, employers, and job seekers.
- Base strategies and decisions on data and input.
- Be accountable for outcomes that support business growth and economic opportunities for all South Carolinians.

Objectives

Priorities

Action Steps

1 Identify, invest in and support educational and developmental strategies to better prepare and expand a skilled workforce for current and emerging jobs.

- 1.1 Increase participation in work-based learning (WBL) activities, including registered apprenticeships.
- 1.2 Increase the formal assessment of soft-skills and provision of soft-skills training.
- 1.3 Increase resource investment into direct services for job seekers through results-oriented discretionary grants.

- 1.1.1 Benchmark current work-based learning activities and identify regional and national trends.
- 1.1.2 Develop technical assistance tools and guidance to ensure a proper framework is in place to promote work-based learning.
- 1.2.1 Review local practices in the assessment of soft-skills and provision of soft-skills training.
- 1.2.2 Recommend use of formal soft-skill assessments and curriculum as part of education or training.
- 1.3.1 Develop a data-driven framework to distribute discretionary funds.

2 Align resources, policies and strategies between state, local and regional systems to continuously improve outcomes for businesses, partners, and individuals, including those with barriers to employment.

- 2.1 Increase co-enrollment across partner programs.
- 2.2 Develop and implement cross-partner front-line staff training to enhance service delivery to businesses and job seekers.
- 2.3 Streamline intake systems and referral processes.
- 2.4 Implement strategies that increase access to reliable transportation, affordable housing and access to identification and vital records.
- 2.5 Increase the number of regional, industry-led, sector partnerships.

- 2.1.1 Develop guidance that sets the expectations of enrollment in multiple programs in order to meet the education, training and supportive service needs of individuals.
- 2.2.1 Pursue a shared learning management system – a software-based platform that facilitates the management, delivery and measurement of learning across partner programs.
- 2.2.2 Train front-line staff on best practices in serving individuals with barriers to employment.
- 2.3.1 Evaluate intake and referral systems across the state to identify problems and develop policy to implement process improvements.
- 2.4.1 Develop tools and resources to help job seekers be better connected to community resources.
- 2.5.1 Share progress of industry-led, sector partnerships through strategic discussions and a public facing website.
- 2.5.2 Develop and implement a long-term technical assistance plan with state partners to sustain and grow sector partnerships.

3 Identify current and future workforce needs of South Carolina business and industry to support career pathways in growth sectors.

- 3.1 Identify the challenges and opportunities in rural communities.
- 3.2 Develop career pathway tools and templates.

- 3.1.1 Support efforts of the Rural Taskforce formed through the State Workforce Development Board.
- 3.2.1 Inventory and analyze career pathway programs.

4 Engage job seekers, employers and other workforce partners through marketing and outreach and articulate a value proposition specific to each.

- 4.1 Share best practices across partner programs in order to increase awareness of partner services, promote a workforce environment of growth and continuous improvement, and encourage a system viewpoint.
- 4.2 Improve strategic outreach to employers.

- 4.1.1 Develop a method and common framework for submitting best practices to be shared across partner programs.
- 4.1.2 Develop system-wide innovation awards to incentivize best practices.
- 4.1.3 Adopt one workforce development area at a time to recognize and share innovative initiatives and programs underway, helping other areas across the state identify effective and replicable programs and learn from the success of their peers.
- 4.2.1 Develop a common framework for business engagement.
- 4.2.2 Create communication tools for business service representatives to use in sharing state and local services available to businesses.