SC Works Management Committee Meeting
Wednesday, February 23, 2022 at 11:00 a.m.

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: 164 019 258#

AGENDA

I. Welcome and Opening Remarks .... Mr. John Uprichard, Committee Co-Chair

II. Approval of Minutes from November 9, 2021* .... Mr. Uprichard

III. WIOA State Plan..Ms. Jackie Taylor

IV. SC Works Customer Experience ....Ms. Nina Staggers

V. Other Business/Adjourn.. Mr. Uprichard

*Denotes voting item

Members Present:

Mr. Warren Snead
Mr. John Uprichard
Mr. Dan Ellzey
Mr. Gregory Tinnell

Members Excused:

Mr. H. Perry Shuping

Welcome and Opening Remarks .... **Mr. Warren Snead, Committee Chair**

Mr. Warren Snead, Committee Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Approval of Minutes from August 26, 2021* .... **Mr. Snead**

Mr. Gregory Tinnell motioned to approve the August 26, 2021, meeting minutes. Mr. John Uprichard seconded the motion, and the Committee unanimously approved the minutes.

SC Works Certification Standards .... **Ms. Nina Staggers**

Ms. Nina Staggers reported on the process of reviewing and updating the SC Works Certification Standards. The Workforce Innovation and Opportunity Act (WIOA) requires the State Workforce Development Board (SWDB), in consultation with chief elected officials and Local Workforce Development Boards (LWDBs), to establish criteria and procedures for LWDBs to use when certifying one-stop centers. The SWDB is required to review and update the criteria every two years as part of the review and modification of the WIOA State Plan. Ms. Staggers explained that staff reviewed the existing standards and identified opportunities to streamline the standards and remove duplication. Partners and LWDA administrators had the opportunity to provide feedback on the standards during a 7-day public comment period starting in October 2021. Three entities commented on the standards:

- Upper Savannah LWDA

- Upstate LWDA

- SC Vocational Rehabilitation Department

A review of the comments resulted in the following revisions:

- Defining terminology

- Limiting certain standards to specific programs

- Updating language to reflect current regulations

- Removing standards to avoid duplication and/or align expectations with current center operations

Ms. Staggers stated that DEW would release the revised standards at the end of January 2022. Local areas will have until June 30, 2022, to complete the center certification process.

PY'20 Fiscal and Program Performance .... **Mr. Zach Nickerson**

Mr. Zach Nickerson provided a Program Year (PY) 2020 performance update covering LWDA performance on state-specific fiscal measures and negotiated Federal program measures. He shared the following highlights:

- 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 five areas that did not meet fiscal or program performance measures will submit a written explanation by November 12, 2021, summarizing the barriers that prevented them from achieving performance. Staff will provide a detailed review of fiscal and program performance at the December 2021 SWDB meeting, along with a recommendation regarding PY'20 performance in reference to the state sanctions policy.

Other Business/Adjourn..**Mr. Snead**
Mr. Dan Ellzey, Executive Director, SC Department of Employment and Workforce, commented on the state's employment situation, stating that employment continues to grow and unemployment continues to decline. He also shared that job postings have increased, and UI Trust Fund expenditures are decreasing. Mr. Snead informed members of the SWDB meeting on December 14, 2021, at 11:00 a.m. The Committee did not discuss any other business. The meeting adjourned at 11:17 a.m.

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 competetiveness 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.