



**SC Works Management Committee Meeting
Thursday, November 10, 2022 at 11:00 a.m.**

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Phone Conference ID: 624 286 38#

AGENDA

- I. Welcome and Opening Remarks Mr. Warren Snead, Committee Chair
- II. Approval of Minutes from August 30, 2022* Mr. Snead
- III. Priority Matrix Ms. Jackie Taylor
- IV. PY'21 Performance Overview Mr. Scott Ferguson
- V. Employer Services Presentation Mr. Adam Wagoner & Mr. Ferguson
- VI. Other Business/Adjourn Mr. Snead

*Denotes voting item

Governor’s State Workforce Development Board
August 30, 2022 SC Works Management Committee Meeting Minutes

Members Present:

Mr. Warren Snead
Mr. John Uprichard
Mr. Perry Shuping
Mr. Gregory Tinnell

Members Absent:

Mr. Dan Ellzey

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. Mr. Snead reported that all SC works centers were certified by June 30, 2022.

Approval of Minutes from June 9, 2022*Mr. Snead

Mr. Gregory Tinnell motioned to approve the June 9, 2022, meeting minutes. Mr. Perry Shuping seconded the motion, and the Committee unanimously approved the minutes.

Review of Committee Priorities.....Mr. Snead

Ms. Jackie Taylor reviewed the Committee’s PY’22 priorities and the proposed deliverables developed from the SWDB Strategic Planning Session and the Executive Committee.

- Outreach to Employers
 - The development of an Employer Services Dashboard is recommended to meet the SWDB priority of engaging businesses. During the 2nd quarter, the Committee will become familiar with what services are reported and make recommendations on which services are relevant for reporting in a dashboard to the board. The Committee’s feedback will give staff input on how they can work across partners to create the dashboard for this program year.
- Staff training through the Learning Management System
 - The Department of Administration oversees a learning management system, MySCLearning, available for state agencies. Staff conducted an exhaustive review of the system and concluded that MySCLearning is a practical, low-cost solution for engaging SC Works center staff in statewide training opportunities. DEW plans to implement the LMS in phases starting this calendar year.
- SC Works Secret Shopper Initiative
 - Procurement efforts occurred during the 4th quarter of PY’21 to identify a vendor for the Secret Shopper initiative. However, a successful award could not be made. Procurement was reinstated with the goal of selecting a vendor by September 30, 2022.
- Virtual Engagement Center:
 - The virtual engagement center will launch in September, during Workforce Development Month.
- Regionalism
 - The continued reduction in WIOA funds requires more cost-efficient service models. LWDA’s have been actively exploring and implementing cross-area cost-saving measures, as reported by Director Ellzey during the June SWDB meeting. Chairman Freeland participated in the Regionalism Forum in March 2022, where Greenville and Upstate shared their promising practices on cross-

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area policies and staffing. Staff will continue to report on cost savings to the Committee and recommend opportunities for additional board support throughout the program year.

- Soft Skills Instruction
 - Soft skills activity is reported every six months, along with an annual report. The development of a statewide soft skills certificate is proposed for future implementation. The Request for Proposal (RFP) for a state Career Readiness Assessment vendor has been released. Upon award, conversations will continue with the vendor concerning a state soft skills certificate.
- Investments for in-demand training
 - Support the Governor's Cybersecurity Strategy by targeting training for high-demand cybersecurity occupations. Upon release of the state plan, a blueprint will be available where models can be developed for cyber talent development, which the Committee can support.

Carryover Priorities from the Collaboration and Partnership Committee:

- Increase Utilization of Work-based Learning (WBL)
 - The WBL workgroup was convened in June to identify strategies for increasing the utilization of work-based learning across partners and programs. Strategies may include summer youth employment programs. The workgroup meets monthly.
- Deployment of Career Pathways
 - The Department of Education is creating stackable credentials and career pathways for Career and Technical Education. The drafted Career Pathways are going through a review process with the Education Oversight Committee. Through policy and guidance, WIOA activity will align with the pathways after deployment.

Board members suggested that the list of priorities be condensed in order of importance. An updated list will be discussed at the next meeting.

Other Business/Adjourn.....Mr. Snead

Mr. Snead mentioned a few upcoming events happening during Workforce Development month in September. He also mentioned the Workforce Development Symposium occurring October 4th. Mr. Snead reminded Committee members of the SWDB meeting on September 28, 2022, at 11:00 a.m. The meeting adjourned at 11:31 a.m.

	Priority	Action
A (by 6/30/23)	Outreach to Employers	Employer Services Dashboard
	Regionalism	Support Local Efforts
	SC Works Customer Experience	Secret Shopper
	Virtual Services	Virtual Engagement Center
B (by 9/30/23)	Work-based Learning	Work-based Learning Workgroup
	Staff Training	Learning Management System
	Soft Skills Instruction	Soft Skills Certificate
	Investments for in-demand training	Governor's Cybersecurity Strategy
C (by 12/31/23)	Career Pathways	Alignment with Department of Education



Program Year 2021 Annual Performance Review

Presented by: Scott Ferguson

Program Year 2021 WIOA Title I Allocation

Fund Stream		Adult	Youth	Dislocated Worker	Total
Total allotment received		\$9,361,171	\$9,690,097	\$12,934,317	\$31,985,585
State	Statewide Activities (10%)	\$936,117	\$969,010	\$1,293,309	\$3,198,436
	State Administration (5%)	\$468,059	\$484,505	\$646,654	\$1,599,218
	State Rapid Response (15%)			\$1,941,190	\$1,941,190
	State Totals	\$1,404,176	\$1,453,515	\$3,881,153	\$6,738,844
	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	\$7,956,995	\$8,236,582	\$9,053,164	\$25,246,741

Program Year 2021 WIOA Title I Allocation

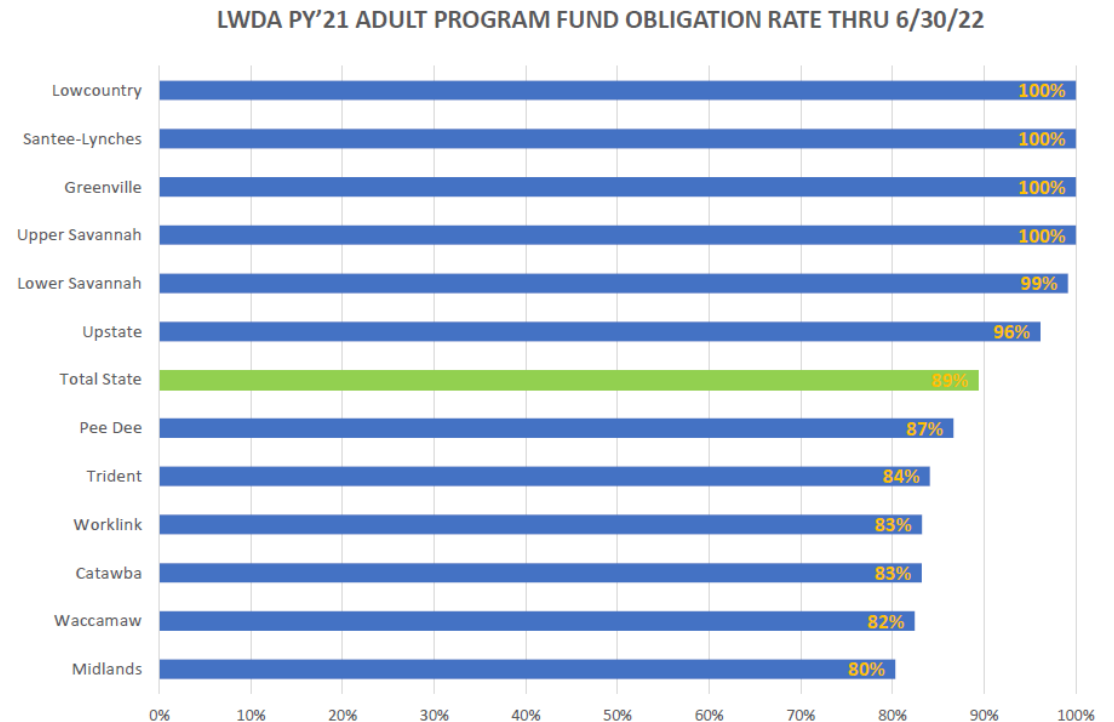
	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	\$7,956,995	\$8,236,582	\$9,053,164	\$25,246,741
Local Area Allocations	Trident	\$817,312	\$842,343	\$1,172,762	\$2,832,417
	Greenville	\$610,128	\$631,074	\$749,797	\$1,990,999
	Upper Savannah	\$379,315	\$374,906	\$540,072	\$1,294,293
	Upstate	\$590,821	\$614,504	\$728,675	\$1,934,000
	Midlands	\$1,094,637	\$1,212,623	\$1,331,731	\$3,638,991
	Worklink	\$517,729	\$575,241	\$609,916	\$1,702,886
	Lower Savannah	\$849,115	\$855,323	\$832,252	\$2,536,690
	Pee Dee	\$718,935	\$723,267	\$757,069	\$2,199,271
	Catawba	\$606,919	\$610,946	\$557,725	\$1,775,590
	Santee Lynches	\$435,190	\$431,519	\$444,162	\$1,310,871
	Lowcountry	\$284,290	\$307,847	\$327,407	\$919,544
	Waccamaw	\$1,052,604	\$1,056,989	\$1,001,596	\$3,111,189
	Local Area Totals	\$7,956,995	\$8,236,582	\$9,053,164	\$25,246,741

Local Fiscal Performance

State-Specific Fiscal Performance Measures

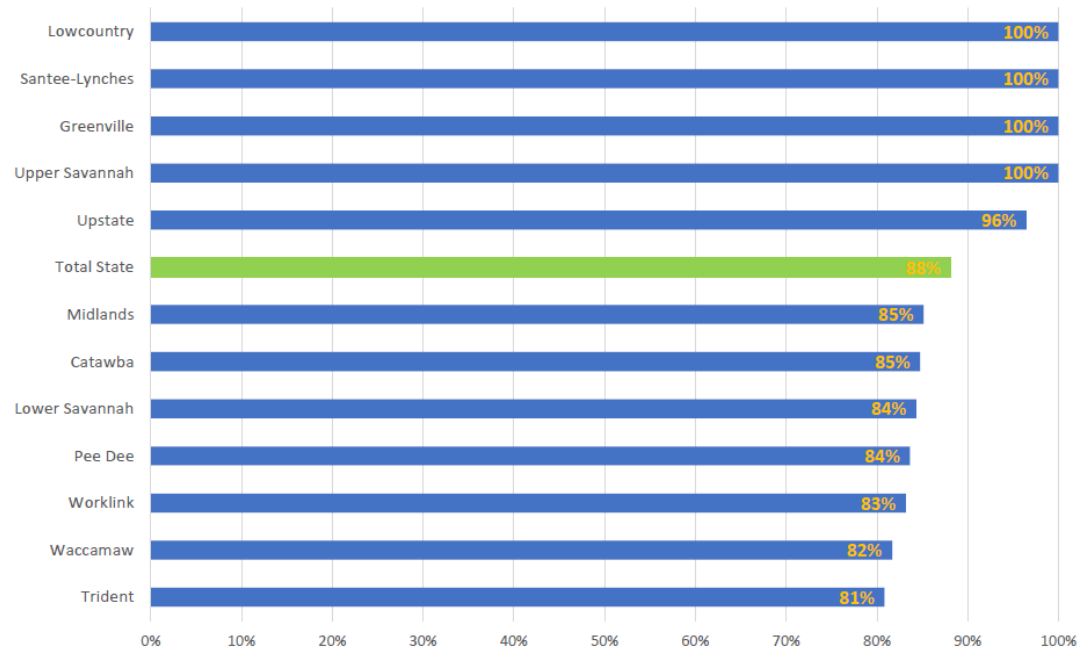
Obligation Rate – each area must obligate at least 80% of the program funds allocated in the current year for each fund stream.

There were **NO** local workforce areas that failed to meet the obligation rate.

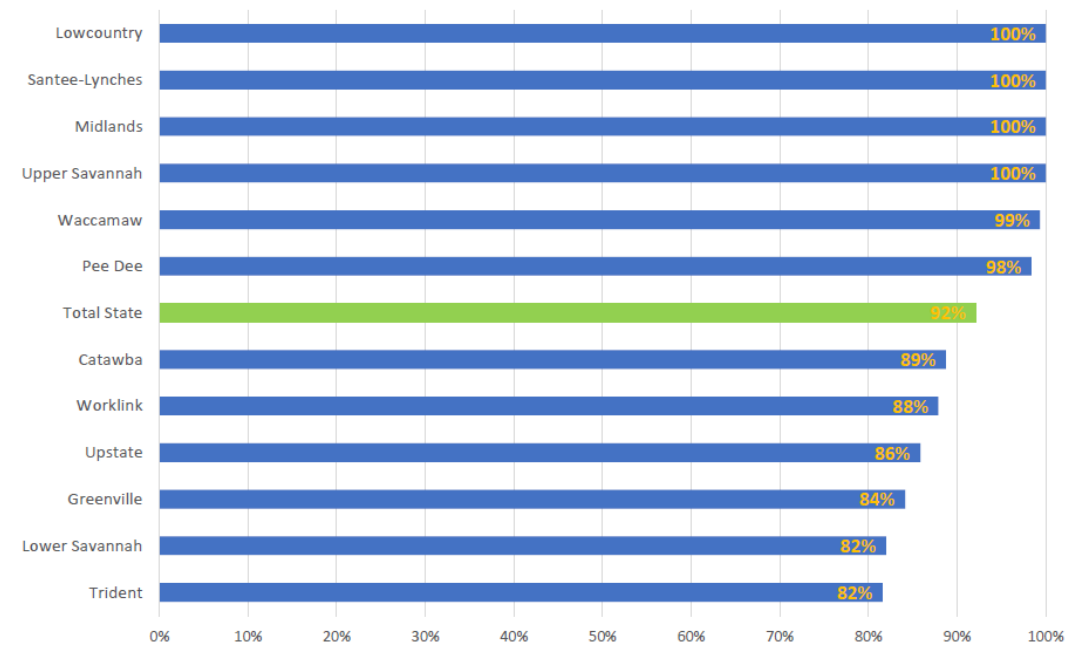


Local Fiscal Performance (cont'd)

LWDA PY'21 DW PROGRAM FUND OBLIGATION RATE THRU 6/30/22



LWDA PY'21 YOUTH PROGRAM FUND OBLIGATION RATE THRU 6/30/22



Local Fiscal Performance (cont'd)

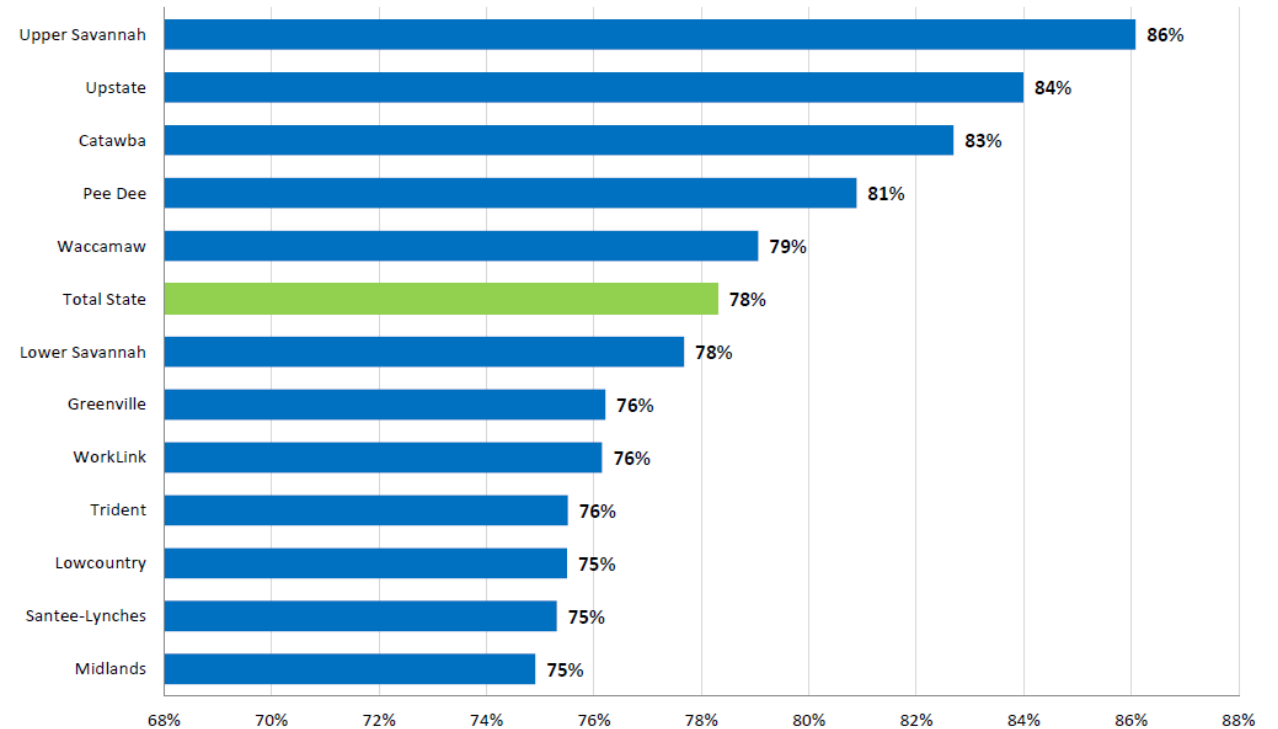
❑ State-Specific Fiscal Performance Measures

❑ 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.

❑ Two LWDA's were unable to meet the Fund Utilization Rate for the Youth Program.

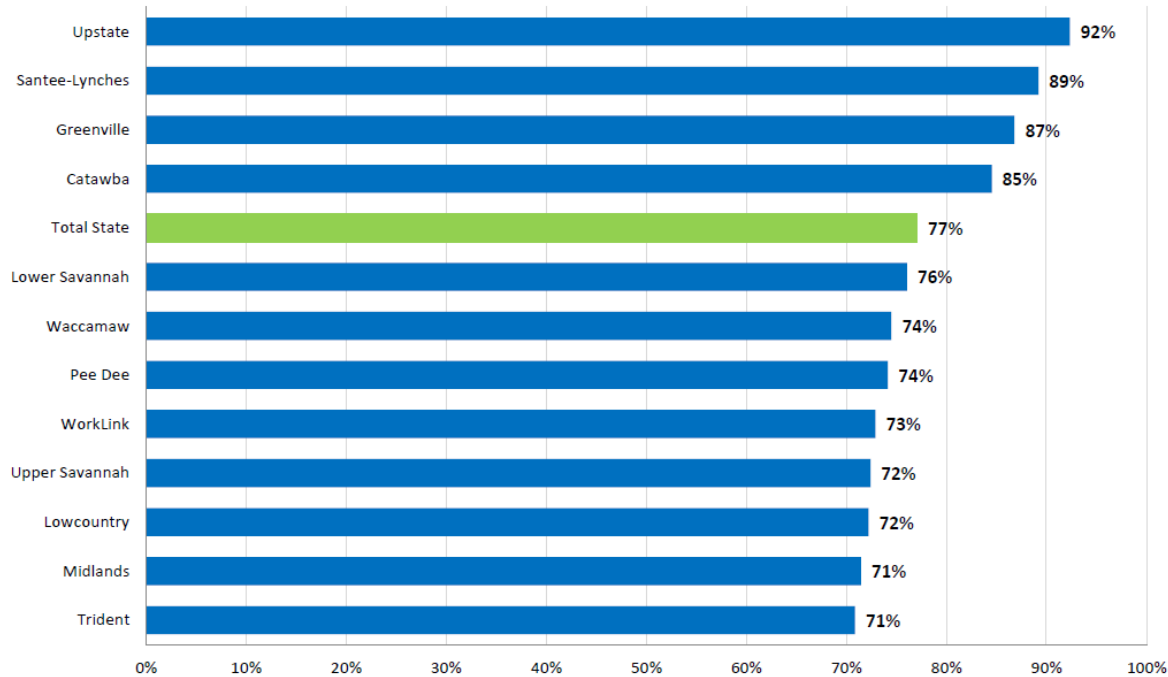
❑ Next steps include the submission of a Corrective Action Plan for the failed measure in accordance with State Instruction 19-04, Change 1 – WIOA Title I Sanctions Policy.

LWDA PY21 Adult Program
 Fund Utilization Rate Thru 6/30/2022
 (Includes Admin.)

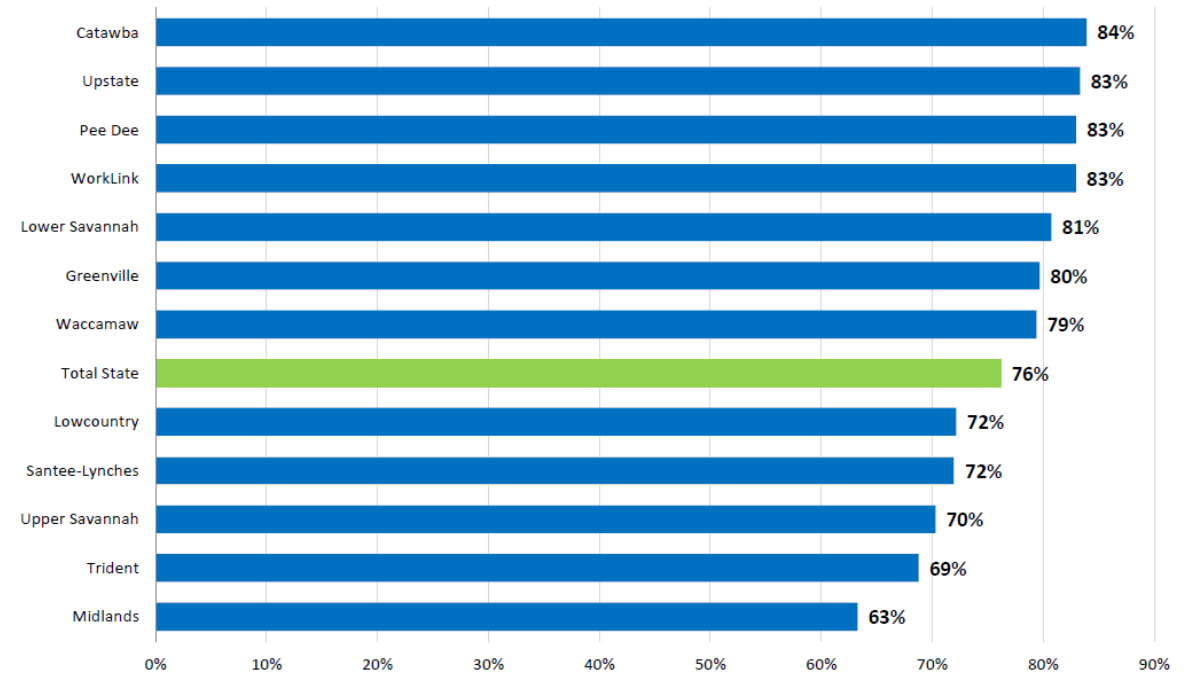


Local Fiscal Performance (cont'd)

LWDA PY21 Dislocated Worker Program
 Fund Utilization Rate Thru 6/30/2022
 (Includes Admin.)



LWDA PY21 Youth Program
 Fund Utilization Rate Thru 6/30/2022
 (Includes Admin.)



Local Fiscal Performance (cont'd)

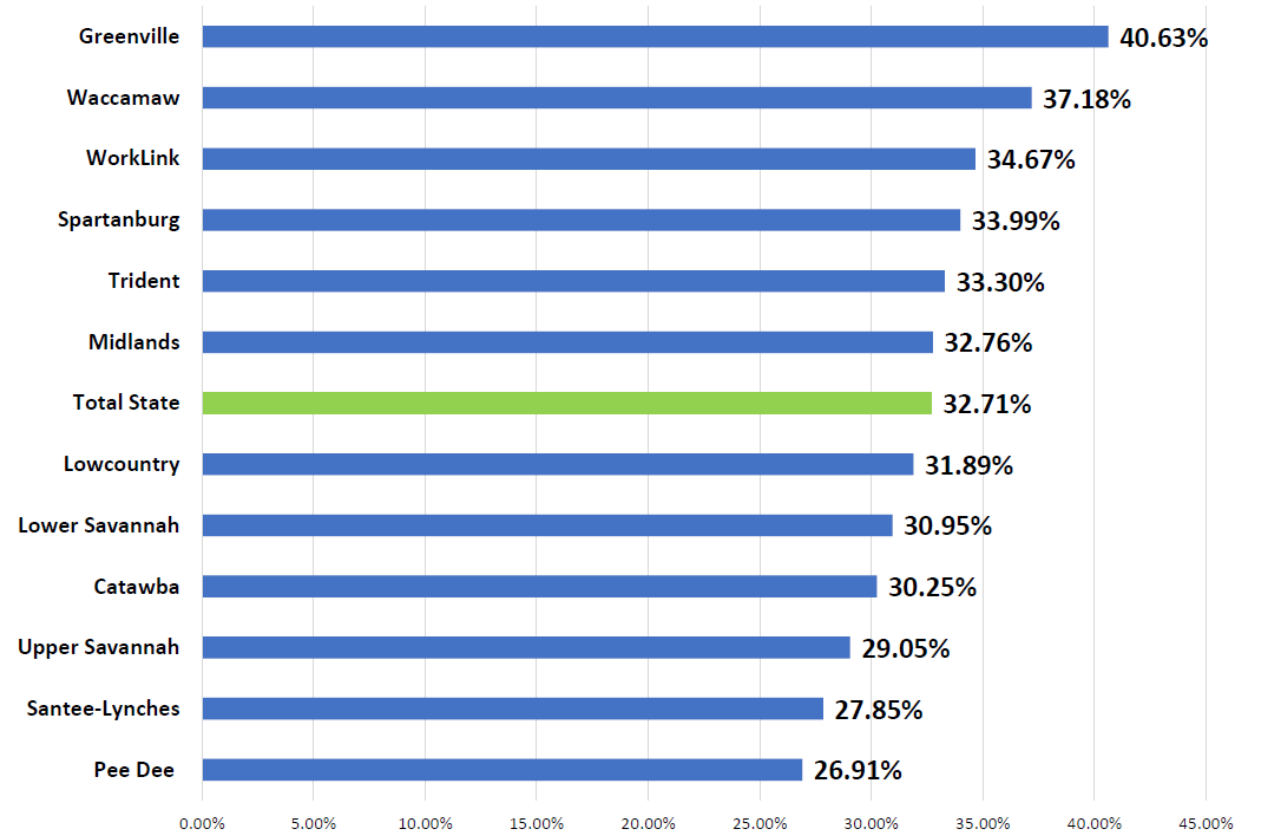
State-Specific Fiscal Performance Measures

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 costs. The rate is calculated using both current year and carry-in funds.

Three LWDAs were unable to meet the participant cost rate.

Next steps include the submission of a Corrective Action Plan for the failed measure in accordance with State Instruction 19-04, Change 1 – WIOA Title I Sanctions Policy.

LWDA PY21 Adult/DW Combined Participant Cost Rate Thru 6/30/22



Common Performance Measures

Employment in the Second Quarter After Exit

- Individuals who exit a program and are employed in the second quarter after exit. (12 month delay in reporting)

Employment in the Fourth Quarter After Exit

- Individuals who exit a program and are employed in the fourth quarter after exit. (18 month delay in reporting)

Median Earnings in the Second Quarter After Exit

- The median earnings of those employed in the second quarter after exit. (12 month delay in reporting)

Credential Attainment Rate

- Of those enrolled in an education or training program (not OJT and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation of within one year after exit. Secondary school diploma or recognized equivalent attainment only counts for performance if the individual is also employed or is enrolled in an education or training program leading to a recognized postsecondary credential with one year after exit. (18 month delay in reporting)

Measurable Skill Gains

- Of those enrolled in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. (Real-time measure)

Common Performance Measures – Time Period Cohorts

Program Year 2021 (PY21) Annual Report	
Report Due Date	October 1, 2022
Number Served (Reportable Individual)	7/01/21 to 6/30/22
Number Exited (Reportable Individual)	4/01/21 to 3/31/22
Funds Expended	7/01/21 to 6/30/22
Number Served (Participant)	7/01/21 to 6/30/22
Number Exited (Participant)	4/01/21 to 3/31/22
Employment Rate Second Quarter After Exit	7/01/20 to 6/30/21
Employment Rate Fourth Quarter After Exit	1/01/20 to 12/31/20
Median Earnings Second Quarter After Exit	7/01/20 to 6/30/21
Credential Attainment Rate	1/01/20 to 12/31/20
Measurable Skill Gains	7/01/21 to 6/30/22
Effectiveness in Serving Employers - Retention With Same Employer	1/01/20 to 12/31/20
Effectiveness in Serving Employers - Repeat Business Customers	7/01/21 to 6/30/22
Effectiveness in Serving Employers - Employer Penetration Rate	7/01/21 to 6/30/22
Veterans' Priority of Service	7/01/21 to 6/30/22

Common Performance Measures – PY 2021

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	77.8	78.4	100.8%	81.1	79.4	97.9%	77.6	84.9	109.4%	102.7%
Employment Rate Q4	74.0	75.9	102.6%	77.0	83.7	108.7%	70.0	81.1	115.9%	109.0%
Median Earnings	\$5,350	\$6,801	127.1%	\$7,300	\$9,401	128.8%	\$3,250	\$4,415	135.8%	130.6%
Credential Rate	60.5	62.2	102.8%	60.5	72.9	120.5%	69.1	63.7	92.2%	105.2%
Measurable Skill Gains	50.5	63.4	125.5%	48.5	67.8	139.8%	49.0	63.9	130.4%	131.9%
	Overall Program Score		111.8%	Overall Program Score		119.1%	Overall Program Score		116.7%	
Pass		<ul style="list-style-type: none"> An Overall Program Score (across all indicators) is at least 90.0% An Overall Indicator Score (across A/DW/Y programs) is at least 90.0% Have an Individual Indicator Score of at least 50.0% 								
Fail		<ul style="list-style-type: none"> An Overall Program Score (across all indicators) that did not meet at least 90.0% An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0% Have an Individual Indicator Score that did not meet 50.0% 								

90%

50%

Common Performance Measures – PY 2021

Program year 2021 - Annual Adult/DW/Youth Performance Summary

<i>WorkLink</i>										
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	81.1	84.5	104.2%	84.5	83.9	99.3%	83.5	87.4	104.7%	102.7%
Employment Rate Q4	80.2	80.8	100.7%	81.5	79.3	97.3%	80.6	86.0	106.7%	101.6%
Median Earnings	\$6,050	\$7,485	123.7%	\$7,800	\$9,896	126.9%	\$2,865	\$3,070	107.2%	119.2%
Credential Rate	70.6	79.8	113.0%	66.2	94.7	143.1%	78.2	61.9	79.2%	111.7%
Measurable Skill Gains	48.9	61.3	125.4%	56.0	69.6	124.3%	60.6	72.5	119.6%	123.1%
	Overall Program Score		113.4%	Overall Program Score		118.2%	Overall Program Score		103.5%	
<i>Upper Savannah</i>										
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	77.8	82.3	105.8%	81.1	76.9	94.8%	77.6	69.6	89.7%	96.8%
Employment Rate Q4	79.1	73.3	92.7%	79.1	85.7	108.3%	77.6	73.7	95.0%	98.7%
Median Earnings	\$5,350	\$6,340	118.5%	\$7,600	\$9,035	118.9%	\$3,517	\$4,160	118.3%	118.6%
Credential Rate	60.5	68.6	113.4%	56.0	66.7	119.1%	72.1	70.8	98.2%	110.2%
Measurable Skill Gains	47.1	54.2	115.1%	45.1	76.2	169.0%	40.6	39.7	97.8%	127.3%
	Overall Program Score		109.1%	Overall Program Score		122.0%	Overall Program Score		99.8%	
<i>Upstate</i>										
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	78.7	76.4	97.1%	81.6	86.5	106.0%	79.0	79.3	100.4%	101.2%
Employment Rate Q4	76.5	75.9	99.2%	78.5	93.9	119.6%	72.5	89.6	123.6%	114.1%
Median Earnings	\$6,429	\$6,551	101.9%	\$7,400	\$11,177	151.0%	\$2,252	\$4,071	180.8%	144.6%
Credential Rate	65.5	69.7	106.4%	60.5	66.7	110.2%	72.0	66.7	92.6%	103.1%
Measurable Skill Gains	50.5	79.8	158.0%	48.5	79.3	163.5%	35.5	73.6	207.3%	176.3%
	Overall Program Score		112.5%	Overall Program Score		130.1%	Overall Program Score		140.9%	
<i>Greenville</i>										
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	80.8	78.3	96.9%	81.1	89.4	110.2%	63.2	90.7	143.5%	116.9%
Employment Rate Q4	75.8	81.0	106.9%	77.0	97.2	126.2%	70.0	82.1	117.3%	116.8%
Median Earnings	\$5,800	\$8,665	149.4%	\$7,875	\$10,115	128.4%	\$2,950	\$4,158	140.9%	139.6%
Credential Rate	63.0	62.0	98.4%	62.5	53.8	86.1%	69.1	57.1	82.6%	89.0%
Measurable Skill Gains	51.0	69.6	136.5%	49.2	64.3	130.7%	49.0	54.1	110.4%	125.9%
	Overall Program Score		117.6%	Overall Program Score		116.3%	Overall Program Score		119.0%	

Common Performance Measures – PY 2021

Program year 2021 - Annual Adult/DW/Youth Performance Summary

Midlands										
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	77.5	75.1	96.9%	82.8	81.7	98.7%	74.5	87.2	117.0%	104.2%
Employment Rate Q4	72.6	73.2	100.8%	81.3	84.8	104.3%	80.1	76.5	95.5%	100.2%
Median Earnings	\$5,705	\$6,764	118.6%	\$8,300	\$8,315	100.2%	\$4,325	\$4,287	99.1%	106.0%
Credential Rate	50.5	57.8	114.5%	64.4	62.5	97.0%	62.4	52.9	84.8%	98.8%
Measurable Skill Gains	54.7	64.1	117.2%	51.6	57.1	110.7%	41.9	58.3	139.1%	122.3%
	Overall Program Score		109.6%	Overall Program Score		102.2%	Overall Program Score		107.1%	
Trident										
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	80.4	71.6	89.1%	80.6	76.8	95.3%	82.6	86.2	104.4%	96.2%
Employment Rate Q4	73.5	72.2	98.2%	76.5	76.1	99.5%	81.1	84.2	103.8%	100.5%
Median Earnings	\$6,250	\$7,030	112.5%	\$7,700	\$8,158	105.9%	\$4,400	\$5,957	135.4%	117.9%
Credential Rate	72.1	75.9	105.3%	65.7	82.4	125.4%	68.6	50.7	73.9%	101.5%
Measurable Skill Gains	50.5	57.9	114.7%	48.5	40.0	82.5%	49.0	51.3	104.7%	100.6%
	Overall Program Score		103.9%	Overall Program Score		101.7%	Overall Program Score		104.4%	
Pee Dee										
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	80.4	82.7	102.9%	84.3	75.0	89.0%	77.1	76.9	99.7%	97.2%
Employment Rate Q4	80.1	84.6	105.6%	80.3	84.3	105.0%	72.8	75.8	104.1%	104.9%
Median Earnings	\$4,800	\$5,769	120.2%	\$7,150	\$8,976	125.5%	\$3,000	\$3,771	125.7%	123.8%
Credential Rate	58.7	72.2	123.0%	61.7	70.8	114.7%	69.1	66.3	95.9%	111.2%
Measurable Skill Gains	49.5	57.0	115.2%	47.3	64.3	135.9%	49.0	55.3	112.9%	121.3%
	Overall Program Score		113.4%	Overall Program Score		114.0%	Overall Program Score		107.7%	
Lower Savannah										
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	84.9	85.7	100.9%	82.5	72.5	87.9%	86.5	87.2	100.8%	96.5%
Employment Rate Q4	80.5	78.2	97.1%	84.6	70.6	83.5%	76.6	88.3	115.3%	98.6%
Median Earnings	\$6,550	\$7,409	113.1%	\$5,550	\$11,040	198.9%	\$3,600	\$4,399	122.2%	144.7%
Credential Rate	62.5	71.0	113.6%	56.5	72.7	128.7%	72.5	88.0	121.4%	121.2%
Measurable Skill Gains	56.5	58.2	103.0%	64.0	78.1	122.0%	56.0	74.6	133.2%	119.4%
	Overall Program Score		105.6%	Overall Program Score		124.2%	Overall Program Score		118.6%	

Common Performance Measures – PY 2021

Program year 2021 - Annual Adult/DW/Youth Performance Summary

Catawba										
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	81.9	84.1	102.7%	86.7	83.8	96.7%	80.0	90.7	113.4%	104.2%
Employment Rate Q4	83.8	77.8	92.8%	87.5	86.5	98.9%	80.3	82.2	102.4%	98.0%
Median Earnings	\$6,078	\$7,509	123.5%	\$7,600	\$9,691	127.5%	\$3,962	\$5,594	141.2%	130.7%
Credential Rate	58.5	80.0	136.8%	63.0	84.6	134.3%	54.3	40.0	73.7%	114.9%
Measurable Skill Gains	73.1	59.8	81.8%	64.3	67.3	104.7%	41.7	48.5	116.3%	100.9%
	Overall Program Score		107.5%	Overall Program Score		112.4%	Overall Program Score		109.4%	
Santee-Lynches										
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	77.8	77.4	99.5%	81.0	71.4	88.1%	78.7	83.3	105.8%	97.8%
Employment Rate Q4	82.2	76.7	93.3%	75.6	85.7	113.4%	76.4	89.7	117.4%	108.0%
Median Earnings	\$5,450	\$5,448	100.0%	\$8,400	\$8,575	102.1%	\$3,108	\$4,828	155.3%	119.1%
Credential Rate	74.8	75.3	100.7%	75.5	73.3	97.1%	72.5	78.6	108.4%	102.1%
Measurable Skill Gains	56.7	76.1	134.2%	48.5	80.0	164.9%	62.7	74.1	118.2%	139.1%
	Overall Program Score		105.5%	Overall Program Score		113.1%	Overall Program Score		121.0%	
Waccamaw										
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	82.0	80.2	97.8%	82.0	88.2	107.6%	80.0	91.8	114.8%	106.7%
Employment Rate Q4	78.5	86.6	110.3%	80.0	86.4	108.0%	71.5	85.3	119.3%	112.5%
Median Earnings	\$5,250	\$7,298	139.0%	\$7,300	\$9,843	134.8%	\$3,600	\$5,944	165.1%	146.3%
Credential Rate	60.2	56.1	93.2%	60.5	71.4	118.0%	64.3	63.0	98.0%	103.1%
Measurable Skill Gains	54.5	61.0	111.9%	47.5	66.7	140.4%	63.5	82.9	130.6%	127.6%
	Overall Program Score		110.4%	Overall Program Score		121.8%	Overall Program Score		125.5%	
Lowcountry										
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	74.0	74.8	101.1%	77.0	72.0	93.5%	77.6	76.0	97.9%	97.5%
Employment Rate Q4	74.0	68.5	92.6%	68.0	66.7	98.1%	70.0	71.1	101.6%	97.4%
Median Earnings	\$5,385	\$6,480	120.3%	\$7,320	\$8,099	110.6%	\$3,400	\$3,722	109.5%	113.5%
Credential Rate	70.5	88.9	126.1%	66.0	85.7	129.8%	66.1	62.5	94.6%	116.8%
Measurable Skill Gains	51.0	75.0	147.1%	51.0	69.2	135.7%	51.0	73.9	144.9%	142.5%
	Overall Program Score		117.4%	Overall Program Score		113.6%	Overall Program Score		109.7%	

Soft Skills Instruction

☐ PY 20: 3,854

☐ PY 21: 4,867

*Increase of 1,013 individuals receiving soft skills
instruction across partners*



**SC Works Management Committee Meeting
Thursday, November 10, 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: 624 286 38#

AGENDA

- I. Welcome and Opening Remarks Mr. Warren Snead, Committee Chair
- II. Approval of Minutes from August 30, 2022* Mr. Snead
- III. Priority Matrix Ms. Jackie Taylor
- IV. PY'21 Performance Overview Mr. Scott Ferguson
- V. Employer Services Presentation Mr. Adam Wagoner & Mr. Ferguson
- VI. Other Business/Adjourn Mr. Snead

*Denotes voting item



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

SC **WORKS**

A proud partner of the  American Job Center® network

For program funding details in compliance with the Stevens Amendment, please visit www.dew.sc.gov/funding



Employer

Employer Services: Business Services Staff

- **Business Consultants** – from all partner agencies and workforce organizations who assist employers with screening applications, job matching, hiring events, employer plans, and more!
- **Business Service Leads** – in each Local Workforce Area that are appointed by the board
- **Veteran Business Consultants (LVERS)** - aid in finding qualified veterans and ensure employers meet Federal Compliance Standards
- **Rapid Response Coordinators** - assist with layoff aversion and layoff assistance

Employer Services: On-site Services



SC Works Online Services Assistance

Includes creating an account, job postings, job reviews, job matching, virtual recruiting services, and more!



Virtual Hiring Event set-up and/or assistance with event



On the Job Training (OJT) and Incumbent Worker Training (IWT) Assistance



On-site Hiring Events



Meet with employers to provide face-to-face assistance with reviewing positions, training, etc.



Tours of the location



Rapid Response



And more!

Employer Services: Virtual Services

TEAMS Meetings

Phone Calls

SC Works Online Services Assistance over TEAMS

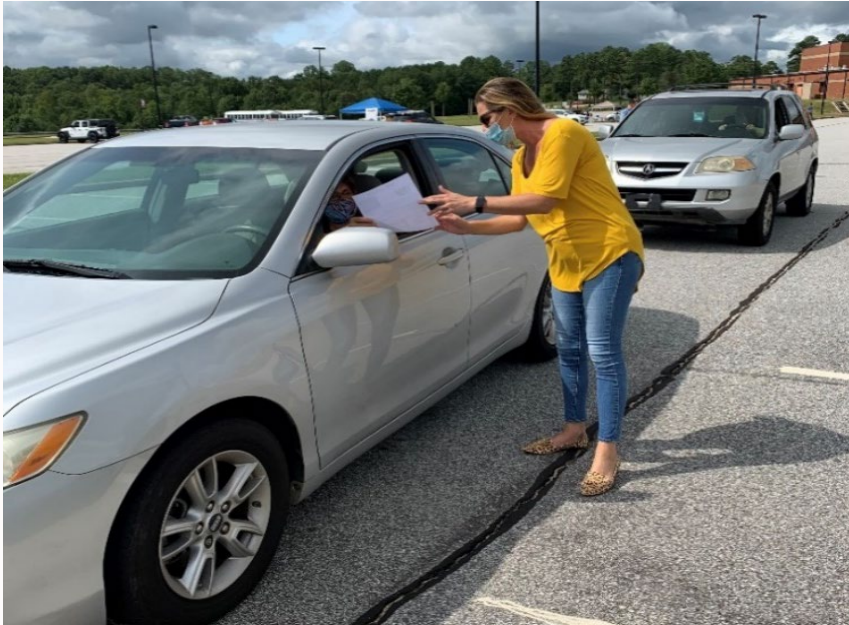
Virtual Hiring Event set-up and/or assistance with events

Review and/or setting up hiring events

Meetings with staff (reviewing positions, training, Rapid Response, etc.)

Virtual Job Fair Platform (Brazen)

And more!



Employer Services: Off-site services

Booking event
spaces for
hiring events

Scheduling
staff to assist
with events

Managing
hiring events
(in-person,
virtual, hybrid)

Employer Services: Outreach



UI Target Marketing (Text and Email to those that applied to UI)



SC Works Marketing (Emails to those in the SC Works database)



Social Media Marketing



Distribution lists (include media, community organizations, etc.)



Flyer distribution (community, SC Works, etc.)

Employer Services: SC Works



Effectiveness in Serving Employers – PY 2021

Employer Service	Establishment Count PY'19	Establishment Count PY'20	Establishment Count PY'21
Employer Information and Support Services	3,565	1,779	2,150
Workforce Recruitment Assistance	10,168	11,789	12,122
Engaged in Strategic Planning/Economic Development	229	35	152
Accessing Untapped Labor Pools	1,279	1,406	1,440
Training Services	384	333	438
Incumbent Worker Training Services	65	55	75
Rapid Response/Business Downsizing Assistance	357	277	172
Planning Layoff Response	149	88	43

- **Employer Information and Support Services** – received staff-assisted services designed to educate and engage as well as communicate the range of services available through the One-Stop delivery system
- **Workforce Recruitment Assistance** – providing referrals of qualified individuals, assisting with job orders, organizing and participating in job fairs, pre-employment testing and background checks, special recruitment assistance
- **Engaged in Strategic Planning/Economic Development** – businesses that were engaged in either workforce investment strategic planning or business growth; community based strategic planning, sponsoring employer forums, identifying workforce challenges and developing strategies to overcome those
- **Accessing Untapped Labor Pools** – employers that established pipeline activities such as outreach to youth, Veterans, individuals with disabilities, older workers, ex-offenders and other targeted demographic groups
- **Training Services** – businesses that received publicly funded training assistance, including customized training, OJT, and incumbent worker training
- **Incumbent Worker Training Services** – businesses that received publicly funded incumbent worker training services
- **Rapid Response/Business Downsizing Assistance** – business that received an initial on-site visit or contact to discuss rapid response services and other assistance available wo workers and employers affected by layoff, plant closure, or natural disasters or provision of the actual layoff response
- **Planning Layoff Response** – businesses that received an initial on-site visit or contact to play a layoff response following notification of a current or projected permanent closure or mass layoff including natural or other disasters

Effectiveness in Serving Employers – PY 2021

- State Instruction 17-01, Change 3, and SI 17-09 outlined the pilot Effectiveness in Serving Employers measures and the two that South Carolina had chosen to use
 - **Employer Penetration Rate**
 - The percentage of employers who are using the core program services out of all employers in the State
 - **Repeat Business Customer Rate**
 - The percentage of employers who have used WIOA core program services more than once during the last three reporting periods

Pilot Approach	Program Year 2019		Program Year 2020		Program Year 2021	
	Numerator/ Denominator	Rate	Numerator/ Denominator	Rate	Numerator/ Denominator	Rate
Employer Penetration Rate	13,181 / 142,721	9.2%	13,295 / 150,076	8.9%	13,542 / 164,146	8.2%
Repeat Business Customer Rate	10,824 / 36,350	29.8%	8,395 / 37,798	22.2%	9,392 / 36,960	25.4%

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Additional Questions?

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<https://scworks.org/about-us/statewide-centers>