SC Works Management Committee Meeting
Tuesday, October 24, 2023, at 11:00 a.m.

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Phone Conference ID: 483 283 238#

AGENDA

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

II. Approval of Minutes from May 11, 2023* ..... Mr. Uprichard

III. Unified State Plan ..... Mr. Charles Appleby

IV. SC Professional Skills Certificate ..... Mr. Adam Paige

V. PY'22 Performance Overview ..... Mr. Zach Nickerson

VI. Other Business/Adjourn ..... Mr. Uprichard

*Denotes voting item

Governor's State Workforce Development Board
May 11, 2023, SC Works Management Committee Meeting Minutes

Members Present:	**Members Absent:**
Mr. Warren Snead*	Ms. Darline Graham
Mr. John Uprichard*	Mr. Perry Shuping
Mr. William Floyd*	Mr. Gregory L. Tinnell
Mr. Gregory Cannon Clark	
Mr. Mike King	

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 welcomed Ms. Naana Amonoo-Neizer as a guest presenter from the EvalGroup.

Approval of February 9, 2023, Meeting Minutes* ..... Mr. Snead
Mr. Gregory Clark motioned to approve the February 9, 2023, meeting minutes. Mr. Mike King seconded the motion, and the Committee unanimously approved the minutes.

Program Year 2022 Local Performance ..... Mr. Zach Nickerson
Mr. Zach Nickerson reviewed the local WIOA funding and fiscal and programmatic performance for Program Year 2022 through the 2nd quarter, July 1 to December 31, 2022. South Carolina received $29.1M in WIOA funding; $22.97M was allocated to the 12 local workforce development areas (LWDA).

State-identified fiscal measures require LWDAs to meet an 80% Obligation Rate, 70% Fund Utilization Rate (FUR), and 30% Participant Cost Rate (PCR) by June 30 of the program year. As of December 2022, all 12 LWDAs are on track to meet the Adult Obligation Rate for PY'22. Four (4) areas are below the Dislocated Worker Obligation Rate and one (1) area is below the Youth Obligation Rate.

All 12 LWDAs are below the recommended 35% FUR to be on track to meet the 70% rate by June 30 of the program year, and four areas are below the 30% PCR.

The state is on track to meet the Federal negotiated program measures, Employment in the Second Quarter after Exit, Employment in the Fourth Quarter after Exit, Median Earnings, Measurable Skills Gain, and Credential Attainment. Two (2) LWDAs are not on track to meet program measures for PY'22 through 2nd Quarter.

Participant Cost Rate Policy Recommendation* ..... Mr. Nickerson
Mr. Nickerson reviewed the Participant Cost Rate Policy recommendation to revise the calculation to include the salaries, fringe, and indirect costs of staff who provide direct services to participants. Staff working directly with participants is defined as staff providing and/or conducting eligibility certification, case management, workshops, and assessments. Mr. Nickerson explained that there

APPROVED

are two key factors at play making it difficult for local areas to achieve the 30% PCR: WIOA is a secondary resource for training and supportive services and declining WIOA funds and increasing infrastructure costs. WIOA requires all other resources to be utilized prior to the utilization of WIOA funds for training and supportive services costs. The abundance of other resources available to pay for training and supportive services from other workforce system partners and additional grant funding opportunities, makes it difficult for local areas to expend their dollars on training and supportive services. Additionally, the PCR, as it is currently calculated, discourages areas from applying for additional grants that might help the area but would negatively impact their ability to meet the PCR.

Discussion: In response to a question, Mr. Nickerson explained that the SC has seen a 10% decrease in WIOA funding, with the low unemployment rate being one of the variables associated with how much WIOA funding a state receives.

Voting: Mr. Mike King motioned to approve the Participant Cost Rate Recommendation, advancing it to the Executive Committee. Mr. Greg Clark seconded, and the Committee voted unanimously to approve the Participant Cost Rate Recommendation, advancing it to the Executive Committee.

SC Works Secret Shopper Initiative ..... Ms. Naana Amonoo-Neizer

The deployment of the SC Works Secret Shopper Initiative was created to increase business and job seeker use of the SC Works system by assessing customers' experience when interacting with the SC Works system.

Ms. Naana Amonoo-Neizer, Project Manager, EvalGroup, the vendor selected, provided an update on the progress of the SC Works Secret Shopper Initiative. The initiative will be performed in two phases. Ms. Amonoo-Neizer explained that during Phase I, businesses and job seekers were surveyed to identify the types of services consumers are interested in receiving. Phase II will deploy secret shoppers into identified SC Works Centers.

The SC Works Secret Shopper Initiative is active, limiting the data EvalGroup was able to provide. State Workforce Development Board members will receive the final report during PY'23.

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

Mr. Snead reminded members of the next full Board meeting on June 28, 2023, at 11:00 a.m. He also noted that the 2023 Workforce Development Symposium will be held on September 19, 2023, at William Brice Stadium in Columbia, SC.

Mr. Thomas Freeland, State Workforce Development Board Chair, encouraged members to plan to attend the 2023 Workforce Development Symposium.

Meeting Adjourned at 11:44 a.m.

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Statewide Education and Workforce Act & Unified State Plan Draft

State Workforce Development Board
SC Works Management Committee

OCTOBER 24, 2023

End of Presentation Discussion

1) Are there any major issues missing in the unified state plan draft?

2) What aspects of the plan are you particularly glad are included?

Who is involved?

COUNCIL MEMBERS: EDUCATION

State Superintendent of Education

State Board for Technical and Comprehensive Education Executive Director

Commission on Higher Education Executive Director

Education Oversight Committee Director

Senate Education Committee Appointee

House Education Committee Appointee

First Steps Executive Director

K-12 School Counselor
(Superintendent of Education Appointee^)

Career and Technology Education Director
(Superintendent of Education Appointee^)

School District Superintendent
(Superintendent of Education Appointee^)

Technical College President
(State Board for Technical and Comprehensive Education Chair Appointee)

4-year College or University President or Provost
(Presidents of Four-year Universities Appointee)

Research University President or Provost
(Presidents of the Research Universities Appointee)

Indicates Executive Committee

^Must have expertise regarding the S.C. Education and Economic Development Act
*Must be representatives from the business community

COUNCIL MEMBERS: WORKFORCE

Department of Employment and Workforce Executive Director

Department of Commerce Secretary

State Workforce Development Board Chair

Representative of a Local Workforce Development Board
(Department of Employment and Workforce Appointee)

S.C. Manufacturing Extension Partnership President

S.C. Research Authority Chair

State Housing, Finance, and Development Authority Executive Director

Office of Revenue and Fiscal Affairs Director

Department of Revenue Director

Department of Labor, Licensing, and Regulation Director

Department of Veterans Affairs Director

Commissioner of Agriculture

Department of Parks, Recreation, and Tourism Director

Vocational Rehabilitation Commissioner

Indicates Executive Committee
Indicates Chair

COUNCIL MEMBERS: APPOINTEES

Office of Statewide Workforce Development Director
(Governor Appointee, with advice and consent of Senate)

Individual with expertise in economic development and workforce
(Senate President Appointee - Senator Shane Massey)

Individual with expertise in economic development and workforce
(House Speaker Appointee - Rep. Jay West)

2 Individuals with expertise in economic development and workforce
(Governor Appointee*)

3 Current or past small business owners
(Governor Appointee)

Senate Minority Party Appointee

House Minority Party Appointee

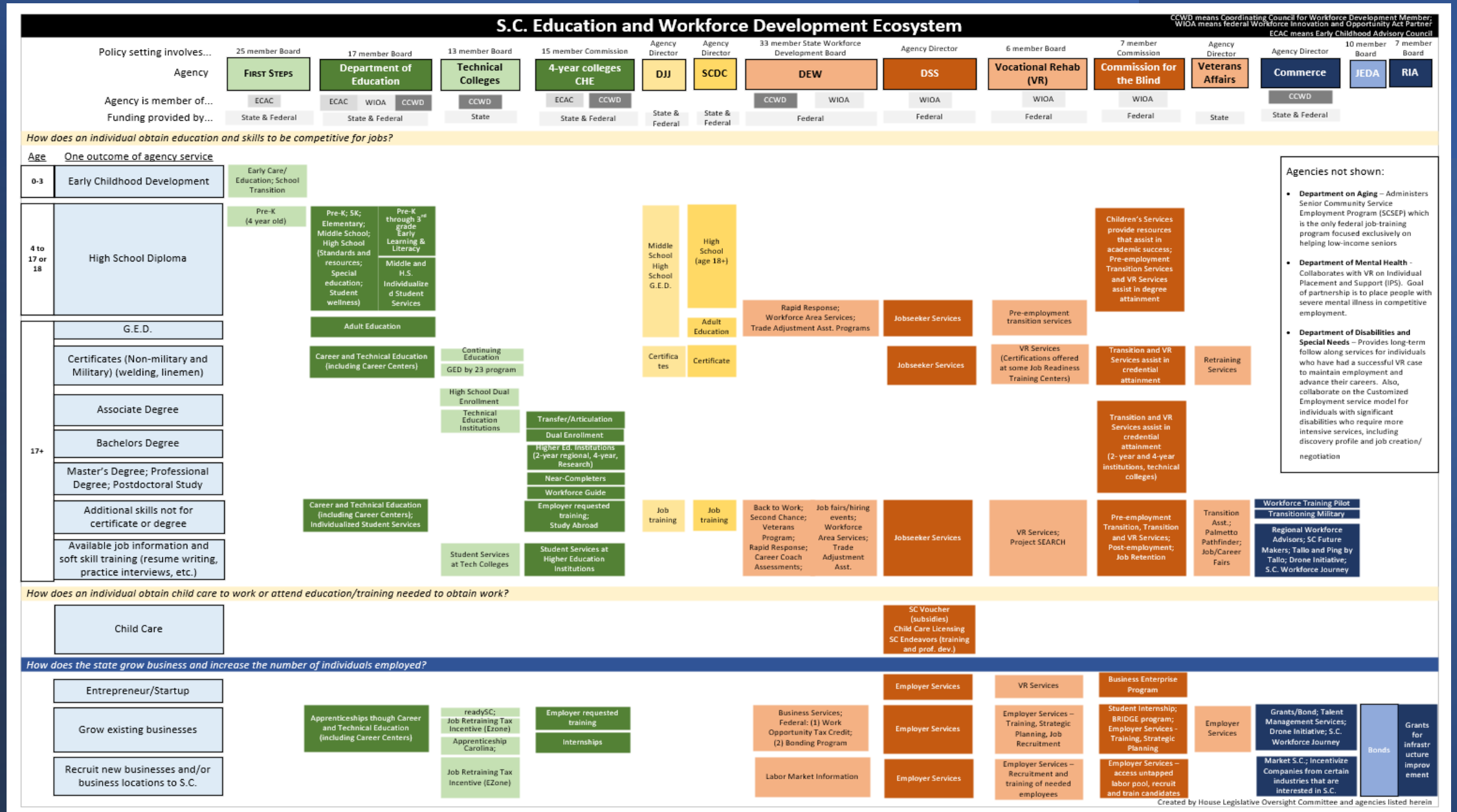
Representatives of any other entities selected by vote of the executive committee

Indicates Executive Committee

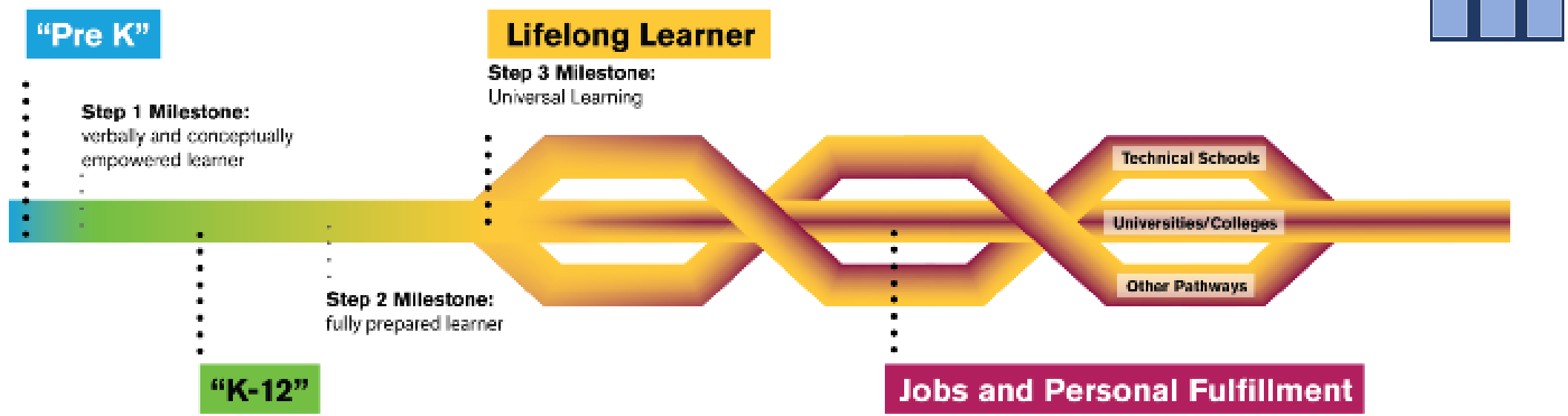
^Must have expertise regarding the S.C. Education and Economic Development Act
*Must be representatives from the business community

Why is a plan needed?

Current complicated siloed state



Desired future



What is the plan?

UNIFIED STATE PLAN

What is it?

A comprehensive **education and workforce development plan for South Carolina.**

Has one ever existed?

No. A plan involving 10+ agencies across both education and workforce has never existed in our state.

S.C. Code Section 41-30-120(5)

COLLECTIVE VISION AND MISSION

Vision Achieve and sustain South Carolina's workforce potential.

Mission Through collaboration and coordination, align and enhance South Carolina's education and workforce system so that is readily accessible, highly effective, and easily understandable.

Topics for first USP

NOTE: Current WIOA Combined State Plan draft has same vision and mission.

4H JOBS: DEVELOPING THE DEFINITION

High Demand

High Growth

High Wage

High Retention

- **Each goal relates to 4H jobs**
- **Our goal is to use a calculation that includes multiple jobs from different industries, so as many industries as possible are invested in the USP.**
- **4h jobs will adjust to market demand and changing technology.**
- **The path to 4H jobs is built though other positions.**

NOTE: Current WIOA Combined State Plan uses 4H terminology.

Awareness (Part I)

Increase South Carolinians' understanding about the pipeline toward 4H jobs.

What we heard

- Outdated adverse stigmas about certain industries
- Perception that everyone must attend 4-year college to be successful
- Unawareness about vast and diverse job opportunities throughout the state

Strategies

#1: Increase the **understanding of 4H jobs** and **the pathways to obtainment** for…

- K-20 students
- Guardians of K-20 students
- Those employed in schools
- Those not in the labor force
- Those underemployed

#2: Increase the **understanding of services** available and the workforce pipeline for…

- Employers offering 4H jobs

Tactical actions

- Central education and workforce portal
- Central career pathways information
- Central menu of services for individuals seeking jobs
- Coordinated awareness campaigns across state agencies

**Note: Goal, strategy, and tactic formation are still in progress.

Awareness (Part 2)

Increase South Carolinians' understanding about the pipeline toward 4H jobs.

What we heard

- Confusion about which entity to approach for assistance
- Repetitive forms required of individuals and businesses (posting internships, jobs, etc.) to obtain services
- No one speaks to each other

Strategies

#1: Decrease the number of **times individuals must enter similar information** when seeking state government services related to education and employment

#2: Decrease the number of **contacts a business must make** within state government to address their issue related to education and workforce

Tactical actions

- Evidence building system
- Inventory of education and workforce programs
- Central menu of services available to assist businesses

**Note: Goal, strategy, and tactic formation are still in progress.

Skills (Part 1)

Increase skills and experiences, of South Carolinians at all ages, while in the pipeline to 4H jobs.

What we heard

- Job seekers lack commitment and soft skills (e.g., team player, follow directions, show up on time)
- New hires quit within two weeks
- Business don't provide opportunities for potential future employees to learn

Strategies

#1: Increase participation by **K-20 students, and adults re-entering the workforce** in high impact practices.

#2: Increase participation by **businesses** in high impact practices

Tactical Actions

- Create central rolodex of companies willing to participate in high impact practices
- Organize career education staff to promote opportunities
- Education programs incorporate high impact practices

High Impact Practices = Apprenticeship; Internship; Job shadowing; Mentoring; School-based enterprise; Service learning; Structured field study; Cooperative education

**Note: Goal, strategy, and tactic formation are still in progress.

Skills (Part 2)

Increase skills and experiences, of South Carolinians at all ages, while in the pipeline to 4H jobs.

What we heard

- Education doesn't teach skills needed
- In-demand skills and credentials are needed
- Define in-demand skills

Strategies

#1: Increase percentage of labor force in S.C. holding a high value credential

#2: Increase percentage of individuals who, within six months of attaining a credential in S.C., are in additional education, employed, or participating in a year of service in S.C.

Tactical Actions

- Track standard occupational classification codes and align them with education received
- Calculate return on investment in education and workforce programs

SOC Status

**Note: Goal, strategy, and tactic formation are still in progress.

Obstacles

Increase options to attract and retain South Carolinians in the 4H job pipeline.

What we heard

- Prospective workers face barriers to entering the workforce
- Housing and childcare costs prevent workers from accessing resources
- Transit availability limits worker options and accessibility

Strategies

#1: Increase the **number of available and affordable** childcare options for guardians entering the workforce or obtaining education

#2: Increase the **number of eligible workers within** XX minutes drive, or XX minutes bus/bike ride, of the **largest employment center** in each county

#3: Increase the **number of transit options** for individuals without vehicles to get to work

Tactical Actions

- Study regarding barriers related to (1) childcare; and (2) transportation
- Expand citizen access to lists of licensed available childcare facilities (and funded 4K programs)
- More to come

**Note: Goal, strategy, and tactic formation are still in progress.

How can you get involved?

Request presentation on the Unified State Plan to provide feedback/input

Email: cappleby@dew.sc.gov with Subject Line: USP Feedback/Input Meeting

Request demonstration about occupational codes

Email: communications@dew.sc.gov with Subject Line: Occupation Code Demonstration

Request employment and workforce data

Email: LMIcustomerservice@dew.sc.gov with Subject Line: Industry and Employment Data

Assist educators understand certifications and skills your industry needs

Email: qmoore@ed.sc.gov with Subject Line: Technical Advisory Committee Interest

End of Presentation Discussion

1) Are there any major issues missing in the unified state plan draft?

2) What aspects of the plan are you particularly glad are included?

CHARLES APPLEBY
SENIOR ADVISOR, COORDINATING COUNCIL FOR WORKFORCE DEVELOPMENT
CAPPLEBY@DEW.SC.GOV

Career Readiness Courseware & Credentials

South Carolina Career Readiness Professional Skills Credential

October 24, 2023

Background

- August 23, 2023 – WIN Learning provided overview of Professional Skills Certificate to Business Representatives of SWDB and solicited feedback.

- Training for Career Readiness Partners

- Virtual Training, September 20: 42
- In-Person Training, October 10: Columbia: 29
- In-Person Training, October 12: Greenwood: 16
- In-Person Training, October 24: Charleston
- In-Person Training, October 26: Florence

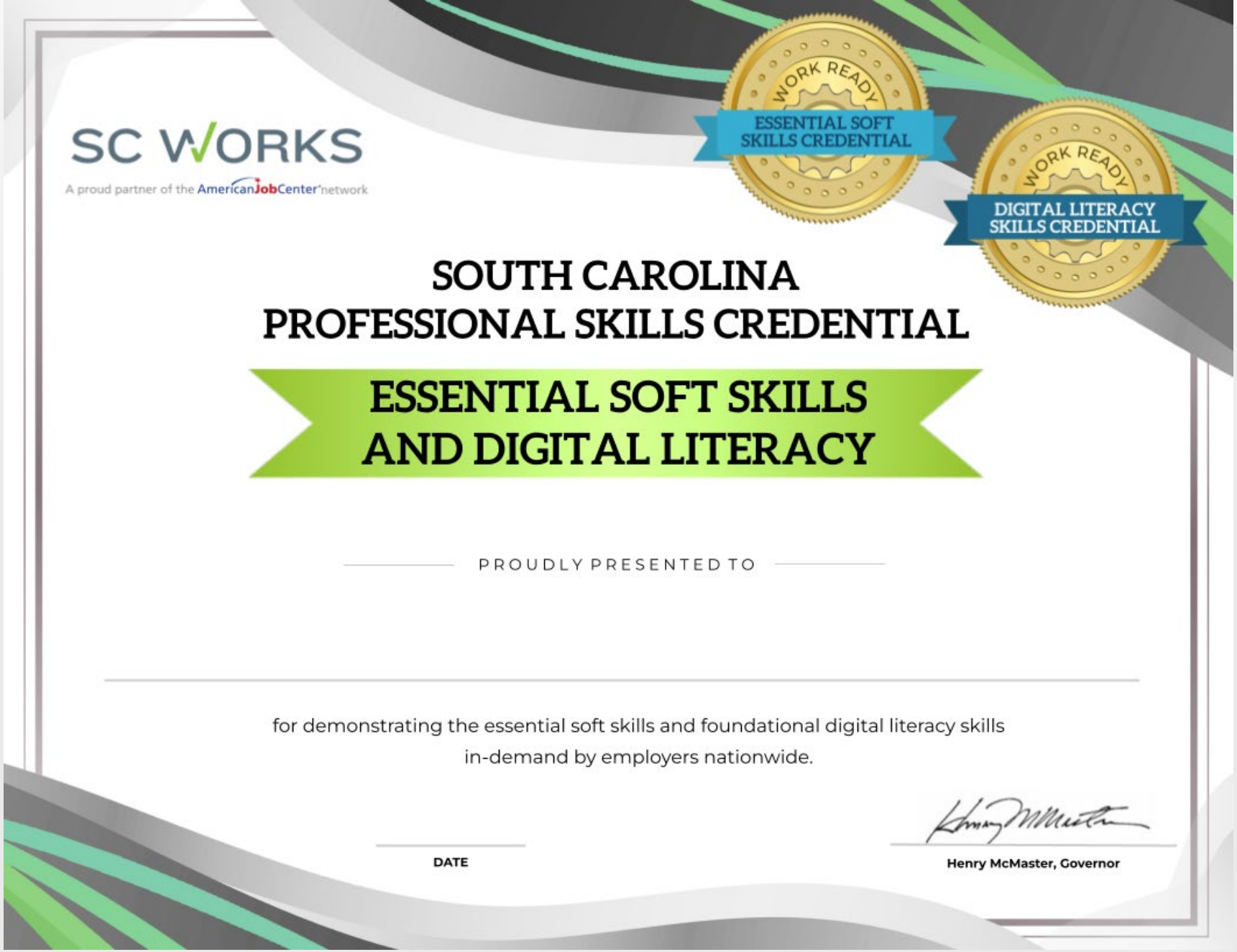
- Credentials earned to date

Digital Literacy Skills

Computer Operations	Internet Browsing	Digital Communications	Digital Documents	Digital Security
Identify and understand the following:				
Device Types	What Is The Internet?	Methods Of Digital Communication	Word Processing	Security Policies and Procedures
Parts of a Computer	Connecting To The Internet	Email Basics	Spreadsheets	Passwords
Operating Systems	World Wide Web	Video Conference Basics	Slide Presentations	Spam and Phishing
Common Software Applications	Browser Basics	Instant Message and Text Basics	Document Sharing and Collaboration	Privacy Settings
Basic Computer Operations	Searching the World Wide Web	Social Media Basics	Completing Online Documents and Forms	Security Software and VPNs Digital Footprint
Professional Use of Devices	Professional Use of the Internet	Professional Use of Digital Communication Tools	Professional Use of Digital Documentation Tools	Professional Use of Security Tools

Soft Skills

Elements of effective communication	Building trust	Characteristics of an effective team member	Adapting to new information
Purpose, audience and medium of communication	Integrity, initiative and work ethic	Leadership skills	Decision making
Customer relationships	Pride and professionalism	Diversity and differences in the workplace	Design for improvement
Growth mindset	Organizational skills and work habits		Cycle of inquiry
Conflict resolution	Managing time and prioritization		Evaluate and interpret data
	Common technology		
	Basic business acumen		


SC WORKS
A proud partner of the AmericanJobCenter network
WORK READY
ESSENTIAL SOFT SKILLS CREDENTIAL
WORK READY
DIGITAL LITERACY SKILLS CREDENTIAL
SOUTH CAROLINA
PROFESSIONAL SKILLS CREDENTIAL
ESSENTIAL SOFT SKILLS
AND DIGITAL LITERACY
PROUDLY PRESENTED TO
for demonstrating the essential soft skills and foundational digital literacy skills
in-demand by employers nationwide.
DATE
Henry McMaster, Governor

South Carolina Professional Skills Credential

The **South Carolina Professional Skills Credential** is based on two proctored career readiness assessments validating mastery of the foundational soft skills and technology skills commonly required for most jobs according to the U.S. Department of Labor O*NET Job Zone Framework. This participant has demonstrated proficiency in the following skill areas:

Work Ready Digital Literacy Skills

Computer Operations
Identify and understand device types, parts of a computer, operating systems, common software, basic operations, and professional use of devices.

Internet Browsing
Identify and understand the internet and the World Wide Web, how to connect to the internet, browser basics and how to search the web, and professional use of the internet.

Digital Communication
Identify and understand the methods of digital communication, email basics, video conferencing basics, instant messaging and text messaging, social media etiquette, and professional use of digital communication tools.

Digital Documents
Identify and understand different types of digital documents used in the workplace, including word processing documents, spreadsheets, slide presentations, and online forms, as well as document sharing, collaboration, and professional use of digital documents.

Digital Security
Identify and understand security policies and procedures, password security, privacy settings, security software, and VPNs.

Work Ready Essential Soft Skills

Communicating Effectively
Demonstrate understanding of oral and written communication skills, workplace communication tools, conflict resolution strategies; phone, email and social media etiquette.

Conveying Professionalism
Understand the importance of a strong work ethic, personal presentation, customer relations, punctuality and dependability, motivation and time management.

Promoting Teamwork and Collaboration
Understand the value of cooperation, respect and diversity, leadership, and leveraging personal differences.

Thinking Critically and Solving Problems
Evaluate the elements of critical thinking, creative problem-solving strategies, and overcoming adversity.

O*NET is sponsored by the U.S. Department of Labor. To learn more about the O*NET Job Zone Framework, visit https://onetonline.org/help/online/zones.

This credential is issued by the National Work Readiness Council, an independent national nonprofit workforce development, training, and advocacy organization, in partnership with WIN Learning, a career readiness company offering e-learning solutions including academic and employability skills courseware and assessments to prepare learners and job seekers for career pathways and life success.

Employers, to verify this Credential, please call 1.888.717.9461.
nwrc.org | winlearning.com

Questions?

South Carolina WORKforce Development Board

Program Year 2022 Local Fiscal & Programmatic Performance Update

South Carolina WORKFORCE Development Board

PY'22 WIOA Title I Allocation

Fund Stream		Adult	Youth	Dislocated Worker	Total
Total allotment received		$8,493,087	$8,818,543	$ 11,846,744	$29,158,374
State	Statewide Activities (10%)	$849,309	$881,854	$1,177,970	$2,909,133
	State Administration (5%)	$424,654	$440,927	$588,985	$1,454,566
	State Rapid Response (15%)			$1,833,998	$1,833,998
	State Totals	$1,273,963	$1,322,781	$3,600,953	$6,197,697
	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	$7,219,124	$7,495,762	$8,245,791	$22,960,677

South Carolina WORKFORCE Development Board

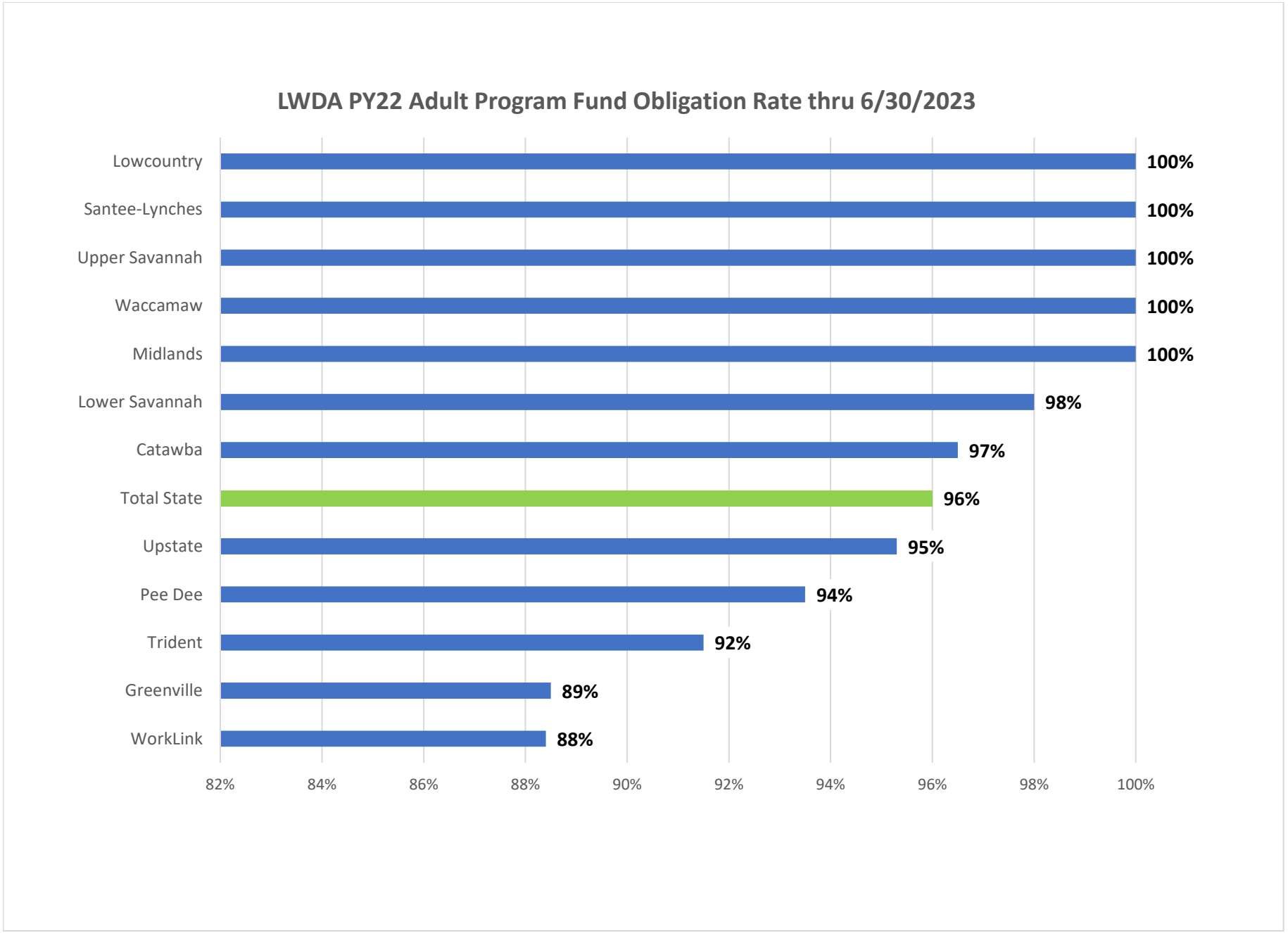
PY'22 WIOA Title I Allocation

Local Area Allocations	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	$7,219,124	$7,495,762	$8,245,791	$22,960,677
	Trident	$821,971	$847,258	$994,827	$2,664,056
	Greenville	$574,155	$595,262	$754,447	$1,923,864
	Upper Savannah	$355,701	$353,242	$593,257	$1,302,200
	Upstate	$578,683	$603,859	$756,466	$1,939,008
	Midlands	$946,571	$1,047,417	$1,170,325	$3,164,313
	Worklink	$439,601	$493,357	$491,686	$1,424,644
	Lower Savannah	$745,731	$756,486	$659,604	$2,161,821
	Pee Dee	$655,065	$665,587	$724,078	$2,044,730
	Catawba	$568,478	$573,375	$536,712	$1,678,565
	Santee Lynches	$378,909	$377,094	$406,687	$1,162,690
	Lowcountry	$286,866	$310,556	$332,690	$930,112
	Waccamaw	$867,393	$872,269	$825,012	$2,564,674
	Local Area Totals	$7,219,124	$7,495,762	$8,245,791	$22,960,677

South Carolina WORKFORCE Development Board

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.


LWDA PY22 Adult Program Fund Obligation Rate thru 6/30/2023
Lowcountry
Santee-Lynches
Upper Savannah
Waccamaw
Midlands
Lower Savannah
Catawba
Total State
Upstate
Pee Dee
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WorkLink
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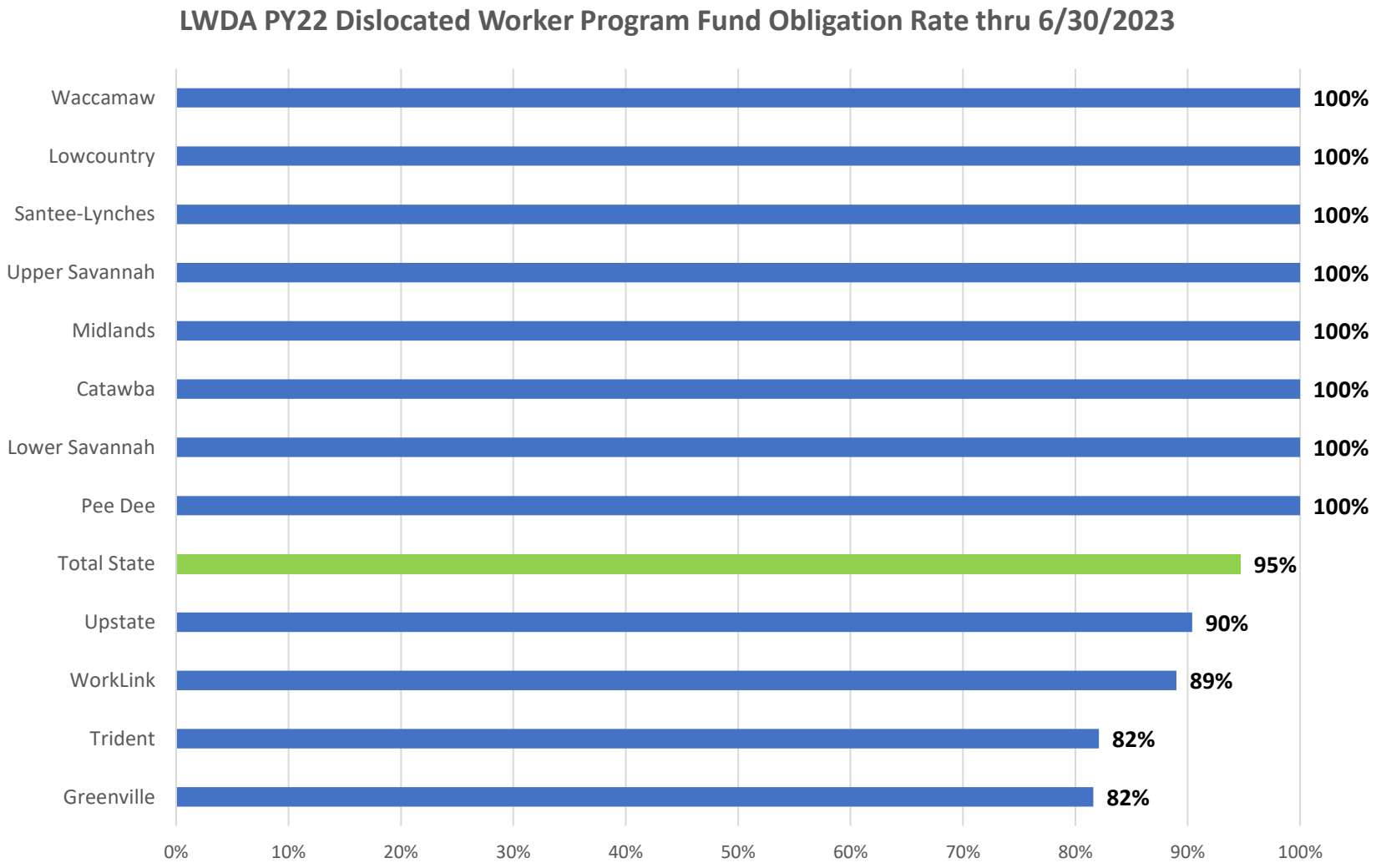
LWDA PY22 Dislocated Worker Program Fund Obligation Rate thru 6/30/2023
Waccamaw
Lowcountry
Santee-Lynches
Upper Savannah
Midlands
Catawba
Lower Savannah
Pee Dee
Total State
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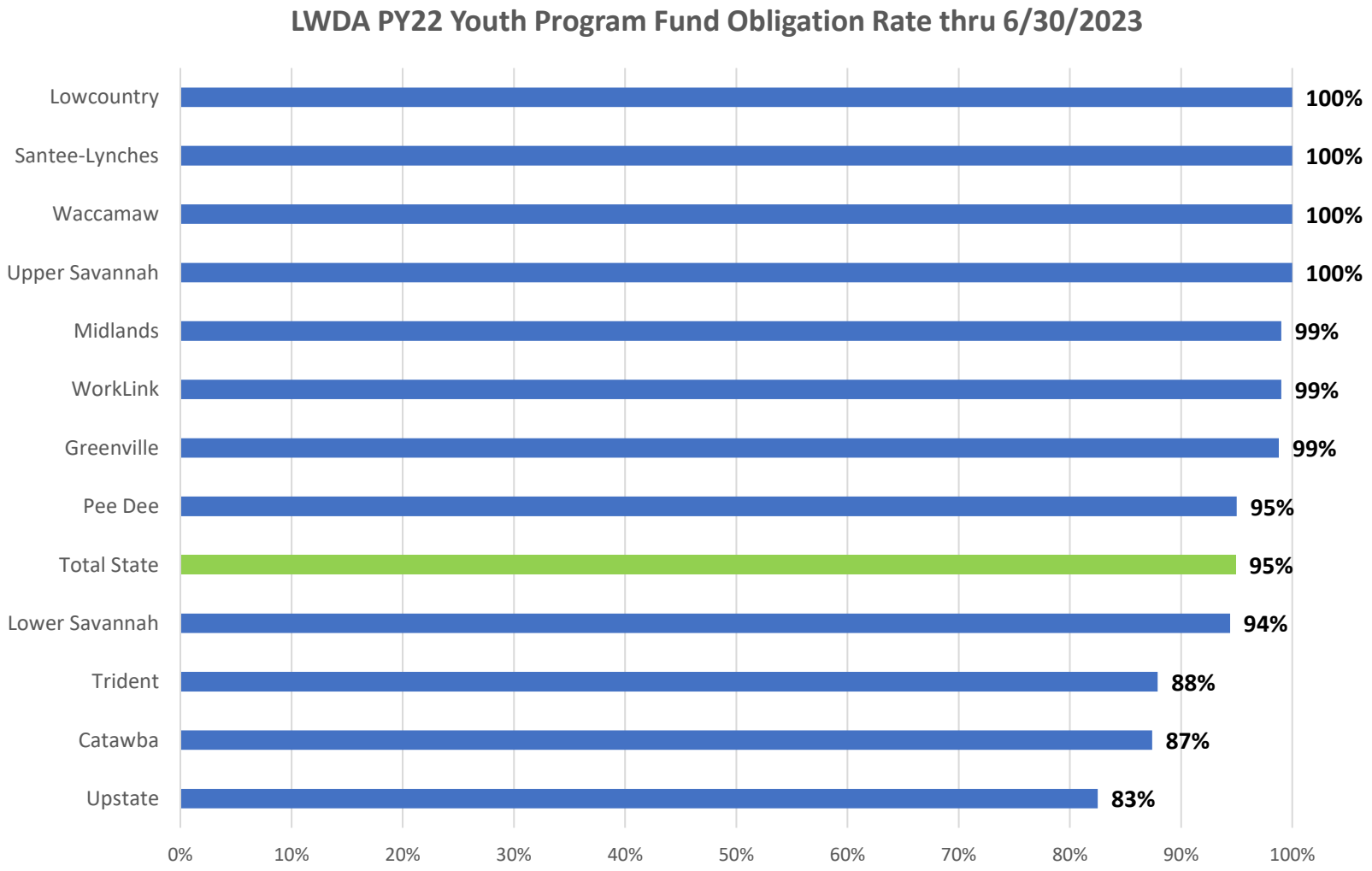
LWDA PY22 Youth Program Fund Obligation Rate thru 6/30/2023
Lowcountry
Santee-Lynches
Waccamaw
Upper Savannah
Midlands
WorkLink
Greenville
Pee Dee
Total State
Lower Savannah
Trident
Catawba
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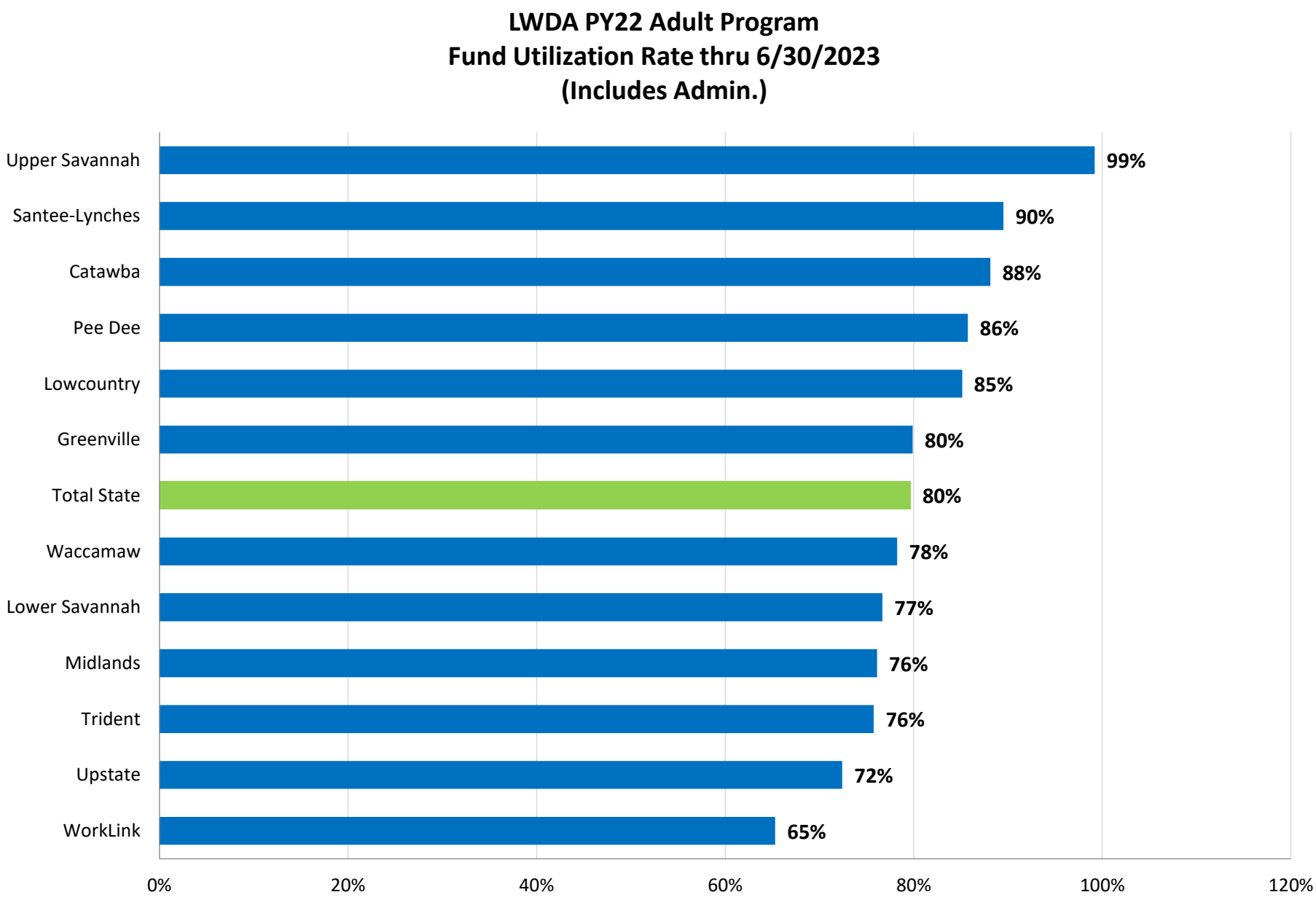
South Carolina WORKforce Development Board

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 PY22 Adult Program
Fund Utilization Rate thru 6/30/2023
(Includes Admin.)
Upper Savannah
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Catawba
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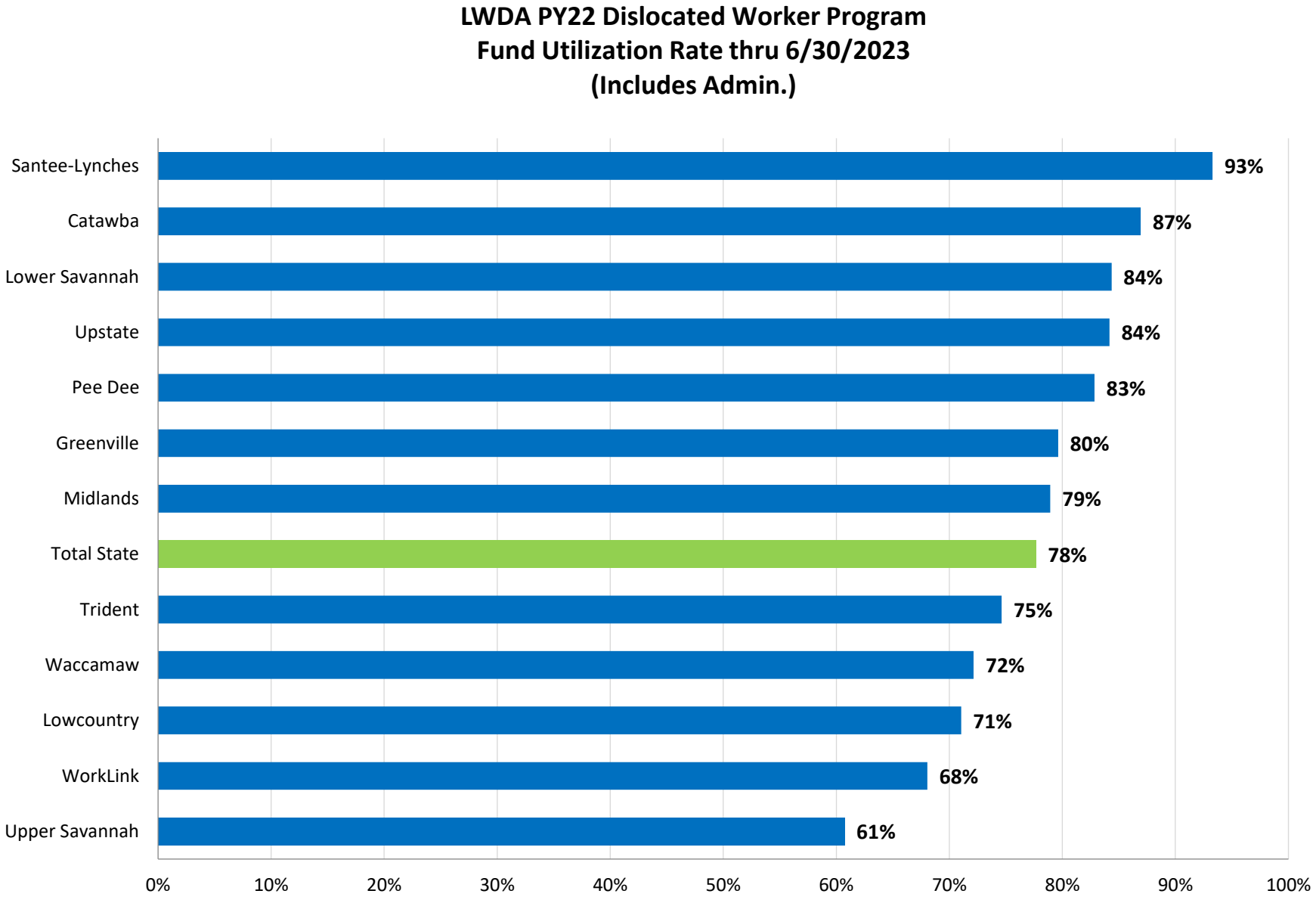
LWDA PY22 Dislocated Worker Program
Fund Utilization Rate thru 6/30/2023
(Includes Admin.)
Santee-Lynches
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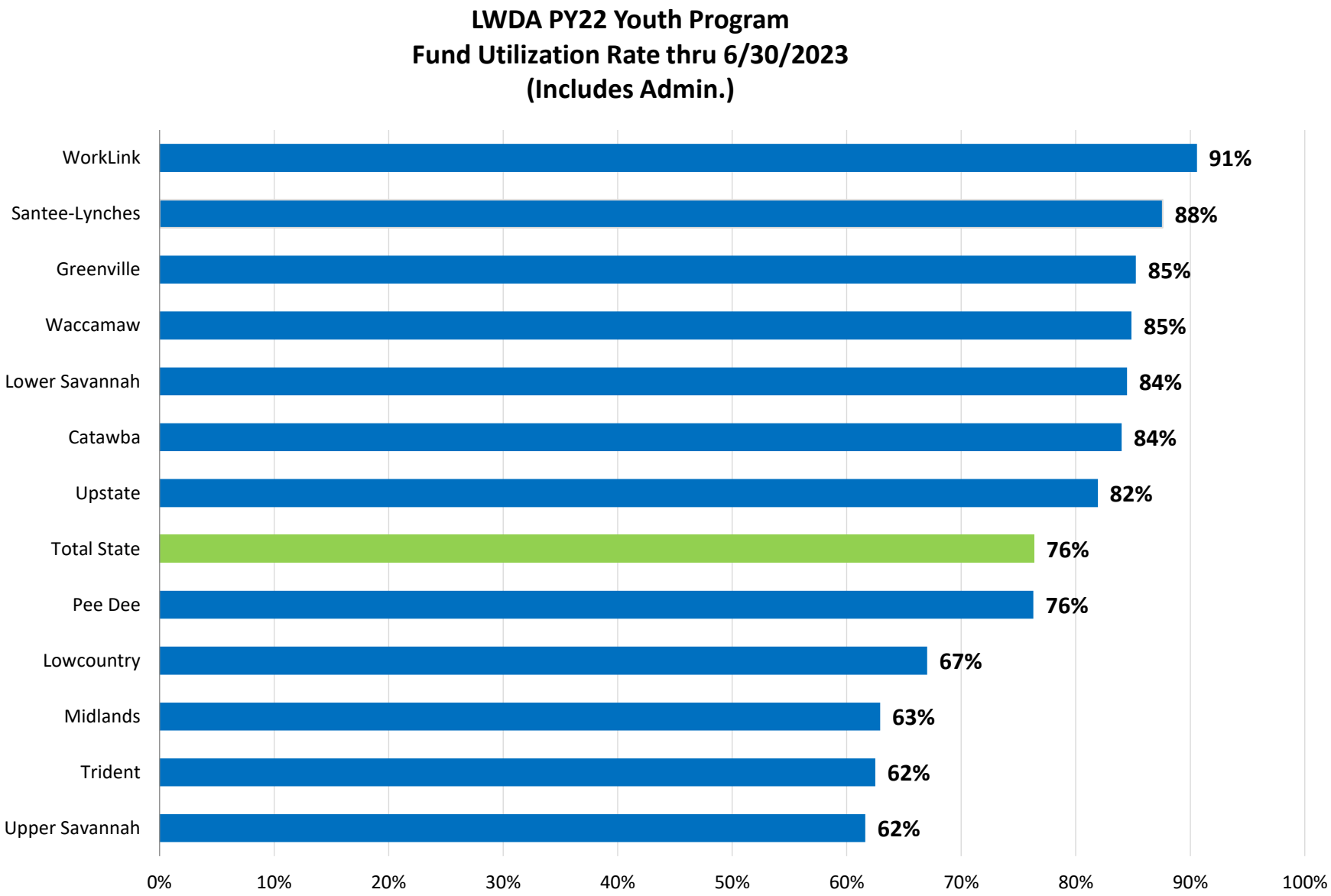
LWDA PY22 Youth Program
Fund Utilization Rate thru 6/30/2023
(Includes Admin.)
WorkLink
Santee-Lynches
Greenville
Waccamaw
Lower Savannah
Catawba
Upstate
Total State
Pee Dee
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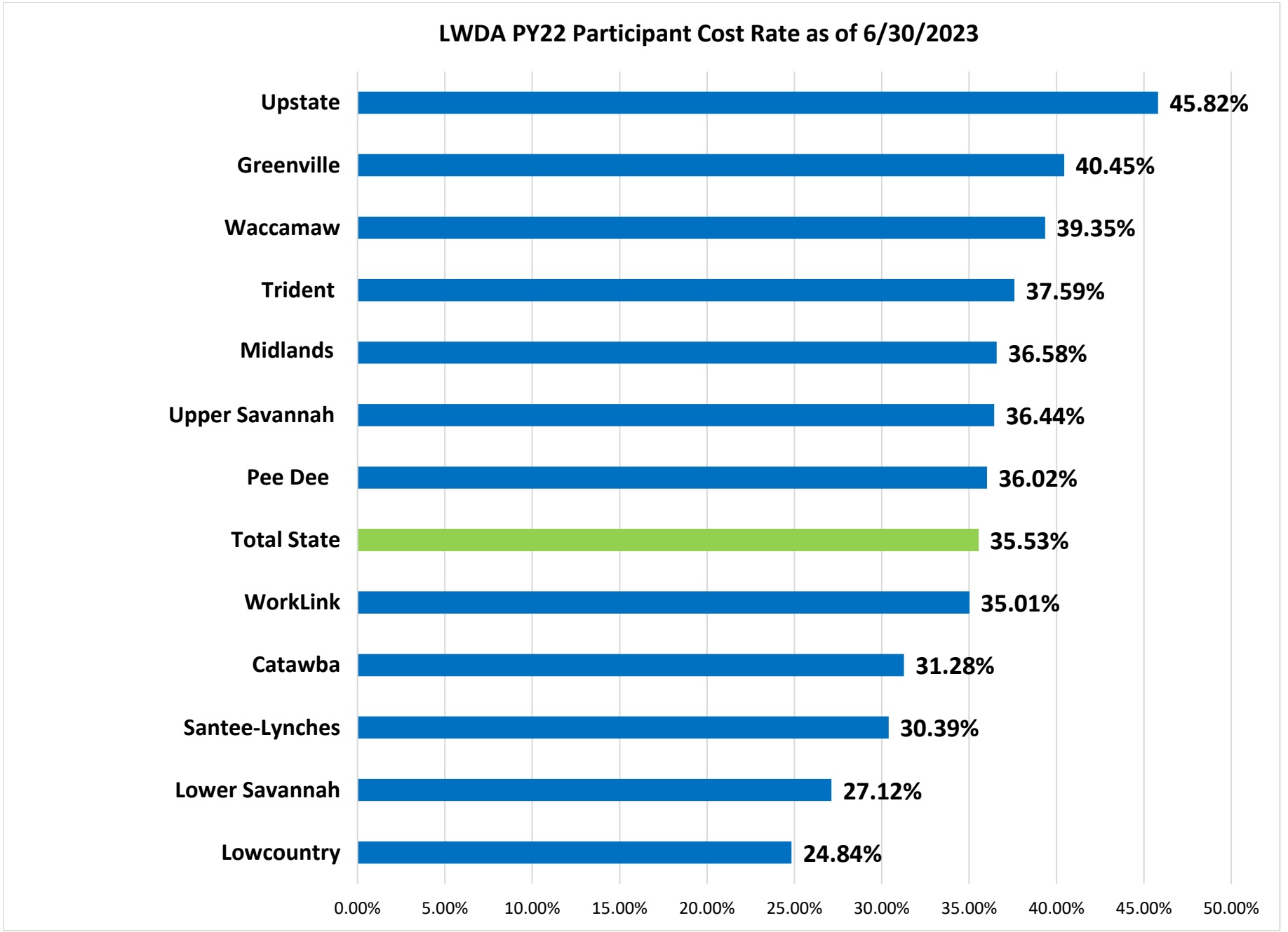
80%
90%
100%

South Carolina WORKFORCE Development Board

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 PY22 Participant Cost Rate as of 6/30/2023
Upstate
45.82%
Greenville
40.45%
Waccamaw
39.35%
Trident
37.59%
Midlands
36.58%
Upper Savannah
36.44%
Pee Dee
36.02%
Total State
35.53%
WorkLink
35.01%
Catawba
31.28%
Santee-Lynches
30.39%
Lower Savannah
27.12%
Lowcountry
24.84%
0.00%
5.00%
10.00%
15.00%
20.00%
25.00%
30.00%
35.00%
40.00%
45.00%
50.00%

South Carolina WORKFORCE Development Board

Primary Indicators of Performance

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

South Carolina Workforce Development Board

Assessment of Programmatic Performance Results

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	77.8	83.4	107.2%	81.1	84.9	104.7%	77.6	83.9	108.1%	106.7%
Employment Rate Q4	74.0	81.0	109.5%	80.4	82.2	102.2%	74.5	85.3	114.5%	108.7%
Median Earnings	$6,193	$7,663	123.7%	$7,935	$9,694	122.2%	$3,622	$5,034	139.0%	128.3%
Credential Rate	65.0	74.2	114.2%	65.6	72.8	111.0%	69.1	64.7	93.6%	106.3%
Measurable Skill Gains	55.2	74.8	135.5%	57.1	77.7	136.1%	52.8	68.5	129.7%	133.8%
	Overall Program Score		118.0%	Overall Program Score		115.2%	Overall Program Score		117.0%	

2

90%

3

50%

Pass	• 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	• 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%

South Carolina WORKFORCE Development Board

Program Year 2022 Statewide Adult/DW/Youth Programmatic Performance Summary

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	83.4	107.2%	81.1	84.9	104.7%	77.6	83.9	108.1%	106.7%
Employment Rate Q4	74.0	81.0	109.5%	80.4	82.2	102.2%	74.5	85.3	114.5%	108.7%
Median Earnings	$6,193	$7,663	123.7%	$7,935	$9,694	122.2%	$3,622	$5,034	139.0%	128.3%
Credential Rate	65.0	74.2	114.2%	65.6	72.8	111.0%	69.1	64.7	93.6%	106.3%
Measurable Skill Gains	55.2	74.8	135.5%	57.1	77.7	136.1%	52.8	68.5	129.7%	133.8%
	Overall Program Score		118.0%	Overall Program Score		115.2%	Overall Program Score		117.0%	

Pass	• 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	• 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%

South Carolina WORKFORCE Development Board

Program Year 2022 Local Area Adult/DW/Youth Programmatic Performance Summary (Quick Reference)

WorkLink

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	112.5%	106.2%	107.5%	108.7%
Employment Rate Q4	108.2%	110.3%	114.0%	110.8%
Median Earnings	131.2%	128.7%	125.5%	128.5%
Credential Rate	108.9%	129.2%	98.7%	112.3%
Measurable Skill Gains	156.0%	138.4%	140.3%	144.9%
	123.3%	122.6%	117.2%	

Pee Dee

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	108.3%	97.3%	102.9%	102.8%
Employment Rate Q4	101.0%	92.2%	109.1%	100.7%
Median Earnings	131.8%	134.6%	154.9%	140.4%
Credential Rate	109.8%	97.4%	77.2%	94.8%
Measurable Skill Gains	142.1%	132.0%	111.2%	128.5%
	118.6%	110.7%	111.1%	

Upper Savannah

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	96.8%	108.7%	83.2%	96.2%
Employment Rate Q4	106.2%	94.7%	90.6%	97.2%
Median Earnings	114.3%	116.1%	126.0%	118.8%
Credential Rate	94.7%	138.7%	91.3%	108.2%
Measurable Skill Gains	92.0%	98.6%	96.0%	95.6%
	100.8%	111.3%	97.4%	

Lower Savannah

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	115.4%	119.1%	116.2%	116.9%
Employment Rate Q4	108.6%	106.6%	112.3%	109.2%
Median Earnings	119.3%	148.0%	96.3%	121.2%
Credential Rate	125.7%	122.0%	104.4%	117.4%
Measurable Skill Gains	156.3%	173.3%	128.1%	152.6%
	125.0%	133.8%	111.4%	

Upstate

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	107.4%	91.2%	99.9%	99.5%
Employment Rate Q4	107.6%	108.3%	112.1%	109.3%
Median Earnings	152.7%	134.3%	141.2%	142.7%
Credential Rate	108.0%	108.4%	106.8%	107.7%
Measurable Skill Gains	124.8%	134.4%	127.5%	128.9%
	120.1%	115.3%	117.5%	

Catawba

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	107.0%	110.6%	112.8%	110.1%
Employment Rate Q4	105.5%	99.4%	109.1%	104.7%
Median Earnings	145.4%	125.3%	127.2%	132.6%
Credential Rate	89.3%	117.3%	82.7%	96.4%
Measurable Skill Gains	136.5%	121.0%	149.4%	135.6%
	116.7%	114.7%	116.2%	

Greenville

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	106.6%	100.2%	106.5%	104.4%
Employment Rate Q4	108.3%	113.6%	122.7%	114.9%
Median Earnings	121.2%	139.9%	89.3%	116.8%
Credential Rate	123.1%	125.9%	62.3%	103.7%
Measurable Skill Gains	134.8%	122.2%	126.7%	127.9%
	118.8%	120.3%	101.5%	

Santee-Lynches

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	104.9%	89.1%	109.7%	101.3%
Employment Rate Q4	102.1%	102.5%	104.7%	103.1%
Median Earnings	128.8%	63.9%	129.8%	107.5%
Credential Rate	106.0%	111.3%	99.3%	105.5%
Measurable Skill Gains	124.9%	139.4%	99.0%	121.1%
	113.3%	101.2%	108.5%	

Midlands

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	97.9%	92.9%	97.2%	96.0%
Employment Rate Q4	97.0%	95.9%	105.7%	99.5%
Median Earnings	108.8%	117.0%	153.2%	126.3%
Credential Rate	127.3%	90.0%	88.2%	101.8%
Measurable Skill Gains	120.7%	151.8%	138.8%	137.1%
	110.3%	109.5%	116.6%	

Waccamaw

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	106.1%	99.2%	105.2%	103.5%
Employment Rate Q4	103.3%	106.0%	123.6%	111.0%
Median Earnings	113.3%	87.1%	147.1%	115.9%
Credential Rate	101.3%	101.3%	101.9%	101.5%
Measurable Skill Gains	149.3%	123.5%	126.8%	133.2%
	114.7%	103.4%	120.9%	

Trident

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	114.2%	123.1%	108.4%	115.3%
Employment Rate Q4	106.4%	103.8%	118.2%	109.5%
Median Earnings	120.3%	104.7%	135.4%	120.1%
Credential Rate	117.9%	115.1%	99.8%	110.9%
Measurable Skill Gains	122.1%	150.1%	116.3%	129.5%
	116.2%	119.4%	115.6%	

Lowcountry

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	108.2%	101.0%	95.2%	101.5%
Employment Rate Q4	108.6%	116.8%	107.4%	110.9%
Median Earnings	127.0%	124.9%	198.7%	150.2%
Credential Rate	123.1%	110.3%	121.8%	118.4%
Measurable Skill Gains	141.3%	128.6%	108.2%	126.0%
	121.6%	116.3%	126.3%	