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**State Workforce Development Board Meeting  
Thursday, September 30, 2021 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: 477 476 773#

**AGENDA**

- I. Welcome and Opening Remarks ..... Mr. Thomas Freeland, SWDB Chair
- II. Approval of Minutes from June 23, 2021\* .....Mr. Freeland
- III. South Carolina’s Employment Situation ..... Mr. Dan Ellzey, SCDEW Executive Director
- IV. Rural Development Activity ..... Mr. Daniel Young, SC Department of Commerce
- V. LWDA Promising Practice .....Ms. Johnnie-Lynn Crosby, SC Works Upstate/Greenville
- VI. Recognition of Board Members .....Mr. Freeland
- VII. Other Business/Adjourn .....Mr. Freeland

\*Denotes voting item

**Governor’s State Workforce Development Board**  
**June 23, 2021 State Workforce Development Board Meeting Minutes**

**MEMBERS PRESENT:**

Mr. Thomas Freeland  
Mr. Dan Ellzey  
Col. Craig Currey  
Dr. Tim Hardee  
Dr. Mike Mikota  
Dr. Windsor Sherrill  
Mr. Archie Maddox  
Mr. Charles Brave, Jr.  
Mr. Cliff Bourke  
Mr. Jay Holloway  
Mr. Mike King

Mr. Gregory Clark  
Mr. Gregory Tinnell  
Mr. H. Perry Shuping  
Mr. Pat Michaels  
Ms. Valerie Richardson  
Mr. Warren Snead  
Mr. John Uprichard  
Mr. Michael Sexton  
Representative Joe Daning  
Ms. Felicia Johnson  
Mr. Edward Sturcken

**MEMBERS EXCUSED:**

Dr. Joseph Patton, III  
Mr. John Durst  
Senator Ross Turner

**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 March 24, 2021\* .....Mr. Freeland**

Mr. Warren Snead made a motion to approve the March 24, 2021 meeting minutes, seconded by Mr. Charles Brave, Jr., 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 state’s pandemic recovery, the reinstatement of work search, and the end of Federal Unemployment Insurance (UI) programs. His presentation included a discussion on UI claims since the pandemic, employment data, and reemployment programs and initiatives. As of June 23, 2021, South Carolina is one of 26 states that has announced withdrawal from Federal UI programs.

**Broadband Infrastructure Program .....Mr. Jim Stritzinger**

Mr. Jim Stritzinger, Director, SC Broadband Office, presented on the state’s broadband expansion efforts. He explained that Act 142, established in June 2020, allocated \$50M of CARES Act funding to the Office of Regulatory Staff to tackle broadband initiatives related to COVID-19. ORS had three key initiatives for using the funding: obtain hotspots and monthly service for student households, establish a mapping program, and make direct investments into the installation of residential broadband access. More than 90,000 hotspots were deployed and 78 applications for broadband infrastructure were funded. Through the mapping initiative, ORS has identified areas of the state with the best available technology for accessing minimum Internet speeds required for participation in remote healthcare or educational activities and corresponding areas of need. Construction of broadband infrastructure using American Rescue Plan Act (ARPA) funding must be complete by 2026. The focus is on bringing residential wire service to individual homes. Mr. Stritzinger mentioned a Broadband Community Champion Training Program and provided information about upcoming investments in broadband infrastructure including the Rural Broadband Grant Program, FCC Rural Digital Opportunity Fund, and USDA ReConnect.

\*Denotes a voting item

**Governor’s State Workforce Development Board**  
**June 23, 2021 State Workforce Development Board Meeting Minutes**

**WIOA Performance and Accountability KPIs..... Ms. Michelle Paczynski**

Ms. Michelle Paczynski, Assistant Executive Director, SC Department of Employment and Workforce, presented proposed Key Performance Indicators (KPIs) for the state’s WIOA Productivity Dashboard. She explained that the SWDB seeks greater accountability and transparency into the utilization of WIOA funds for participant services. The Executive Committee approved funding to implement the SCWOS Advanced Individual Fund Tracking (AIFT) module, which will enable reporting of fund utilization by each participant served. The module will be available in July 2021, with anticipated release of the first dashboard in calendar year 2021.

**LWDA Designation/LWDB Certification\* ..... Ms. Nina Stagers**

Ms. Nina Stagers, Deputy Assistant Executive Director, SC Department of Employment and Workforce, presented on the subsequent designation of local workforce development areas and certification of local workforce development boards. She explained that all 12 areas received initial designation and all boards were certified in 2015 when WIOA was first implemented. The statute requires evaluation of local areas every four years for subsequent designation and evaluation of local boards every two years. With Program Years 2018 and 2019 being the first two years for which WIOA performance data is available, PY’20 is the first year that the state can evaluate local areas and boards. All 12 local areas submitted timely petitions for subsequent designation including documentation that the area performed successfully and sustained fiscal integrity. Ms. Stagers recommended subsequent designation and certification for all areas and boards. Mr. Brave made a motion to approve the subsequent designation and certification of local areas and boards, seconded by Col. Craig Currey, and unanimously approved by the Board.

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

Chairman Freeland provided a brief summary of the Board’s PY’20 accomplishments and areas of focus for PY’21. The Board did not discuss any other business. The meeting adjourned at 12:14 p.m.

\*Denotes a voting item

**Executive Summary**  
**1st Quarter SWDB Committee Activity Report**  
**July – September 2021**

During the first quarter of Program Year (PY) 2021, the committees evaluated progress towards completion of PY'20 priorities and established areas of focus for PY'21.

**Board Governance Committee**

**Committee priorities**

- In PY'20, the Board Governance Committee (BGC) identified and completed a number of high-impact priorities:
  1. Distribute weekly employment data to SWDB members
  2. Host a peer learning forum in partnership with the National Governors Association
  3. Host meet and greet opportunities for new board members
  4. Develop a WIOA Productivity Dashboard
  5. Track SWDB member attendance (as a measure of member engagement)
  6. Create SWDB Ambassador Tools
- Approximately 35% of board members requested one or more Ambassador Tools. Staff will distribute SWDB Ambassador Tools to board members at the September 30, 2021 meeting or via postal service following the meeting.
- SWDB meeting attendance continues to be strong with an average attendance rate of 83% for first quarter committee meetings.
- BGC reviewed its charter to assess relevancy of current committee functions. An initial review of the charter suggests some overlap with the functions of other committees and the opportunity for BGC to renew its focus on board member engagement and development. The committee plans to finalize a revised charter and PY'21 priorities at its next meeting.

**Upcoming meeting**

- The next Board Governance Committee meeting is Tuesday, November 2, 2021 at 11:00 a.m.

**Collaboration and Partnership Committee**

**Committee priorities**

- The Collaboration and Partnership Committee (C&P) identified three priorities for PY'20:
  - Train COVID-displaced workers
    - Over the last 18 months since the beginning of the pandemic, there have been a number of training opportunities targeted at displaced workers.
    - One of the first was a partnership with Coursera to provide no-cost professional development opportunities to UI claimants.

## 1<sup>st</sup> Quarter SWDB Committee Activity Report

- The second initiative to launch was Project GED, which encouraged UI claimants to attain their GED. A proviso has since been passed incentivizing UI claimants to earn a GED with a \$500 payment once they attain a GED.
- The Governor has allocated \$12M to the SC Technical College System for short-term training. Free short-term training has been repeatedly promoted to the unemployed and is deemed UI approved training, waiving the work search requirement for claimants that inquire about and enroll in one of the training programs.
- There has also been a concerted effort to target messaging to COVID displaced workers through SC Works Online Services and the Claimant Benefits Portal. Additionally, DEW is using the SWDB-funded SC Works outreach campaign as an opportunity to both inform individuals about SC Works services but also educate jobseekers on how to enter or reenter the workforce.
- With the level of activity focused on training and direct messaging to claimants, the committee has marked this priority as complete.
- Increase utilization of work-based learning (WBL) and develop career pathways
  - The emphasis on WBL and career pathways will continue in PY'21. The committee will work with staff and partners to expand the work-based learning trend analysis to include WIOA core partners and develop cross-program tools and guidance for implementing WBL programs. The committee will continue to support Department of Education's efforts to create and distribute career pathways tools and templates.

### Upcoming meeting

- The next Collaboration and Partnership Committee meeting is Tuesday, November 2, 2021 at 2:00 p.m.

### SC Works Management Committee

#### Committee priorities

- The SC Works Management Committee (SCWMC) identified two priorities for PY'20:
  - Identify core competencies and develop guidance to ensure maximum delivery of soft skills instruction resulting in a Soft Skills Certificate.
    - To implement this priority, DEW conducted an in-depth analysis of national and state-specific labor market information, to include key skills listed in job postings.
    - The analysis resulted in a determination that the most essential soft skills today are communication, digital literacy, problem solving, professionalism, teamwork, and time management. The partners have developed a mechanism to report soft skills activity to the board and are currently assessing PY'20 activity.
  - Spearhead the deployment of virtual service delivery models for jobseekers and employers.
    - The state implemented Brazen, a statewide virtual job fair platform, in the spring. All 12 local areas have access to the platform to host virtual job fairs. Since implementation, 14 virtual job fairs have been hosted and attended by 326 employers and 1,465 job seekers

## 1<sup>st</sup> Quarter SWDB Committee Activity Report

- Based on a review of the committee's functions and duties, several new priorities were identified for PY'21:
  - Develop a virtual SC Works Center
  - Oversee implementation of SC Works Center Certification
  - Champion a Secret Shopper Initiative
  - Oversee implementation of the SC Works LMS

### **Upcoming meeting**

The next SC Works Management meeting is Tuesday, November 9, 2021 at 11:00 a.m.

### **Committee on Workforce Innovation**

#### **Committee Priorities**

- The Committee on Workforce Innovation (CWI) was formally established in August 2021. Committee functions include:
  - Use data to understand and plan for workforce trends
  - Identify strategies deployed by other states that drive strong employment outcomes for job seekers and employers
  - Incentivize innovation and proven strategies in the SC Works system
  - Provide recommendations to facilitate improved access to and resiliency of the workforce system
- In PY'21, the committee will:
  - Create LMI training for existing board members as well as inclusion in the New Member Orientation
  - Distribute relevant publications for awareness and strategic planning
  - Provide opportunities for showcasing local innovation by developing criteria for identifying promising practices; showcasing promising practices on the SC Works website, at SWDB meetings, and through webinars and other forums
  - Conduct an economic and workforce analysis with emphasis on rural areas of the state

### **Upcoming meeting**

The next Committee on Workforce Innovation meeting is Wednesday, November 10, 2021 at 11:00 a.m.

### **Other Important Dates**

#### **Workforce Development Symposium**

Tuesday, October 19, 2021, starting at 8:00 a.m.  
Embassy Suites by Hilton  
Greenville Golf Resort & Conference Center  
670 Verdae Blvd.  
Greenville, SC 29607

#### **Executive Committee Meeting**

Tuesday, November 20, 2021 at 11:00 a.m.

#### **State Workforce Development Board Meeting**

Tuesday, December 14, 2021 at 11:00 a.m.

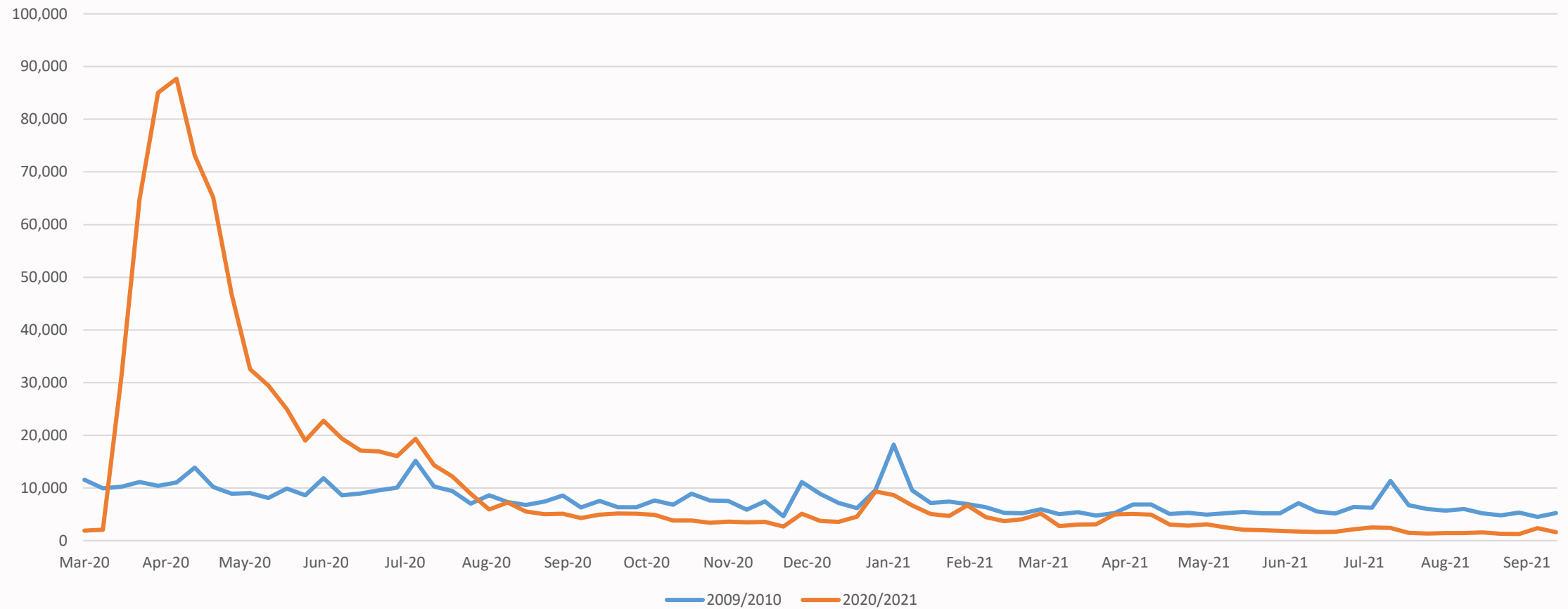


SOUTH CAROLINA DEPARTMENT OF  
**Employment and Workforce**

State Workforce Development Board Meeting

September 30, 2021

# UNEMPLOYMENT INSURANCE



- **927,688 initial claims processed between March 15, 2020, and September 25, 2021**
- **Paid out \$6.5 billion**
- **Currently averaging approximately 1,500 initial claims per week**





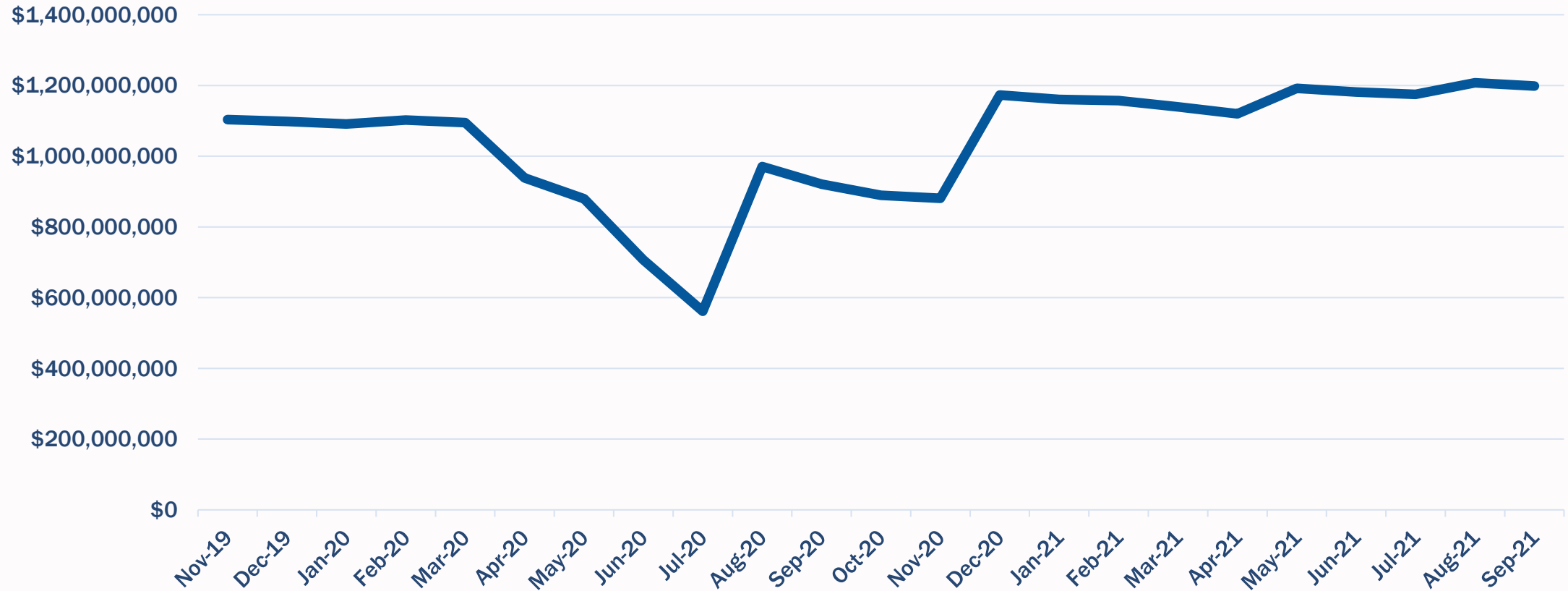
# ELIMINATION OF FEDERAL BENEFITS

- **Governor McMaster Announced on May 6, 2021**
- **Benefits ended on June 26, 2021**
- **Sued: Appleseed Legal Foundation**
  - **Circuit Court judge denied the injunction and dismissed the lawsuit**
  - **Pending Supreme Court decision on appeal**

# EMERGENCY DECLARATION ENDED

- **Waiting Week Reinstatement**
- **Employer Charging Reinstatement**

# UI TRUST FUND OVERVIEW



- Balance is approximately \$1.2 billion (\$836.4 million from CARES Act money)
- No tax increase for 2021
- No solvency surcharge expected for 2022
- Tax rates for 2022 available early November

# 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)
August 2021	2,302,743	101,527	4.2%
<b>NET CHANGE</b> (August 2021 vs Feb 2020)	+3,402	+35,547	+1.4 Percentage Points

April 2020 – August 2021	Jobs Posted: Sept. 17
216,481 Return to Work	104,000+

Location	Unemployment Rate
United States	5.2%
Georgia	3.5%
North Carolina	4.3%

# REEMPLOYMENT INITIATIVES

1. Work Search
2. Weekly Job Match
3. Enhanced Referrals
4. Virtual Job Fairs
5. Recall Taskforce
6. Individual Employer Plans

# SYSTEM ENHANCEMENTS: Improve Constituent Experience

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

# UI APPROVED TRAINING

## GED

- Marketed to UI claimants without a high school diploma or GED
- \$500 incentive to UI claimants who attain their GED

## State Tech

- Short-term training for high-demand occupations
- Tuition-free

# SOFTSKILLS: Youth PSA

- **Public Service Announcement targeting parents of high school and college-age children**
- **Promoting benefits of work**
- **Share publicly in cooperation with Lt. Gov's Office**
  - **Press Release**
  - **Distribute to media**
  - **Distribute to community partners**
  - **Social media**
  - **Website landing page**
  - **Labor Market Information sheets**

# CYBER WORKFORCE

Building a cyber workforce has become a critical issue in South Carolina as businesses moved to virtual operations during the pandemic and the recent spikes in ransomware attacks. Gov. McMaster has launched the development of a cybersecurity strategic plan.

- **SC Works is developing the cyber workforce through multiple avenues:**
  - **WIOA sponsored IT Training**
  - **SC Cybersecurity Assistance Program for defense firms to receive technical assistance implementing Cybersecurity Maturity Model Certification practices**
  - **CompTIA Incumbent Worker Training Program provides scholarship opportunities for businesses to train their employees directly with CompTIA for A+ or Security+ (October 15)**
  - **Technical College short-term IT training as UI-approved training**



# CYBER WORKFORCE

- **Businesses are implementing IT standards, requiring a skilled cyber workforce.**
- **Businesses can hire, train from within, or contract for IT services. The demand for specialized workers is going to continue to grow.**

Occupation	Statewide Median Wage	Employment	Job Postings Requesting "Cybersecurity"
Computer and Information Systems Managers	\$121,580	3,460	95
Computer and Information Research Scientists	\$102,060	400	34
Computer Hardware Engineers	\$95,390	490	-
Computer Network Architects	\$86,770	1,010	157
Software Developers and Software Quality Assurance Analysts and Testers	\$85,990	7,790	469
Database Administrators and Architects	\$80,200	920	107
Information Security Analysts	\$80,070	1,630	33
Computer Systems Analysts	\$78,540	7,650	107
Computer Programmers	\$77,290	2,850	51
Network and Computer Systems Administrators	\$73,580	6,100	495
Computer Science Teachers, Postsecondary	\$70,020	370	31
Computer Network Support Specialists	\$53,020	2,250	70
<b>TOTAL JOBS</b>		<b>34,920</b>	<b>1,649</b>

# WIOA FUNDING CUTS

- DOL funding is, to a large extent, based upon economic situation in a state
- South Carolina's strong economy has led to decreased WIOA funding
- Program year 2010 total allocations: \$44,738,064
- Program year 2021 total allocations: \$25,246,741

	PY10	PY11	PY12	PY13	PY14	PY15	PY16	PY17	PY18	PY19	PY20	PY21
Catawba	\$3,572,028	\$3,382,333	\$3,185,120	\$2,817,769	\$2,849,588	\$2,635,669	\$2,777,895	\$2,633,943	\$2,238,201	\$2,118,091	\$1,810,820	\$1,775,590
Greenville	\$3,463,465	\$3,471,893	\$2,971,731	\$2,680,312	\$2,697,050	\$2,073,458	\$2,476,214	\$2,507,401	\$2,064,489	\$2,067,801	\$2,177,366	\$1,990,999
Lowcountry	\$1,654,820	\$1,657,878	\$1,642,021	\$1,544,635	\$1,541,865	\$1,325,241	\$1,577,907	\$1,560,073	\$1,298,783	\$1,168,385	\$974,849	\$919,544
Lower Savannah	\$3,880,615	\$3,371,523	\$3,335,313	\$3,012,186	\$3,282,174	\$3,028,587	\$3,644,706	\$3,792,001	\$4,782,397	\$3,435,935	\$3,309,445	\$2,536,690
Midlands	\$4,892,591	\$4,812,039	\$4,685,344	\$4,769,346	\$4,313,425	\$3,608,940	\$4,500,134	\$4,503,442	\$4,162,861	\$4,598,839	\$4,585,037	\$3,638,991
Pee Dee	\$5,105,155	\$4,435,821	\$3,733,868	\$3,355,206	\$3,434,901	\$3,189,018	\$4,095,307	\$3,714,588	\$3,866,661	\$2,988,917	\$2,695,693	\$2,199,271
Santee Lynches	\$2,500,496	\$2,226,476	\$1,901,481	\$1,826,685	\$1,748,459	\$1,626,839	\$1,995,647	\$2,047,748	\$1,859,495	\$1,672,871	\$1,672,857	\$1,310,871
Trident	\$4,885,844	\$4,642,116	\$4,349,601	\$4,126,062	\$3,957,362	\$3,212,685	\$3,878,959	\$3,703,983	\$3,139,706	\$3,006,492	\$2,554,933	\$2,832,417
Upper Savannah	\$3,237,221	\$2,727,260	\$2,198,861	\$2,136,200	\$2,135,845	\$1,751,091	\$2,100,063	\$1,853,860	\$1,672,989	\$1,503,009	\$1,247,908	\$1,294,293
Upstate	\$4,058,052	\$3,598,184	\$3,116,932	\$2,867,980	\$2,857,009	\$2,243,804	\$2,707,843	\$2,651,725	\$2,218,632	\$2,012,836	\$1,746,631	\$1,934,000
Waccamaw	\$3,745,357	\$3,434,463	\$3,528,252	\$3,381,695	\$3,168,619	\$3,077,682	\$3,797,294	\$3,738,009	\$3,403,892	\$3,486,013	\$3,493,321	\$3,111,189
Worklink	\$3,742,420	\$3,120,484	\$2,739,095	\$2,548,192	\$2,414,577	\$1,881,282	\$2,275,107	\$2,320,746	\$1,901,032	\$1,968,115	\$1,592,067	\$1,702,886

# COST CUTTING WILL BE REQUIRED

- **The S.C. Department of Employment and Workforce downsized numerous WIOA management positions**
  - Eliminated travel
  - Utilized discretionary grants
  - While still meeting all DOL requirements
- **Local areas will have to look at costs closely as well**
  - Cost sharing
  - Upstate/Greenville model is a promising practice: each area maintains a distinct presence, but cost shares some operational costs.
  - Technology will have to be utilized: virtual job fairs
- **Discretionary funds: local areas will have to start applying for and utilizing discretionary funds**

# COST CUTTING WILL BE REQUIRED

- **GEER-Funded Training: \$12 million to State Tech**
  - Will make training more competitive for the local areas
  - We must now focus on work-based learning and supportive services
- **Performance measures: We will review the circumstances carefully in reviewing performance.**
- **Looking ahead**
  - We must all focus on job seekers in rural communities
  - Establish pilots with local businesses
  - Upskill current company employees through Incumbent Worker Training and Registered Apprenticeships.
    - Then fill the freed-up entry-level positions

# Conclusion



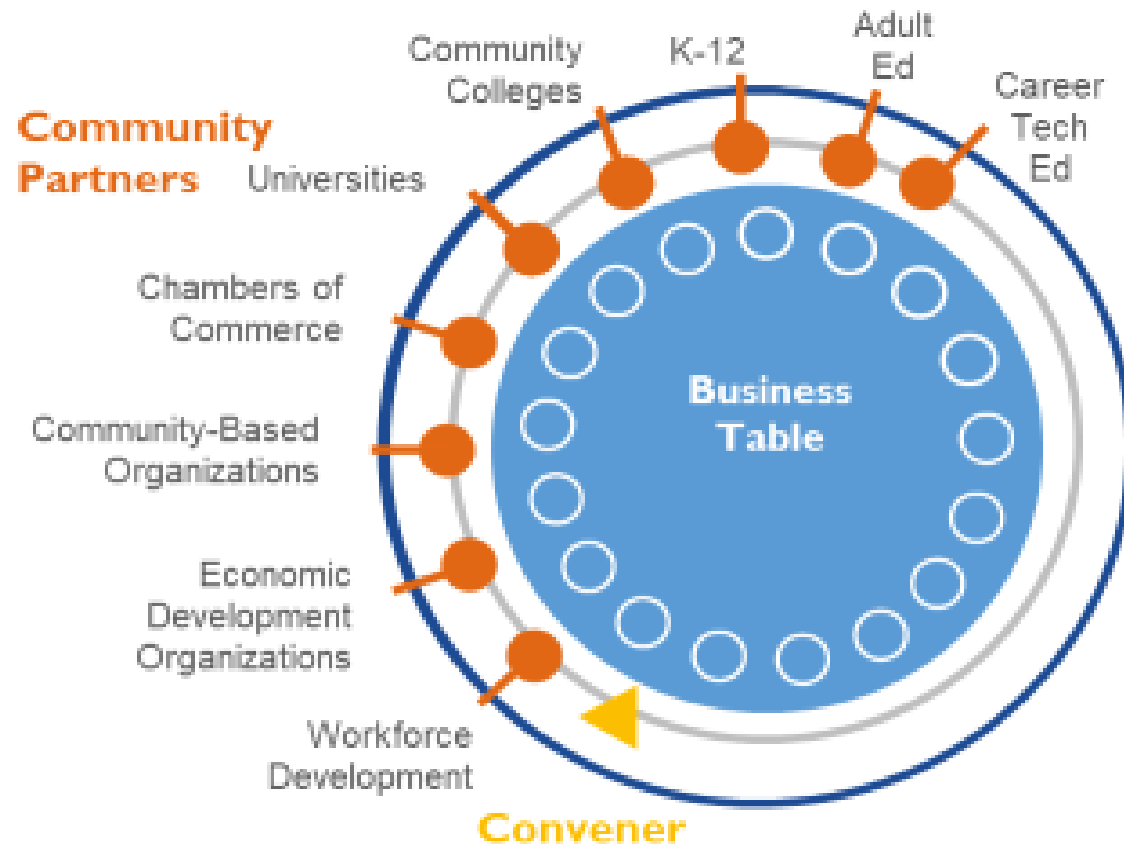
**Johnnie-Lynn Crosby**  
Regional Director of Business Solutions  
SC Works Greater Upstate (Equus Workforce Solutions)  
[jcrosby@scworksgreaterupstate.com](mailto:jcrosby@scworksgreaterupstate.com)

# SC MANUFACTURING SECTOR PARTNERSHIP

NextGen partnership model

Abbeville, Anderson, Cherokee, Edgefield, Greenville,  
Greenwood, Laurens, McCormick, Newberry, Oconee,  
Pickens, Saluda, Spartanburg, and Union

# Next Generation Sector Partnership



## GREATER UPSTATE MFG SECTOR PARTNERSHIP PRIORITIES

BUILD A TALENT PIPELINE THROUGH IMPROVED CAREER  
AWARENESS

ADDRESS MIDDLE SKILL AND TECHNICAL SKILL GAPS

STATE LEVEL POLICY AND REGULATORY CHANGE



# GREATER UPSTATE MFG SECTOR PARTNERSHIP EARLY WINS

1. THE BUSINESSES SHOWED UP!

2. THEY IDENTIFIED COMMON PRIORITIES!

3. THEY COMMITTED TO GET TO WORK! (ACTION TEAMS AND INDUSTRY CHAMPIONS)

4. THEY FOCUSED ON THE 14 COUNTY REGION AND THE FUTURE OF MFG, NOT THEIR INDIVIDUAL COMPANY AND RECRUITMENT NEEDS!

5. PARTNERS WERE SILENT OBSERVERS! I KNOW, AWESOME, RIGHT?

## BUILD A TALENT PIPELINE THROUGH IMPROVED CAREER AWARENESS

○ PIPELINE EQUATION

○ IDENTIFIED INITIAL TARGET PIPELINE

○ COLLEGE FOCUS GROUP

## ADDRESS MIDDLE SKILL AND TECHNICAL SKILL GAPS

○ IDENTIFIED INITIAL TARGET OCCUPATIONS

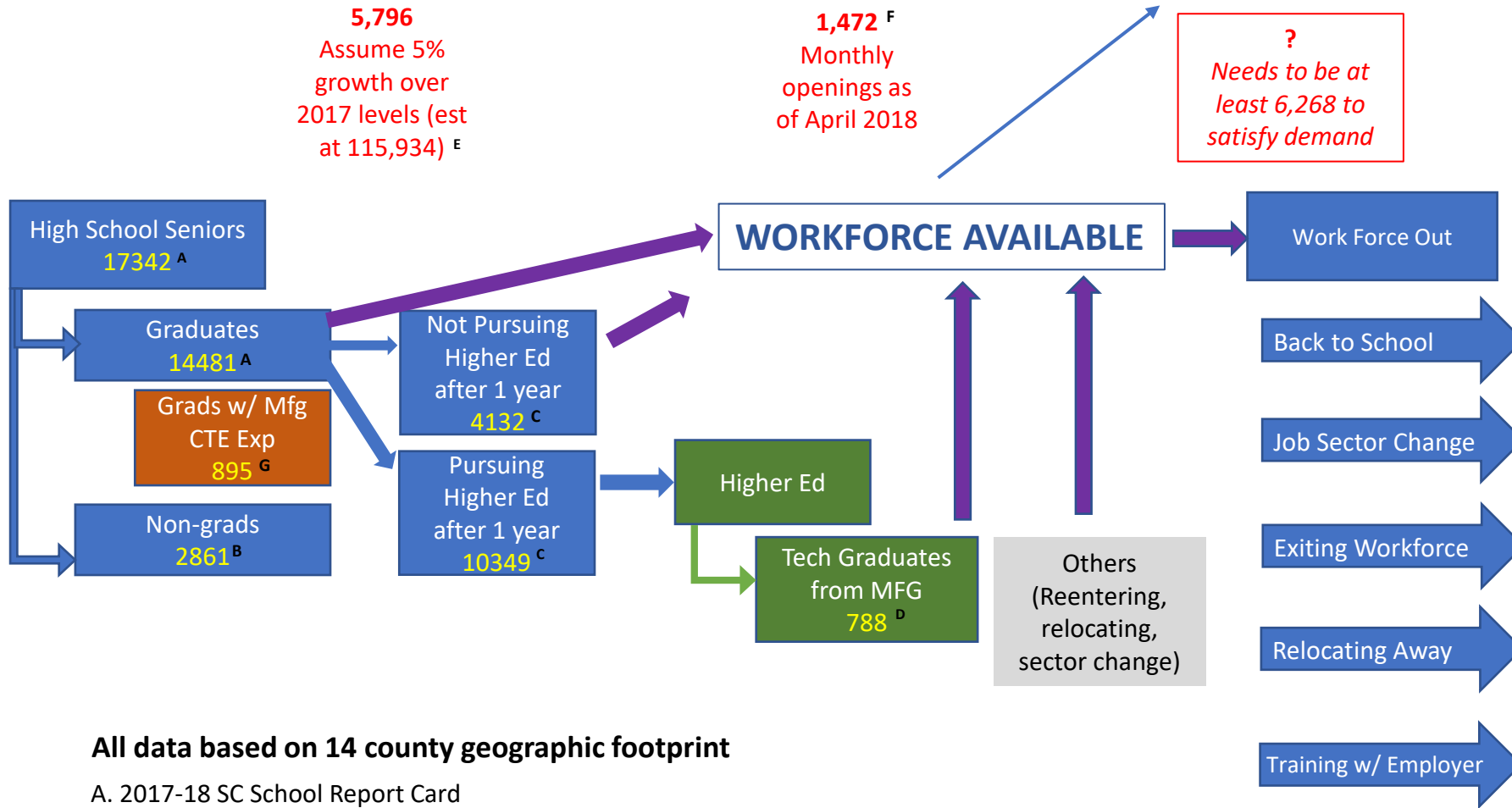
○ IDENTIFIED NEED FOR ALIGNED CURRICULUM/APPRENTICESHIP AS STANDARD

○ DEVELOPED MAINTENANCE TECHNICIAN SKILLS MATRIX

## STATE LEVEL POLICY AND REGULATORY CHANGE

○ ONE PAGER OF AVAILABLE ECONOMIC DEVELOPMENT AND WORKFORCE DEVELOPMENT RESOURCES PROVIDED (FOR THE FULL 14 COUNTY REGION)

Gap/Surplus = Total Projected growth + Total Manufacturing Job Openings - **Workforce available**



**All data based on 14 county geographic footprint**

A. 2017-18 SC School Report Card

B. Estimate based on average graduation rate per county

C. %'s for 2016-17 graduates on 2017-18 SC School Report Card applied to 2017-18 graduation numbers

D. 2017-18 Manufacturing Career Cluster Graduates

E. 2017 Census of Employment and Wages

F. April 2018 job openings in manufacturing per HWOL

G. 2017-18 SC Dept of Ed Career & Technical Education Report  
(Assumes 50% grads participate in CTE & uses state %'s of 2.8% Mfg, 6.65% STEM, & 2.91% TDL)

## SKILLS MATRIX | ENTRY-LEVEL MAINTENANCE TECHNICIAN

WORK SAFELY	<p>Follow Applicable Lock-Out/Tag-Out/Test-Out Policy and Procedure          Follow Applicable PPE Policy and Procedure          Follow Applicable Arc Flash Policy and Protocol          Interpret and Comply with Safety Signage          Follow 5S LEAN Workplace Policy and Procedure          Follow Start-Up and Shut-Down Procedures for All Components          Interpret and Implement SDS (Safety Data Sheets) Guidelines          Follow Basic Environmental Rules and Regulations</p>					
SOFT SKILLS	<p>Use Written and Oral Communication Skills in All Professional Interactions          Work as a Team Member to Delegate and Distribute Tasks and Resources          Collaborate with Machine Operators, Interdepartmental Colleagues, and Management Personnel          Use Time-Management Skills to Plan Tasks and Availability          Provide, Receive, and Implement Critical Feedback in Real Time          Develop and Implement Preventative Maintenance Strategies, Schedules, Routines, and Checklists          Use Inventory Management Skills to Record, Track, Catalog, and Order Consumables          Interpret, Maintain, and Generate Service Logs and Documentation</p>					
		MECHANICAL	HYDRAULIC	PNEUMATIC	ELECTRICAL	CONTROLS
INTERPRET AND MAINTAIN PRINTS, DIAGRAMS, AND SCHEMATICS	<p>Use Prints, Diagrams, and Schematics to Inspect, Adjust, and Document Components and Systems</p> <p>Select and use layout tools to interpret, transfer, and document GD&amp;T (Geometric Dimensioning and Tolerances) data.</p>	<p>Follow relevant policy and procedure whenever routing pipes, hoses, lines, wiring, and cabling.</p>			<p>Interpret basic LAD programs to identify inputs, outputs, timers, counters, boolean instructions, and math instructions.</p>	
SELECT AND USE BASIC TOOLS	<p>Micrometers and Calipers Dial Indicators, Gauges, and Levels</p> <p>Rules and Squares Pliers, Wrenches, and Sockets Torque Control Devices Drill Bits, Reamers, Taps, and Dies Fasteners and Fastener Drivers Files, Shears, and Cutters Reciprocating and Band Saws Hoists and Rigging Equipment</p>				<p>DMMs (Digital Multimeters) Wire Terminating Tools</p>	
INSPECT, ADJUST, SERVICE, CALIBRATE, TROUBLESHOOT, AND DOCUMENT FIELD DEVICES	<p>Shafts Gears Bearings Belts</p>	<p>Motors</p> <p>Pumps      Compressors</p>		<p>Drives Transformers Contactors Switches Solenoids Breakers Fuses</p>		
		<p>Valves Actuators Regulators Lines Filters</p>		<p>Discrete &amp; Analog Sensors Discrete &amp; Analog Relays Wiring and Cabling</p>		
HANDLE, APPLY, AND DISPOSE OF HAZARDOUS MATERIALS	<p>Lubricants Sealants</p> <p>Adhesives Solvents Abrasives Surfactants Detergents</p>			<p>Hydraulic Fluid</p>		

- **QUESTIONS TO CONSIDER**

- **WHY IS MY AGENCY INVOLVED**

- **HOW WILL THE PARTNERSHIP SERVE OUR CUSTOMER?**

- **WILL THE BUSINESSES HIRE MY CUSTOMER?**

- **HOW LONG WILL IT TAKE BEFORE WE SEE A RETURN ON OUR INVESTMENT TO PARTICIPATE**

- **THE IMPACT OF PARTNERSHIPS THROUGHOUT THE COUNTRY**

- **INDUSTRY PULL VS. PROGRAM PUSH**

- **SHARED TABLE VS. OWNED BY A SINGLE INSTITUTION OR SYSTEM**

- **BUSINESS/INDUSTRY INVESTED FOR THE LONG HAUL VS. PROVIDING NARROW, TIME-LIMITED INPUT**

- **INTEGRATED RESPONSE FROM EDUCATION, WORKFORCE AND ECONOMIC DEVELOPMENT VS. ONE-OFF SOLUTIONS**

- **PUBLIC SUPPORT PARTNER BENEFITS**

- **UNITED EMPLOYER GROUP**

- **EMPLOYERS WHO ARE COMMITTED TO CHANGE AND COMMUNITY**

- **POTENTIAL FUNDING PARTNERSHIPS**

- **ACCESS TO THE RIGHT FOLKS, WHEN THE TIME COMES. ALTHOUGH NOT ON PARTNER TIMETABLE, WHEN THE TIME COMES, EVERYONE WILL ALREADY BE ASSEMBLED**

# HOW CAN YOU SUPPORT THE MODEL?

JOHNNIE-LYNN CROSBY – MFG PARTNERSHIP CONVENER  
[JCROSBY@SCWORKSGREATERUPSTATE.COM](mailto:JCROSBY@SCWORKSGREATERUPSTATE.COM)