

**Governor’s State Workforce Development Board
August 15, 2019 Priority Populations Committee Meeting Minutes**

Members Present:

Jay Holloway
Col. Craig Currey
Dr. Michael Mikota
Felicia Johnson
Archie Maddox

DEW Staff Present:

Nina Staggers
Towanna Hicks
Elaine Midkiff
Michelle Paczynski
Jackie Taylor

Oscar Neely
Jordan Kneece
Mary jo Schmick
Marlin Bodison
Dan Ellzey

Excused:

Howard Metcalf

Visitor

Don Tomlin, SWDB Chair

Welcome and Opening Remarks

Mr. Jay Holloway, Committee Chair, called the meeting to order at 10:00 a.m. A quorum was present.

Approval of Minutes

A motion to approve the February 28, 2019 and April 23, 2019 meeting minutes was made by Colonel Currey and seconded by Commissioner Felicia Johnson. The minutes were unanimously approved.

Priority Populations Advisory Council Update

Ms. Jackie Taylor provided an update on the PPAC, stating that the Council has made great progress in setting and working towards shared short-term goals to positively impact the transportation barrier.

Members of the Advisory Council represent entities that serve and have a statewide impact on individuals with barriers to employment, but are not necessarily subject matter experts in transportation planning. Therefore, a key task for the Council has been to engage transportation planning experts to ensure that the Council’s work is well-informed, strategic, and effective. The following actions have been taken to engage subject matter experts:

- Experts have been engaged to participate on PPAC work groups, including regional Directors of Transportation, involved in both rural and urban transportation planning, and the CEO of a Regional Transportation Authority;
- Multiple meetings with the SC Department of Transportation have occurred;
- Targeted conversations with other state agencies and entities have occurred to better understand eligibility criteria for transportation supportive services and the resources they have on hand; and
- Research is being done to identify national and state examples of innovative transportation efforts.

The Advisory Council met on May 2nd and June 13th. Two work groups were formed at the June meeting, which later convened in July. The work groups are focusing on better connecting job seekers to available transportation options in the communities and reviewing data to focus collaborative discussions.

The next combined meeting of the Advisory Council will occur in October, with work group efforts ongoing between now and then.

SWDB Funded Initiatives Update

JAG Out of School Pilot

Mr. Oscar Neely, the JAG Out of School Program Coordinator, introduced Mr. Jeff Woods, who is a Job Specialist at SC Vocational Rehabilitation. Mr. Woods briefly shared the importance of providing services and support through the support of community partners and the one year follow-up with out of school JAG students. Mr. Woods introduced Mr. Jake Bates who talked about his experience as a student in the SC Vocational Rehabilitation JAG Out of School program and how the JAG model has helped to put his life on a more positive trajectory.

Next, Ms. Elaine Midkiff shared an update on the JAG Out of School Pilots funded by the SWDB. The SWDB invested in JAG Out of School pilot programs at SC Vocational Rehabilitation and the Trident Literacy Association. Both pilots are showing strong indicators of success with over 60 participants and nearly 75 percent earning a GED. Other indicators of performance are the rates at which participants entered employment, entered the military, or continued education. The SCVRD program is currently exceeding the entered employment measure. The pilot grants will end in March 2020, but outcomes will continue to be assessed for one year after individuals complete the JAG program. Both programs have indicated that the JAG Out of School program will continue to be offered beyond the grant period of performance.

SWDB Funded Initiatives: Grant Outcomes

Ms. Jordan Kneece shared outcomes from the Apprenticeship for Priority Populations and Reentry Employment and Training grants that closed in PY'18. Between the two grants, more than 200 individuals had the opportunity to participate in education and training related activities, including classroom training, on-the job training and employment preparation activities. 83% percent of Apprenticeship for Priority Populations grant participants completed one or more aspects of the program. Additionally, 10 participants participated in work-based learning; 73% earned an industry credential; and 64% entered the workforce upon completion of the program with a maximum reported wage of \$18.00 per hour.

The two Reentry Employment and Training programs funded by the SWDB also demonstrated strong outcomes: 98% of participants received training with a 60% employment rate upon completion. For more detailed outcomes, please refer to Attachments A and B – Apprenticeship Grant Outcomes and Reentry Grant Outcomes.

Priority Populations Entrepreneurship Grant

Ms. Nina Staggers discussed the Priority Populations Entrepreneurship Grant, stating that the SWDB approved \$300,000 in PY'18 funding to support entrepreneurship activities for individuals with barriers to employment that may prevent them from participating in traditional employment opportunities. Ms. Staggers talked about the engagement of other entities to identify opportunities where WIOA funds may be a good fit. SC Department of Commerce, SC Department of Social Services, SC Department of Juvenile Justice, and SC Small Business Development Center, were among the state partners that provided information to DEW and shared that the biggest hurdle to entrepreneurs is start-up funding.

Ms. Staggers explained that WIOA does not allow funds to be used to support start-up costs and that the only activities that can be supported through grant funds are education and training related. These activities are already available through local WIOA programs and entities like the SC Small Business Development Center, which has a robust catalog of resources including one-on-one counseling and support. Based on

these findings, Ms. Stagers recommended to the Committee that the funding set aside for entrepreneurship grants be reallocated to support PY'19 funded initiatives, which will be presented to the Executive Committee in September. After some discussion, the Committee verbally agreed to reallocate these dollars.

Other Business/Adjourn

Meeting was adjourned at 10:59 a.m.

\$240,605 in SWDB funding was used for the development of employment and training opportunities for individuals with barriers to employment.



104 individuals enrolled in classroom training in one of four programs

83% of participants successfully completed one or more aspects of their program



10 participants participated in work-based learning

73% of participants earned an industry credential

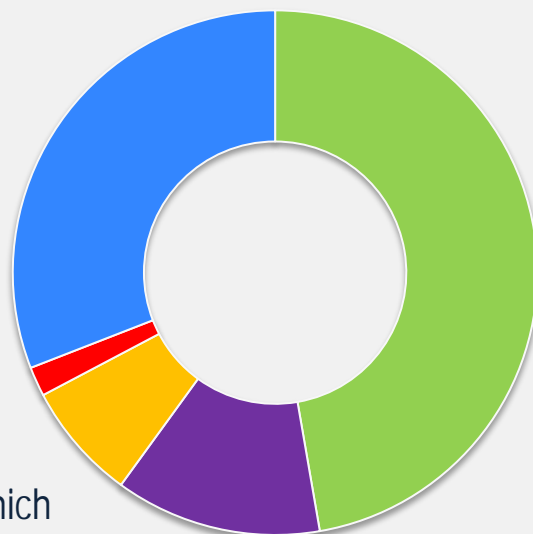


Of the individuals who successfully completed one or more aspects of the program, 64% entered the workforce on completion with an average wage of \$11.25/hour

Of the individuals employed, 69% are working in one of South Carolina's priority sectors:

- 47% are employed in **Diversified Manufacturing**
- 13% are employed in **Healthcare**
- 7% are employed in **Construction**
- 2% are employed in **Business/IT Services**

30% are employed in **other sectors**, which include food service, retail, nuclear welding, and recycling/waste management.



APPRENTICESHIPS FOR PRIORITY POPULATIONS

Executive Summary



THE PROGRAM

In PY 2016, the State Workforce Development Board awarded funding in the amount of **\$264,954**, to four entities: **Aiken Technical College, Piedmont Technical College, the Southern Carolina Alliance, and School District Five of Lexington and Richland Counties**. Approximately **\$240,605** of this funding has been used for the development of innovative employment and training opportunities for individuals with barriers to employment. The period of performance for this funding initiative was from **January 2017 to September 2018**.

AIKEN TECHNICAL COLLEGE

Aiken Technical College used their funding to serve **46 individuals** with barriers to employment through a variety of classes, which included Basic Manufacturing, Material Handling, Patient Care Assistant, and Advanced Patient Care Assistant. Manufacturing and Material Handling credentials received include: **Six Sigma Yellow Belt, OSHA 10, Snap-on Tool, Forklift Certification, Scissor Lift Certification, Manufacturing Skill Standards Council – Certified Production Technician, Manufacturing Skill Standards Council – Quality and Safety Certification, and the Aiken Technical College Manufacturing Certificate and Material Handler Certificate**. Healthcare credentials received include: **Certified Nursing Assistant Certification, Phlebotomy Certification, Patient Care Technician Certification, and Electrocardiogram Certification**.

80% of students finishing programs through Aiken Technical College were employed on completion; 93% of students enrolled in Aiken Technical College's courses received an industry recognized credential. Programs funded through this grant will be continued with support from a new partnership between Lower Savannah Council of Governments, Aiken Technical College, and the Concerned Ministers Fellowship.

PIEDMONT TECHNICAL COLLEGE

Piedmont Technical College used their funding to serve **28 individuals** in their Manufacturing Pathways for Priority Populations program. Participants were provided classroom training in a variety of classes, including Manufacturing Job Readiness, CNC Precision Operator, Manufacturing Production Technician, and South Carolina Manufacturing Certification. Credentials earned include: **OSHA 10, Forklift Certification, Material Production Technician, Six Sigma Yellow Belt, Snap-on Tools, Manufacturing Skill Standards Council – Certified Production Technician, Manufacturing Skill Standards Council – Quality and Safety Certification, and the South Carolina Manufacturing Certification (SCMC)**. Participants involved in work-based learning trained with **Mayville Engineering Company, Carolina Pride Foods, the Greer Group, and Pro Towels**.

35% of Piedmont Technical College's students who finished classes were employed on completion. 89% of Piedmont Technical College's students received an industry recognized credential.

SOUTHERN CAROLINA ALLIANCE

Southern Carolina Alliance used their funding to serve **16 individuals** with intensive training in **Welding or CNC Machining**. Both training tracks consisted of stackable courses ultimately leading to an industry credential. The CNC Machining track included the following courses: **Machine Tool Math, Print Reading for Machinist, Precision Measuring and Calibration, Inspection and Diagnosing Problems, OSHA General Industry, CNC Programming, CNC Setup, CNC Operation, Manual Machining (Saws, Drilling, Milling, and Lathe), and MasterCam**. The welding track consisted of a series of courses gradually increasing the student's welding skill level.

100% of Southern Carolina Alliance's students that completed a course were employed on graduation. Five students gained employment without fully completing a course.

SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND COUNTIES

School District Five of Lexington and Richland Counties (LR5) Adult Education program served **14 individuals** with training in Construction paired with soft skills training. Individuals additionally received assistance with obtaining their GEDs or high school credentials as well as career guidance and counseling. Four students began work-based learning experiences with Construction Dynamics. Unfortunately, the program was unable to establish a system for payment of participant wages for individuals involved in work-based learning, and participant numbers declined. As a result, LR5 was unable to meet the outcomes outlined in their initial application for the program, and most of their original funding was returned to the state. Three individuals gained employment following participation in the program.

\$364,240 in SWDB funding was awarded to two grantees for the development of employment and training opportunities for pre-release inmates.

99

individuals were enrolled in a Reentry Employment and Training grant program

98%

of participants received occupational training while incarcerated

60%

of participants were employed once released from incarceration

54%

of participants received a Silver WorkKeys score or higher

TRIDENT TECHNICAL COLLEGE focused on incarcerated veterans within the **MacDougall Correctional Institution** in Ridgeville, SC. Participants received training in soft skills, career readiness testing through WorkKeys, and occupational skills training in the **Construction** industry.

UPSTATE WORKFORCE BOARD served individuals through the Operation Educate project in partnership with the **Spartanburg County Detention Center**. Participants received training in soft skills, career readiness testing through WorkKeys, and occupational skills training certificates in **Highway Construction** from Spartanburg Community College.

Reentry Employment and Training Grant

Executive Summary



THE PROGRAM

In PY 2016, the State Workforce Development Board awarded funding in the amount of **\$378,920** to two entities: **Trident Technical College and the Upstate Workforce Board**. Approximately **\$364,240** of this funding has been used for the development of employment and training opportunities for pre-release inmates. The period of performance for this funding initiative was from **May 2017 to November 2018**.

TRIDENT TECHNICAL COLLEGE

Trident Technical College used their funding to serve **48 inmates** through the **VETS Reentry project at the MacDougall Correctional Institution**. Recruitment of participants primarily focused on the veteran population housed within the Veteran Housing Unit, which provides veteran-specific pre- and post-release programs to prepare veterans for the unique challenges of release. While veterans had absolute priority for program participation, inmates housed outside of the Veteran Housing Unit were allowed to participate in the program as additional space became available.

Inmates received soft skills training, career readiness testing through WorkKeys, and specialized occupational training in the construction industry. Trident Technical College's Division of Continuing Education and Economic Development provided **National Center for Construction Education and Research (NCCER)** core training for a **Construction Craft Laborer credential**. On release, the VETS Reentry project provided inmates with continuing support, including mentoring and coordination of services with entities that included the Tri-County Veterans Support Network, the Military Community Connection, the Palmetto Warrior Connection, Palmetto Goodwill, and the Veteran's Authority. Collectively, the partners worked to provide mentoring, benefits assistance, transportation assistance, peer support and other follow up services. Additionally, the VETS Reentry project partnered with United Infrastructure Group to interview participants on release for potential employment. **47 of 48 inmates participating in the VETS Reentry project completed training, with 14 inmates employed on release.**

UPSTATE WORKFORCE BOARD

Upstate Workforce Board used their funding to serve **51 inmates** through **Operation Educate at the Spartanburg County Detention Center**. Operation Educate focused on providing sentenced inmates access to training in highway construction.

Inmates received soft skills training, career readiness testing through WorkKeys, and specialized occupational training in the construction industry. Through Spartanburg Community College, inmates received **NCCER** training leading to a **credential in Highway Construction**, as well as **OSHA Construction Industry training, Simulator Training** to gain hands-on experience, instruction on **economic stability and work-life balance**, and **work readiness training provided by SC Works Upstate and SC Vocational Rehabilitation**. On release, participants received follow up and supportive services, including transportation assistance. Sloan Construction partnered with Operation Educate to interview participants on release for potential employment. **50 of 51 inmates participating in Operation Educate completed training, with 45 inmates employed on release.**

Operation Educate has developed a partnership with the local judicial system, resulting in individuals participating in Operation Educate as a part of their sentence. This is a significant best practice that demonstrates the partnership between the judicial system, prison facilities, and workforce development partners. Additionally, Operation Educate was awarded a State Workforce Development Board Workforce Innovation Grant in Program Year 2017 to replicate its success. Through the Workforce Innovation Grant, Operation Educate has introduced an opportunity to receive a ManuFirst credential and utilize Virtual Reality simulators to receive more hands on training. The Workforce Innovation Grant will end in June of 2020.