



Executive Committee Meeting
Tuesday, March 5, 2024, at 11:00 a.m.

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AGENDA

- I. Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair
- II. Approval of Meeting Minutes for November 14, 2023*Mr. Freeland
- III. Funding Recommendations*Ms. Nina Staggers
- IV. 2024 WIOA Combined State Plan.....Ms. Staggers
- V. Committee Activity Reports Committee Chairs
- VI. Other Business/Adjourn.....Mr. Freeland

*Denotes voting item

**Governor's State Workforce Development Board
November 14, 2023, Executive Committee Meeting Minutes**

MEMBERS PRESENT:

Mr. Thomas Freeland*
Ms. Valerie Richardson*
Mr. William Floyd
Mr. Warren Snead
Mr. Pat Michaels
Dr. Windsor Sherrill
Mr. John Uprichard

MEMBERS ABSENT:

Mr. Charles Brave, Jr.

Welcome and Opening Remarks Mr. Thomas Freeland, SWDB Chair

Mr. Thomas Freeland, State Workforce Development Board Chair, called the meeting to order at 11:00 a.m. A quorum was present.

Mr. Freeland acknowledged that the SC Secret Shopper presentation will take place prior to moving into the second quarter Executive Committee meeting.

SC Secret Shopper Findings Ms. Teria Coleman, MPH

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. Tara Dixon, MPH, Contract Manager, and Ms. Teria Coleman, MPH, Lead Data Collector with EvalGroup, presented the SC Works Secret Shopper Pilot Program findings. The Aiken Center, McCallister Square (Greenville) Center, Charleston Center, and Coastal (Conway) Centers were chosen as the target centers for the program. Phase I was conducted between January 24 - February 23, 2023, with business and job seekers. During Phase II, Secret Shoppers visited the selected SC Works Centers.

Overall, the findings showed that the staff was professional and courteous; customers had a short wait time, a good physical environment, a high level of engagement, and availability of language translation services.

Mr. Adam Paige, Director of Workforce Initiatives, reviewed the action plan to implement recommendations from the Secret Shopper findings. To improve customer satisfaction, the plan included reviewing the universal protocol or checklist for all SC Works Center staff to be utilized during an in-person job seeker visit. Additionally, the plan included ensuring brochures and hot job boards are readily available to job seekers. A State Instruction Letter (SIL) will be developed, including guidance on collecting customer feedback and using that feedback for continuous improvement. The SIL will include questions and annual reporting of customer satisfaction data requirements.

Approval of Meeting Minutes for August 30, 2023* Mr. Freeland

Mr. Warren Snead motioned to approve the August 30, 2023 meeting minutes. Ms. Valerie Richardson seconded the motion. The Committee unanimously approved the meeting minutes.

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Request for Waiver Authority Recommendation*Ms. Sheleena Rios

Ms. Sheleena Rios, Workforce Policy and Research Manager, reviewed the recommendation to amend State Instruction Letter (SIL) 21-05, Waiver of State Specific Requirements, and clarify the language to reinforce that local plan modification is required when a waiver request has been approved. The amendment would allow requests made in the 4th quarter to waive current program year requirements if there is reasonable cause or the requirements inhibit the workforce priorities from being delivered. The amendment would also remove the requirement that DEW must annually obtain approval authority, from the State Workforce Development Board (SWDB), before approving or denying any waiver requests, submitted by Local Workforce Development Areas, each program year. She reminded the Committee that failure to remove the annual requirement for staff to request authority, would require the Board to grant the authority to approve or deny waiver requests to staff each program year.

Mr. Freeland facilitated the discussion on the waiver recommendation request. Ms. Rios explained that the appropriate SWDB subcommittee will continue to be updated upon approval or denial of an LWDA waiver request. Allowing waiver decisions to be made in the 4th quarter, removes barriers that would hinder an area's ability to serve participants in any way. This recommendation will only be applicable to state performance requirements. Mr. Warren Snead motioned to accept the recommendations to amend State Instruction Letter 21-05, advancing them to the State Workforce Development Board for a final vote. Ms. Valerie Richardson seconded the motion. The Committee unanimously approved the recommendations, advancing them to the State Workforce Development Board for a final vote.

Unified State Plan Review Mr. Charles Appleby

Mr. Charles Appleby, Senior Advisor, Coordinating Council for Workforce Development, provided an update on the Statewide Education and Workforce Development Act (Act 67) activities, focusing on the Unified State Plan, a comprehensive education and workforce development plan.

The Unified State Plan (USP) is a systematic approach to statewide education and workforce development to streamline and unify the efforts of entities involved throughout the state. Mr. Appleby noted that the USP does not replace nor negate the required program and agency-required plans. The USP is an opportunity to address and collaborate around the state’s workforce and educational needs. The USP’s vision, “Achieve and sustain South Carolina’s workforce potential,” has been adopted as the vision for the 2024 Workforce Innovation Opportunity Act (WIOA) Combined State Plan. Both plans include strategies in three topic areas: awareness, skills, and obstacles.

Committee Activity Reports..... Committee Chairs

Board Development Committee – Mr. Pat Michaels

The Board Development Management Committee did not meet during in the 2nd quarter. In alignment with the Committee’s priority, the Committee hosted Diversity, Equity, and Inclusion Training. The DE&I Training, delivered by Ms. Nina Staggers, reviewed the roles and responsibilities of SWDB members, compared the State’s demographics and the population served

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by the SC Works System, and the significance of understanding DE&I as a Board member. The training also included actions the Board can take to understand the population it serves.

Committee on Workforce Innovation – Dr. Windsor Sherrill

During the 2nd quarter Innovation Committee meeting, Mr. Scott Ferguson, provided an update on the Shared Case Management System initiative, to support intake, referral, and co-enrollment. Gartner Consulting was awarded the project and will conduct a feasibility study to identify options, for DEW and its partners, to integrate data more effectively to support service delivery. Mr. Ferguson shared the Shared Case Management System project timeline and explained the project will be executed over three phases that began in September, with completion to be completed around mid-November.

SC Works Management Committee – Mr. Warren Snead

Mr. Adam Paige updated the SC Works Management Committee on the SC Soft Skills Certificate. SC created the SC Professional Skills Certificate in partnership with WIN Learning. The credential is earned after successfully passing the Digital Literacy and Essential Soft Skills Assessments. At the time of the Committee meeting, 19 credentials had been earned.

Mr. Zach Nickerson provided an update on PY'22 WIOA program and state fiscal performance. Each of the 12 LWDBAs met the 80% obligation rate for the Adult, Dislocated Worker, and Youth programs. Eleven areas met or exceeded the 70% Fund Utilization Rate (FUR) for adult programs, ten areas met FUR for Dislocated Workers, and eight met the Youth FUR. Ten areas met the 30% participation Cost Rate (PCR).

Overall, the State met or exceeded all WIOA Program performance measures. The six (6) local areas that did not meet fiscal performance have triggered progressive sanction measures in which this is the second year of failure for two (2) local areas. For each of the four (4) local areas, for which this is the first year they have failed the measure(s), the LWDB will be required to submit a Corrective Action Plan within 45 days of the formal notice, describing how it will improve and meet performance. Upon acceptance of the CAP, the LWDB will submit progress reports to DEW on a mutually agreed-upon schedule.

The two (2) areas, in which this is the second year they have failed the measure, in addition to the formal notice, DEW will present to the full LWDB the performance, sanctions, and potential consequences to the Local Workforce Development Board and Local Workforce Development Area of continued failed performance. The Local Workforce Development Area will be required to commit funds for dedicated external technical assistance. DEW will work with appropriate Local Workforce Development Area staff to amend the Corrective Action Plan as needed. (Per 19-04, Change 1, WIOA Title I Sanctions Policy). Both areas failed the Youth FUR requirement and are unable to receive Youth Discretionary funding until compliance with this measure is met. If each local area does not meet the Youth FUR for Program Year 2023, then the excess Youth funding (any amount over the 30% allowed) will be recaptured by the State and reallocated to those local areas that met the requirement for Program Year 2023.

Mr. Charles Appleby, Senior Advisor to the Coordinating Council for Workforce Development(CCWD), presented to the Committee on Workforce Innovation and the SC Works

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Management Committee during Q2. He updated the committees on the progress of the Unified State Plan (USP), a comprehensive education and workforce plan, which is a requirement under the Education and Workforce Act (Act 67). He explained that the USP does not replace the strategic plans that individual entities create but brings them all into alignment. The 2024 WIOA Combined State Plan, for example, is being crafted in parallel with the USP adapting its vision and mission statements.

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

Mr. Freeland reminded members that the next full board meeting is scheduled for December 12, 2023, at 11:00 a.m. and will be held at the Edgar Brown Building, Columbia, S.C.

Mr. Freeland acknowledged the success of the SC@Work: Road Trips. Director William Floyd explained that the Road Trips are Phase I of DEW's Rural Initiative to serve predominately rural counties, traveling to Tier 3 and Tier 4 counties. The Road trip, partnering with employers and community services, made 17 stops beginning in May in Dillion County and ending in November in McCormick County. The SC Works System interacted with over 850 job seekers, with 700 on-site interviews.

Director Floyd explained that Phase Two of the Rural Initiative will begin in January 2024. The state has been divided into four quadrants, and with a Rural Manager overseeing it all, staff will be added to provide sustainable and more systematic support to the state's rural areas.

The meeting was adjourned at 12:25 p.m.

PY'23 Interim Funding Recommendation

March 5, 2024

2024 Workforce Development Symposium Sponsorship Fee - \$15,000

The SC Chamber of Commerce is hosting the 2024 Workforce Development Symposium on September 12, 2024, at the Columbia Metropolitan Convention Center. The Symposium is a great opportunity for board members to learn about issues important to South Carolina's business community. The funding requested will be paid to the SC Chamber as a sponsorship. In exchange for the sponsorship

- DEW, the SWDB, and the SC Works system are promoted in event materials.
- DEW receives tickets to the Symposium, which are allocated to board members, and at least two additional Chamber events.
- Staff participate in the development of the agenda, including offering recommendations on topics and/or Symposium speakers.
- The SWDB presents the SC@Work Photo Contest Awards and Workforce Hero Awards during the event.
- DEW and SC Works have a vendor table to promote services to employers.

Phase II Implementation of the Shared Case Management System Project - \$69,200

In 2023, the SWDB funded a feasibility study to evaluate options for integrating case management systems across WIOA Core Program partners. The study was completed in November 2023 and resulted in a phased plan to modernize the state's case management and labor exchange systems, with an emphasis on interoperability across agencies and programs. Phase II of this effort involves developing the scope of work for the vendor/product solicitation. The funding requested will support the preparation of the scope of work and functional requirements for the case management and labor exchange solicitation and support for market engagement. Phase II will be completed by the end of the program year.

SOUTH CAROLINA WIOA STATE PLAN

Covering Program Years 2024-2027 (July 1, 2024 – June 30, 2027)

OVERVIEW

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. States must have approved Unified or Combined State Plans in place to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified or Combined State Plans.

Options for Submitting a State Plan

A State has two options for submitting a State Plan— a Unified State Plan or a Combined State Plan. At a minimum, a State must submit a Unified State Plan that meets the requirements described in this document and outlines a four-year strategy for the core programs. The six core programs are—

- the Adult program (Title I of WIOA),
- the Dislocated Worker program (Title I),
- the Youth program (Title I),
- the Adult Education and Family Literacy Act program (Title II),
- the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
- the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).

Alternatively, a State may submit a Combined State Plan that meets the requirements described in this document and outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs. When a State includes a Combined State Plan partner program in its Combined State Plan, it need not submit a separate plan or application for that particular program. If included, Combined State Plan partner programs are subject to the "common planning elements" (Sections II-IV of this document) where specified, as well as the program-specific requirements for that program where such planning requirements exist separately for the program. The Combined State Plan partner programs are—

- Career and technical education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) (20 U.S.C. 2301 et seq.)
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(o))

- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Unemployment Insurance programs (programs authorized under State unemployment compensation laws in accordance with applicable Federal law)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))
- Employment and training activities carried out by the Department of Housing and Urban Development
- Community Services Block Grant (Employment and training activities carried out under the Community Services Block Grant Act (42 U.S.C. 9901 et seq.))

How State Plan Requirements Are Organized

The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.

- The **Strategic Planning Elements** section includes analyses of the State’s economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State’s workforce development system and alignment strategies for workforce development programs to support economic growth.
- The **Operational Planning Elements** section identifies the State’s efforts to support the State’s strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Operational planning elements include:
 - State Strategy Implementation,
 - State Operating Systems and Policies,
 - Assurances,
 - Program-Specific Requirements for the Core Programs, and
 - Program-Specific Requirements for the Combined State Plan partner programs. (These requirements are available in a separate supplemental document, Supplement to the Workforce Innovation and Opportunity Act (WIOA) Unified and Combined State Plan Requirements. The Departments are not seeking comments on these particular requirements).

When responding to Unified or Combined State Plan requirements, States must identify specific strategies for coordinating programs and services for target populations. States must develop strategies that look beyond strategies for the general population and develop approaches that also address the needs of target populations.

I. WIOA STATE PLAN TYPE AND EXECUTIVE SUMMARY

a. WIOA State Plan Type

Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs. Unified or Combined State Plan. Select whether the State is submitting a Unified or Combined State Plan. At a minimum, a State must submit a Unified State Plan that covers the six core programs.

Unified State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs.

Combined State Plan. This plan includes the Adult, Dislocated Worker, Youth, Wagner-Peyser Act, Adult Education and Family Literacy Act, and Vocational Rehabilitation programs, as well as one or more of the optional Combined State Plan partner programs identified below.

South Carolina is submitting a Combined State Plan covering the following additional programs:

- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

Objectives/Strategies

Action Items

Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff.

Strategy 1.1 Implement a case management system that integrates data across the WIOA core partner programs.

1.1.1 Implement recommendations from Shared Case Management System Feasibility Study.

Strategy 1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.

1.2.1 Relaunch of SC Works Partner Series.
1.2.2 Utilize LMS to provide staff training.

Objectives/Strategies

Action Items

Objective 2: Prepare job seekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match job seekers to open employer positions.

Strategy 2.1 Increase the percentage of participants that obtain high-value credentials.

- 2.1.1 Complete statewide supply gap analysis.
- 2.1.2 Define “high-value credential”.
- 2.1.3 Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.

Strategy 2.2 Increase access to education and training necessary for individuals to use Broadband to advance their personal goals and increase South Carolina’s technology workforce competitiveness.

- 2.2.1 Improve communication and coordination with the Digital Opportunity Department.
- 2.2.2 Continue expansion of Connection Points and promote utilization of Connection Points to provide digital literacy education and training.
- 2.2.3 Provide digital literacy instruction and assessments to certify that individuals have core digital literacy competencies for life and the workplace.

Strategy 2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers.

- 2.3.1 Distribute and implement SC Works customer satisfaction guidance.
- 2.3.2 Utilize statewide employer survey to glean information about pain points and how the system can help.
- 2.3.3 Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.
- 2.3.4 Implementation of the Senior Business Consultant model that will manage service delivery to key account and foster regional collaboration.

Objectives/Strategies

Action Items

Objective 3: Improve education and workforce infrastructure network to decrease barriers to work in order to increase attraction “recruitment” and retention necessary to maintain economic development competitiveness critical to the growth of high wage, growth, demand, mobility/retention jobs.

Strategy 3.1 Increase awareness of resources to mitigate obstacles to employment.

3.1.1 Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.

3.1.2 Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.

Strategy 3.2 Implement a multifaceted rural outreach strategy to ensure that rural areas of South Carolina have access to employment and training resources.

3.2.1 Implement Rural Outreach Team.

Objectives/Strategies

Action Items

Objective 4: Create alignment between the workforce development system and the state agencies and organizations directing implementation of the IIJA, IRA, and CHIPS and Science Act funding.

Strategy 4.1 Identify resources and funding opportunities to provide services to job seekers.

4.1.2 Track and inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.
4.1.3 Improve communication and coordination with agencies and partners receiving funding through federal investments.

Strategy 4.2 Communicate opportunities to the workforce system.

4.2.1 Utilize SC Works Partner Series as a forum to share information with SC Works partners about federal investments and opportunities for aligning programs and services to support job seekers interested in employment in new or expanded sectors.

Strategy 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.

4.3.1 Strategically recruit training providers to ensure that job seekers have access to relevant training to leads to or results in credentials of value for priority sectors like infrastructure, clean energy, and advanced manufacturing.

SC WIOA STATE PLAN

OVERVIEW FOR STATE WORKFORCE DEVELOPMENT BOARD

March 5, 2024

TODAY'S AGENDA

WIOA STATE PLAN
REQUIREMENTS

ALIGNMENT WITH DOL
PRIORITIES AND SC UNIFIED
STATE PLAN

STATE STRATEGY

IMPLEMENTATION OF THE STATE
STRATEGY

Q&A

WIOA STATE PLAN REQUIREMENTS

- The publicly funded workforce development system is a national network of Federal, State, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all job seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. This system is governed by the Workforce Innovation and Opportunity Act, also referred to as WIOA.
- WIOA reforms planning requirements to foster better alignment of Federal investments. One of WIOA's principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches.
- Under the WIOA, the Governor of each State must submit a Unified or Combined State Plan that outlines a four-year strategy for the State's publicly funded workforce development system.
 - At a minimum, a State must submit a Unified State Plan that outlines a four-year strategy for the six core programs.
 - Alternatively, a State may submit a Combined State Plan that outlines a four-year strategy for WIOA's core programs plus one or more of the Combined State Plan partner programs.

WIOA STATE PLAN REQUIREMENTS

- South Carolina has opted to submit a Combined State Plan covering the following 11 federal programs:
 - the Adult program (Title I of WIOA),
 - the Dislocated Worker program (Title I),
 - the Youth program (Title I),
 - the Adult Education and Family Literacy Act program (Title II),
 - the Wagner-Peyser Act Employment Service program (authorized under the Wagner-Peyser Act, as amended by title III), and
 - the Vocational Rehabilitation program (authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV).
- Temporary Assistance for Needy Families program (42 U.S.C. 601 et seq.)
- Employment and Training programs under the Supplemental Nutrition Assistance Program (programs authorized under section 6(d)(4) of the Food and Nutrition Act of 2008 (7 U.S.C. 2015(d)(4)))
- Trade Adjustment Assistance for Workers programs (Activities authorized under chapter 2 of title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.))
- Jobs for Veterans State Grants Program (programs authorized under 38, U.S.C. 4100 et. seq.)
- Senior Community Service Employment program (programs authorized under title V of the Older Americans Act of 1965 (42 U.S.C. 3056 et seq.))

MAJOR CONTENT AREAS OF THE PLAN

- The major content areas of the Unified or Combined State Plan include strategic and operational planning elements. WIOA separates the strategic and operational elements to facilitate cross-program strategic planning.
 - The **Strategic Planning Elements** section includes analyses of the State's economic conditions, workforce characteristics, and workforce development activities. These analyses drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs to support economic growth.
 - The **Operational Planning Elements** section identifies the State's efforts to support the State's strategic vision and goals as identified in the Strategic Planning Elements section. This section ensures that the State has the necessary infrastructure, policies, and activities to meet its strategic goals, implement its alignment strategy, and support ongoing program development and coordination. Program-specific requirements for Core and Combined State Plan partners are included in the Operational Planning Elements.

DOL STATE PLANNING PRIORITIES

- Use labor market information to reassess economic and labor market conditions and adjust strategies for changing industries, occupations, and/or skills.
- Use state planning to focus on reemployment of unemployed individuals and improved employment of underemployed individuals.
- Use the WIOA State Plan and planning process to take advantage of historic federal investments in infrastructure and other opportunities created through the IIJA, IRA, and CHIPS and Science Act.
- Other items of particular interest:
 - Focus on traditionally underserved populations
 - Collaboration and partnership
 - Sector partnership
 - Integrated program planning

ALIGNMENT W/ SC UNIFIED STATE PLAN

- The SC Unified State Plan for Education and Workforce (also known as USP) is a comprehensive strategy that lays out how South Carolina will build a readily accessible, highly effective, and easily understandable education and workforce system.
- The USP is developed by state and local government agencies, nonprofit groups, and quasi-governmental groups that are appropriated state funds or are authorized to expend federal funds related to workforce development, in cooperation with business and industry associations.
- The USP functions as a resource when entities are planning their strategies related to education and workforce development. Their projects and initiatives should align with their own strategic goals as well as the strategic goals of the USP.

ALIGNMENT W/ SC UNIFIED STATE PLAN

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 it is readily accessible, highly effective, and easily understandable.



Areas of Focus:

- Awareness
- Skills
- Obstacles

ALIGNMENT W/ SC UNIFIED STATE PLAN

WIOA State Plan adopts the vision and mission outlined in the draft Unified State Plan.



The objectives and strategies defined in the WIOA State Plan align with and support the goals and actions defined in the draft USP.

MAJOR THEMES



Alignment and
coordination



Access to skills and
credentials of value



Removing barriers or
obstacles to
employment



Leveraging historic
infrastructure
investments

Objectives/Strategies	Action Items
<p>Objective 1: Develop and create an effective customer-driven workforce system through alignment of programs and policies, the use of leading-edge technology, and high-quality staff.</p>	
<p>Strategy 1.1 Implement a case management system that integrates data across the WIOA core partner programs.</p>	<p>1.1.1 Implement recommendations from Shared Case Management System Feasibility Study.</p>
<p>Strategy 1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.</p>	<p>1.2.1 Relaunch of SC Works Partner Series. 1.2.2 Utilize LMS to provide staff training.</p>

Objectives/Strategies	Action Items
<p>Objective 2: Prepare job seekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match job seekers to open employer positions.</p>	
<p>Strategy 2.1 Increase the percentage of participants that obtain high-value credentials.</p>	<p>2.1.1 Complete statewide supply gap analysis.</p> <p>2.1.2 Define “high-value credential”.</p> <p>2.1.3 Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential.</p>

Objectives/Strategies	Action Items
<p>Objective 2: Prepare job seekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match job seekers to open employer positions.</p>	
<p>Strategy 2.2 Increase access to education and training necessary for individuals to use Broadband to advance their personal goals and increase South Carolina’s technology workforce competitiveness.</p>	<p>2.2.1 Improve communication and coordination with the Digital Opportunity Department.</p> <p>2.2.2 Continue expansion of Connection Points and promote utilization of Connection Points to provide digital literacy education and training.</p> <p>2.2.3 Provide digital literacy instruction and assessments to certify that individuals have core digital literacy competencies for life and the workplace.</p>

Objectives/Strategies	Action Items
<p>Objective 2: Prepare job seekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match job seekers to open employer positions.</p>	
<p>Strategy 2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers.</p>	<p>2.3.1 Distribute and implement SC Works customer satisfaction guidance.</p> <p>2.3.2 Utilize statewide employer survey to glean information about pain points and how the system can help.</p> <p>2.3.3 Develop joint guidance on the delivery of local business services to include continued utilization of Integrated Business Services Teams and sector partnerships.</p> <p>2.3.4 Implementation of the Senior Business Consultant model that will manage service delivery to key account and foster regional collaboration.</p>

Objectives/Strategies	Action Items
<p>Objective 3: Improve education and workforce infrastructure network to decrease barriers to work in order to increase attraction “recruitment” and retention necessary to maintain economic development competitiveness critical to the growth of high wage, growth, demand, mobility/retention jobs.</p>	
<p>Strategy 3.1 Increase awareness of resources to mitigate obstacles to employment.</p>	<p>3.1.1 Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment.</p> <p>3.1.2 Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing.</p>
<p>Strategy 3.2 Implement a multifaceted rural outreach strategy to ensure that rural areas of South Carolina have access to employment and training resources.</p>	<p>3.2.1 Implement Rural Outreach Team.</p>

Objectives/Strategies	Action Items
<p>Objective 4: Create alignment between the workforce development system and the state agencies and organizations directing implementation of the IIJA, IRA, and CHIPS and Science Act funding.</p>	
<p>Strategy 4.1 Identify resources and funding opportunities to provide services to job seekers.</p>	<p>4.1.2 Track and inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act.</p> <p>4.1.3 Improve communication and coordination with agencies and partners receiving funding through federal investments.</p>

Objectives/Strategies	Action Items
<p>Objective 4: Create alignment between the workforce development system and the state agencies and organizations directing implementation of the IIJA, IRA, and CHIPS and Science Act funding.</p>	
<p>Strategy 4.2 Communicate opportunities to the workforce system.</p>	<p>4.2.1 Utilize SC Works Partner Series as a forum to share information with SC Works partners about federal investments and opportunities for aligning programs and services to support job seekers interested in employment in new or expanded sectors.</p>
<p>Strategy 4.3 Identify and strategically target training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.</p>	<p>4.3.1 Strategically recruit training providers to ensure that job seekers have access to relevant training to leads to or results in credentials of value for priority sectors like infrastructure, clean energy, and advanced manufacturing.</p>

NEXT STEPS

- The plan will be available for public comment through March 8th.
 - To review and comment on the plan, go to <https://scworks.org/sc-py-2024-2027-wioa-state-plan>.
 - Comments will be shared with the State Workforce Development Board.
- The plan will be submitted to the US Departments of Labor and Education by the 5th of April.
- Implementation will begin in July.