SC Works Management Committee Meeting
Monday, November 25, 2024, at 11:00 a.m.

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AGENDA

I.   Welcome and Opening Remarks .... Mr. Warren Snead, Committee Chair

II.   Approval of May 16, 2024, Meeting Minutes* ....Mr. Snead

III.   MOU/IFA Update ....Ms. Sheleena Rios

IV.   Learning Management System ....Mr. Eric Yount

V.   PY'23 Performance Overview.. Mr. Zach Nickerson

VI.   SWDB Strategic Plan...Mrs. Pamela H. Jones

VII.   Other Business/Adjourn..Mr. Snead

*Denotes Voting Item

Governor's State Workforce Development Board
May 16, 2024, SC Works Management Committee Meeting Minutes

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

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.

Approval of Minutes from October 24, 2023, and February 15, 2024, ...Mr. Snead
The Committee unanimously approved the October 24, 2023, meeting minutes. On February 15, 2024, Mr. Gregory Clark made a motion to approve the October 24, 2023, meeting minutes. Mr. Mike King seconded the motion, but a final vote was not conducted.

Mr. Gregory L. Tinnell motioned to approve the February 15, 2024, meeting minutes. Ms. Darline Graham seconded the motion. The Committee unanimously approved the minutes.

SC Works Certification Standards.. Mr. Adam Paige
Every three years, the Workforce Innovation and Opportunity Act (WIOA) requires the State Workforce Development Board (SWDB) to establish objective criteria and procedures for Local Workforce Development Boards (LWDBs) to assess one-stop centers in three categorical standards: management, business services, and job seeker services standards. Mr. Adam Paige, Director of Workforce Initiatives, presented the updated 2024 SC Works Certification Standards, providing an overview of the revisions made and the comments received from Local Workforce Development Areas (LWDAs) during the public comment period.

Mr. Paige explained that the recommendations received from the SC Works Secret Shopper Pilot were incorporated in the updated Certification Standards.

Mr. Greg Tinnell motioned to approve the 2024 SC Works Certification Standards, accepting all changes. Ms. Darline Graham seconded the motion. The Committee voted unanimously to approve the 2024 SC Works Certification Standards, advancing it to the Executive Committee. Upon approval by the Executive Committee, the standards will advance to the full board for final approval. If approved, a State Instruction Letter will be distributed to the LWDBs by June 30, 2025.

PY'23 Priority Update..Ms. Pamela Jones
Ms. Pamela Jones provided an update on the Committees PY'23 priorities.

- *SC Works Customer Service (Secret Shopper)*
  - To increase the use of the SC Works system by businesses and job seekers, the SC Works Secret Shopper Initiative was deployed during PY'22. The

EvalGroup shared the SC Works Secret Shopper findings at the Executive Committee's first quarter meeting. The findings and recommendations were incorporated into the SC Works Certification Standards. During the second half of PY'23, an internal workgroup was formed to implement the recommendations from the Secret Shopper Initiative. The Committee will continue to receive updates on the implementation recommendations from EvalGroup findings.

- *SC Soft Skills Certificate*
  - The SC Professional Skills Certificate, developed in partnership with WIN Learning, is awarded to job seekers who successfully complete WIN Essential Soft Skills and Digital Literacy Assessments. In October 2023, the WIN Career Readiness Initiative was launched to increase employer interest in recognizing the SC Professional Skills Certificate as a value-added asset for job applicants.

- *Investments for In-Demand Training*
  - SWDB allocated $2 million in funding, enabling the workforce system to provide incumbent worker training, occupational skills training, on-the-job training, and customized training strategies. Local areas were encouraged to align the utilization of training funds to build, retrain, or upskill a local workforce for high-demand occupations and industries, according to the needs of participants and employers and for in-demand training services that align with local area needs. Each local area received an average of $167,000 in training grant awards for a total of $1,999,888.

- *SC Works/Staff Training Learning Management System:*
  - SWDB allocated $200,000 in funding for the Learning Management System (LMS), which will provide a centralized location for training content accessible across the workforce system and include the functionality to track the completion of required training. Implementation of the LMS is expected to occur during the current calendar year.

The Committee completed its PY'23 priorities.

Other Business/Adjourn..**Mr. Snead**
Chairman Thomas Freeland reminded everyone that the next full board meeting is scheduled for June 25, 2024, at 11:00 a.m., and he encouraged everyone to attend in-person.

Mr. Snead adjourned the meeting at 11:37 a.m.

SC Works Management Committee

PY'24 Q2
Monday, November 25, 2024

SC Works Management Committee Meeting Agenda

I.   WELCOME AND OPENING REMARKS

II.   APPROVAL OF MAY 16, 2024, MEETING MINUTES*

III.   IFA/MOU UPDATE

IV.   LEARNING MANAGEMENT SYSTEM

V.   PY'23 PERFORMANCE OVERVIEW

VI.   SWDB STRATEGIC PLAN

VII.   OTHER BUSINESS/ADJOURN

Approval of May 16, 2024 Meeting Minutes*

Members Present:

Mr. Warren Snead*
Mr. William Floyd*
Ms. Darline Graham
Mr. Gregory L. Tinnell

Members Absent:

Mr. John Uprichard*
Mr. Gregory Cannon Clark
Mr. Mike King
Ms. Swati Patel

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PY'23 Priority Update .... Ms. Pamela Jones
Ms. Pamela Jones provided an update on the Committees PY'23 priorities.

LWDA Memoranda of Understanding/Infrastructure Funding Agreements

Presentation Overview

- LWDA Memoranda of Understanding & Infrastructure Funding Agreements

- State Instruction & MOU/IFA Template Updates
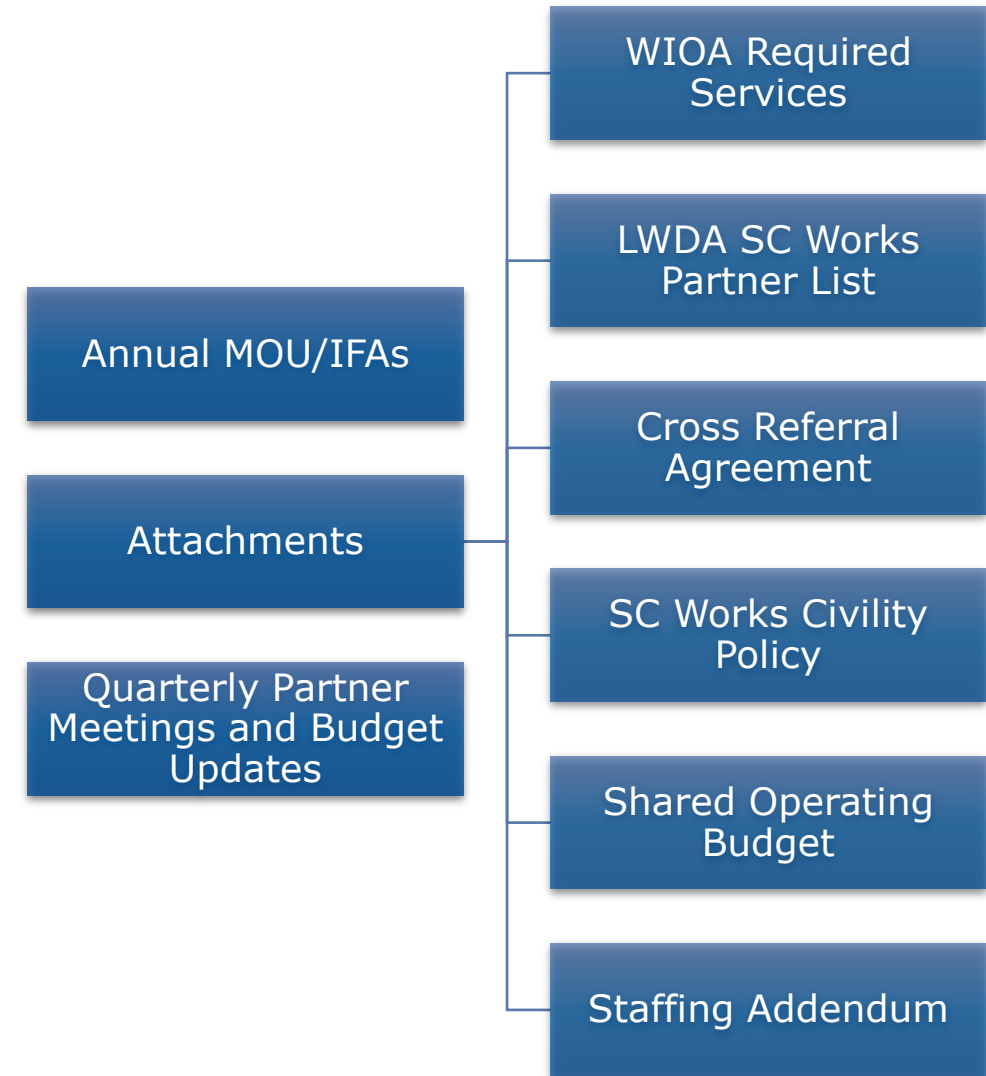
LWDA MOU/IFAs

Why:

Each Local Workforce Development Board (LWDB) must develop and execute a Memorandum of Understanding (MOU), which includes an Infrastructure Funding Agreement (IFA), in collaboration with all required workforce system partners within its Local Workforce Development Area (LWDA).

Significance:

The MOU/IFA establishes the agreement between LWDA partners to provide a seamless delivery of workforce development services and identifies how partners will share costs associated with SC Works centers.

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What do the LWDB & Partners have to do?

TIMEFRAME	ACTIVITY
February 15	Initiation of local MOU/IFA negotiation meetings*
March 31	Local MOU/IFA negotiations end
April 15	Report of Outcomes from Local MOU Negotiations due to the State
May 15	Final MOU/IFA draft, including all attachments, submitted by the LWDB to all partners for review and signature
June 30	All local MOU/IFAs must be fully executed

Annual MOU/IFAs

Attachments
- WIOA Required Services
- LWDA SC Works Partner List
- Cross Referral Agreement
- SC Works Civility Policy
- Shared Operating Budget
- Staffing Addendum

Quarterly Partner Meetings and Budget Updates

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For more information about MOU/IFAs:

- [State Instruction 16-19, Change 2](): Local Memorandum of Understanding Guidelines

- [20 CFR §§ 678.500–678.510](): Memorandum of Understanding for the One-Stop Delivery System

- [20 CFR §§ 678.700–678.760](): One-Stop Operating Costs

- [WIOA MOUs and Infrastructure Costs]() (DOL presentation available on Workforce GPS)

State Instruction 16-19, Change 2

- Guidance to Local Workforce Development Boards (LWDBs) for development of the annual MOU/IFAs

- MOU/IFA Templates
  - Developed in collaboration with core and other partners at the State level
  - Standardizes expectations across the 12 Local Workforce Development Areas (LWDAs)
    - Required Partners
    - Required Services
    - Expectations for partner interactions—partner referrals, civility, good faith negotiations
    - Cost Allocations

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State Instruction Updates

- Last Updated—January 22, 2018

- Goals:
  - Improve partner communication
  - Reduce burdens for LWDBs and Partners
  - Clarify understanding of Federal and State laws, regulations, and guidance

- Updates
  - Updated template forms—reduce the burden for LWDBs developing the annual agreements and to update processes
  - Clarification of terms and expectations—"consensus," quarterly budget updates, improved partner communication

Contacts

Sheleena Rios

DEW Workforce Policy Manager

srios@dew.sc.gov

Workforce Policy Department:

WorkforcePolicy@dew.sc.gov

Thank You
Any Questions?

Workforce Development Division Technical Assistance Plan Program Year 2024

Technical Assistance Survey

Online survey issued
07/26/2024

Online survey closed
08/16/2024

Sent to:
- SC Works Operators
- ES Regional Managers
- WIOA Administrators
- RESEA Staff
- UI Hub Managers
- SCWOS Coordinators

113 responses received

85 actionable requests
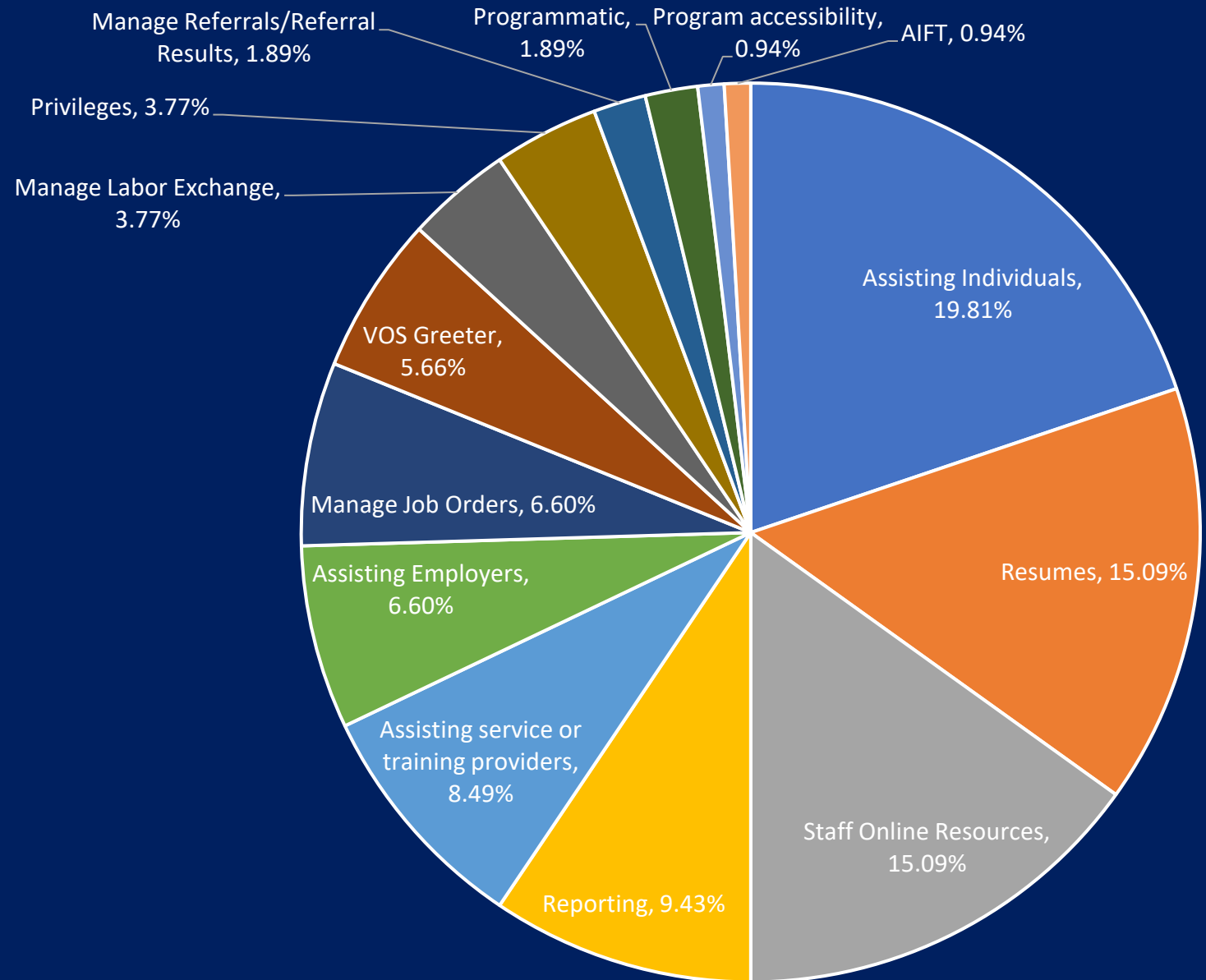
Technical Assistance Requests
At a glance...

Type of Assistance Request	Number Received
SC Works Online Services Training	54
Employment Services Job-Specific Training	8
Policy/Guidance Training	8
Individual Technical Assistance Requests	8
Local Area-Specific Partner Training	4
Overall Partner Training	4
Programmatic Training	3
Palmetto Academic and Training Hub Training	2
Total Requests	91*

Other Identified Requests	Number Received
Geographic Solutions request	2
Possible IT Issue	1
Network Upgrade Request	1
Interoperability Request	1
Total Other Requests	5*

*Note: Some responses included multiple requests.

SC Works Online Services Training Requests Across Modules

- Assisting Individuals, 19.81%
- Resumes, 15.09%
- Staff Online Resources, 15.09%
- Reporting, 9.43%
- Assisting service or training providers, 8.49%
- Assisting Employers, 6.60%
- Manage Job Orders, 6.60%
- VOS Greeter, 5.66%
- Manage Labor Exchange, 3.77%
- Privileges, 3.77%
- Manage Referrals/Referral Results, 1.89%
- Programmatic, 1.89%
- Program accessibility, 0.94%
- AIFT, 0.94%

Completed and Scheduled Training

Completed:

- Staff preferences and shortcuts
- Using VOS Greeter
- Managing VOS Greeter

Scheduled:

- Staff Online Resources (December)
- Building Resumes in SCWOS (January)

Horizon:

- IEP/ISS Development
- 11-Step Wagner-Peyser Application
- Policy

SC Works Learning Center

Project Status

Phase 3: Production
- Feedback-driven changes
- Loading Data
- Branding

Phase 4: Full Rollout
- Phased Approach

LMS Demo

Program Year 2023 Local Fiscal & Programmatic Performance Update

PY'23 WIOA Title I Allocation

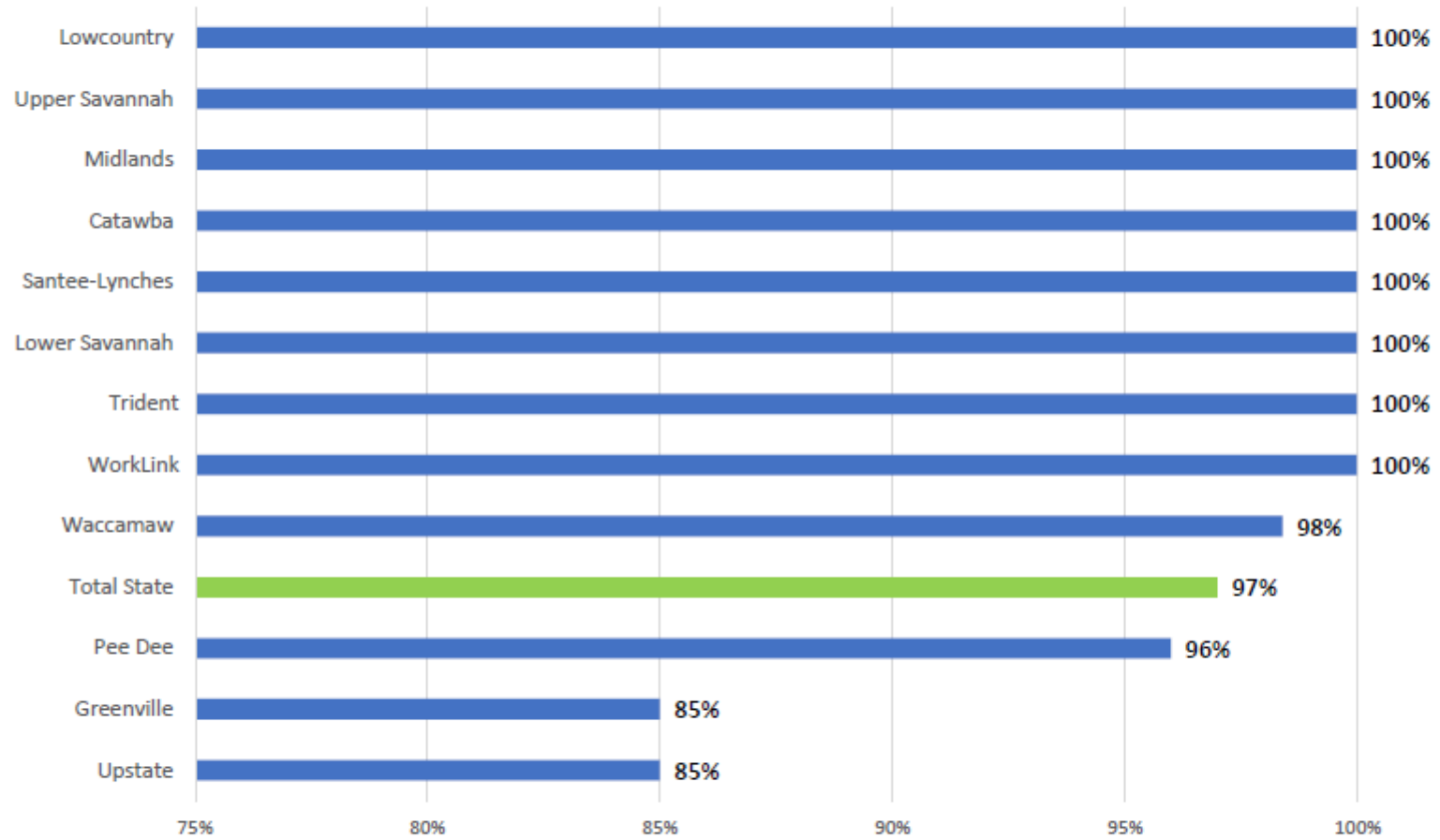| Fund Stream	Adult	Youth	Dislocated Worker	Total
Total allotment received	$9,001,080	$9,325,293	$10,803,123	$29,129,496
Statewide Activities (10%)	$900,108	$932,529	$1,080,312	$2,912,949
State Administration (5%)	$450,054	$466,265	$540,157	$1,456,476
State Rapid Response (15%)			$1,620,468	$1,620,468
State Totals	$1,350,162	$1,398,794	$3,240,937	$5,989,893
Percentage allocated to Local Areas	85%	85%	70%	Total
Total allocated to Local Areas	$7,650,918	$7,926,499	$7,562,186	$23,139,603

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PY'23 WIOA Title I Allocation

Local Area Allocations	Percentage allocated to Local Areas	85%	85%	70%	Total
	Total allocated to Local Areas	$7,650,918	$7,926,499	$7,562,186	$23,139,603
	Trident	$891,695	$939,690	$965,958	$2,797,343
	Greenville	$537,820	$556,553	$611,596	$1,705,969
	Upper Savannah	$363,677	$357,793	$444,789	$1,166,259
	Upstate	$574,364	$595,354	$658,594	$1,828,312
	Midlands	$984,983	$1,115,919	$1,051,588	$3,152,490
	Worklink	$440,694	$543,954	$418,653	$1,403,301
	Lower Savannah	$733,546	$744,094	$572,786	$2,050,426
	Pee Dee	$770,763	$737,956	$881,166	$2,389,885
	Catawba	$721,550	$734,019	$473,938	$1,929,507
	Santee Lynches	$413,847	$404,121	$399,245	$1,217,213
	Lowcountry	$330,736	$324,230	$337,010	$991,976
	Waccamaw	$887,243	$872,816	$746,863	$2,506,922
	Local Area Totals	$7,650,918	$7,926,499	$7,562,186	$23,139,603

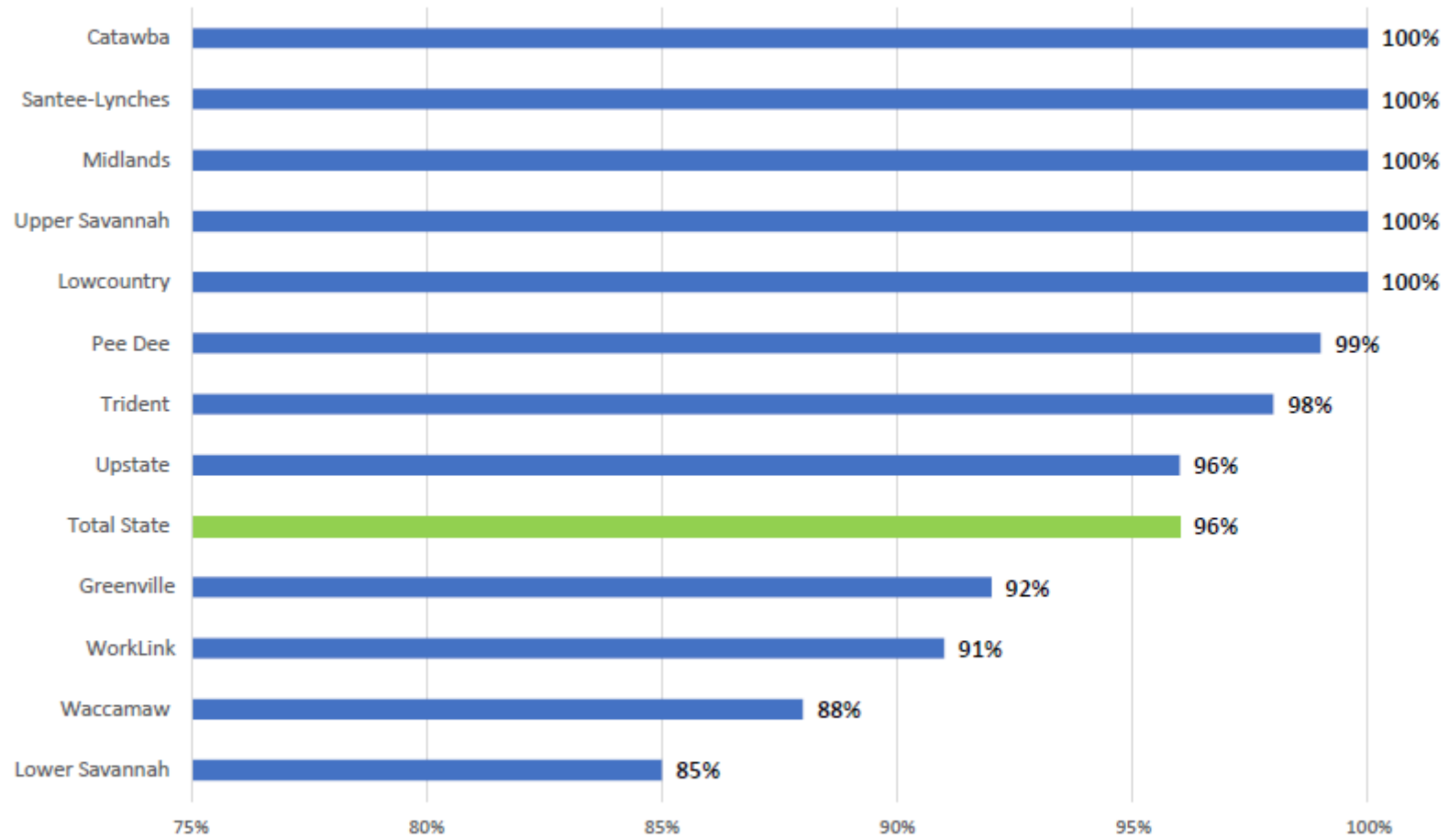South Carolina WORKFORCE Development Board

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 PY'23 ADULT PROGRAM FUND OBLIGATION RATE THRU 6/30/24

Region	Rate
Lowcountry	100%
Upper Savannah	100%
Midlands	100%
Catawba	100%
Santee-Lynches	100%
Lower Savannah	100%
Trident	100%
WorkLink	100%
Waccamaw	98%
Total State	97%
Pee Dee	96%
Greenville	85%
Upstate	85%

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LWDA PY'23 DISLOCATED WORKER PROGRAM FUND OBLIGATION RATE THRU 6/30/24

Area	Rate
Catawba	100%
Santee-Lynches	100%
Midlands	100%
Upper Savannah	100%
Lowcountry	100%
Pee Dee	99%
Trident	98%
Upstate	96%
Total State	96%
Greenville	92%
WorkLink	91%
Waccamaw	88%
Lower Savannah	85%

LWDA PY'23 YOUTH PROGRAM FUND OBLIGATION RATE THRU 6/30/24

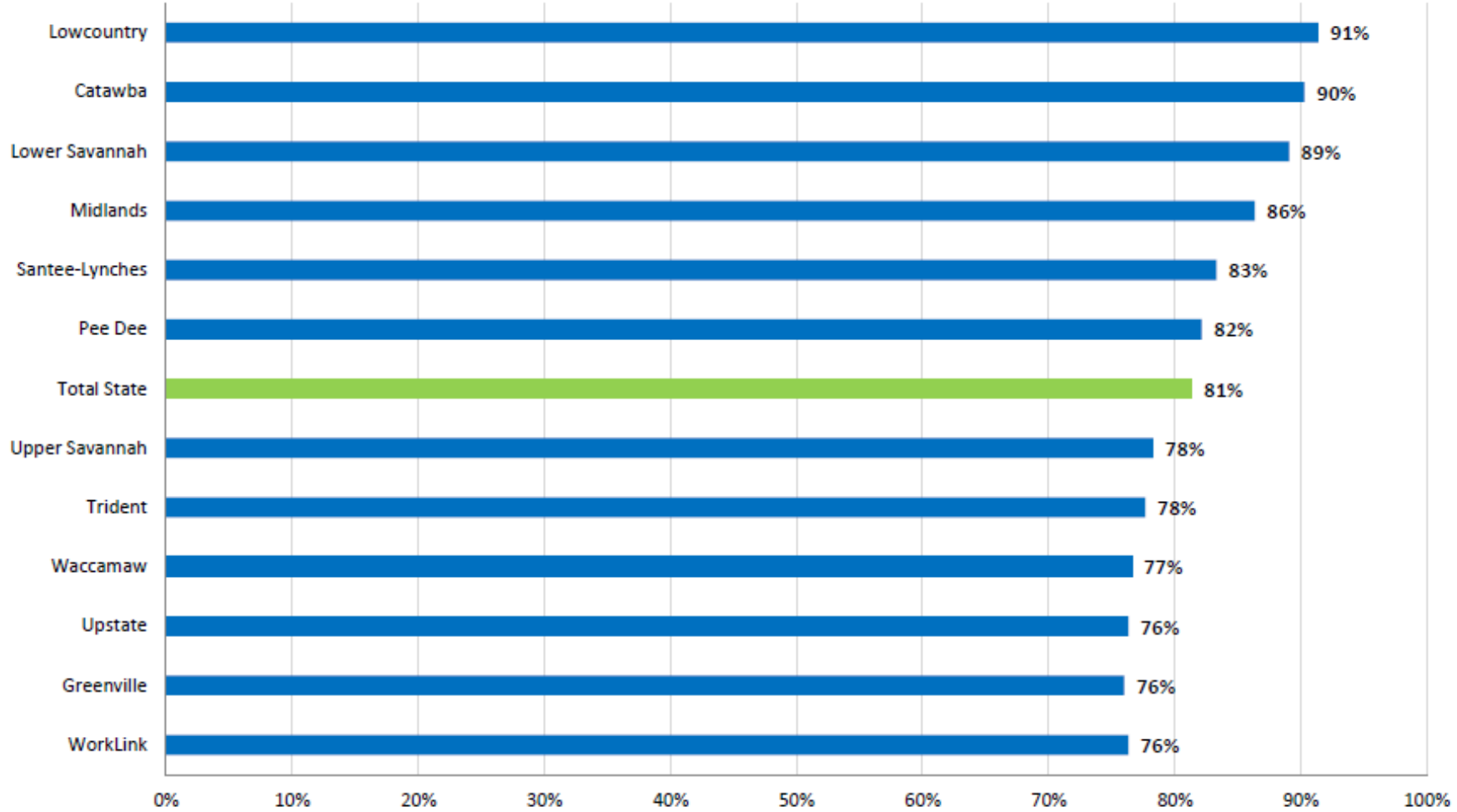| LWDA	Rate
Santee-Lynches	100%
Upper Savannah	100%
Midlands	100%
Lower Savannah	100%
Trident	100%
Waccamaw	100%
Catawba	100%
Lowcountry	100%
Total State	97%
Greenville	95%
WorkLink	92%
Pee Dee	92%
Upstate	87%

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 PY23 Adult Program
Fund Utilization Rate thru 6/30/2024
(Includes Admin.)
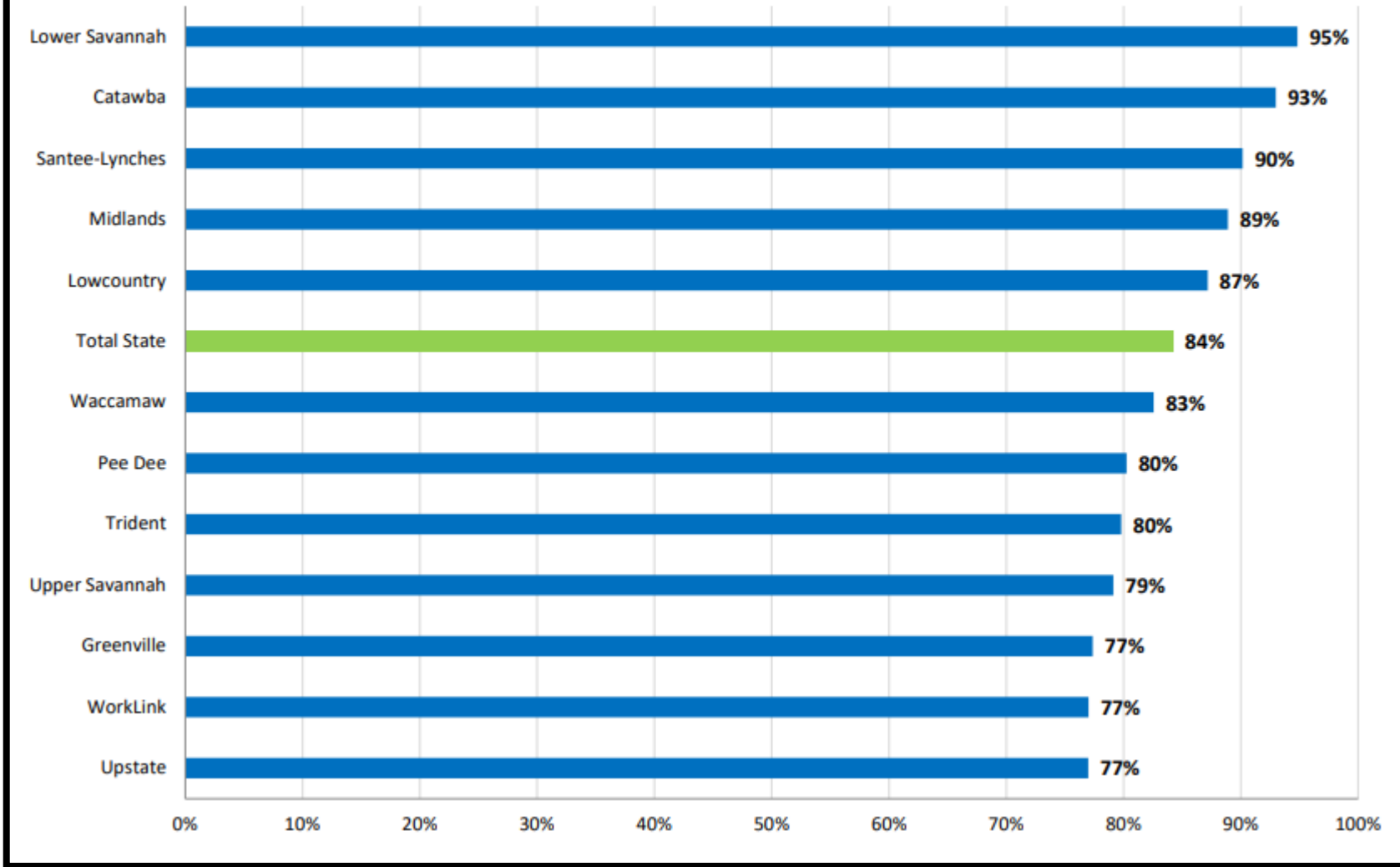
LWDA	Rate
Lower Savannah	95%
Catawba	93%
Santee-Lynches	90%
Midlands	89%
Lowcountry	87%
Total State	84%
Waccamaw	83%
Pee Dee	80%
Trident	80%
Upper Savannah	79%
Greenville	77%
WorkLink	77%
Upstate	77%

LWDA PY23 Dislocated Worker Program
Fund Utilization Rate thru 6/30/2024
(Includes Admin.)

LWDA	Rate
Lowcountry	91%
Catawba	90%
Lower Savannah	89%
Midlands	86%
Santee-Lynches	83%
Pee Dee	82%
Total State	81%
Upper Savannah	78%
Trident	78%
Waccamaw	77%
Upstate	76%
Greenville	76%
WorkLink	76%

LWDA PY23 Youth Program
Fund Utilization Rate thru 6/30/2024
(Includes Admin.)

LWDA	Rate
Lower Savannah	100%
Santee-Lynches	96%
Trident	88%
Upstate	86%
Total State	84%
Greenville	82%
Pee Dee	82%
Catawba	82%
Waccamaw	82%
Lowcountry	80%
WorkLink	80%
Midlands	79%
Upper Savannah	70%
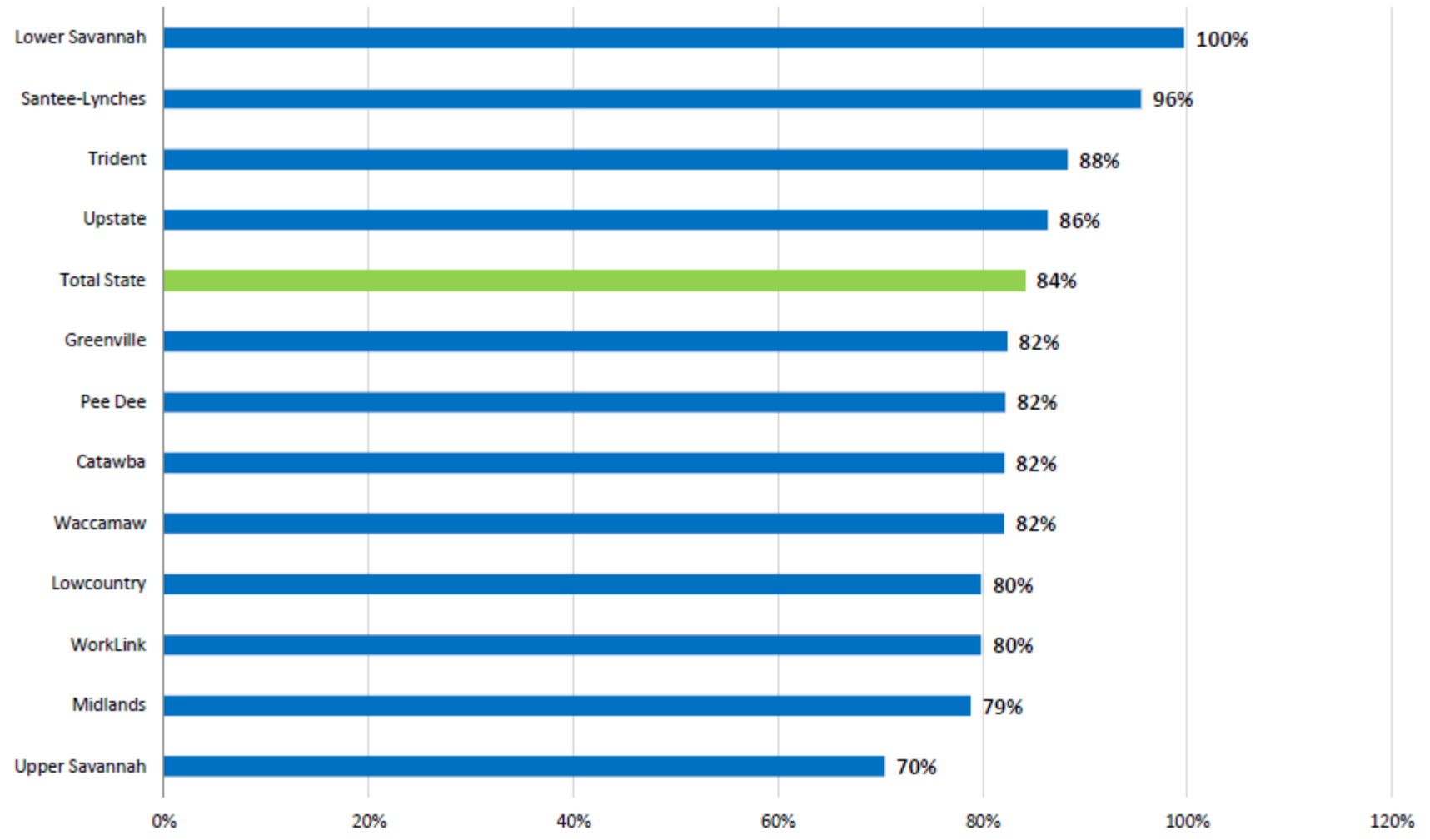
State-specific Fiscal Performance Measures

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.

Participant Cost Rate as of 6/30/2024

Region	Rate
Midlands	69.42%
Lower Savannah	68.23%
Greenville	62.57%
Upstate	57.17%
Total State	51.14%
Lowcountry	48.50%
WorkLink	47.35%
Catawba	45.94%
Upper Savannah	44.30%
Pee Dee	42.78%
Trident	39.58%
Waccamaw	38.29%
Santee-Lynches	36.74%
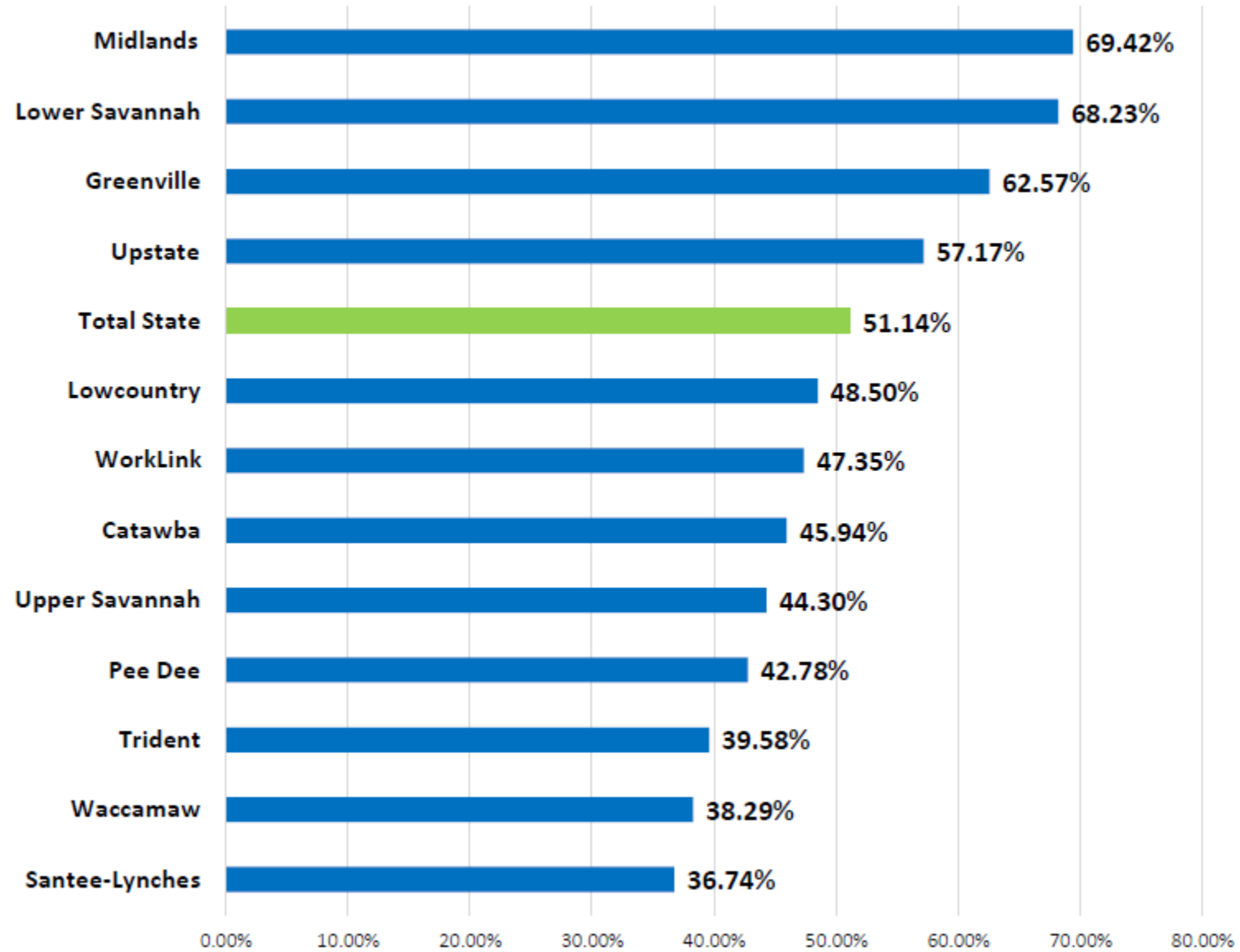
Primary Indicators of Performance

- 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

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	81.5	104.8%	81.1	87.8	108.3%	77.6	81.8	105.4%	106.1%
Employment Rate Q4	74.0	81.3	109.9%	80.4	88.2	109.7%	74.5	82.1	110.2%	109.9%
Median Earnings	$6,193	$7,890	127.4%	$7,935	$9,707	122.3%	$3,622	$4,895	135.1%	128.3%
Credential Rate	65.0	73.4	112.9%	65.6	72.4	110.4%	69.1	61.0	88.3%	103.9%
Measurable Skill Gains	55.2	71.8	130.1%	57.1	81.8	143.3%	52.8	75.4	142.8%	138.7%
	Overall Program Score		117.0%	Overall Program Score		118.8%	Overall Program Score		116.4%	

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%

Program Year 2023 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	81.5	104.8%	81.1	87.8	108.3%	77.6	81.8	105.4%	106.1%
Employment Rate Q4	74.0	81.3	109.9%	80.4	88.2	109.7%	74.5	82.1	110.2%	109.9%
Median Earnings	$6,193	$7,890	127.4%	$7,935	$9,707	122.3%	$3,622	$4,895	135.1%	128.3%
Credential Rate	65.0	73.4	112.9%	65.6	72.4	110.4%	69.1	61.0	88.3%	103.9%
Measurable Skill Gains	55.2	71.8	130.1%	57.1	81.8	143.3%	52.8	75.4	142.8%	138.7%
	Overall Program Score		117.0%	Overall Program Score		118.8%	Overall Program Score		116.4%	

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 2023 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	105.5%	101.6%	104.9%	104.0%
Employment Rate Q4	107.8%	107.9%	110.7%	108.8%
Median Earnings	145.4%	147.0%	120.8%	137.7%
Credential Rate	117.6%	138.5%	73.9%	110.0%
Measurable Skill Gains	137.7%	156.3%	124.8%	139.6%
	122.8%	130.3%	107.0%	

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	106.8%	114.3%	105.2%	108.8%
Employment Rate Q4	105.7%	114.9%	101.2%	107.3%
Median Earnings	126.8%	143.2%	172.4%	147.5%
Credential Rate	108.5%	108.8%	96.5%	104.6%
Measurable Skill Gains	119.6%	125.7%	166.2%	137.2%
	113.5%	121.4%	128.3%	

Greenville

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	108.6%	110.7%	122.5%	113.9%
Employment Rate Q4	103.2%	118.0%	120.0%	113.7%
Median Earnings	120.2%	101.9%	87.7%	103.3%
Credential Rate	126.6%	125.5%	46.9%	99.7%
Measurable Skill Gains	138.8%	157.3%	141.7%	145.9%
	119.5%	122.7%	103.8%	

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	102.3%	114.0%	110.1%	108.8%
Employment Rate Q4	90.3%	93.9%	110.2%	98.1%
Median Earnings	137.4%	98.6%	126.1%	120.7%
Credential Rate	114.0%	132.5%	112.3%	119.6%
Measurable Skill Gains	130.5%	179.2%	142.2%	150.7%
	114.9%	123.6%	120.2%	

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	97.7%	105.7%	83.2%	95.5%
Employment Rate Q4	104.5%	102.2%	84.3%	97.0%
Median Earnings	123.1%	104.9%	123.1%	117.0%
Credential Rate	79.6%	100.6%	63.1%	81.1%
Measurable Skill Gains	149.8%	149.8%	157.8%	152.5%
	110.9%	112.7%	102.3%	

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	112.7%	123.3%	107.1%	114.4%
Employment Rate Q4	111.0%	117.4%	111.4%	113.3%
Median Earnings	146.5%	178.9%	118.8%	148.1%
Credential Rate	134.5%	117.2%	107.9%	119.9%
Measurable Skill Gains	152.2%	173.3%	144.8%	156.8%
	131.4%	142.0%	118.0%	

Midlands

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	102.9%	105.7%	91.0%	99.9%
Employment Rate Q4	96.6%	102.4%	101.4%	100.1%
Median Earnings	121.5%	105.7%	127.6%	118.3%
Credential Rate	118.0%	117.5%	102.6%	112.7%
Measurable Skill Gains	109.6%	105.1%	124.1%	112.9%
	109.7%	107.3%	109.3%	

Waccamaw

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	103.0%	118.3%	108.8%	110.1%
Employment Rate Q4	108.6%	102.6%	115.4%	108.8%
Median Earnings	124.4%	67.7%	124.5%	105.5%
Credential Rate	105.3%	130.1%	98.8%	111.4%
Measurable Skill Gains	123.2%	185.2%	146.4%	151.6%
	112.9%	120.8%	118.8%	

Upstate

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	95.3%	99.9%	98.5%	97.9%
Employment Rate Q4	103.8%	102.3%	105.6%	103.9%
Median Earnings	116.0%	137.7%	114.8%	122.8%
Credential Rate	111.1%	124.0%	103.3%	112.8%
Measurable Skill Gains	141.5%	155.9%	165.9%	154.4%
	113.5%	123.9%	117.6%	

Catawba

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	94.2%	95.2%	95.1%	94.8%
Employment Rate Q4	101.2%	107.9%	105.0%	104.7%
Median Earnings	103.7%	114.3%	125.3%	114.4%
Credential Rate	99.0%	86.0%	92.6%	92.5%
Measurable Skill Gains	131.8%	112.2%	156.3%	133.4%
	106.0%	103.1%	114.8%	

Trident

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	115.9%	96.4%	109.3%	107.2%
Employment Rate Q4	114.4%	115.2%	107.0%	112.2%
Median Earnings	134.9%	159.6%	190.3%	161.6%
Credential Rate	126.9%	60.9%	80.5%	89.4%
Measurable Skill Gains	103.4%	122.6%	76.3%	100.8%
	119.1%	111.0%	112.7%	

Lowcountry

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	102.5%	98.1%	117.8%	106.1%
Employment Rate Q4	103.1%	110.9%	111.7%	108.6%
Median Earnings	122.6%	122.5%	112.0%	119.0%
Credential Rate	109.9%	130.4%	126.3%	122.2%
Measurable Skill Gains	142.0%	125.8%	114.1%	127.3%
	116.0%	117.5%	116.4%	

South Carolina WORKFORCE Development Board

SWDB Strategic Plan

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

Areas of Focus:

Awareness

Skills

Obstacles

Federal investments

WIOA State Plan and SWDB Alignment

WIOA State Plan Topics & Goals
(Alignment, Skills, Obstacles, Leveraging Funding)

State WIOA Objectives

State WIOA Strategies

State WIOA Actions
Specific actions entities at the state level will take by certain dates to reach for and achieve the strategies and metrics

State Workforce Development Board Strategic Plan

SWDB Actions
Specific actions SWDB will take by certain dates to reach for and achieve the strategies and metrics (e.g., Performance, policy, funding, evaluation/study, or partnership/committee)
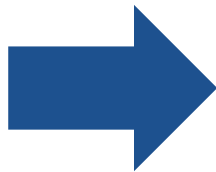
Objective #1

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.

State Plan Strategies

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

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

1.3 Increase engagement between State and Local Workforce Development Boards. **

SWDB Actions

1.2.1 Host SC Works partner trainings and information sessions

1.2.2 Explore SC Works Partner Conference bi-annually [PY'25]

1.3.1 Host SWDB and LWDB joint training, meetings, and information sessions

1.3.2 Encourage SWDB members to engage with their Local Workforce Development Board

**Note: Strategy 1.3 is SWDB only not included in S.P.

Objective #2

Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions.
(Priority Occupations)

State Plan Strategies

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

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 businesses.

SWDB Actions

2.1.1 Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation

2.1.2 Develop Memo providing guidance for utilizing the Priority Occupations tool; - distribute memo after forum

2.1.3 Develop Eligible Training Provider List performance measures [PY'25]

2.1.4 Evaluate how employers and job seekers access apprenticeships

2.2.1 Promote SC Professional Skills Credential

2.2.2 Develop SC Professional Skills Credential attainment goal

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Note: Strategy 2.4 is SWDB only not included in S.P.

Objective #2

Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions.
(Priority Occupations)

State Plan Strategies

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

2.4 Increase the awareness of career pathways in K-12 **

SWDB Actions

2.3.1 Fund the expansion of the Palmetto Business Barometer Survey

2.3.2 Develop guidance on the delivery of local business services

2.4.1 Explore how to maximize youth employment resources

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Note: Strategy 2.4 is SWDB only not included in S.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.

State Plan Strategies

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

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

SWDB Actions

3.1.1 Host SC Works partners trainings and information sessions

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

3.1.3 Funding to implement models for removing barriers

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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.

State Plan Strategies

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

4.2 Communicate opportunities to the workforce system.

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

4.4 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.

SWDB Actions

4.1.1 Inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act

4.2.1 Host SC Works partners trainings and information sessions

4.3.1 Evaluate the need and feasibility of a statewide electric vehicle workforce collaborative

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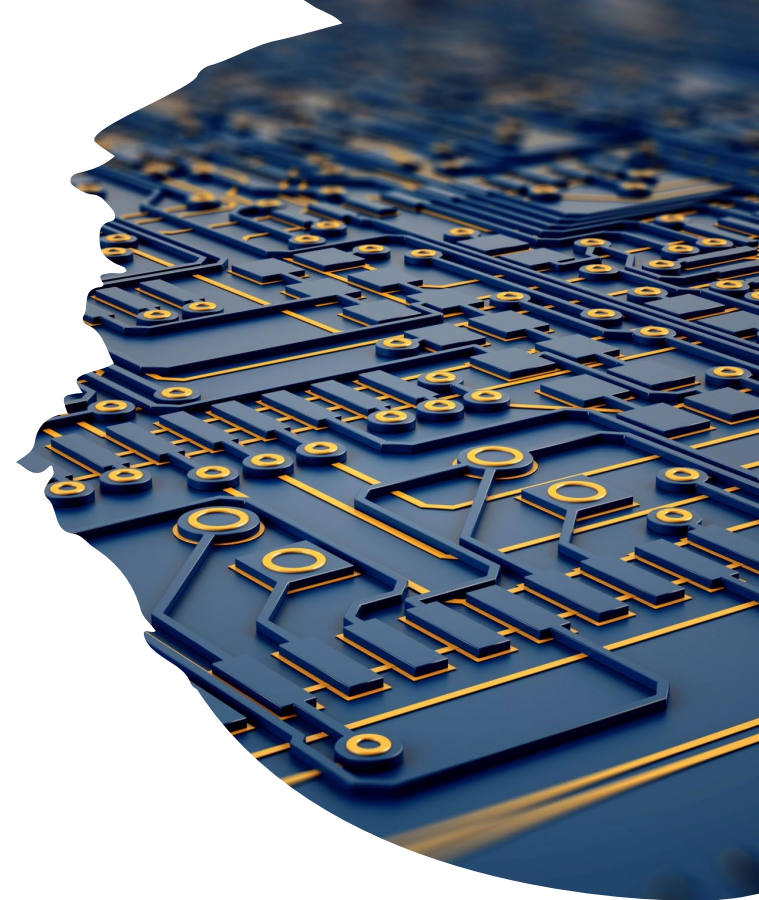
SWDB Committee Priorities

SC Works Management Committee Priorities *(DRAFT)*

SC Works Management Committee

Goal/Objectives	Strategies	Implementation
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.	1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.	1.2.1 Host SC Works partners trainings and information sessions
2. Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations* through relevant training and skills acquisition, and match jobseekers to open employer positions. [* *Priority Occupation*]	2.1 Increase the percentage of participants that obtain high-value credentials.	2.1.1 Host a SC Works partner forum around the Supply Gap Analysis/Priority Occupation
		2.1.2 Develop a Memo providing guidance for utilizing the Priority Occupations tool; (distribute after forum)
		2.1.3 Develop Eligible Training Provider List (ETPL) performance measures [PY'25]
		2.1.4 Evaluate how employers and job seekers access Apprenticeship
	2.3 Improve strategic outreach and service delivery to employers to effectively match job seekers with employers.	2.3.1 Fund the expansion of Palmetto Business Barometer Survey
		2.3.2 Develop guidance on the delivery of local business services
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.	3.1 Increase the awareness of resources to mitigate obstacles to employment.	3.1.1 Host SC Works Partners trainings and information sessions

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Workforce Innovation Committee Priorities *(DRAFT)*

Workforce Innovation Committee		
Goal/Objectives	Strategies	Implementation
2. Prepare jobseekers for high wage, high growth, high demand, high mobility/retention (4H) occupations through relevant training and skills acquisition, and match jobseekers to open employer positions. (Priority Occupations)	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 Promote SC Professional Skills Credential
	2.4 Increase the awareness of career pathways in K-12.**	2.4.1 Explore how to maximize youth employment resources **
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.	3.1 Increase the Awareness of resources to mitigate obstacles to employment.	3.1.2 Collect and distribute a catalog of promising practices and models for removing obstacles, primarily related to transportation, childcare, and housing
		3.1.3 Funding to implement models for removing barriers
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.	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 Evaluate the need and feasibility of a statewide electric vehicle workforce collaborative

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Board Development Committee Priorities *(DRAFT)*

Board Development Committee		
Goal/Objectives	Strategies	Implementation
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.	1.2 Develop and implement cross-partner staff training to enhance service delivery to job seekers and businesses.	1.2.2 Explore SC Works Partner Conference bi-annually (PY'25)
	1.3 Increase engagement between State and Local Workforce Development Boards.**	1.3.1 Host SWDB and LWDB joint training, meetings, and information sessions
		1.3.2 Encourage SWDB members to attend their Local Workforce Development Board
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.	4.1 Identify resources and funding opportunities to provide services to job seekers.	4.1.1 Inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act (Step 1)
	4.2 Communicate opportunities to the workforce system.	4.2.1 Host SC Works Partners trainings and information sessions

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