

South Carolina WIOA State Plan Priorities 2024-2027

The WIOA State Plan is required by the federal Workforce Innovation and Opportunity Act.



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.



GUIDING PRINCIPLES

- Align with the Unified State Plan for Education and Workforce Development.
- Focus solely on activities that support the mission.
- Evaluate economic and labor market data, and actively listen to an inclusive group of partners, employers, and jobseekers.
- Base strategies and decisions on data and input.
- Be accountable for outcomes that support business growth and economic opportunities for all South Carolinians.

GOALS/OBJECTIVES

STRATEGIES

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.

- 1.1** 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 jobseekers and businesses.

ACTION ITEMS

- 1.1.1** Implement recommendations from Shared Case Management System Feasibility Study. ^(A)
- 1.2.1** Relaunch of WIOA Partner Series. ^(A)
- 1.2.2** Utilize Learning Management System to provide staff training. ^(A)

GOALS/OBJECTIVES

STRATEGIES

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.

**These are what the Coordinating Council for Workforce Development define and refer to as "priority occupations."*

- 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.
- 2.3** Improve strategic outreach and service delivery to employers to effectively match jobseekers with employers.

ACTION ITEMS

2

- 2.1.1** DEW LMI completion of the Supply Gap Analysis. ^(S)
- 2.1.2** Define "high-value credential". ^(S)
- 2.1.3** Expand network of training providers to ensure inclusion of programs that lead to or result in a high-value credential. ^(S)
- 2.2.1** Improve communication and coordination with the Digital Opportunity Department. ^(S)
- 2.2.2** Continue expansion of Connection Points and promote utilization of Connection Points to provide digital literacy education and training. ^(S)
- 2.2.3** Provide digital literacy instruction and assessments to certify that individuals have core literacy competencies for life and the workplace. ^(S)
- 2.3.1** Distribute and implement SC Works customer satisfaction guidance. ^(A)
- 2.3.2** Utilize statewide employer survey to glean information about pain points and how the system can help. ^(A)
- 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. ^(A)
- 2.3.4** Implementation of the Senior Business Consultant model that will manage service delivery to key accounts and foster regional collaboration. ^(A)

GOALS/OBJECTIVES

STRATEGIES

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 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.

ACTION ITEMS

- 3.1.1** Relaunch SC Works Partner Series to train staff on resources to mitigate or remove obstacles to employment. ^(O)
- 3.1.2** Collect and distribute a catalog of promising practice and models for removing obstacles, primarily related to transportation, childcare, and housing. ^(O)
- 3.2.1** Implement Rural Outreach Team. ^(A)

GOALS/OBJECTIVES

STRATEGIES

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 jobseekers.
- 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.

ACTION ITEMS

- 4.1.1** Track and inventory federal investments flowing to the state through the IIJA, IRA, and CHIPS and Science Act. ^(A)
- 4.1.2** Improve communication and coordination with agencies and partners receiving funding through federal investments. ^(A)
- 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 jobseekers interested in employment in new or expanded sectors. ^(A)
- 4.3.1** Strategically recruit training providers to ensure that jobseekers have access to relevant training that leads to or results in credentials of value for priority sectors like infrastructure, clean energy, and advanced manufacturing. ^(S)

(A), (S), and (O) superscripts show how each Action Item aligns to a goal and strategy in the Unified State Plan (i.e., (A) is Awareness; (S) is Skills; and (O) is Obstacles).

The Unified State Plan (USP)

The State’s education and workforce system is governed by the Statewide Education and Workforce Development Act (Act No. 67 of 2023). The Act requires the Coordinating Council for Workforce Development (CCWD) to develop a Unified State Plan for Education and Workforce Development (USP). **Through the USP, the CCWD establishes the state’s strategic vision and direction for education and workforce development.** Agencies and programs that administer education and workforce development programs will align their programmatic strategies to those of the CCWD and USP. **This unified direction ensures that state, federal, and non-profit education and workforce development programs work toward a common goal, encouraging collaboration and resource leveraging. The USP outlines goals and strategies covering three main areas: awareness, skills, and obstacles.**

The WIOA State Plan incorporates the USP’s vision and mission to ensure that the objectives, strategies, and action items in the WIOA State Plan align to help achieve those in the USP. The WIOA State Plan and State Workforce Development Board are integral to the growth and accessibility of workforce development programs statewide by involving the WIOA local partners in integrating the USP vision and strategies into their activities.