



**SC WORKS**  
UPPER SAVANNAH

**SC WORKS**  
A proud partner of the American Job Center network

EO Employer/Program. Auxiliary aids available upon request.

This Workforce Innovation and Opportunity Act bid solicitation is fully supported by the Employment and Training Administration of the U.S. Department of Labor as part of awards totaling \$800,000.

**Board Member  
Orientation**

Upper Savannah  
Workforce Development Board  
Meeting  
April 1, 2024

1

# Agenda

- ▶ WIOA Overview
- ▶ SC Works System Overview
- ▶ Upper Savannah Overview
- ▶ Board Roles & Responsibilities

2

## Workforce Innovation and Opportunity Act of 2014

### **Federally funded Employment and Training Program**

*Workforce Development Boards (WDBs) are the conveners, collaborators, and navigators of the workforce ecosystem, facilitating opportunities that drive local economic growth.*

*In 2024 we expect Congress to continue its consideration of comprehensive legislation to reauthorize and otherwise update the Workforce Innovation and Opportunity Act (WIOA). The newly proposed legislation is in H.R. 6655, The Stronger Workforce for America Act (ASWA). Our system is advocating for congress to refine some of the language as we support efforts to update and modernize workforce legislation.*

Learn More - <https://www.dol.gov/agencies/eta/wioa/guidance>

WIOA improves career options in the public workforce system by matching job seekers with diverse skill sets with employers.

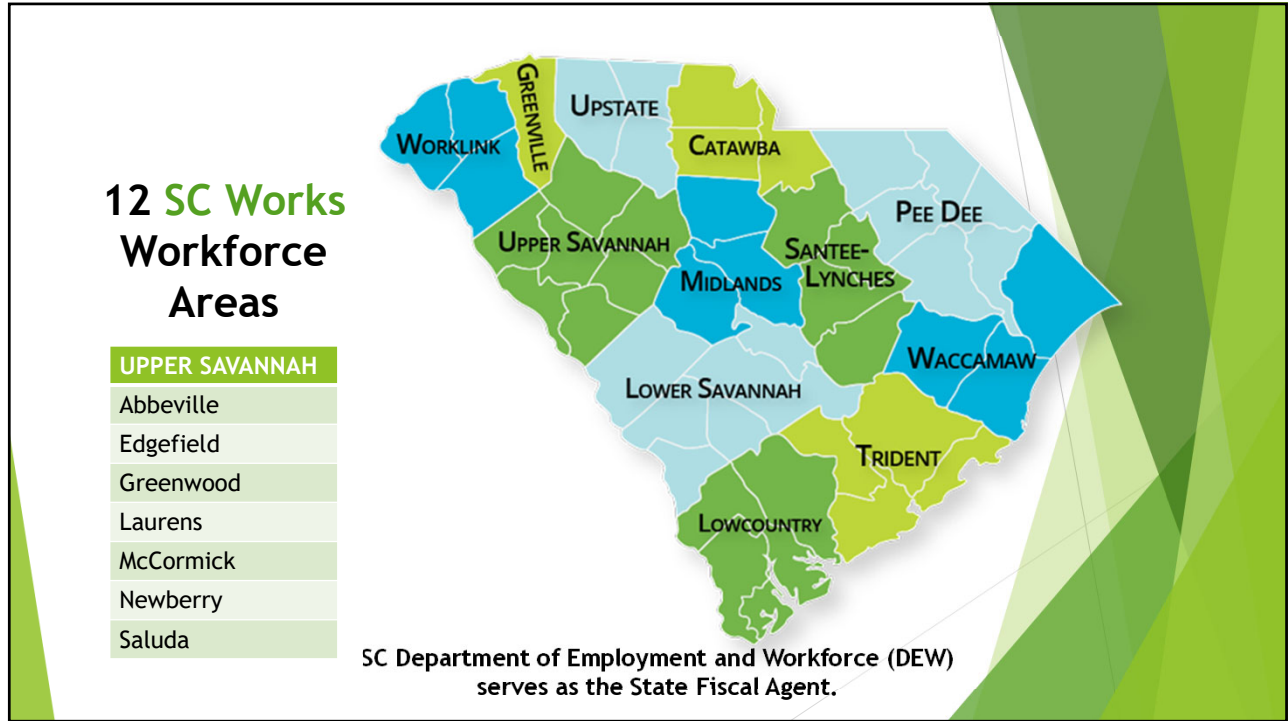
WIOA created a framework to support the development of strong, vibrant regional economies where business thrive, and people want to live and work.

3

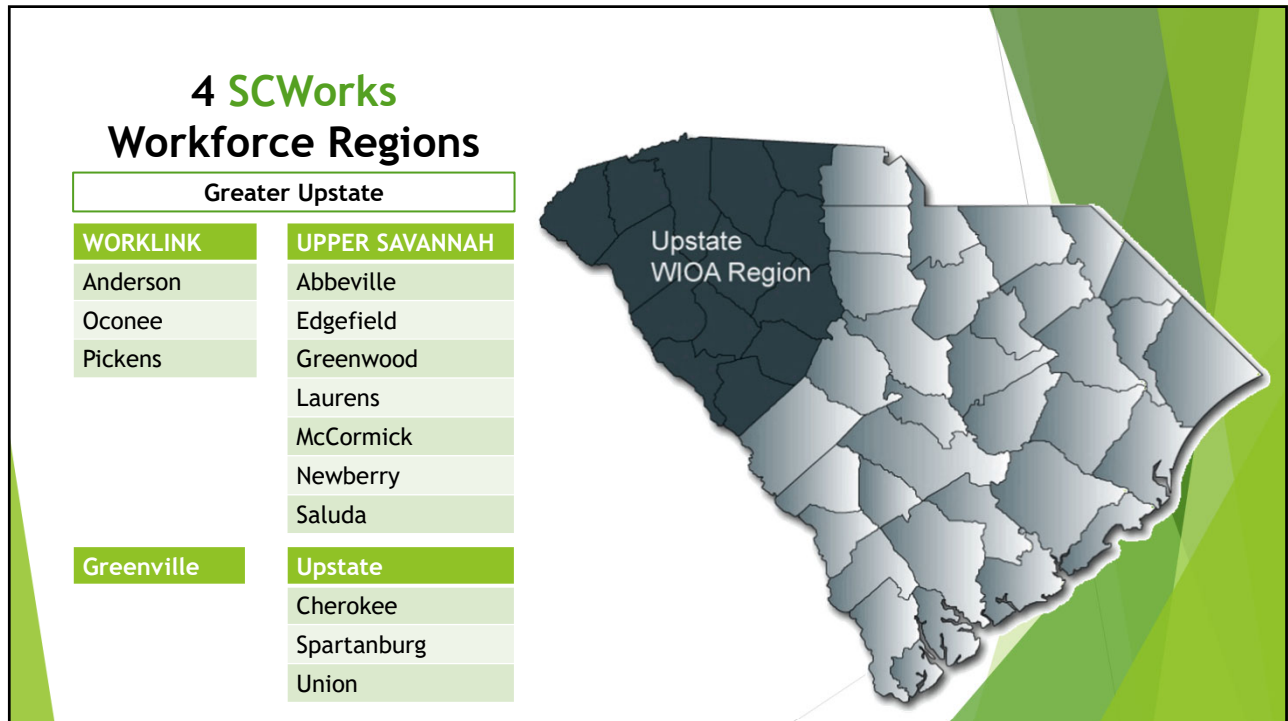
## Guiding Principles

- ▶ Increase access to education, training, and employment—particularly for people with barriers to employment.
- ▶ Create comprehensive, high-quality workforce development system by aligning workforce investment, education, and economic development.
- ▶ Improve the quality and labor market relevance of workforce investment, education, and economic development efforts.
- ▶ Promote improvement in the structure of and delivery of services.
- ▶ Increase the prosperity of workers and employers.
- ▶ Improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the nation.

4



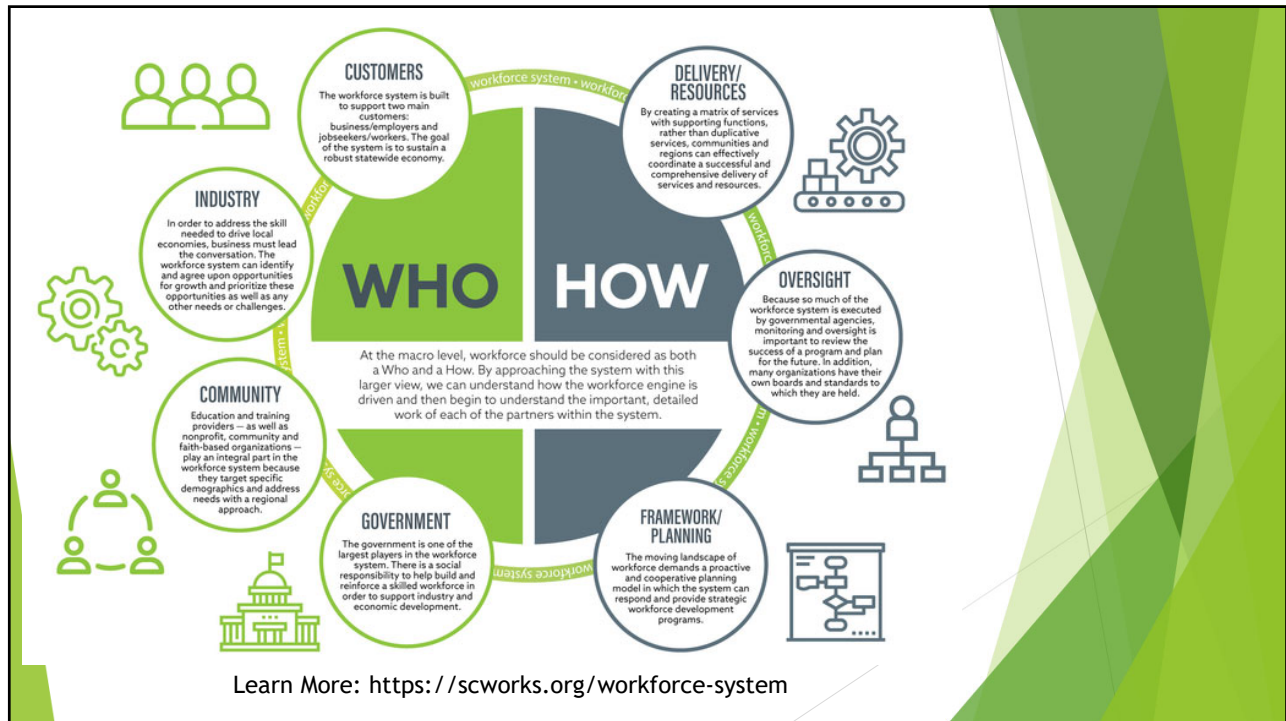
5



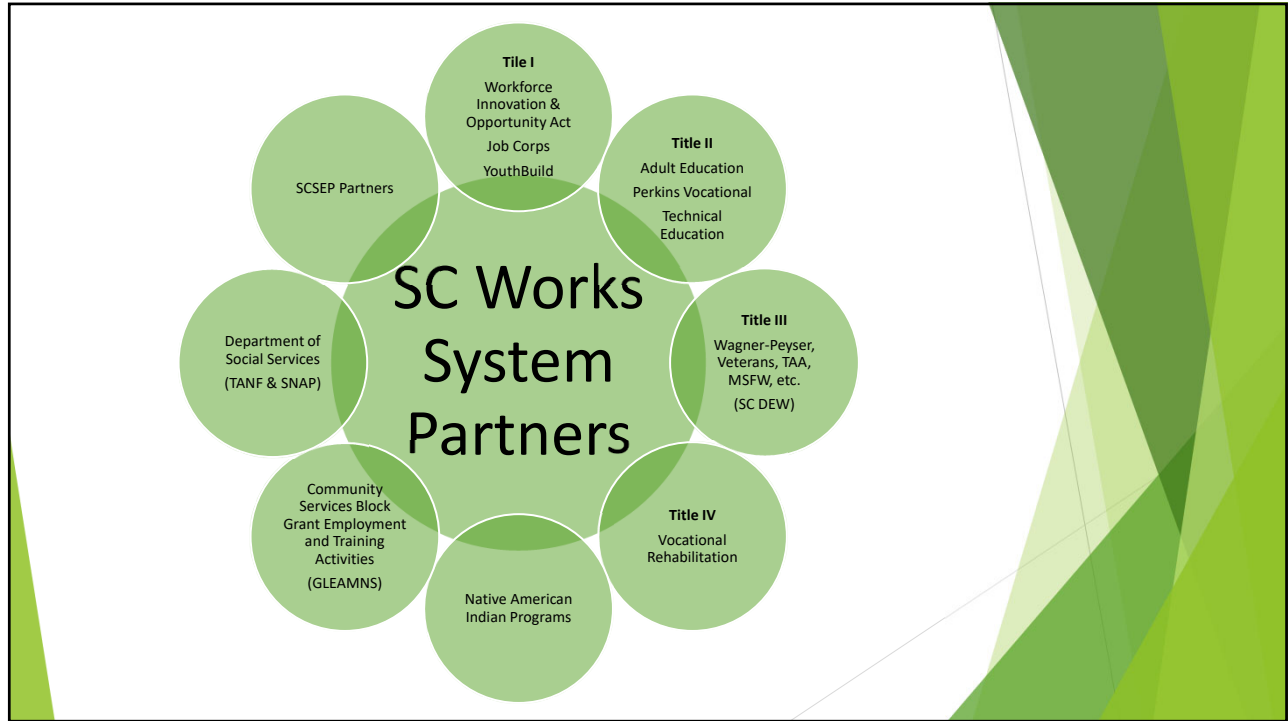
6

**SC Works**, under the guidance of the State Workforce Development Board, seeks to **expand and develop a skilled workforce** and a responsive workforce system that **meets the needs of business and industry** leading to sustainable **growth, economic prosperity** and **regional and global competitiveness** for South Carolina.

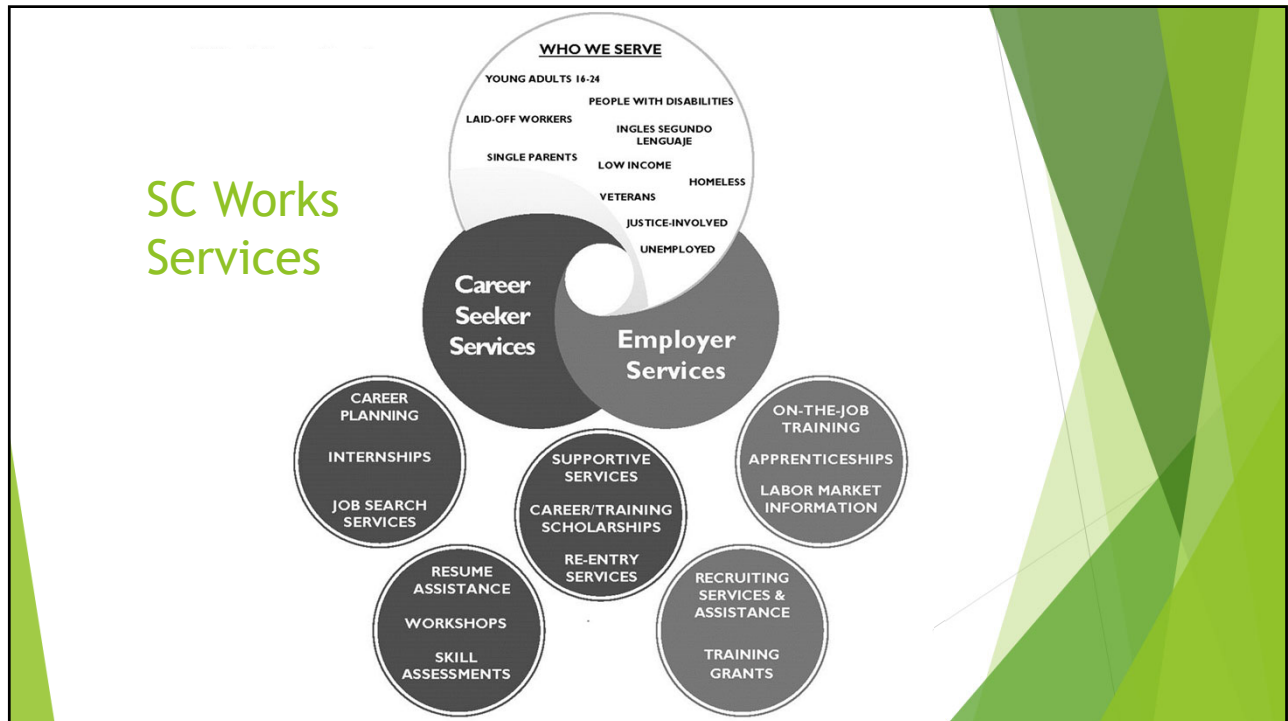
7



8



9



10



## What's the Upper Savannah Workforce Board's purpose & mission?

The Upper Savannah Workforce Development Board serves Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry & Saluda Counties.

- The local workforce system is led by a Workforce Board – a group of community leaders appointed by the Chief Elected Official, who also serves as the grant recipient for the funds allocated to the local area. Local Workforce Boards are responsible for the strategic development of the local workforce system by looking at current trends and forecasting future needs, while offering nimble and flexible programs and services. Led by local employers, working with economic development agencies, educational providers, labor organizations and other community stakeholders, workforce boards are responsive to the unique needs of their local economy.

11

## What are the responsibilities of the Board?

Strategic Functions	System Capacity Building	Systems Alignment & Effective Operations
Develop a Local Plan to submit to the Governor	Identifying & Implementing Innovative Ideas	Identifying Eligible Training Providers
Conduct workforce research and regional labor market analyses	Convene stakeholders & leverage resources	Designating One Stop Operators
Negotiating Performance Measures	Leading efforts to engage employers (Sector Strategies)	Procuring Youth Services
Developing Budgets	Assess Physical and programmatic accessibility of One Stop Centers annually	Program oversight - Adult/Dislocated Worker & Youth programs
Lead Efforts in the local area to develop and implement career pathways	Negotiate One Stop Infrastructure costs with partners	Certification of One Stop Centers

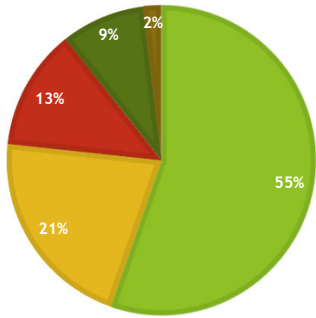
LII Legal Institute: <https://www.law.cornell.edu/cfr/text/20/679.370>

12

# Board Member Qualifications

## BOARD MEMBER REPRESENTATION

- Business
- Education & Training
- Government, Economic & Community Development
- Workforce
- Other appointed by LEO



At least **51%** of members shall be representatives of businesses in the local area

- (2 small businesses)

At least **20%** of the members must represent workforce

- (2 Labor, 1 Apprenticeship, Youth, Community Based Organizations)

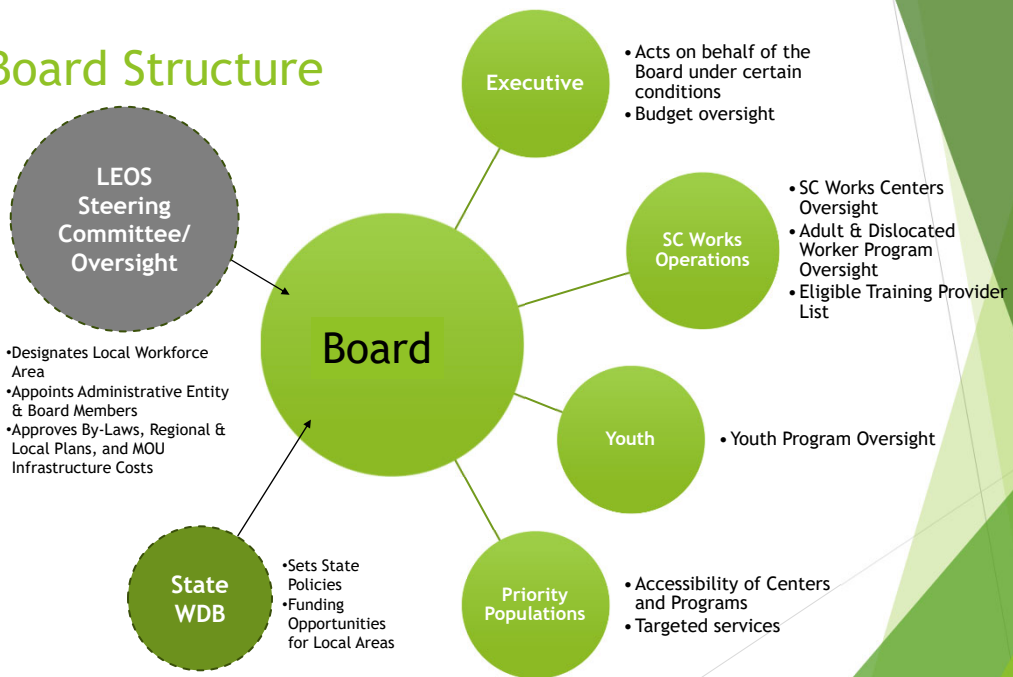
The **balance** of the Board membership shall include individuals with optimum policy making authority

- Adult Education, Technical College (or University), DEW, Vocational Rehabilitation, Economic Development, others as appointed by LEOs

*Board membership shall be representative of the local area's geography and business demographics. To the greatest extent possible, Upper Savannah will seek to have a membership diverse in gender and ethnicity.*

13

## Board Structure



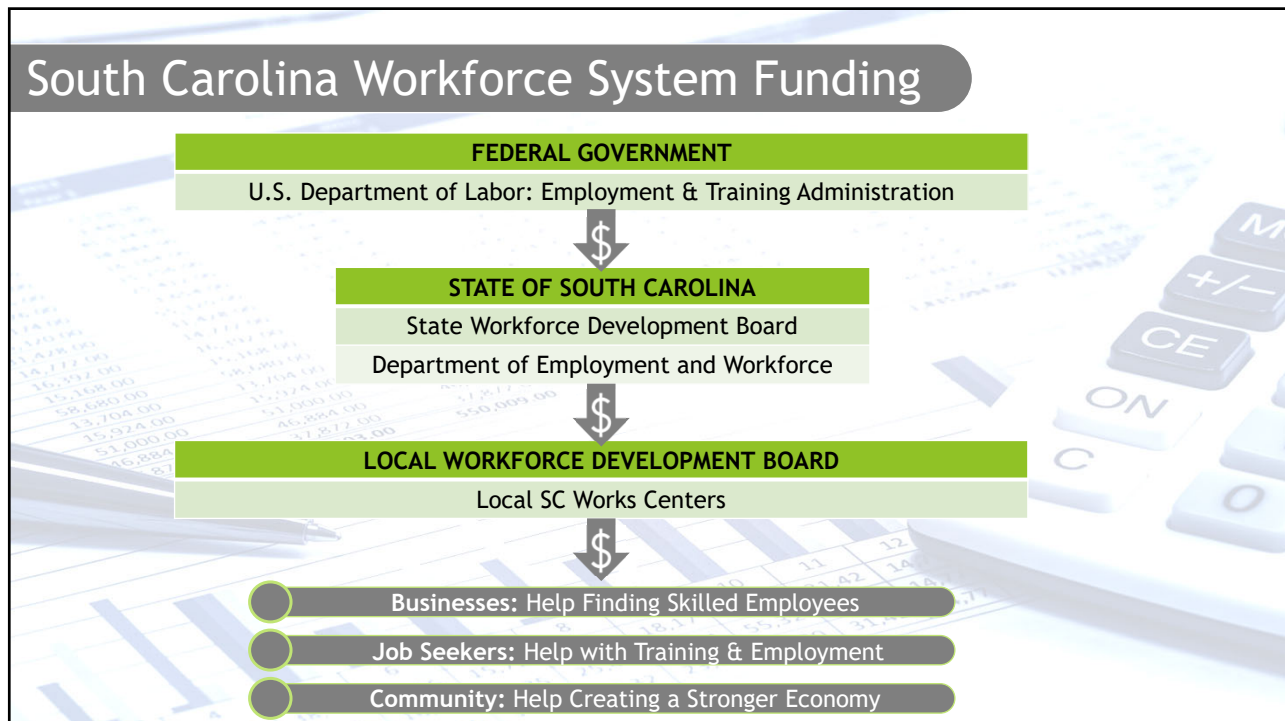
14

## WDB Member Responsibilities

1. Regularly attend & actively participate in full board & committee meetings
2. Review meeting materials in advance of board meetings to be prepared
3. Take advantage of learning opportunities to become more educated on the Workforce Development Board & WIOA
4. Demonstrate a positive working relationship with all Board Members & Board Staff

5. Act as a Representative between the board & other stakeholders
6. Notify the Executive Director of the Board or the Board Liaison if you are unable to attend meetings
7. Have awareness of & abstain from any conflicts of interest
8. Help identify and recruit additional Board members

15



16



## Key DOLETA & State Policies affecting SC Workforce Boards

### Financial Policies

- ▶ 80% Obligation Rate (WDB level)
- ▶ 70% Expenditure Rate (WDB level)
- ▶ 30% of Expenditures for Adult/DW participants (training and supportive service costs)
- ▶ 20% of Expenditures for Youth Work-Based Learning Opportunities
- ▶ Lifetime ITA cap of \$14,000

### System/Programmatic Policies

- ▶ Adult Priority of Service - at any given time enrollments in the WIOA program of those with a barrier to employment must be equal or higher than 75%
- ▶ Requires SCWOS Referrals to be used for participants to service agencies
- ▶ Functional Supervision of Centers
- ▶ At least 75% of Youth must be Out - of-School

17

## WIOA Performance Measures

PY2023	Upper Savannah		
	Adult	Dislocated Worker	Youth
Employment 2 <sup>nd</sup> Qtr after Exit	77.8%	80.1%	73.2%
Employment 4 <sup>th</sup> Qtr after Exit	74.8%	84.5%	75.7%
Median Earnings 2 <sup>nd</sup> Qtr after Exit	\$5,800	\$7,995	\$3,650
Credential Attainment within 4 Qtrs after Exit	66.0%	63.0%	72.1%
Measurable Skills Gains	55.2%	57.0%	52.8%

18

## Meet the Staff

### WorkLink Staff

- ▶ Kal Kunkel, WFD Director
  - ▶ [kkunkel@uppersavannah.com](mailto:kkunkel@uppersavannah.com)
  - ▶ 864-941-8074
- ▶ Willie Matthews, Deputy WFD Director
- ▶ Toni Belton, Partner Engagement Manager
- ▶ Amber Bearden, H1B Project Manager
- ▶ Windy Graham, WIOA Performance and Reporting

### Upper Savannah COG:

- ▶ Patricia C. Hartung, Executive Director
- ▶ Sam Leaman, Assistant Director
- ▶ Melisa Phillips, Finance Director
- ▶ Ashley Guy-Shaffer, Financial Analyst

### Service Provider Leadership

- ▶ Renee Alexander, Director of Operations
- ▶ Thomasenia Goode, Program Manager
- ▶ Vacant, One Stop Operator

19

## Resources for More Information

- ▶ Visit our website: [www.upperscworks.com](http://www.upperscworks.com)
  - ▶ Job Seekers Services
  - ▶ Employer Services
  - ▶ Workforce System - Provides Board Meeting Info.
- ▶ SC Works - <https://scworks.org/>
  - ▶ State Policies and Workforce Information - <https://scworks.org/workforce-system>
  - ▶ Labor Market Information - <https://jobs.scworks.org/vosnet/lmi/default.aspx?plang=E>
  - ▶ SC Works Job Board - <https://jobs.scworks.org/vosnet/Default.aspx>
- ▶ DOLETA - <https://www.dol.gov/agencies/eta/wioa>
- ▶ Workforce GPS - <https://www.workforcegps.org/>

20