

State Plan	Current Upper Savannah Workforce Plan	Refinements to Area Workforce Plan. Items highlighted include pandemic responses.
<p>Objective 1: Identify, invest in, and support educational and developmental strategies to better prepare and expand a skilled workforce for current and emerging jobs.</p> <p>Strategy 1.1 Increase participation in work-based learning activities, including registered apprenticeships.</p> <p>Strategy 1.2 Increase the formal assessment of soft-skills and provision of soft skills training.</p> <p>Strategy 1.3 Increase resource investment into direct services for job seekers through results-oriented discretionary grants.</p>	<ol style="list-style-type: none"> 1. Help workers advance up the career ladder (and open the bottom rung for newcomers) by encouraging businesses to establish apprenticeship programs. 2. Invest in training that has the greatest potential for graduates to find employment paying a self-sufficiency wage. The Workforce Development Board has selected diversified manufacturing and healthcare as the sectors most likely to generate the best outcomes. In particular, the area will promote short-term low-cost manufacturing certifications such as the SC Manufacturing Certificate. 3. Increase the basic skills levels of potential workers by encouraging GED attainment and a SC Career Ready Credential (WorkKeys or WIN ready to work certificate.) 4. Communicate employer's expectations for soft skills to job seekers by communicating with schools and other organizations, which help job seekers. Piedmont Technical College has implemented a work ethic certification process. 	<ol style="list-style-type: none"> 1. Include numerical goals to have opportunities in each county for registered apprenticeship, registered youth apprenticeship, WIOA OJT and WIOA Work Experience. 2. Approved training list will emphasis shorter-term training. 3. Include numerical goals for GED attainment. 4. Reinforce soft skill attainment with work-based learning and through promotion of the PTC soft skill curriculum.

<p>Objective 2: Align resources, policies, and strategies between state, local, and regional systems to continuously improve outcomes for businesses, partners and individuals, including those with barriers to employment.</p> <p>Strategy 2.1 Increase co-enrollment across partner programs.</p> <p>Strategy 2.2 Develop and implement cross-partner staff training to enhance service delivery to businesses and job seekers.</p> <p>Strategy 2.3 Streamline intake systems and referral processes.</p> <p>Strategy 2.4 Implement strategies that increase access to reliable transportation, affordable housing and identification and vital records.</p> <p>Strategy 2.5 Increase the number of regional, industry-led, sector partnerships.</p>	<ol style="list-style-type: none"> 5. Invest in those with the greatest potential to change including individuals from groups underrepresented in the workforce. The board has selected to give priority to those who are low income, or who have low basic skills. The board expects centers to make two thousand referrals to workforce services in 2019. 6. Offer education and job training for youth who are high school dropouts or who have completed high school but have not yet found a suitable job. Events will be planned to link high school students in each county with employment and training. 	<ol style="list-style-type: none"> 5. Set new priority of services targets to include those with barriers to employment. (The recent \$600 a week unemployment enhancement counts as income; we need to expand eligibility so that those who drew unemployment will not be excluded.) 6. Continue tracking enrollment for partner programs, continue tracking referrals. 7. Continue quarterly partner meetings featuring partner and community resources. 8. Support local initiative to reduce barriers to employment. 9. Support and expand employer involvement in existing manufacturing sector partnership. 10. Expand virtual services.
<p>Objective 3: Identify current and future workforce needs of South Carolina business and industry to support career pathways in growth sectors.</p> <p>Strategy 3.1 Identify the challenges and opportunities in rural communities.</p> <p>Strategy 3.2 Develop career pathway tools and templates.</p>	<p>See #2</p> <ol style="list-style-type: none"> 7. Reduce transportation barriers by having centers in all counties and by encouraging training vendors to offer courses in each county. 	<ol style="list-style-type: none"> 11. Work with Regional Economic Advisor and Western Carolina Education Consortium to establish and publicize career pathways for skilled trades, manufacturing, and healthcare. 12. Advocate for high speed internet access in rural areas.

<p>Objective 4: Engage job seekers, employers, and other workforce partners through marketing and outreach and articulate a value proposition specific to each.</p> <p>Strategy 4.1 Share best practices across partner programs in order to increase awareness of partner services, promote a workforce of growth and continuous improvement, and encourage a system viewpoint.</p> <p>Strategy 4.2 Improve strategic outreach to employers.</p>	<ol style="list-style-type: none"> 8. Reach at least five percent of the workforce each year by offering free basic services for all job seekers. 9. Promote careers in manufacturing by working with businesses, schools and relevant community groups and by participating in the Link Upstate sector strategy initiatives. 10. Help employers efficiently recruit and screen workers by utilizing the www.scworks.org job matching database and social media campaigns. 11. Offer training grants to businesses to help them maintain a competitive workforce by tapping into state grant funding. 	<ol style="list-style-type: none"> 13. Continue to build social media presence. Increase Facebook followers from 2 to 3 thousand. 14. Develop a common recruitment playbook for partners. 15. Integrate survey responses into outreach campaign.
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Who Can Be Served with WIOA Adult Funding?

Original	April Addition	Proposed
<p>By law, Individuals who are low income (below the 70% poverty guideline) or public assistance recipient, and/or basic skills deficient (such as high school dropout). For example, the income limit would be \$21,720 for a family of three.</p> <p>SC allows for a window of 30% to be allowed in who do not meet the above definition.</p> <p>Upper Savannah said that 10% could be served if they met the 100% income guideline. For example, the income limit would be \$30,580 for a family of three.</p> <p>The problem is family income can include workers other than the applicant and a spouse, parent or child could knock someone out, especially with the extra \$600 a week UI.</p>	<p>Upper Savannah changed the window to 30% like the state rule and defined “seeking training for an in-demand medical field” as a criteria. One person was enrolled as result of the policy change.</p>	<p>Keep the window at 30% to allow more people to be served, but change the local criteria to poor work history which is defined as “<u>is not currently working full time and has not worked consecutively for one employer 18 months during the last 36 months.</u>”</p> <p>Reason for the change: We encounter individuals who need training, but their family income is above limits. This would allow us to serve workers based on their circumstances. We feel that the new criteria is easier to understand and possibility less stigmatizing.</p>

TRAINING PRIORITY HANDOUT

TIER ONE: PRIMARY INVESTMENT	OCCUPATIONAL CLUSTERS
<ul style="list-style-type: none"> • Fund classroom training that support manufacturing or healthcare • Advocate for training resources • Promote career opportunities • Consider as strategic sector 	Production Occupations
	Healthcare Practitioners and Technical Occupations
	Architecture and Engineering Occupations
	Management Occupations
	Office and Administrative Support Occupations
TIER TWO: SECONDARY INVESTMENT	
<ul style="list-style-type: none"> • Fund classroom training for occupations that support manufacturing or healthcare • Advocate for training resources • Promote select career opportunities • Develop relationships with key employers 	Transportation and Material Moving Occupations
	Education, Training, and Library Occupations
	Life, Physical, and Social Science Occupations
	Business and Financial Operations Occupations
	Computer and Mathematical Occupations
TIER THREE: LIMITED INVESTMENT	
<ul style="list-style-type: none"> • Limit training investment to On-the-Job Training or apprenticeship where company pays part of costs. • Promote jobs through SC Works system 	Construction and Extraction Occupations
	Food Preparation and Serving Related Occupations
	Sales and Related Occupations
	Legal Occupations
TIER FOUR: LIMITED INVESTMENT	
<ul style="list-style-type: none"> • Limit training investment to On-the-Job Training or apprenticeship where company pays part of costs. • Promote jobs through SC Works system. 	Building and Grounds Cleaning and Maintenance Occupations
	Protective Service Occupations
	Personal Care and Service Occupations
	Arts, Design, Entertainment, Sports, and Media Occupations
	Farming, Fishing, and Forestry Occupations

WIOA FUNDING POLICY

Limit training to occupations in tier one and two which support manufacturing or healthcare.

Any training which costs more than \$2,000 must lead to an industry- recognized credential.

Require 50/50 agreement for training which costs more than \$4,500 after federal/state grants are applied.

Limit training to \$7,500 per client with a maximum training length of one year.

Cost will be a factor in accepting training programs. Options that cost more than twice other alternatives will not be included on list.

BUDGET

The area budget was cut by approximately \$200,000 this year. At the June meeting we decided to operate as normal while we applied for additional funding. We asked for permission to spend additional money on COVID-related expenses through August, including security, space, additional supplies and janitorial service.

Since the June meeting we have:

1. Received a \$126,011 grant for dislocated worker training which will allow us to hire part-time workers in our centers.
2. Applied for a FEMA grant to get 75% of COVID-related costs reimbursed.
3. Been notified that we can apply for \$233,609 in discretionary grant to replace lost funding.

We have not received directions to apply for the discretionary grant. We know we can ask for it to replace funding for adult/dislocated workers and/or youth, but we do not know where it will be needed the most. We received news of the discretionary grant Friday and have not had a chance to meet with front-line staff to get their input.

To allow us to manage things until the September 14 full board meeting when a budget will be presented we would like the executive committee to recommend;

1. Continue with existing contracts (GLEAMNS) as voted on in the November 2019 meeting.
2. Keep existing staff and centers.
3. Pay for COVID-related costs to keep staff and customers safe.
4. Cap training for individuals to allow us to serve more people.
5. Allow staff to submit budget for discretionary funding if the deadline is prior to September 14. In that case we will ask that new funding to be distributed 1/3 to each adult, dislocated worker and youth.