

Revisions to 2020-2024 Workforce Development Plans

Upper Savannah Workforce Development Board

and Link Upstate Region

COMMENTS REQUESTED

Every four years, workforce development boards are required to analyze needs, identify resources and describe how they will use limited resources to tackle the most important needs. They are also required to jointly plan with other areas in their region. (For us that is WorkLink (Anderson, Oconee and Pickens); Greenville and Upstate (Cherokee, Spartanburg, Union.)

An outline of our area's and region's plans were approved by the Upper Savannah Workforce Development Board, November 14, 2022. The board is now sharing the plan with workforce partners, stakeholders and local elected officials. For your convenience an executive summary of the area plan is follows on pages two through ten. The entire plan is online a <https://upperscworks.com/wp-content/uploads/Original-Plan-Doc.pdf> .

The regional plan is at: <https://worklinkweb.com/wp-content/uploads/2022/11/2022-Mod-to-Link-Upstate-Regional-Plan-2020-2023-FINAL.pdf>

Comments are accepted until January 4 and should be sent to work@uppersavannah.com. The final plan will be sent to the Upper Savannah Workforce Development Board for approval before January 9, 2023.

All comments are welcome but the board is most interested in:

1. Are manufacturing in healthcare the most important sectors?
2. Are there populations of job seekers the board should target who are not mentioned?
3. Should alternative strategies be considered?

Upper Savannah Workforce Area: Strategic Plan Update for 2022-2024 Executive Summary

It is the goal of the Upper Savannah Workforce Board to help businesses meet the current and future hiring needs and to help job seekers find work.

Opportunities

Although unemployment rates are low, there are still subgroups of the population, which have been left behind. There are also jobs which are unfilled.

A survey of job orders which are reported as unfilled include two groups:

1. Jobs which are unattractive to job seekers because of wages, benefits, hours or working conditions or a combination of factors.
2. Jobs that require specific skills. There is a shortage of skilled manufacturing technicians, welders, mechanics, truck drivers, medical personnel, and construction workers.

Groups, which are underrepresented in the workforce, include:

1. Individuals without reliable transportation
2. Those with poor basic skills or who do not have a high school credential
3. Individuals with disabilities
4. Residents with criminal backgrounds and those who cannot pass a drug screening.
5. Young people without prior work experience.

Resources

As the region tries to get more residents into the workforce and undertakes to reduce key skills gaps, it has resources. Sixteen different agencies support the Upper Savannah SC Work System. Budgets across the 16 partners vary (and not all budgets are earmarked exclusively for workforce activities.) The primary program responsible for workforce development is the Workforce Innovation and Opportunity Act (WIOA) has a yearly budget of about \$1.2 million.

The area's system has established infrastructure. There are SC Works Centers in each county. Piedmont Technical College has a campus in each county and offers hands on industrial training in three counties. At the moment technical college tuition is free. There are programs which pay tuition for recent graduates in half of the workforce area.

While most American Rescue Plan money has been allocated there is the possibility of getting additional money if can demonstrate effectiveness.

Needs

Upper Savannah has a workforce of more than 100,000 with about four thousand business units. The population of the area is slightly older, less affluent and less educated as the state as a whole. Less than three thousand individuals were estimated to be unemployed at the last report.

Goals and Strategies

The current budget for the Workforce Investment and Opportunity Act translates to about \$12 per worker in the region. Some training programs costs more than \$10,000 per person. To make a meaningful change in the region, the workforce board must set priorities. Below are goals and related strategies.

1. Expanding free basic career services with virtual and in-person options. By providing information about jobs and self-help services the system can fill job vacancies efficiently. Measurable goals include

- a. Increasing center traffic
- b. Serving potential workers at alternative locations
- c. Increasing utilization of online services through SC Works Online
- d. Increasing number and quality of resumes in system

The goals will be measured monthly. Tactics for increasing system utilization include weekly social media posts, signs, events, and systematic communication with gatekeepers. Primary responsibility: SC Works Operator.

2. Increasing awareness of opportunities for high wage jobs. Measurable goals include:

- a. Increased Labor Market Information consultations for those in centers.
- b. Annual outreach to gatekeepers
- c. Increase in interest in key sectors expressed in Individual Graduation Plans
- d. Communication to high school graduates

Tactics include promoting materials, communicating with gatekeepers, outreach events. Will investigate virtual reality career simulation equipment. Primary responsibility: "a & b," SC Works Operator and "c&d" and virtual reality equipment, Upper Savannah staff.

3. Expanding Labor Force by Increasing Base and Reducing Barriers

- a. Special populations outreach including veterans, public benefits recipients, those with disabilities, offenders, high school dropouts, those without transportation, transitioning homemakers, those who have participated in foster care system.

- b. Provide referrals to services to connect potential workers with assistance. It is expected that each SC Works system staff member make at least one referral per month.
- c. Seek grants to expand supportive services such as transportation.

Tactics include weekly emails to gatekeepers, monthly coordination meetings, having a referral script, providing up-to-date information on resources, tracking referrals made by SC Works. All partners are responsible with the SC Works operator as the leader. Upper Savannah will assist with "c."

4. Communicating Soft Skills Expectations

- a. Increase soft skills activities tracked in SCWOS. At least one activity per staff member per month.

Tactics: Operator and service provider - Develop promotional materials, host employer speakers, integrate soft skills evaluations in subsidized work-based learning. DEW - assess need for soft skills training by reviewing work history, imbed employer expectations in job listings. All- workshops featuring content provided by employers.

5. Promoting and Investing in Training

- a. Increase number of those with high school credentials
- b. Increase number of credentials earned in: manufacturing, engineering, healthcare, It and construction
- c. Invest in training for eligible individuals in targeted areas. Increase percentage completing and getting a training related job.

Tactics: Refer anyone without HS credential to adult education. Promote opportunities especially for short-term training and apprenticeship. Increase number of completers served by WIOA sponsored training by coordination with training providers and improved case management. Responsibility: Operator and Service Provider "a-c"; DEW, assessment education level as part of job matching. Educational providers "a & b."

6. Employer Services

- a. Increase number of jobs filled
- b. Increase quality and speed of referrals
- c. Increase utilization of specialized services such as federal bonding/incumbent worker
- d. Increase utilization of training resources through partners (including apprenticeship)
- e. Increase market penetration and repeat services.

Tactics: Listen to employers and act as a consultant to offer partner services. Maintain notes in database and review notes prior to visits. Responsibility; Business services lead and partners including WIOA and DEW.

7. Operational Efficiency/Resources

- a. Decrease cost per job seeker and cost per placement by dividing fixed costs by a greater number of participants placed.
- b. Decrease time between first visit and job attainment
- c. Review traffic to see if staff should be placed in alternative locations.
- d. Increase partner participation by increasing value to partners
- e. Automate WIOA paperwork with fillable forms to reduce burden/appearance of bureaucracy
- f. Increase revenue through grants, donations and in-kind donations Operator is responsible for leveraging 1% of their contract annually increasing by 1% per year
- g. Track preventable reporting errors to identify root causes.

Tactics: Increase outreach especially social media and gatekeeper communications, review reports. Provide board reports on additional revenue obtained. Schedule appointments weekly with expectations for "homework. Responsibility: operator and partners

Attachments

1. Upper Savannah Projected Payroll by Occupational Groups
2. Upper Savannah Payroll by Sector
3. Activity Plan Adult/Dislocated Workers
4. Activity Plan Youth
5. Program Year 2022-2023 Budget for WIOA Funding from SC Workforce Development Board

The complete plan is uploaded on the board's website at uppersavannah.com under Workforce System.

Comments may be sent to: work@uppersavannah.com. All comments received by January 2 will be forwarded to the Upper Savannah Workforce Development Board.

Projected 2026 Payroll by Occupational Groups, projections and wages provided by SCDEW
 Production occupations contribute the most to the area’s economy. Together the top six occupational groups: production, healthcare practitioners, office, management, transportation and education account for more than half of the area’s wages.

SOC Code	SOC Title	Projection Employment 2026	Avg. Annual Wages 2021	Annual Payroll	Rank
00-0000	Total, All Occupations	98,310	\$43,922	\$ 4,317,993,448	
11-0000	Management	4,568	\$95,893	\$ 438,036,986	4
13-0000	Business, Financial Operations	2,089	\$65,332	\$ 136,478,130	
15-0000	Computer, Mathematical	659	\$79,123	\$ 52,142,057	
17-0000	Architecture, Engineering	1,927	\$75,561	\$ 145,606,066	
19-0000	Life, Physical, Social Science	471	\$76,115	\$ 35,850,396	
21-0000	Community, Social Service	1,250	\$41,225	\$ 51,531,825	
23-0000	Legal Occupations	319	\$48,585	\$ 15,498,494	
25-0000	Education, Training, Library	5,302	\$47,400	\$ 251,313,103	6
27-0000	Arts, Design, Entertainment, Sports,Media	903	\$42,754	\$ 38,607,205	
29-0000	Healthcare Practitioners	6,477	\$81,687	\$ 529,086,505	2
31-0000	Healthcare Support	2,466	\$29,116	\$ 71,801,092	
33-0000	Protective Service	1,983	\$40,519	\$ 80,349,236	
35-0000	Food Preparation, Serving	7,607	\$22,942	\$ 174,522,761	
37-0000	Building, Grounds Cleaning, Maintenance	2,900	\$28,408	\$ 82,384,302	
39-0000	Personal Care and Service Occupations	3,454	\$30,337	\$ 104,785,034	
41-0000	Sales	6,605	\$37,793	\$ 249,625,539	
43-0000	Office and Administrative Support	11,569	\$38,737	\$ 448,150,204	3
45-0000	Farming, Fishing, Forestry	1,165	\$40,603	\$ 47,302,553	
47-0000	Construction and Extraction	3,684	\$43,664	\$ 160,858,508	
49-0000	Installation, Maintenance, Repair	4,683	\$49,943	\$ 233,881,570	
51-0000	Production Occupations	20,509	\$38,117	\$ 781,731,299	1
53-0000	Transportation, Material Moving	7,720	\$33,657	\$ 259,831,808	5

Payroll by Sector: The chart below shows manufacturing jobs account for 26% of the area’s workers and 35% of wages. Healthcare is second.

Annualized Payroll by Sector Based on Q1 of 2022

<u>Industry Title</u>	<u>Average Employment</u>	<u>Average Weekly Wage</u>	<u>Sector Payroll</u>
Total, All Industries	80,916	\$869	\$3,656,432,208
Manufacturing	23,356	\$1,121	\$ 1,361,467,952
Health Care and Social Assistance	10,792	\$957	\$ 537,053,088
Retail Trade	7,971	\$560	\$ 232,115,520
Educational Services	7,751	\$777	\$ 313,171,404
Accommodation and Food Services	5,934	\$302	\$ 93,187,536
Public Administration	5,388	\$790	\$ 221,339,040
Administrative and Waste Services	4,426	\$534	\$ 122,901,168
Construction	2,983	\$889	\$ 137,898,124
Transportation and Warehousing	255	\$925	\$ 12,265,500
Wholesale Trade	1,846	\$1,428	\$ 137,076,576
Agriculture, Forestry, Fishing, Hunting	1,563	\$856	\$ 69,572,256
Other Services,	1,473	\$657	\$ 50,323,572
Professional and Technical Services	1,273	\$1,078	\$ 71,359,288
Finance and Insurance	1,191	\$1,116	\$ 69,116,112
Utilities	752	\$1,315	\$ 51,421,760
Arts, Entertainment, and Recreation	642	\$294	\$ 9,814,896
Real Estate and Rental and Leasing	426	\$724	\$ 16,038,048
Information	407	\$1,098	\$ 23,238,072
Management	130	\$1,616	\$ 10,924,160
Mining, Quarrying	53	\$1,490	\$ 4,106,440

Note: The administrative and waste services sector includes staffing agencies. Primarily staffing agencies help manufacturing and healthcare. The total of those employed does not match the previous chart because this is the current head count, not projected for 2026.

Activity Plan Adult and Dislocated Workers – The Upper Savannah area has about the same funding as last year but costs have gone up. It is expected we will serve slightly less adult and dislocated worker clients. Activity utilization for last year and the current year is listed.

I.	Participation Summary	Past Yr.	Planned 2022 Year
A.	Total Participants	387	350
B.	Program Activities / Services Summary		
	Basic Career Services (Staff-Assisted)	375	350
	Information Only/Workforce Information	74	100
	Referred to Other Federal/State Assistance	4	4
	Individualized Career Services	387	350
	Financial Literacy	1	1
	Pre-Vocational Activities	21	20
	Work Experience	17	16
	Employment opportunities, including internships, not limited to summer months	17	16
	Other work experience activities	17	16
	Training Services	195	200
	Occupational Skills Training	132	135
	ABE / ESL with Occupational Skills Training	6	6
	On the Job Training	61	61
	Secondary Education	50	52
	Comprehensive Guidance/Counseling Services	2	2
	Labor Market and Employment Information	0	24
	Established Individual Training Account (ITA)	62	50
	Support Services	225	225
II.	Co-Enrollment Summary	Enrolled	Enrolled
	Multiple WIOA Funding	67	67
	Wagner Peyser	120	120

Activity Plan for Youth

I.	Participation Summary	Past Yr.	Planned
A.	Total Participants	81	70
B.	Program Activities / Services Summary		
	Basic Career Services (Staff-Assisted)	27	30
	Information Only/Workforce Information	3	5
	Referred to Other Federal/State Assistance	2	2
	Individualized Career Services	81	75
	Pre-Vocational Activities	14	15
	Work Experience	12	15
	Employment opportunities, including internships, not limited to summer months	8	5
	On-the-Job Training (WIOA Youth)	5	10
	Transitional Job (WIOA Adult, Dislocated Worker, and Dislocated Worker Grants)	0	0
	Other work experience activities	8	5
	Training Services	16	16
	Occupational Skills Training	1	1
	Youth Occupational Skills Training	15	13
	Youth Services	81	40
	Secondary Education	50	55
	Alternative Secondary Education	1	0
	Educational Achievement Services	59	60
	Leadership Development	27	28
	Adult Mentoring Services	1	1
	Comprehensive Guidance/Counseling Services	2	1
	Labor Market and Employment Information	31	40
	Postsecondary Transition and Preparatory Activities	1	1
	Established Individual Training Account (ITA)	9	9
	Support Services	37	40
	Needs - Related Payments	0	2
II.	Co-Enrollment Summary	Past Yr.	Planned
	Multiple WIOA Funding	13	8
	Wagner Peyser	21	5

2022-2023 Upper Savannah	Admin. All Fund Stream	Adult & Disloc. Worker	Youth	Resiliency Youth	Resiliency A/DW	Total From SC
Carryover from last year	\$ 55,325	\$ 252,260	\$ 466,415	\$ 100,000	\$ 125,000	\$ 999,000
New Money	\$ 130,220	\$ 854,062	\$ -	\$ -	\$ -	\$ 984,282
Total Available	\$ 185,545	\$ 1,106,322	\$ 466,415	\$ 100,000	\$ 125,000	\$1,983,282
Board Expenses	\$ 2,400					\$ 2,400
Financial and Admin.	\$ 157,635					\$ 157,635
Business Services/Planning		\$ 50,000	\$ 40,000			\$ 90,000
Performance Reporting/EO		\$ 40,000	\$ 15,000			\$ 55,000
Center Costs (Net)		\$ 40,000			\$ 125,000	\$ 165,000
Total WDB/COG	\$ 160,035	\$ 130,000	\$ 55,000		\$ 125,000	\$ 470,035
Contracts						
Center Operations		\$ 80,000	\$ 32,000			\$ 112,000
Staff, Operating and Indirect		\$ 393,373	\$ 140,000	\$ 60,000		\$ 593,373
Classroom Training		\$ 55,000	\$ 27,000			\$ 82,000
Work-Based Training Wages		\$ 142,000	\$ 97,400	\$ 40,000		\$ 279,400
Incentives			\$ 6,000			\$ 6,000
Transportation		\$ 20,000	\$ 8,500			\$ 28,500
Childcare		\$ 20,000	\$ 7,500			\$ 27,500
Other Supportive Services		\$ 17,000	\$ 9,370			\$ 26,370
Contract Total		\$ 727,373	\$ 327,770	\$ 100,000		\$1,155,143
Total Expenditure	\$ 160,035	\$ 857,373	\$ 382,770	\$ 100,000	\$ 125,000	\$1,625,178
Client Expenditure		\$ 254,000				\$ 254,000
Number of Clients Expected		350	70			420
Cost Per Client		\$ 2,078	\$ 4,682			
Anticipated Carry Over	\$ 25,510	\$ 248,949	\$ 28,645	\$ -	\$ -	\$ 303,104
Client Expenditure %		30%				

Budget Notes: This represents all funding from the SC Workforce Development Board.

Upper Savannah and contractor budgets do not reflect funding from CAREER Dislocated Worker Grant

Contractor staff received 3% COLA and \$1,000 bonus.

Adult and Dislocated Worker funding can be spent interchangeably after a transfer request is approved. The Upper Savannah Workforce Development Board is requesting a \$500,000 transfer from dislocated worker to adult.

SIGNATURE PAGE

2020-2024 Workforce Development Plan Revision

Upper Savannah Area

(Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda counties)

And Link Upstate Region

(Greenville, Upper Savannah, Upstate and WorkLink Development Areas)

Our county has received the plans and has an opportunity to comment on the plans. It is understood that funding for the plans comes from the Workforce Innovation and Opportunity Act and county funds are not requested. We will continue to communicate workforce needs. The bylaws of the Workforce Development Board and state planning instruction does not require a council vote.

County	Typed Name of County Council Chair	Signature
Abbeville	Bill Norris	
Edgefield	Dan Campbell	
Greenwood	Charles (Chuck) Moates	
Laurens	Brown Patterson	
McCormick	Charles Jennings	
Newberry	Todd Johnson	
Saluda	Jim Moore	