

Greenville County Workforce Development Board (GCWDB)

225 S. Pleasantburg Drive, Suite C11, Greenville, SC 29607

Tel 864-467-3620 Fax 864-467-3601

WIOAinfo@greenvillecounty.org

greenville.scworks.org



GREENVILLE COUNTY
Workforce Development Board

Preparing the workforce, growing our economy

Greenville County Workforce Development Board (GCWDB)
Committee on Services to Individuals with Disabilities (CSID) Meeting
Thursday, February 20, 2025
9:00 – 10:00 AM
SC Vocational Rehabilitation
105 Parkins Mill Road, Greenville, SC 29607

Agenda

** Denotes an action item*

CSID Vision: All people with disabilities that would like to work can find work [measured by employment rate, unemployment rate].

Resiliency Grant Purpose: To continue building a collaborative CSID-led system that benefits people with disabilities and employers, resulting in improved accessibility to employment in South Carolina.

In Attendance:

Not in Attendance:

- I. **Welcome & Sign In Sheet**
- II. **Call to Order**
- III. **Quorum Validation**
- IV. **December 5, 2024, Minutes Approval**
- V. **Old Business**
- VI. **New Business**
- VII. **NEXT MTG: 9:00 – 10:00 a.m., Thursday, May 15, 2025, Thrive Upstate, 1700 Ridge Road, Greenville, SC 29607**
- VIII. **Adjourn**

Presentation Documents will be made available via <http://www.greenvillewib.com>

Public Law 101-166, Section 511: The Workforce Innovation and Opportunity Act (WIOA) Adult Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$497,007 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$631,222 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Youth Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$512,831 with \$0 (0%) state, local, and/or non-governmental funds.

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**Greenville County Workforce Development Board (GCWDB)
Committee on Services to Individuals with Disabilities (CSID) Meeting**

Thursday, December 5, 2024

9:00 – 10:00 AM

Jud Hub – Judson Mill Social Innovation Center, 701 Easley Bridge Rd Ste 6070, Greenville, SC 29611

Minutes

** Denotes an action item*

In Attendance: Allison, Tammy, Sandy, Tyler, Laura (Facilitator), Susan Sachs (Guest)

Not in Attendance: Lara, Carlene, Dean, Tiffany, Levetta

- I. Meeting opened. Quorum established (4 voting members present). September minutes reviewed, motion to approve by Tyler, seconded, and approved. Thanks for Lara for providing the conference space at Jud Hub!
- II. Updates from Attendees
 - a. VR: Tammy is working on restaffing open counselor positions including mental health counselor. Must have a master's degree but it can be in any area as they provide training through USC. They are working to hire counselors, but the process can be lengthy and candidates often accept other employment during the process. Employees don't tend to stay as long as they previously did, so there is a lot of training and acclimation time to account for. VR is seeing more challenging cases, which can necessitate two trial work experiences to gauge the person's employment readiness, interests, etc. Takes time, though VR is numbers driven. VR makes a lot of referrals to Able SC for their peer programming.
 - b. BSHS and Thrive Upstate will continue to pursue starting an enclave but there is a lot of movement in BSHS HR right now so it will take some time. BSHS is working on departmental collaboration, determining how to make the work billable and looking into foundation support as opposed to departmental funding.
 - c. Allison's team has created BeReady (18 or older, must have a disability) for people not associated with the school district, which will be a job trial, skill gaining opportunity, with a training plan including purpose, goals, and outcomes as determined by the individual and can last as long as the individual benefits from it. BeReady participants go through the BSHS WorkWell volunteer training process, do a background check, and are covered by BSHS liability insurance. There is no cost to participate. Allison's team is challenging departments to think more creatively. Sandy suggested that Apprenticeship Carolina could be leveraged for setting up apprenticeships and providing supportive funding that way.
 - d. BSHS has a graduate assistant that is doing research on where non-certified positions exist that are key to improving safety for patient care. This will be her dissertation topic.

This is to expand beyond assumptions about hospitality work such as housekeeping, kitchen, etc. Many grads of Project SEARCH and other programs often work in hospitality.

- e. Systems are often not set up to be flexible. They are looking into job sharing but need to adapt the BSHS employee management system.
- f. BSHS has started their first Disability Employee Resource Group and it is going well. They are developing “social stories” to share with patients and are developing a training for clinicians on using the social stories with patients.
- g. Allison had recent conversations with parents at Meyer Center, talking to parents about the many possibilities for their children, which may be different, but are there as great resources. Would be good to reach out to middle schoolers as well.
- h. Group discussed that employers often have low expectations stemming from stigma, thinking that PwD lack skills, talents, have disruptive behaviors, etc. However there are many training opportunities and supports available through our organizations that help PwD prepare. A more accurate statement is that the “lack of experience is the true disability” and “disability can become a strength if you give someone an opportunity.” Allison asks, “Can I prove you wrong?” and then does.
- i. Thrive Upstate hired a new employment services individualized (ESI) job coach. At Thrive Upstate, there has been a paradigm shift in that employers are needing to halt production from enclaves for a while so their staff are looking for other things for consumers to do; meanwhile they are in a great position with employees working at Thrive. These two things – staffing and employment opportunities for consumers – have an inverse relationship.
- j. SC DDSN has become more of a policy and regulatory focused board. Much programmatic responsibility has been shifted to DHHS. In January there may be a renewed focus on departmental restructuring bills at the statehouse.
- k. Sandy reported that Able SC is working with Midlands Tech on creating a 2-year training program for adults with ID and DD on professional / soft skills development. Able is advocating for a credential to maximize employability to be included, and they are holding listening sessions with people with disabilities and employers. Greenville Tech is also a pilot site. Estimated start for Midlands is Fall/Spring 2025/2026.

Sandy shared the following via email later this day: “[South Carolina General Assembly’s Proviso 25.9. \(TEC: IDD Workforce Pilot\)](#), which allocates funds for the State Board of Technical and Comprehensive Education to establish workforce training programs tailored for individuals with Intellectual and Developmental Disabilities (IDD). These programs, implemented through selected colleges within the South Carolina Technical College System, aim to provide credentials that significantly improve employment outcomes for individuals with IDD. The initiative will also strengthen technical colleges’ capacity to offer enhanced training, employability skill development, and experiential learning opportunities, including apprenticeships with local businesses and industries.”

Public Law 101-166, Section 511: The Workforce Innovation and Opportunity Act (WIOA) Adult Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$537,820 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$611,596 with \$0 (0%) state, local, and/or non-governmental funds. The Workforce Innovation and Opportunity Act (WIOA) Youth Program is supported by the Employment and Training Administration of the U.S. Department of Labor as part of an award totaling \$556,553 with \$0 (0%) state, local, and/or non-governmental funds.

Other Notes:

- a. Laura will reach out again to GSHRM regarding a panel presentation.
- b. Discussed meeting locations, rotating between sites. Considering 3rd Thursday, quarterly.
 - a. February 20, 2025: 9 am – 10 am at Project SEARCH Office, Bon Secours St. Francis Downtown Hospital Complex, 1 St. Francis Drive, Greenville, SC 29601
 - b. May 15, 2025: 9 am – 10 am at Thrive Upstate, 1700 Ridge Road, Greenville, SC 29607
 - c. August 21, 2025: 9 – 10 am at Project Hope, Temple of Israel, 400 Spring Forest Rd, Greenville, SC 29615
 - d. November 20, 2025: 9 – 10 am location TBD

III. Meeting Adjourned at 10:12 a.m.

*Presentation Documents, if any,
will be made available via
<http://www.greenvillewib.com>*