

Greenville County Workforce Development Board (GCWDB) Meeting
Wednesday, November 12, 2025, 11:30 a.m.
ReWa 561 Mauldin Road
Greenville, SC 29607

MEETING AGENDA

- **Welcome and Call to Order** **Ms. Robyn Knox, Chair**
- **Quorum Validation (10 or more)** **Ms. Knox**
- ***Minutes Approval (September 10, 2025)**** **Ms. Knox**
- **Greeting from the Host Business** **Ms. Kaye Davis, ReWa Sustainability Officer**
- **Director's Report** **Mr. Dean Jones, Director**
 - 1. WIOA Program Updates
 - 2. High Performance Board Incentive Funds
- **Contractor Status Reports**
 - 1. Eckerd Connects
 - 2. Equus Workforce Solutions
- **Other Business**
- **Adjourn**

**Denotes an action item*

**Greenville County Workforce Development Board Meeting (GCWDB)
Wednesday, September 10, 2025
SC Works Greenville – McAlister Square
225 S. Pleasantburg Dr., Suite E-1, Greenville SC 29607**

MINUTES

Members Present: Amithy Burgess, Weyland Burns, Morgan Clements, Kaye Davis, Tammy Galindo, Vernita Harris Gill, Craig Kinley, Robyn Knox (Chair), Patrick Michaels, Jared Mogan, Jennifer Moorefield, Ben Sabol, Kelly Shumaker (Vice Chair), Deric Shuman and Scott Stoller

Members Absent: Ray Lattimore, Patty McLeroy and Shan Smith

GCWDB Staff and Contractor Staff Present: Dean Jones, Angela Smith, Shelia Harper, Nyroba Leamon, Renee Alexander, Hoyt Bynum, Tyrene Gibert, Nakeisha Harris, Gwen Chaplin, James Harris, Ben Abrams and Abraham Abreu

Guest/Visitors: Mia Jones (SCDEW)

- I. **Welcome and Call to Order:** Chair Knox welcomed everyone and called the meeting to order at 11:31 a.m. Three new Board members were recognized and then a round of introductions occurred from all staff, partners and Board members.
- II. **Quorum Validation (10 or more):** A quorum was validated.
- III. **Minutes Approval (July 9, 2025)*:** Minutes were approved as submitted.
- IV. **WIOA Director’s Report (Mr. Dean E. Jones, GCWDB Director):**
 1. **Program Updates:**
 - a. Mr. Dean Jones reported that the Board met its metrics for expenditures and obligations in PY24, with all performance indicators meeting or exceeding goals.
 - b. Mr. Jones announced a new industry-driven skills training grant from the State Department of Employment and Workforce, which would provide approximately \$80,000 for workforce development without requiring employer match. Performance period begins October 1, 2025.
 - c. Mr. Jones said that we received a Restoration Grant of \$48,682 to support facilitation services for subcommittees, which will be provided by Dr. Laura Bogardus and her team. These funds are available to local areas that received funding cuts from PY23 to PY24. The grant period is July 1, 2025 to June 30, 2026.
- V. **Contractor Status Reports:**
 1. **Eckerd Connects:** Mr. Nyroba Leamon provided an overview of the Greenville Youth Program, highlighting current enrollment numbers and program components including WEX (work experience), training, and credentialing opportunities. The program aims to prepare youth aged 17-24 for employment through partnerships with industry partners and various training providers. Greenville reported 8 active participants, 53 carryover participants from 2024, and 45 participants in follow-up, with notable success stories including a participant who completed CDL certification. Mr. Jared Mogan requested further discussion offline about the data-driven approach to setting enrollment goals, which Greenville explained is determined by a formula based on funding and cost per participant.



2. Equus Workforce Solutions: Mr. Hoyt Bynum reported on the first two months of the program year, highlighting that the team has filled all vacancies and is building for future growth. He discussed current service numbers, including 2,402 year-to-date visitors and 16 adult/dislocated worker enrollments, noting that numbers are expected to increase in September. Mr. Bynum emphasized commitment to providing quality services and highlighted staff achievements, including Mr. Ben Abrams' participation in a national workshop and Mr. Deric Shuman's leadership despite limited staff. He also explained ASVAB testing services for military career seekers.

VI. Other Business: Mr. Jones discussed upcoming events, including a State Workforce Symposium on September 17th in Columbia, encouraging Board members to register through Ms. Angela Smith if interested. Mr. Jones also discussed the possibility of traveling for future Board meetings to highlight different facilities and programs, inviting members to reach out if they want to host a meeting.

VII. Adjourn: Being there was no other business, the meeting was adjourned at 12:28 p.m.

*** Denotes an action item for GCWDB or Executive Committee Approval**

****Denotes Executive Committee has authorized Director to Proceed**

Greenville County Workforce Development Board (GCWDB) Meeting

November 12, 2025

11:30 a.m.

Renewable Water Resources (ReWa)

561 Mauldin Rd.

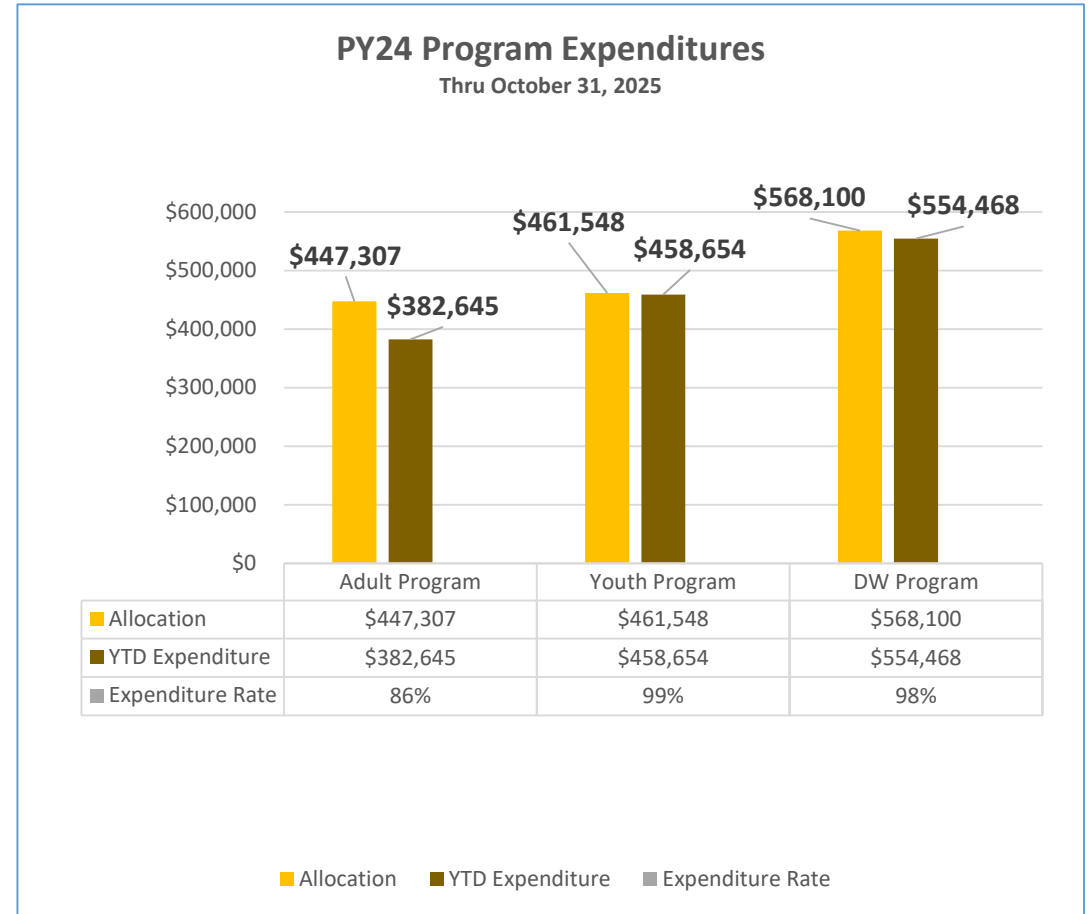
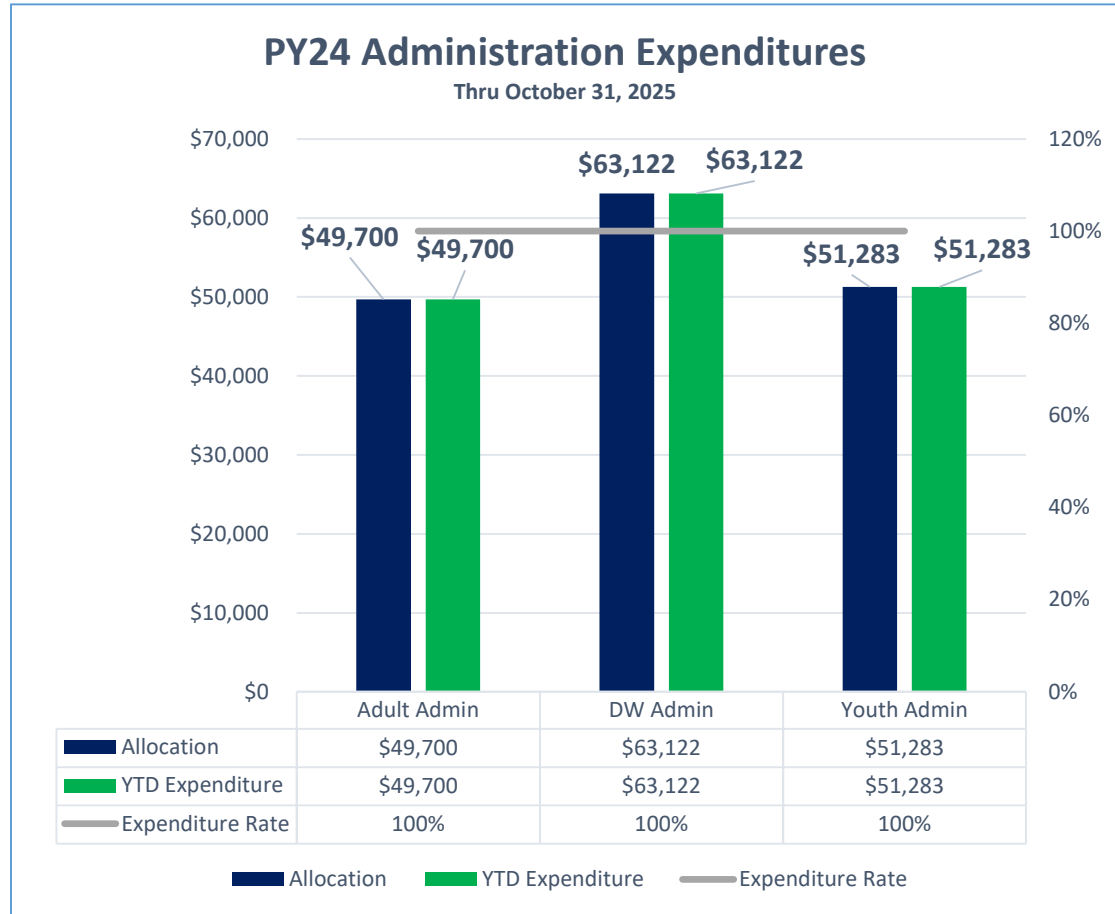
Greenville SC 29607

Today's Meeting Presentations

- Greenville County Workforce Development Board Directors Report
- Eckerd Connects – WIOA Youth Program
- Equus Workforce Solutions – WIOA Adult/Dislocated Worker, Business Services, and SC Works Center Operator

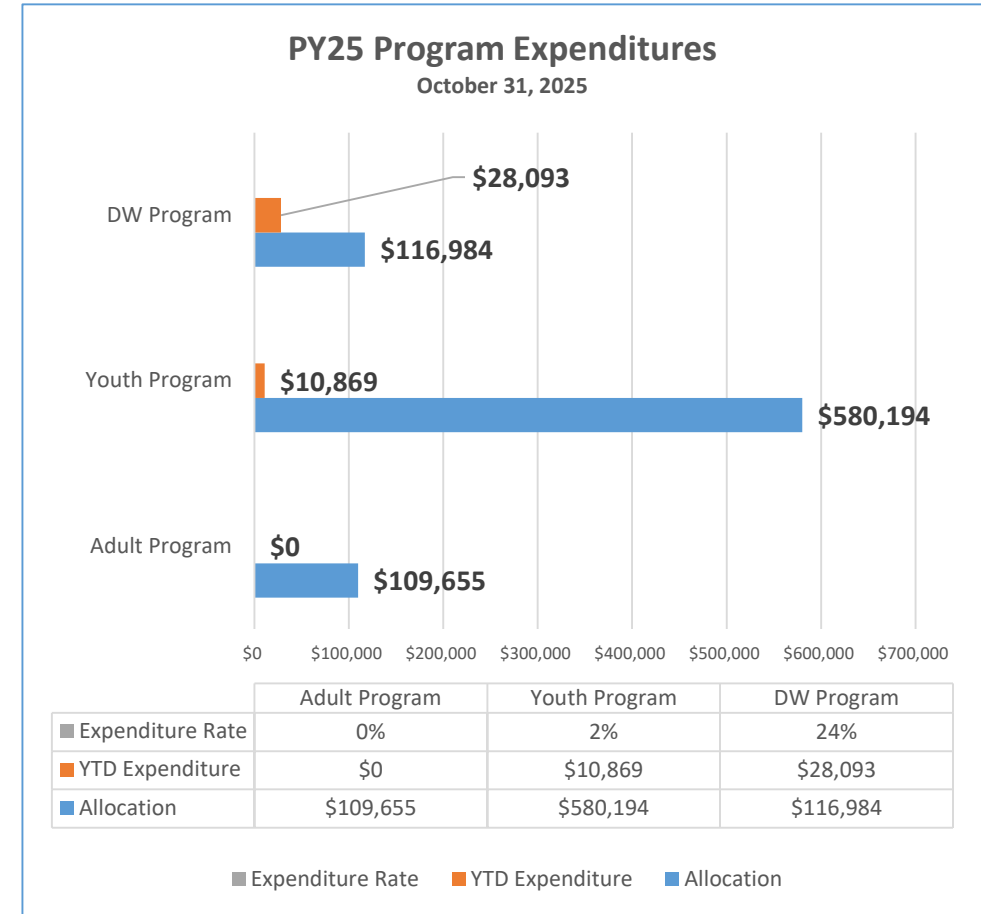
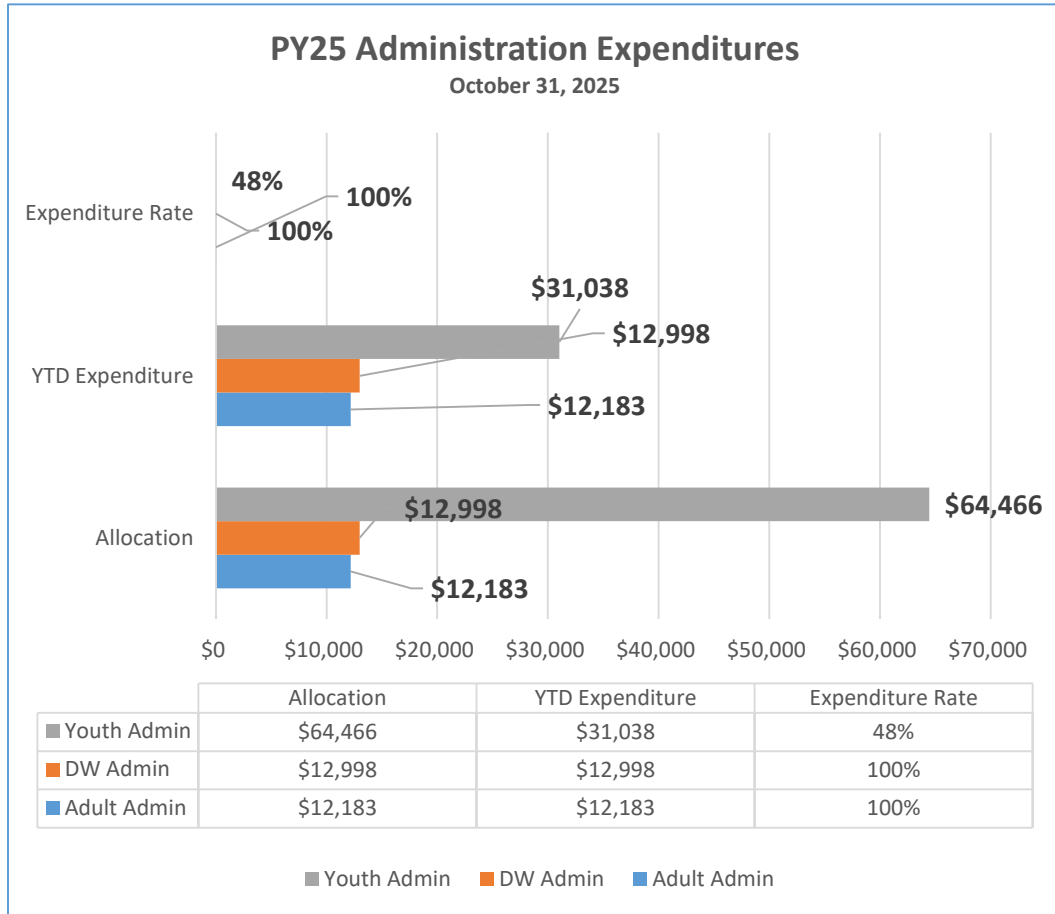
PY24 WIOA Administration & Program Allocation Expenditures

Thru October 31, 2025

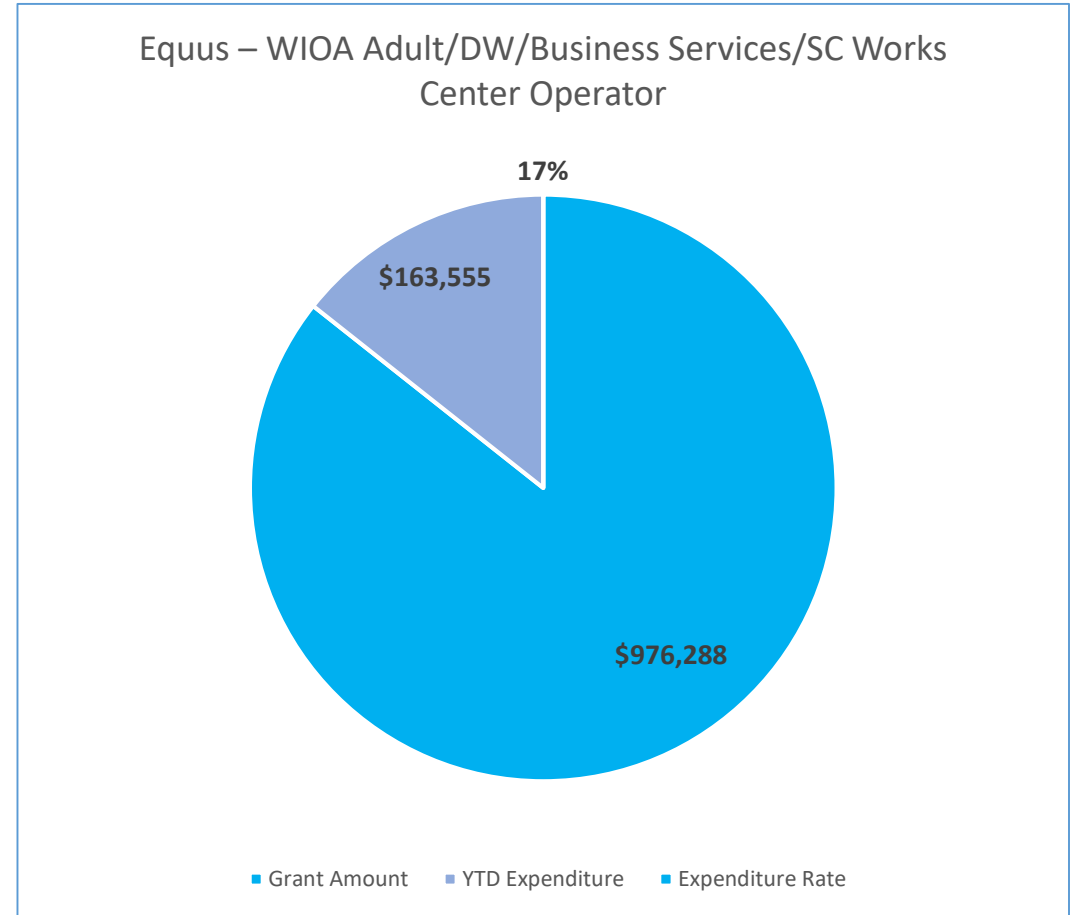
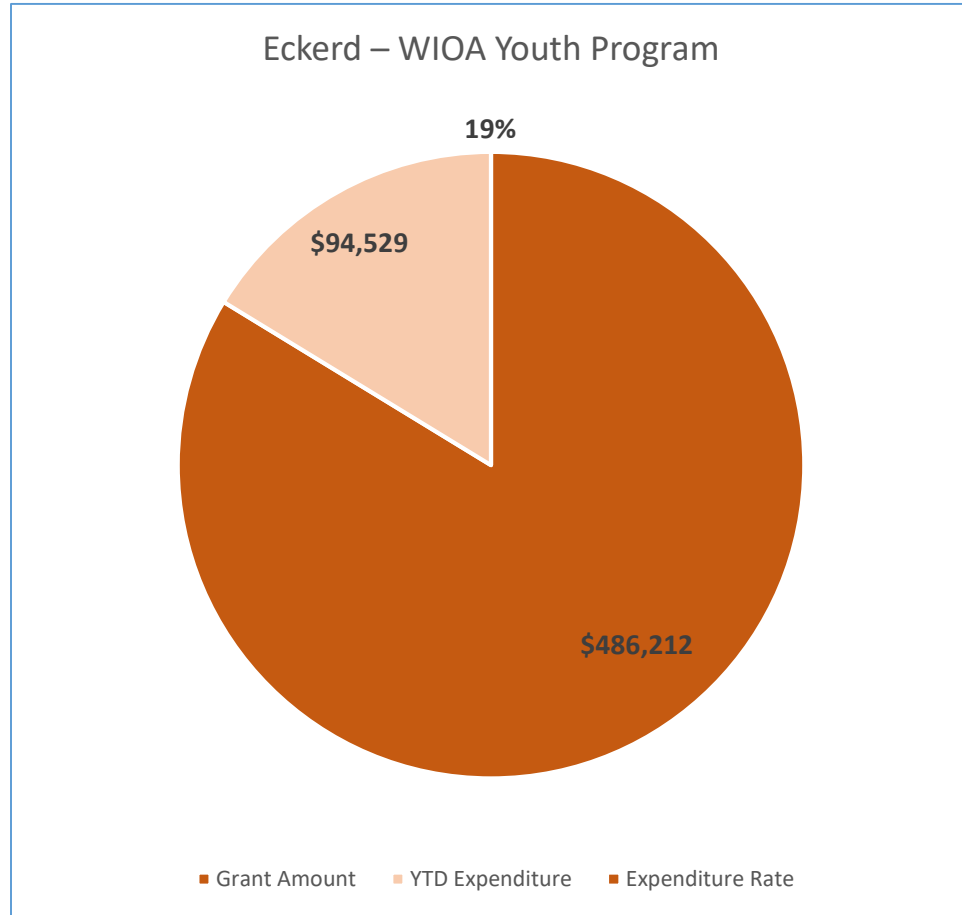


PY25 WIOA Administration & Program Allocation Expenditures

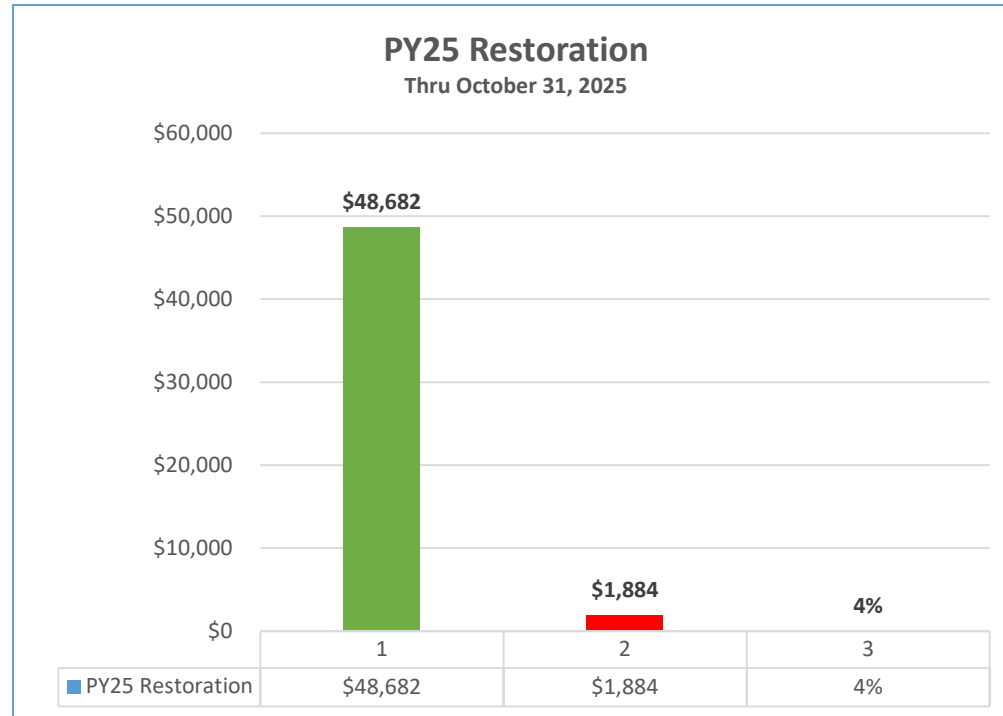
Thru October 31, 2025



WIOA Program Service Providers



State Grants



PY24 WIOA Quarterly Performance Measures – Final

Greenville										
Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	78.0%	79.5%	101.9%	85.2%	83.3%	97.8%	73.0%	84.0%	115.1%	104.9%
Employment Rate Q4	82.5%	78.8%	95.5%	84.5%	94.7%	112.1%	70.0%	83.3%	119.0%	108.9%
Median Earnings	\$8,078	\$9,166	113.5%	\$9,000	\$10,932	121.5%	\$3,200	\$3,784	118.3%	117.7%
Credential Rate	66.0%	76.9%	116.5%	66.7%	66.7%	100.0%	53.0%	46.1%	87.0%	101.2%
Measurable Skill Gains	72.7%	93.0%	127.9%	69.10%	100.0%	144.7%	61.5%	78.1%	127.0%	133.2%
	Overall Program Score		111.1%	Overall Program Score		115.2%	Overall Program Score		113.3%	
Pass	<ul style="list-style-type: none"> • An Overall Program Score (across all indicators) is at least 90.0% • An Overall Indicator Score (across A/DW/Y programs) is at least 90.0% • Have an Individual Indicator Score of at least 50.0% 									
Fail	<ul style="list-style-type: none"> • An Overall Program Score (across all indicators) that did not meet at least 90.0% • An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0% • Have an Individual Indicator Score that did not meet 50.0% 									

High-Performance Board Award Summary

- The Workforce Innovation and Opportunity Act (WIOA) authorizes the use of funds reserved by the Governor for statewide employment and training activities. The State Workforce Development Board (SWDB) directs the investment of these funds in alignment with state priorities. To recognize and incentivize Local Workforce Development Boards (LWDB) for their leadership and support of the state's workforce system through innovative practices, the SWDB has approved the development of a High-Performance Board Incentive Award.

High-Performance Board Award Eligibility

- Meet Federal Requirements, WIOA Primary Indicators of Performance, and State-Specific Performance Measures:
 - WBL – 20%/5% Limitation on Youth Requiring Additional Assistance/5% Exception low-income exception
 - Youth Program Spending – not less than 75% spend on OSY (waiver permits 50%)
- State-Specific Performance Measures
 - Fund Utilization Rate/Obligation Rate/Participant Cost Rate – A/DW 30% on costs directly benefiting participants/Adult Priority of Service – 75%
- WIOA Primary Indicators of Performance
- Promote Regionalism and Employ Innovative Practices

Visit the **CEEL**



Purpose

The SC Works Career Exploration & Entrepreneurship Lab (CEEL) provides Greenville County job seekers, youth, and emerging entrepreneurs with on-demand digital tools to explore career pathways in fun way. Users can also receive information on labor market, job vacancies, and access entrepreneurship learning. The CEEL advances Greenville's workforce goals by supporting informed decision-making, self-sufficiency, and innovative career pathways.

Core Features

- **Career Exploration Tools:** Access to labor market data, career assessments, skills mapping, job search platforms, and occupational insights.
- **Bonus: Entrepreneurship Learning Hub:** Startup guides, business-planning resources, and curated content from SBA, SBDC, SCORE, and regional partners.
- **Bonus: Employer & Apprenticeship Connections:** Direct links to SC Works opportunities, apprenticeships, work-based learning, local hiring events, and training providers.
- **Self-Paced Virtual Learning:** 24/7 modules and videos that support soft skills, technical skills, and entrepreneurial readiness.

Target Users

- Youth and students exploring future pathways
- Career changers and adults entering high-demand fields
- Aspiring entrepreneurs and freelancers
- Job seekers navigating training and employment options

Benefits to Greenville County

- Aligns talent development with **local in-demand industries**
- Encourages **entrepreneurship as a viable career path**
- Supports **equitable access** to career tools and information
- Enhances **employer talent pipelines** and regional competitiveness
- Promotes **lifelong learning and upward mobility**

Technology & Setup

- Dedicated workstation or touchscreen kiosk
- High-speed internet and secured access
- Quick-launch navigation to SCWOS, virtual hub resources, and partner sites

Success Metrics

- Number of virtual learning sessions completed
- Referrals to training programs or business support partners
- Entrepreneurship module usage and engagement
- User satisfaction and feedback results

Partners & Collaborators

- Greenville County Workforce Development Board
- SC Works Greenville
- Greenville Technical College
- SBDC, Chamber, and local employers

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 \$626,046 with 50 (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 \$608,959 with 50 (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 \$644,660 with 50 (0%) state, local, and/or non-governmental funds.

Greenville County Workforce Innovation and Opportunity Act (WIOA) Contract Progress

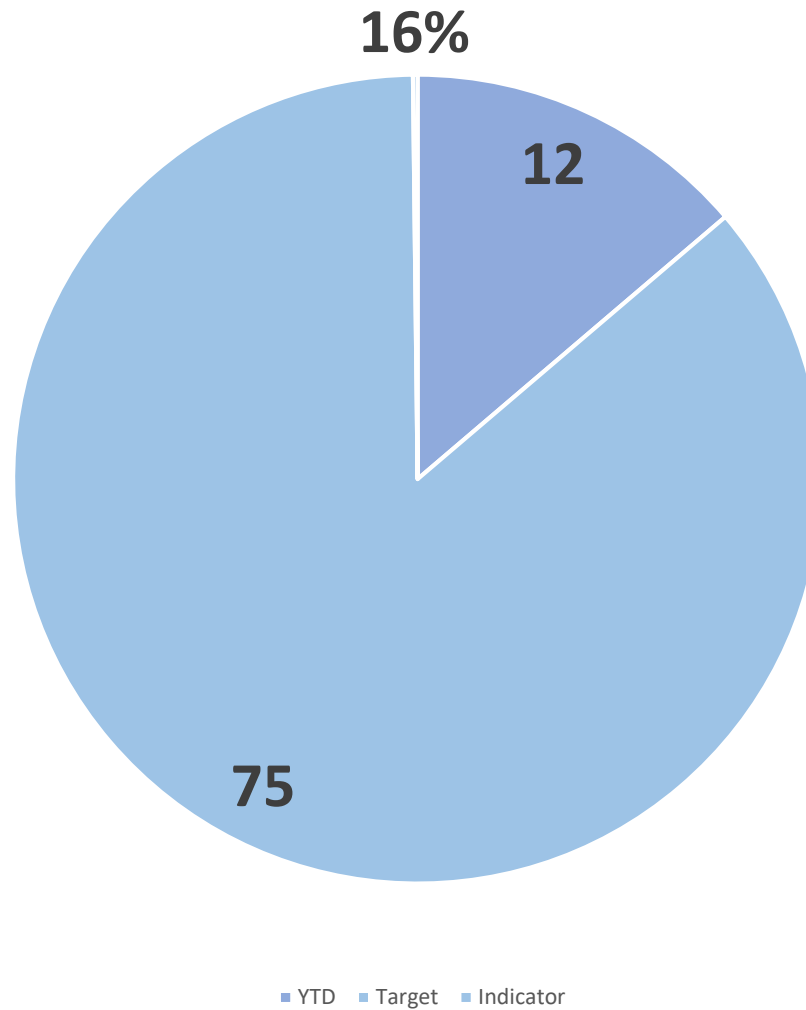
Contracts for operating:

WIOA Youth Program (**Eckerd Connects**)

WIOA Adult Program, WIOA Dislocated Worker Program, Business Services, and SC Works Center Operator (**Equus Workforce Solutions**)

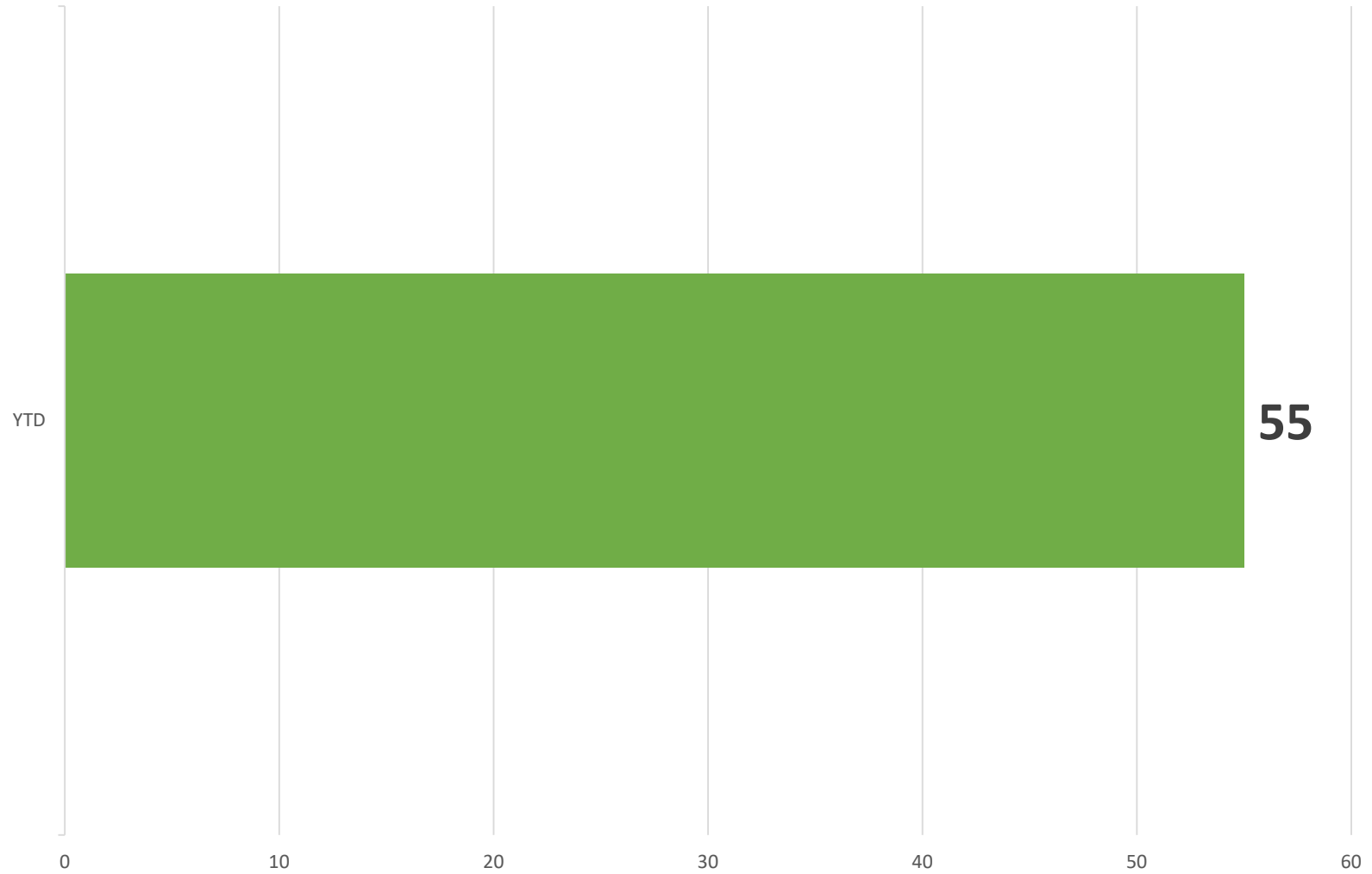
EXAMPLE
DATA IS NOT ACTUAL

New Enrollments



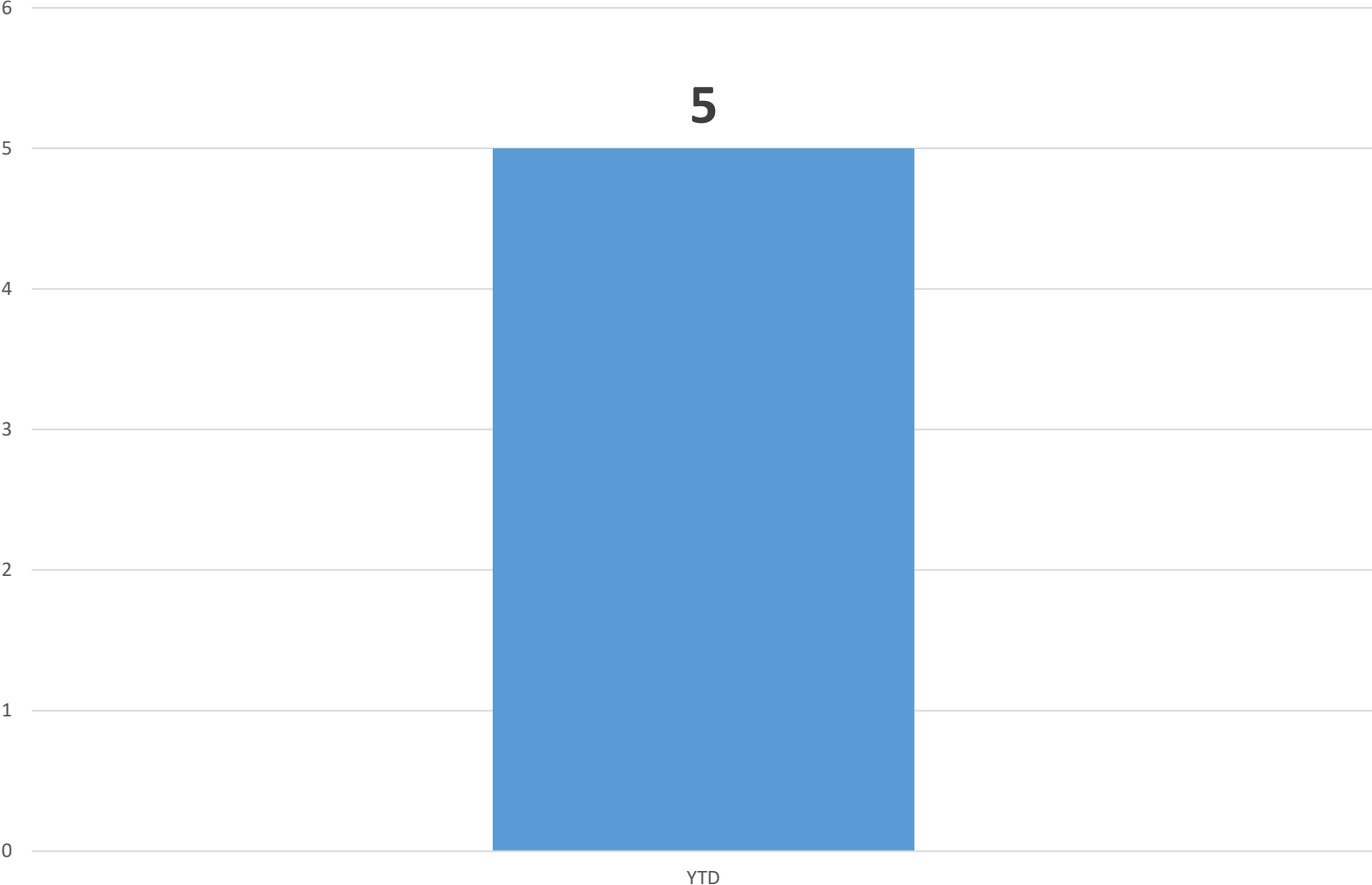
Receiving Follow-Up Services

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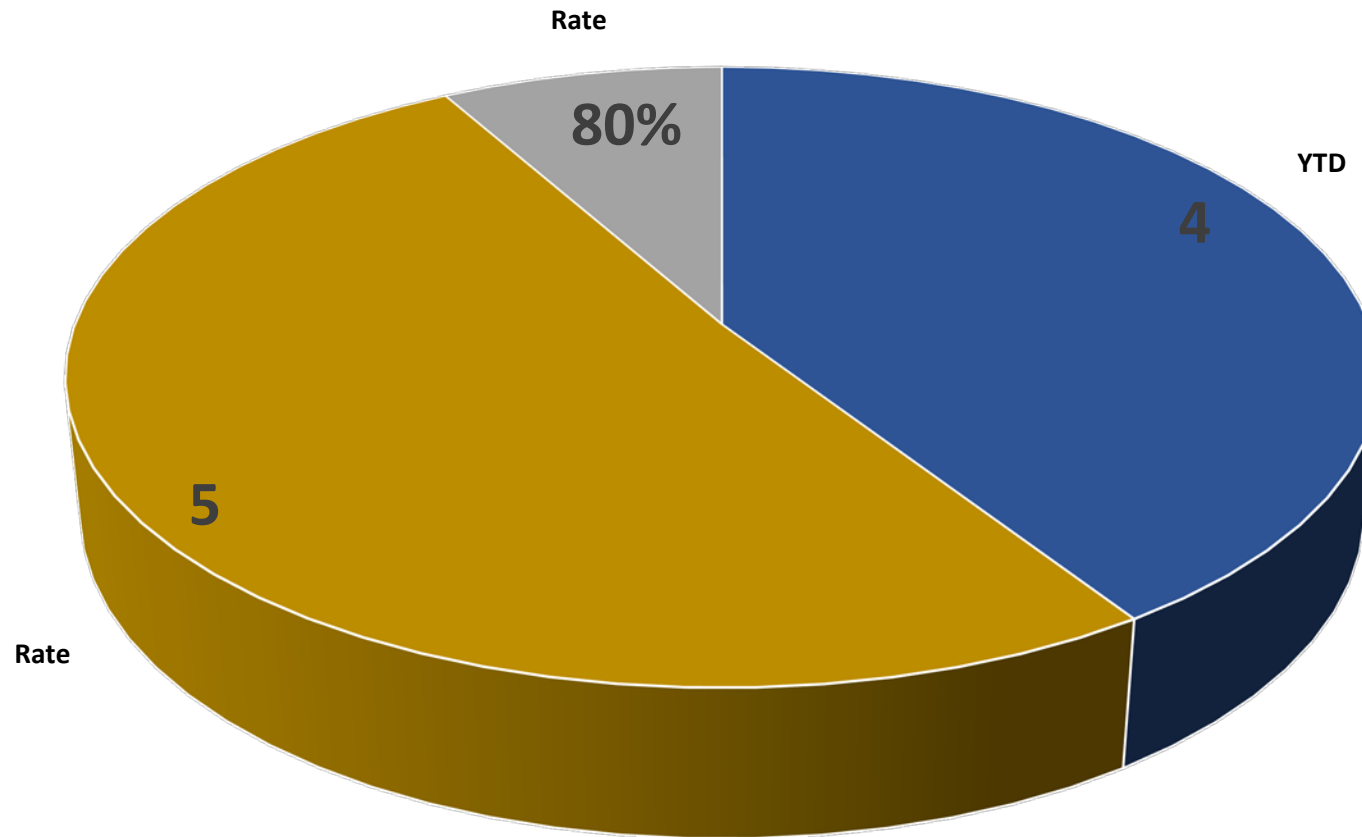
Program Exits

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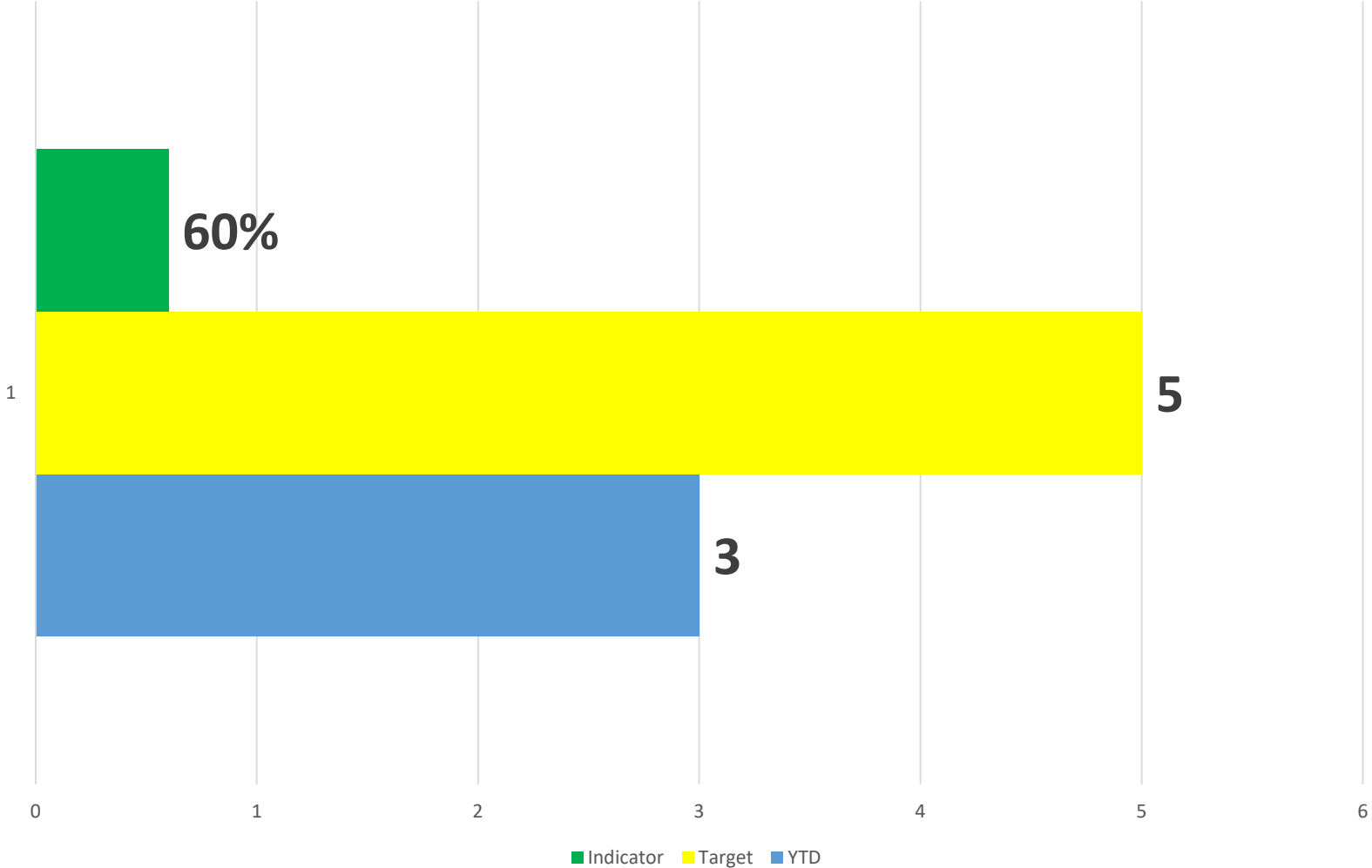
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Credentials Attained



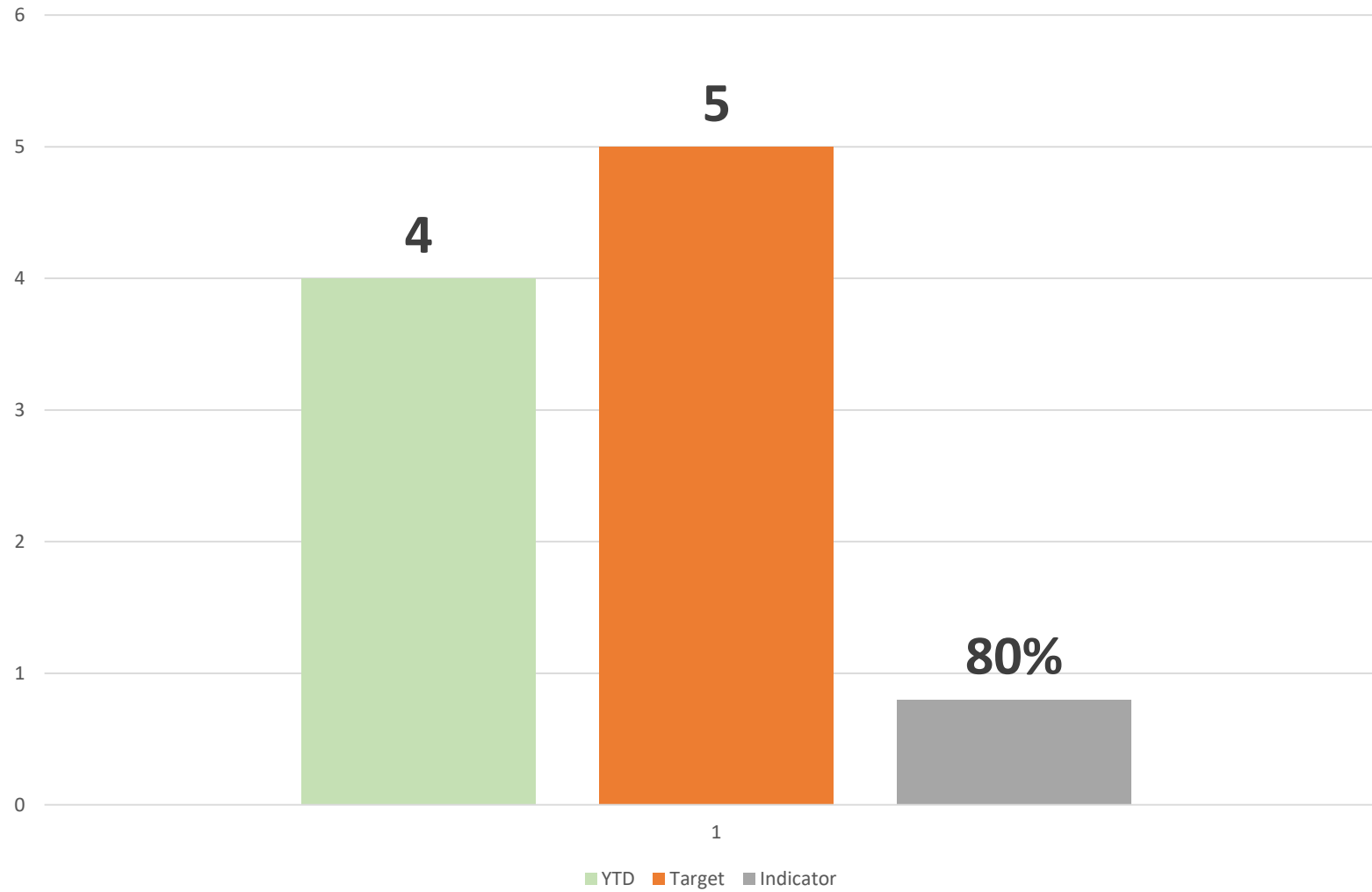
Employed At Exit

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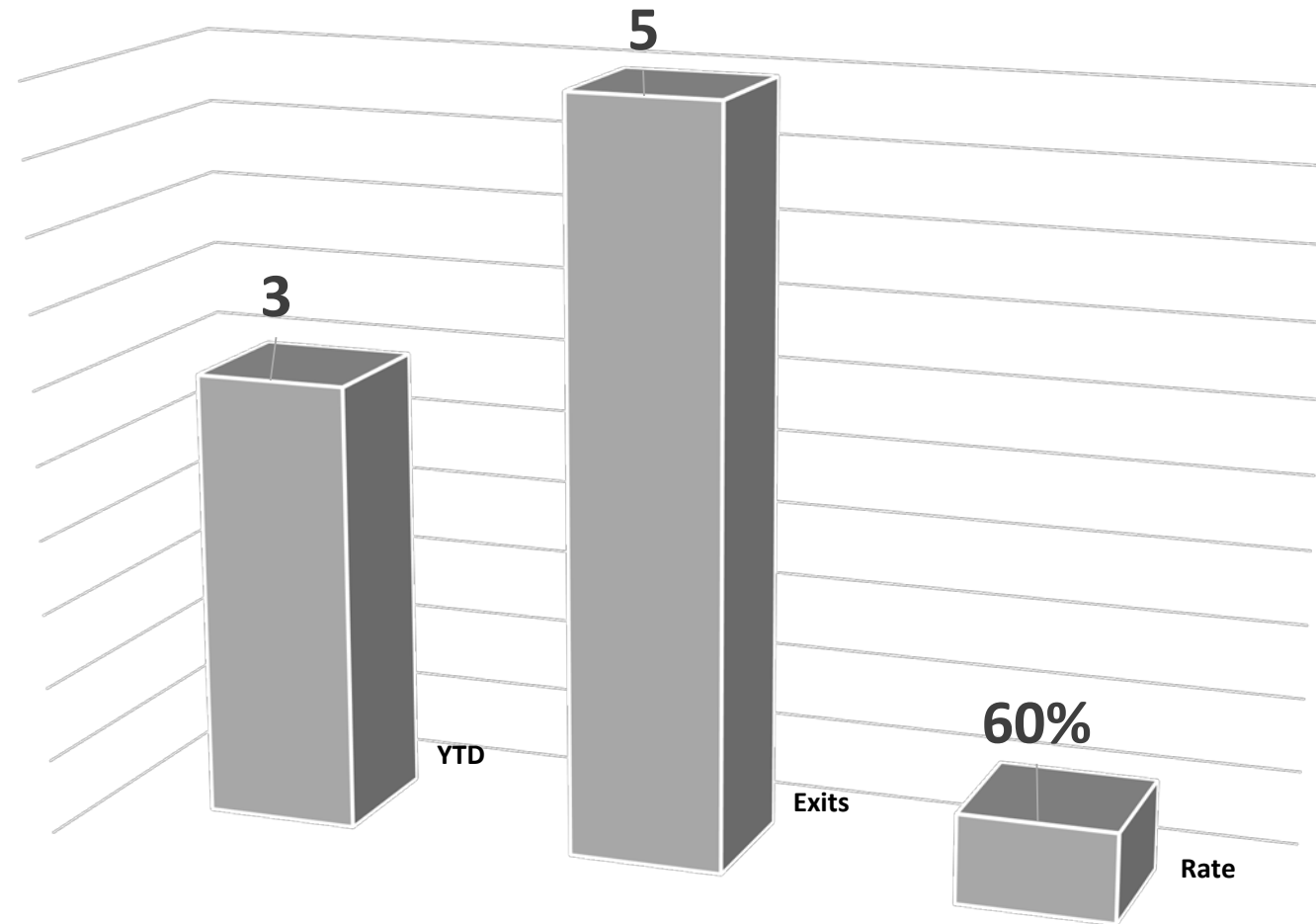
Measurable Skill Gains

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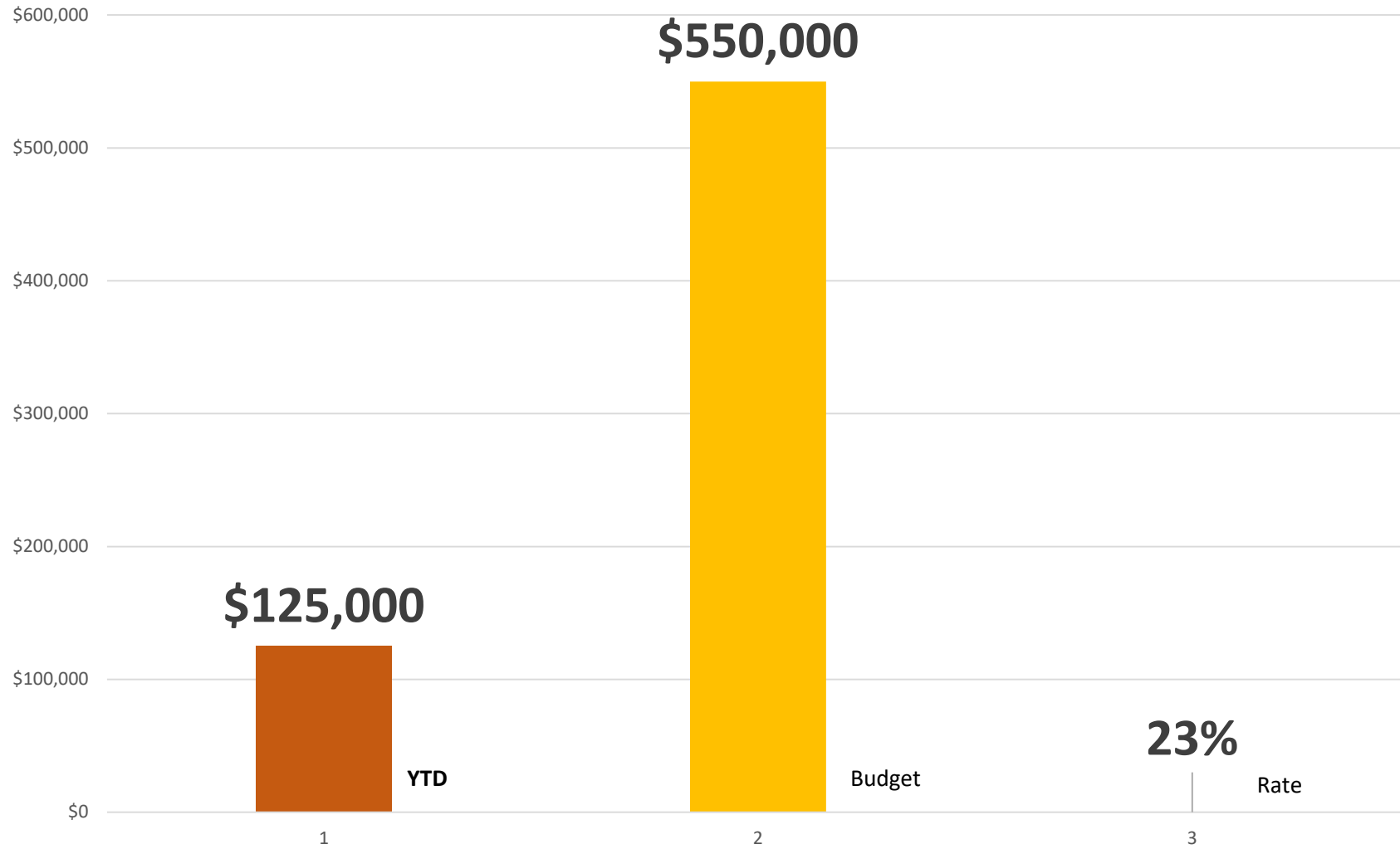
Received Work-Based Learning

EXAMPLE
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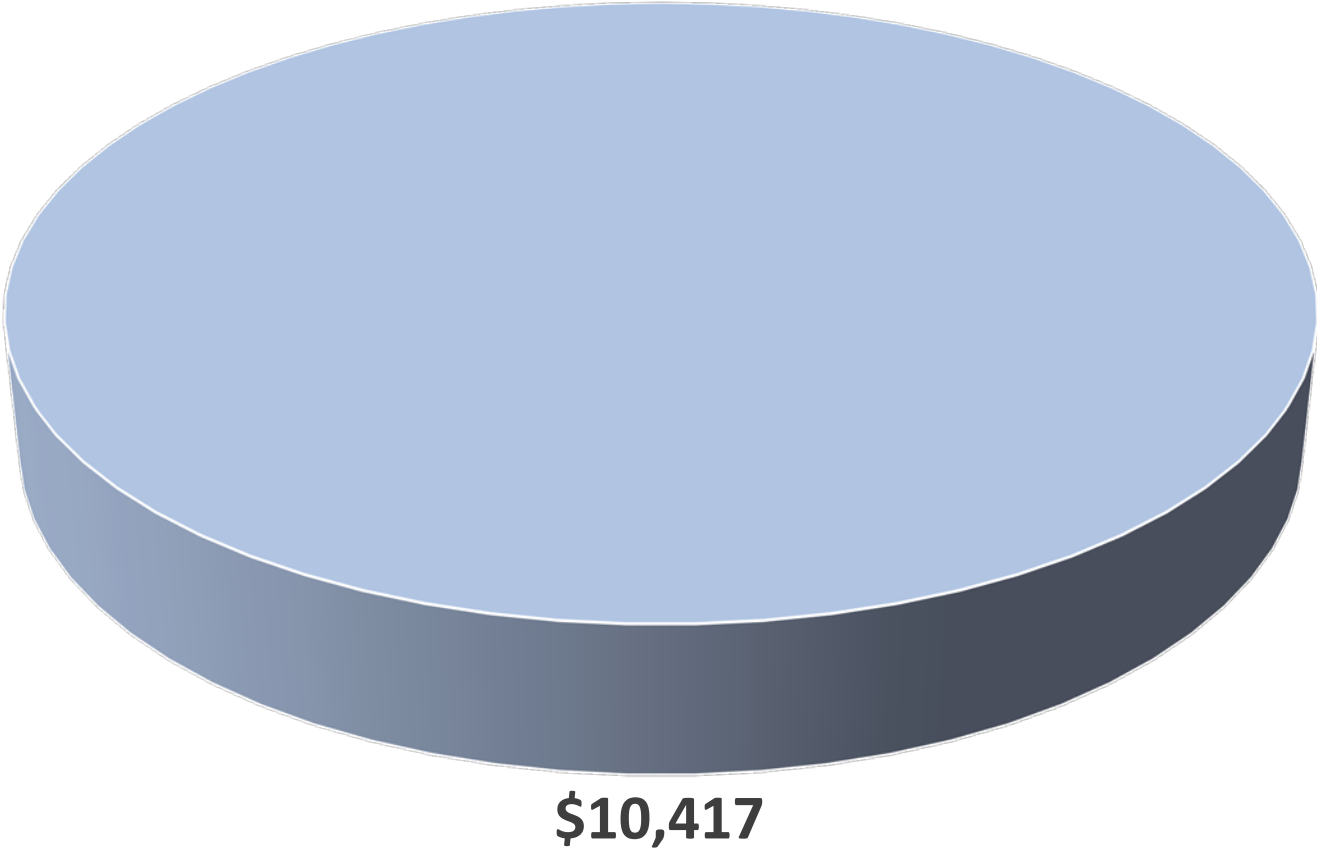
Expenditures

EXAMPLE
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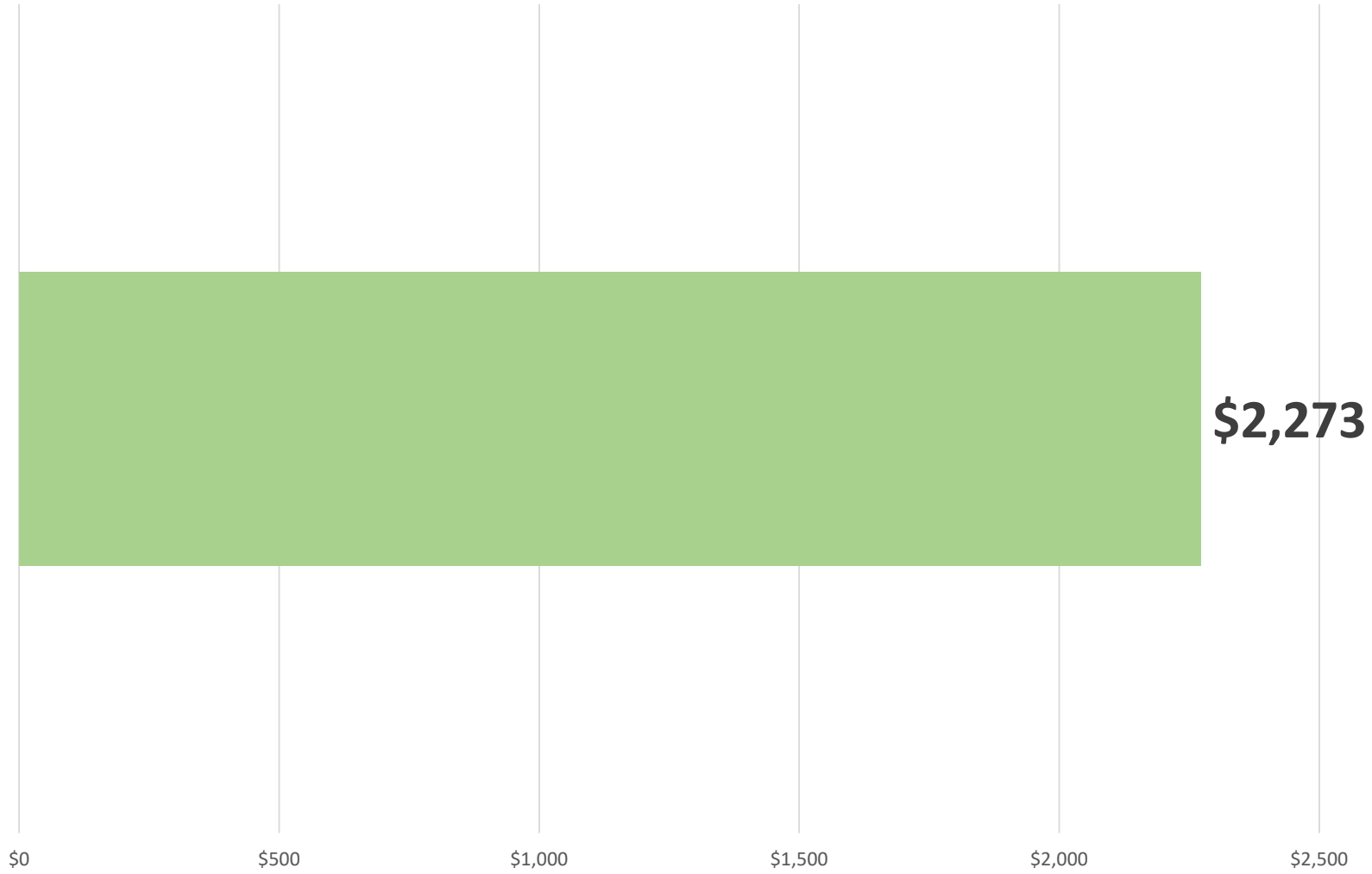
Cost Per (New) Enrollee

EXAMPLE
DATA IS NOT ACTUAL



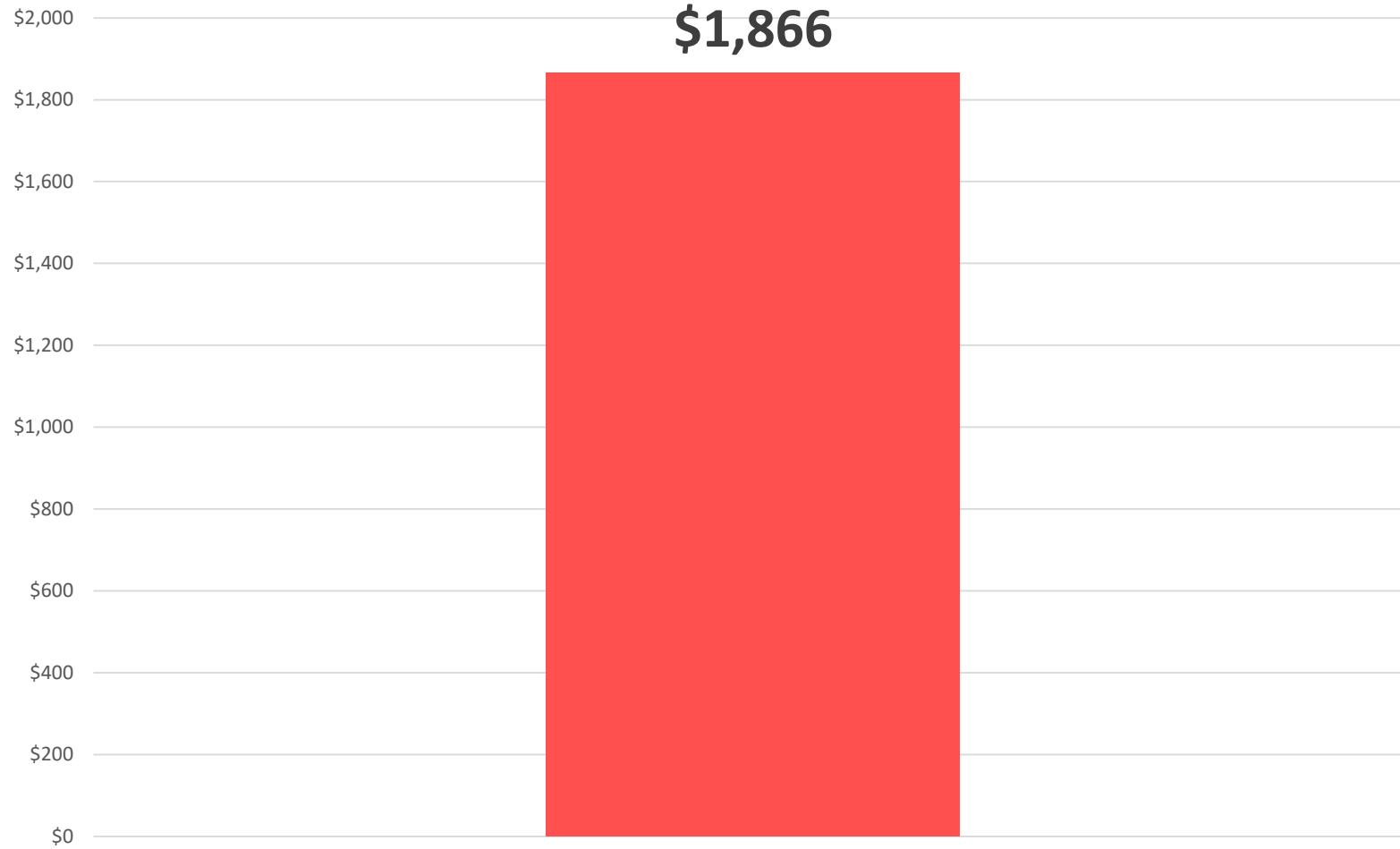
Cost Per Receiving Follow-Up Services

EXAMPLE
DATA IS NOT ACTUAL



Cost Per New Enrollee/Receiving Follow-Up Services

EXAMPLE
DATA IS NOT ACTUAL



KEY PERFORMANCE INDICATORS (KPIs)

July 1 – June 30

1. # New Enrollments
2. # Receiving Follow-Up Services
3. # Exits
4. # Credentials Attained
5. # Employed at Exit
6. # Measurable Skill Gains
7. # Received Work-Based Learning (WBL)
8. Expenditures
9. Cost Per (New) Enrollment
10. Cost Per Receiving Follow-Up Services
11. Cost Per Combined (New, Follow-Up)
12. Highlights

UPDATES

- Physical Security
- Local Incumbent Worker Training (IWT)
- Federal Government Shutdown

GREENVILLE WIOA YOUTH PROGRAM

POWERED BY



WIOA Program

▶ PY25 New Enrollments

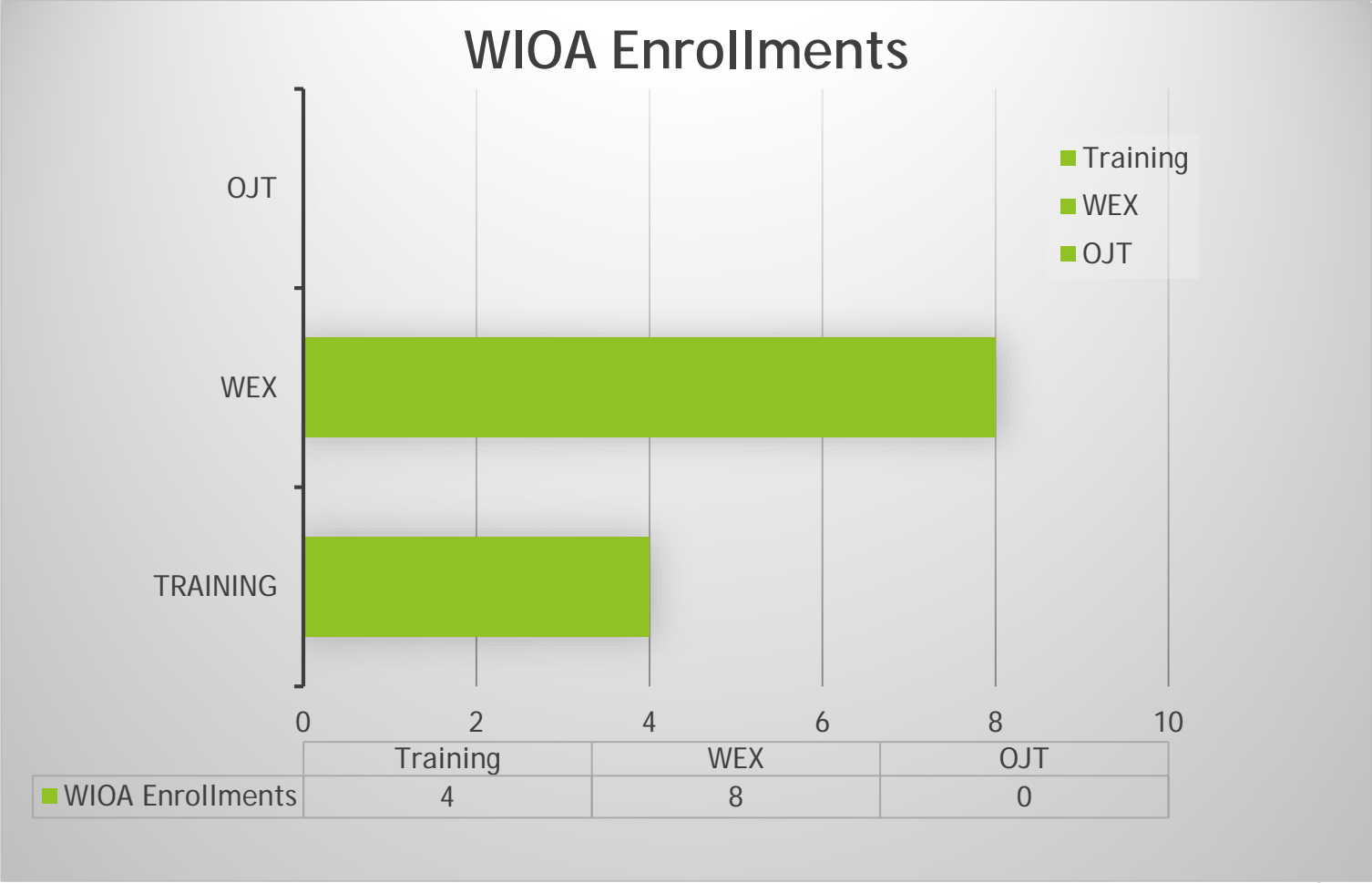
- ▶ 78 Goal (Target 72 OSY/6 ISY)
- ▶ 26 New enrollments as of 11.10.25

▶ Additional Participants Served

- ▶ 53 PY25 Carryover Active Participants
- ▶ 45 Participants in Follow-up



WIOA Program

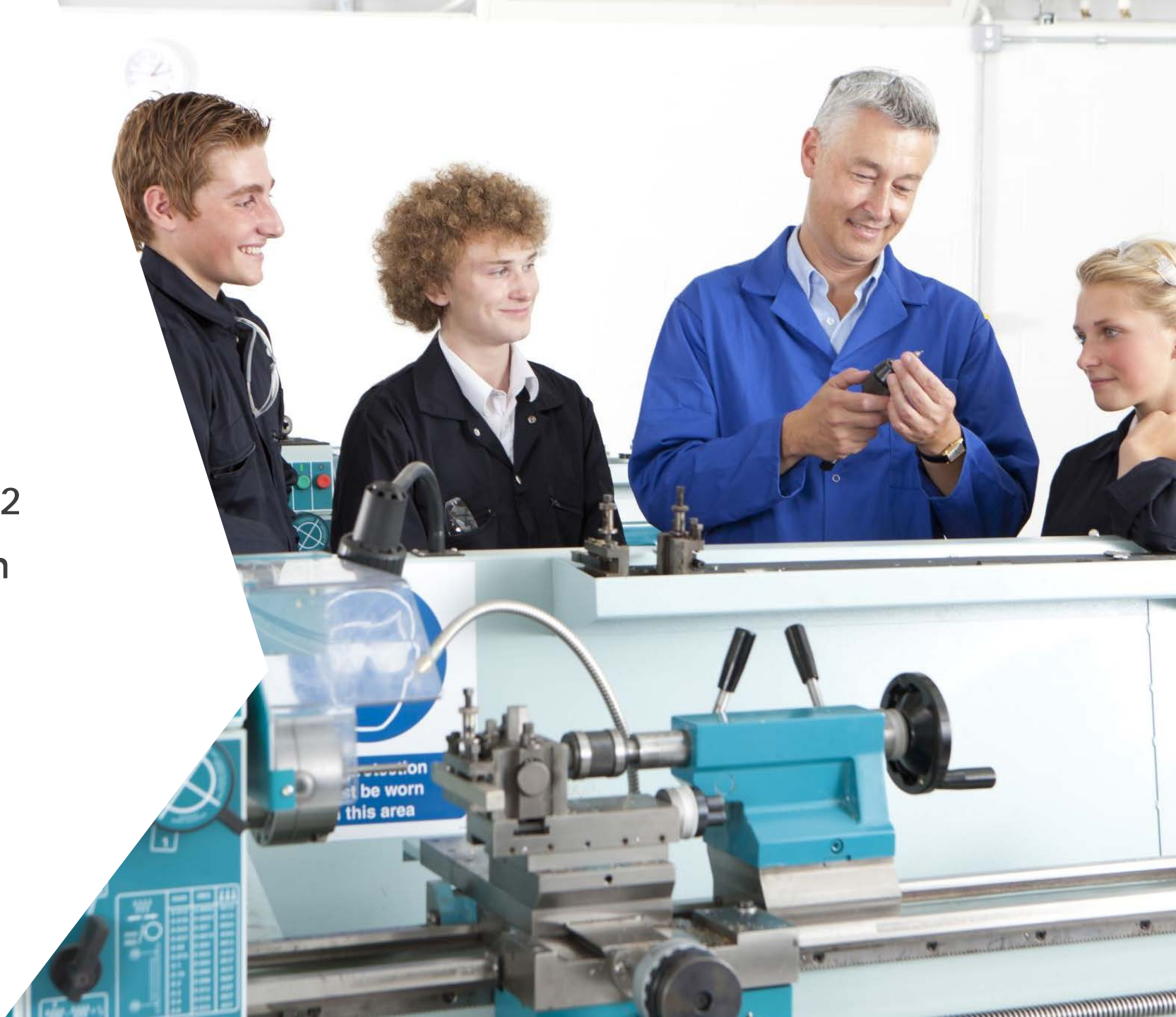


Credentials Earned

GED or High School Diploma: 3

Occupational Skills Certificates: 2

- 1 - Welding at Greenville Tech
- 1 - CDL at Greenville Tech



Current Progress Towards Measures (*Note: Quarter is not yet completed and these measure will increase before the ending of the quarter.)

Greenville Youth Rolling 4

Indicator/Program	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal
Employment Rate Q2	73%	86%	117.8%
Employment Rate Q4	70%	81%	115.7%
Median Earnings	\$3,200	\$3,826	119.6%
Credential Rate	53%	39%	73.6%
Measurable Skill Gains	61.5%	68%	110.6%
Overall Program Score			107.4%

Greenville Youth Individual Quarter 2

Indicator/Program	Title I Youth	Title I Youth	Title I Youth % of
Employment Rate Q2	73%	60%	82.2%
Employment Rate Q4	70%	63%	90.0%
Median Earnings	\$3,200	\$6,630	207.2%
Credential Rate	53%	47%	88.7%
Measurable Skill Gains	61.5%	15%	24.4%
Overall Program Score			100.9%

Pass	Goal is being met by at least 90%
Goal in Progress	Individual indicators are considered passing by DOL & State when goal is met by at least 50%. However, our goal is to meet individual indicators by at 90%.

Measure Progress

*Measures will continue to be recorded, and the results are expected to increase throughout each quarter and the remainder of the program year.

*MSGs are cumulative throughout the program year and are typically lower during the first quarter, as classes just began in late August and students have not had enough seat time for testing.

Work Based Learning

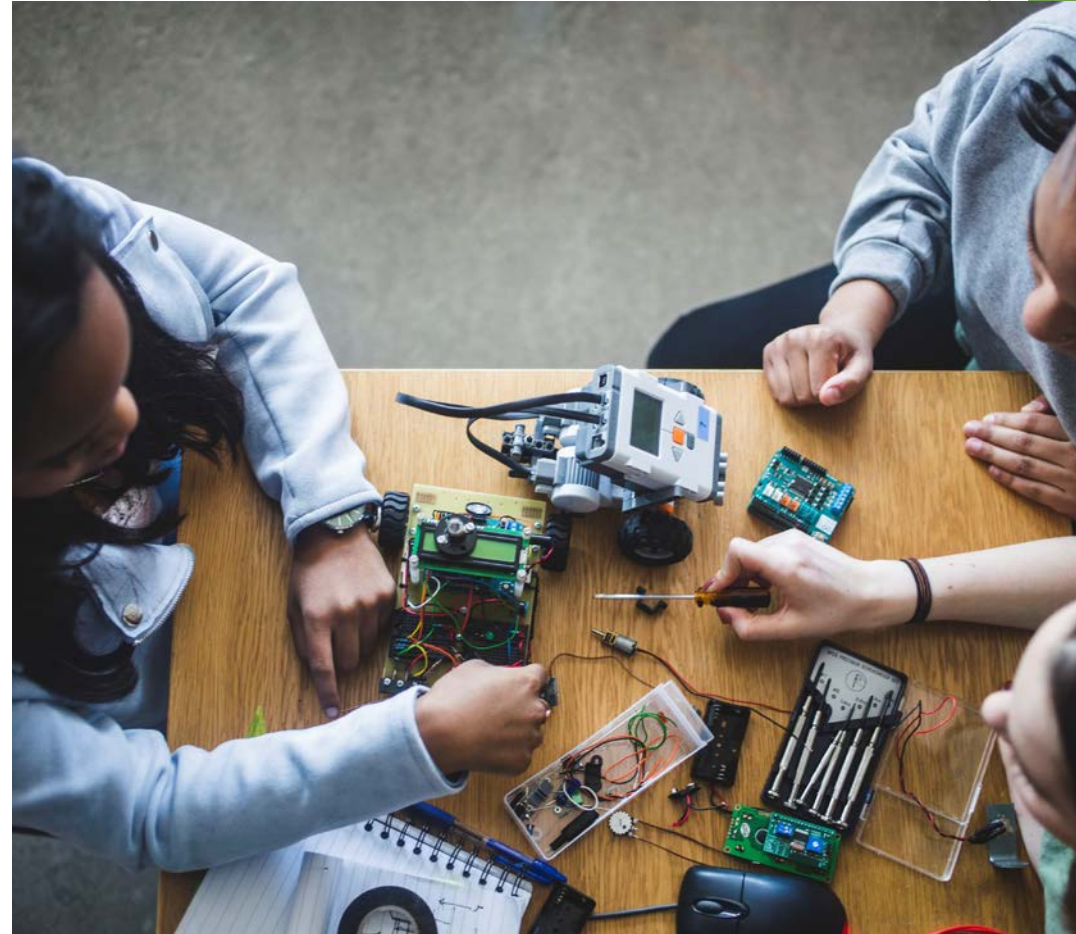
6 Onsite WEX Participants

2 Virtual WEX Participant

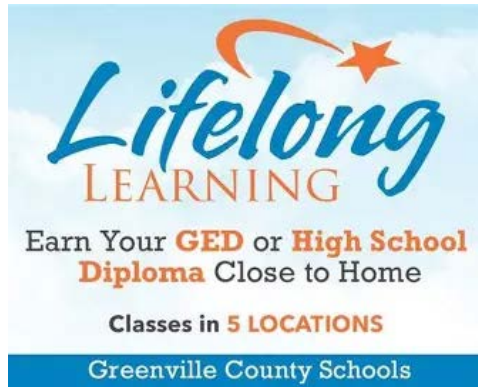
0 OJT Participants

Sites Utilized

- ▶ Eckerd Connects
- ▶ Dream Prep Academy
- ▶ Phillis Wheatley Association
- ▶ Greenville County Animal Care
- ▶ LeadWell 360
- ▶ Harvest Hope
- ▶ Old Navy



Outreach



- ▶ LLC-Sullivan Center
- ▶ Greenville Technical College
- ▶ The Greenville Housing Authority
- ▶ Greenville Literacy Association



Success Spotlight

Adelynn Fowler

Adelynn Fowler came to the Greenville WIOA Youth Program and began working with Eckerd Connects on September 16, 2024, after finishing only the 9th grade. From the very beginning, Adelynn demonstrated determination and a strong desire to better her future. She was enrolled in the **Greenville Literacy Association (GLA)** to begin working toward her GED, committed herself fully to her studies—attending classes, staying consistent, and taking advantage of all possible support provided.

During the summer break, Adelynn and her Career Coach reviewed her progress and created a list of personal goals. At the top of that list was one clear objective: **to earn her GED.**

Through persistence and consistent effort, on October 17, 2025, Adelynn accomplished her goal and officially earned her GED. Today, Adelynn is working closely with her Career Coach to explore employment opportunities, including a potential opportunity with **GE**, and continues to plan for her next steps toward long-term career success.

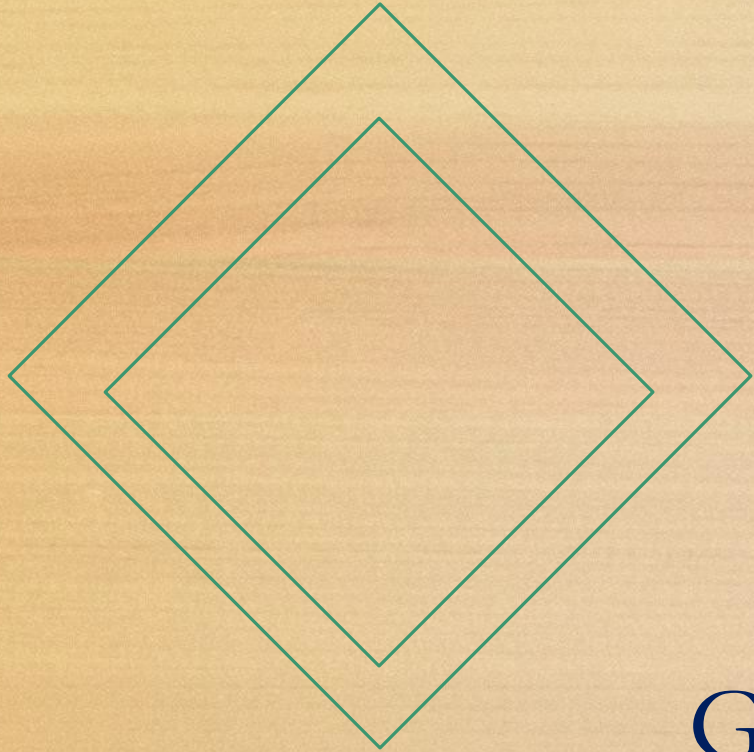
Program Year 2025 Focus

- ▶ **Concentration on Target Industries**
 - ▶ Advanced Manufacturing
 - ▶ Health Care
 - ▶ Warehousing & Logistics
 - ▶ Information Technology
 - ▶ Construction
- ▶ **Concentration on Advanced Training & Work Experience**
 - ▶ Career Inventories and Job Placement
 - ▶ WEX - Work Experience
 - ▶ Quick Jobs, Training, Certifications



Questions?





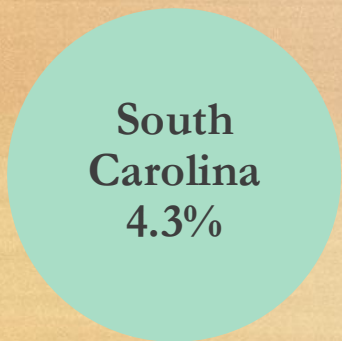
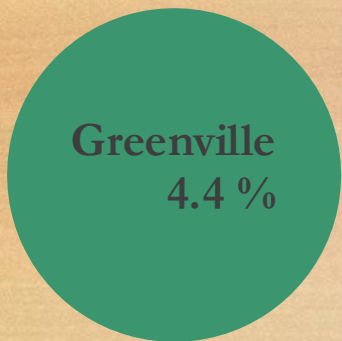
Just in Time

Greater Upstate Greenville

PY 25 Issue #4 Oct. 2025

Center Data

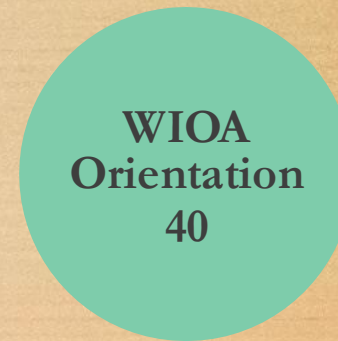
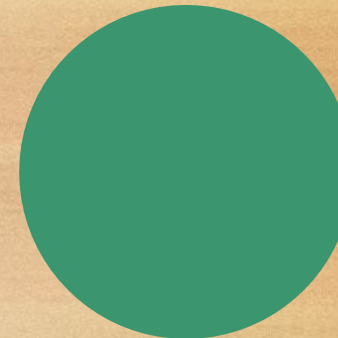
Unemployment Rates



Center Traffic



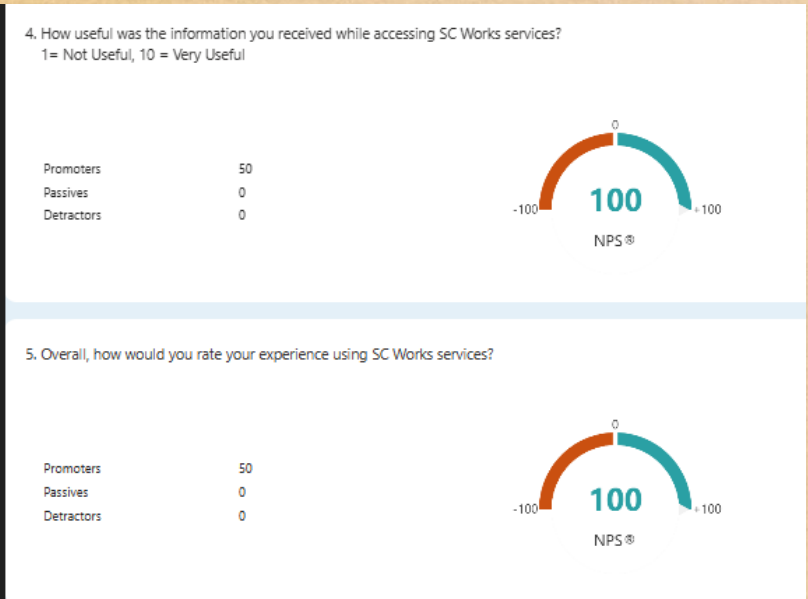
Testing & Workshops



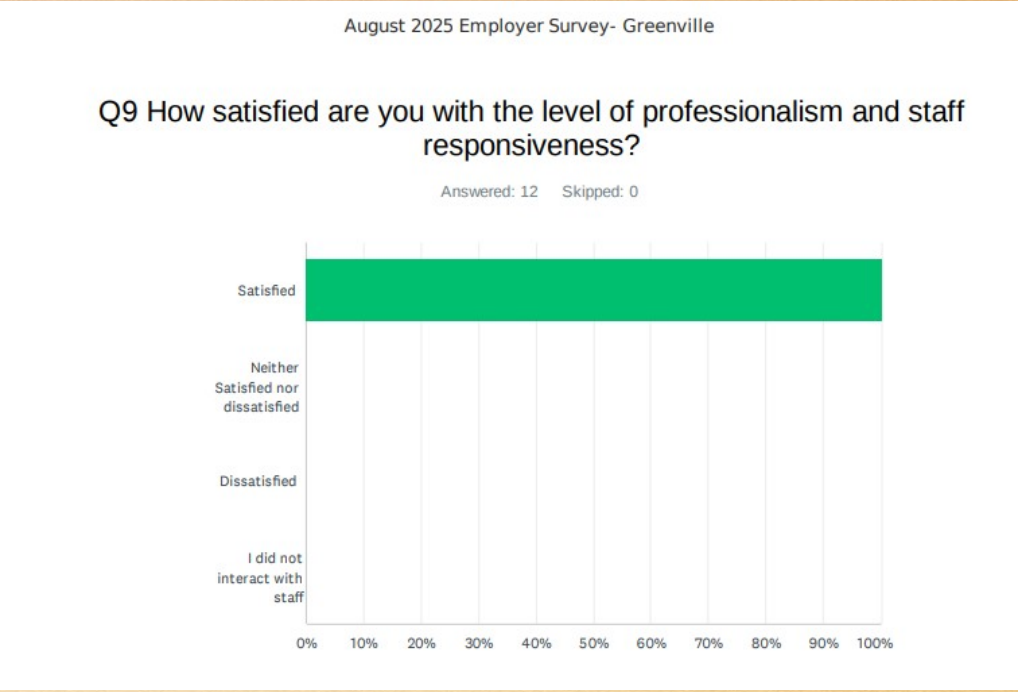
*UI numbers for Oct. have not yet been released. Sept. numbers released on Sun, 09/19/2025

Customer Satisfaction

Jobseeker

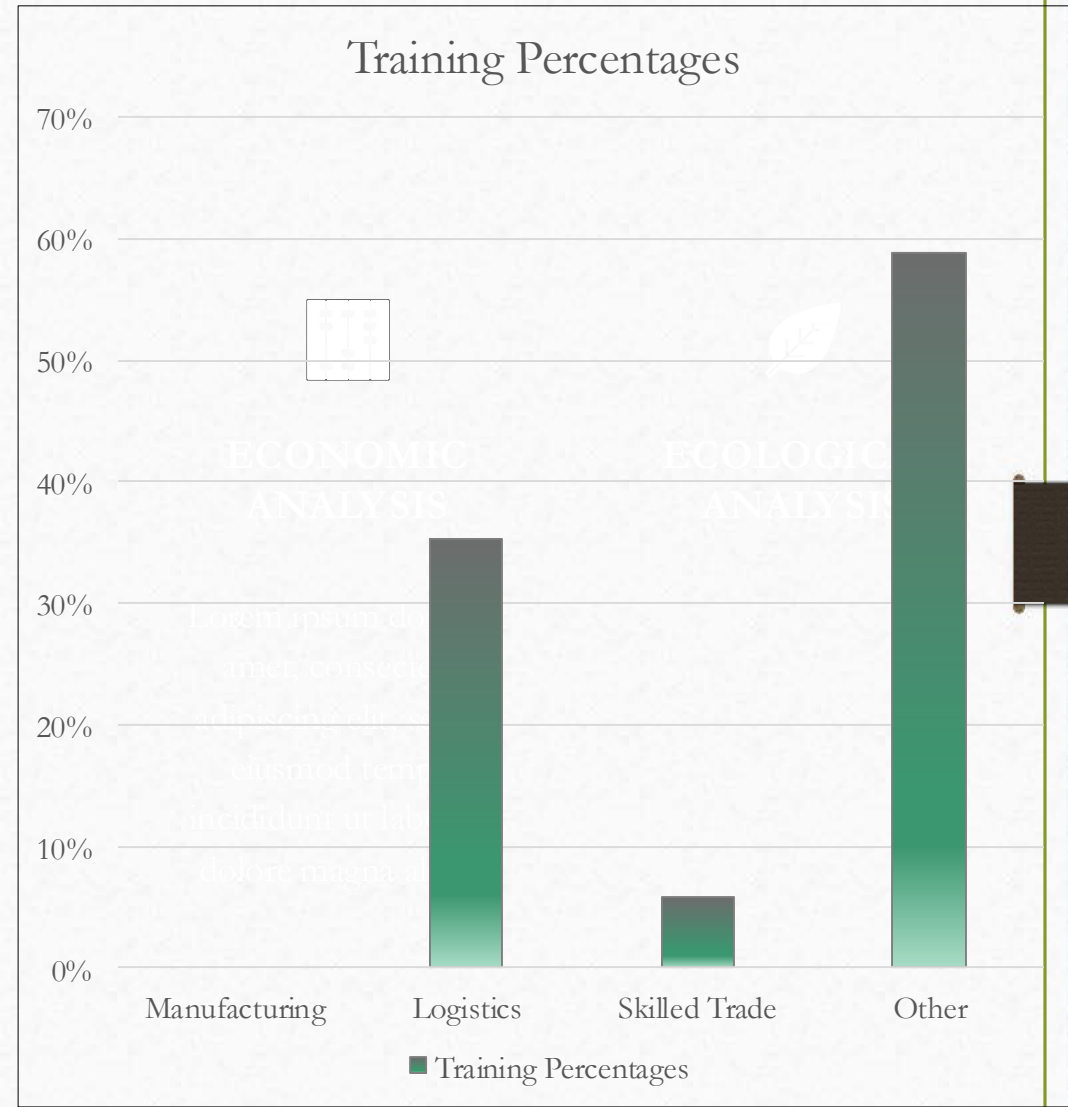
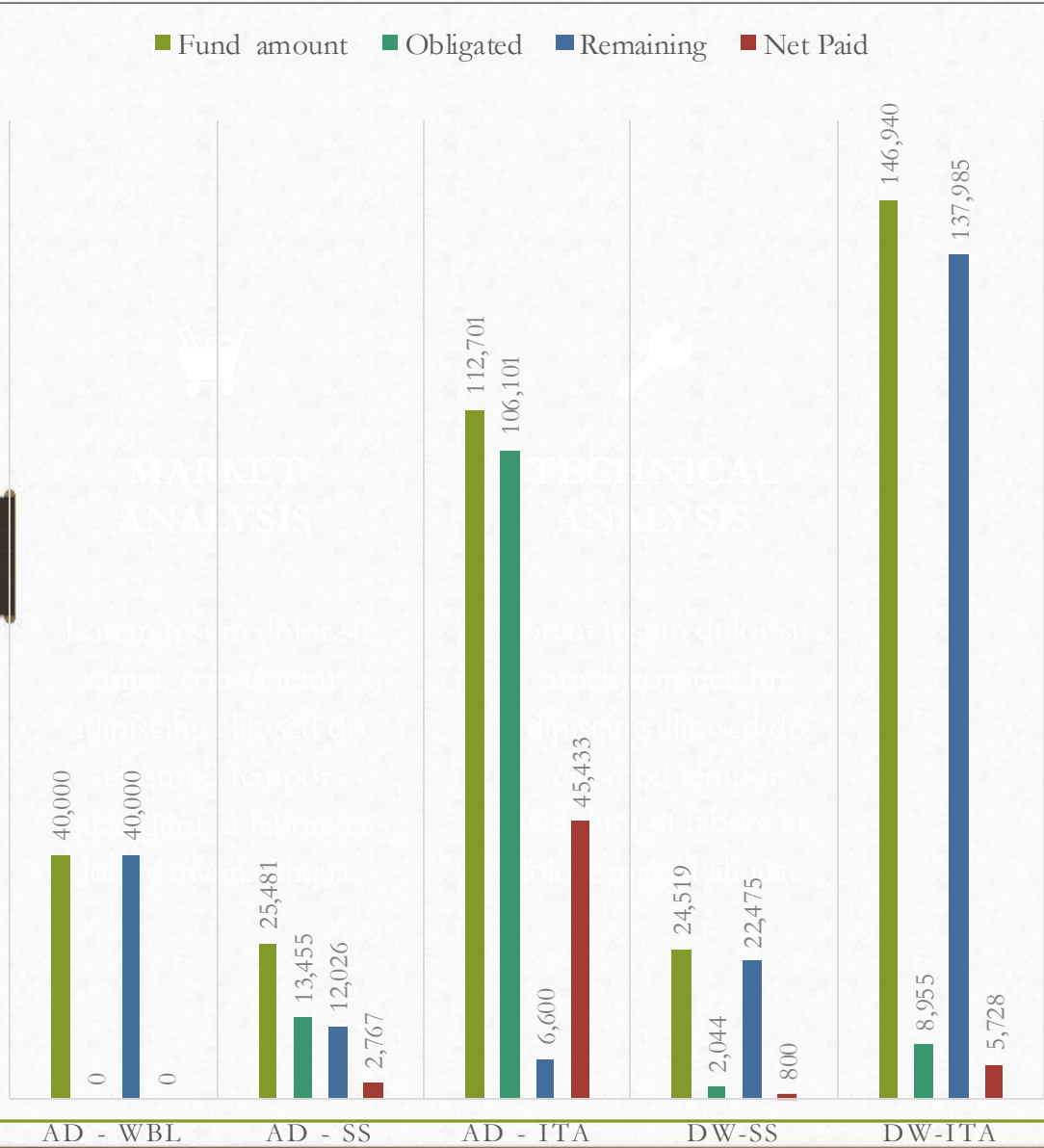


Business

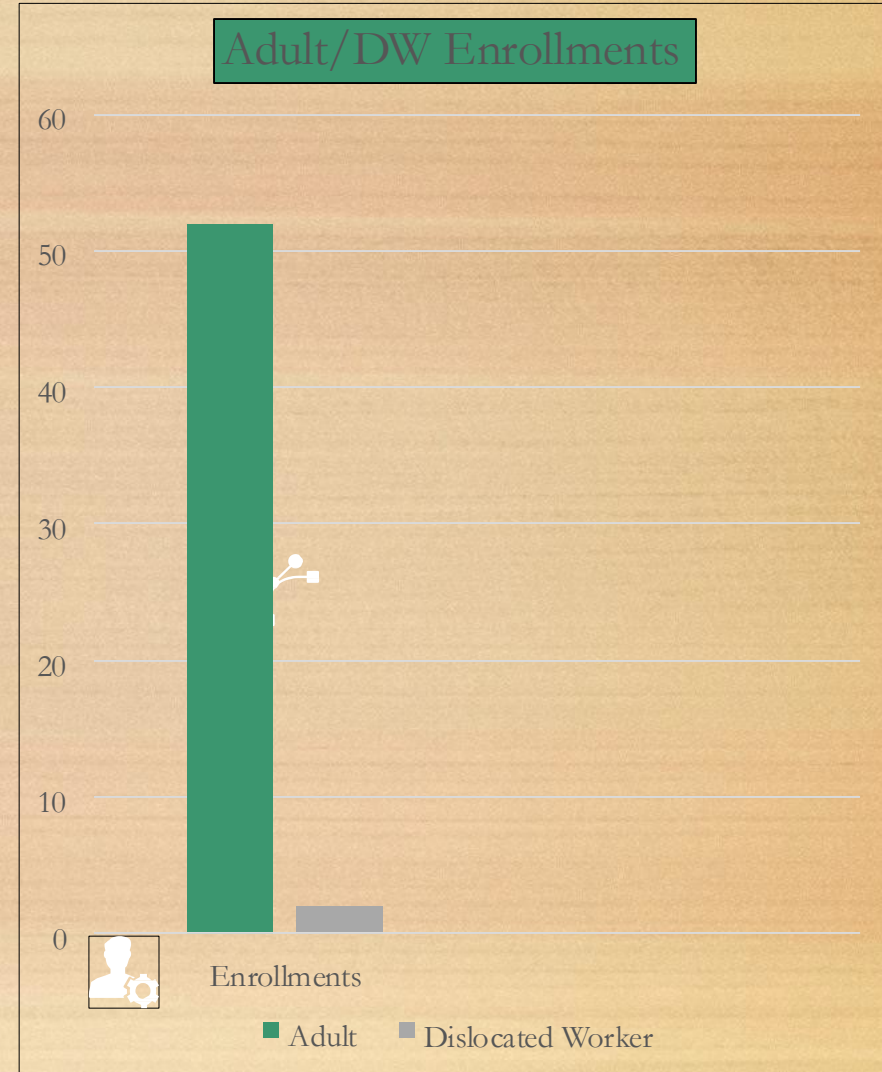
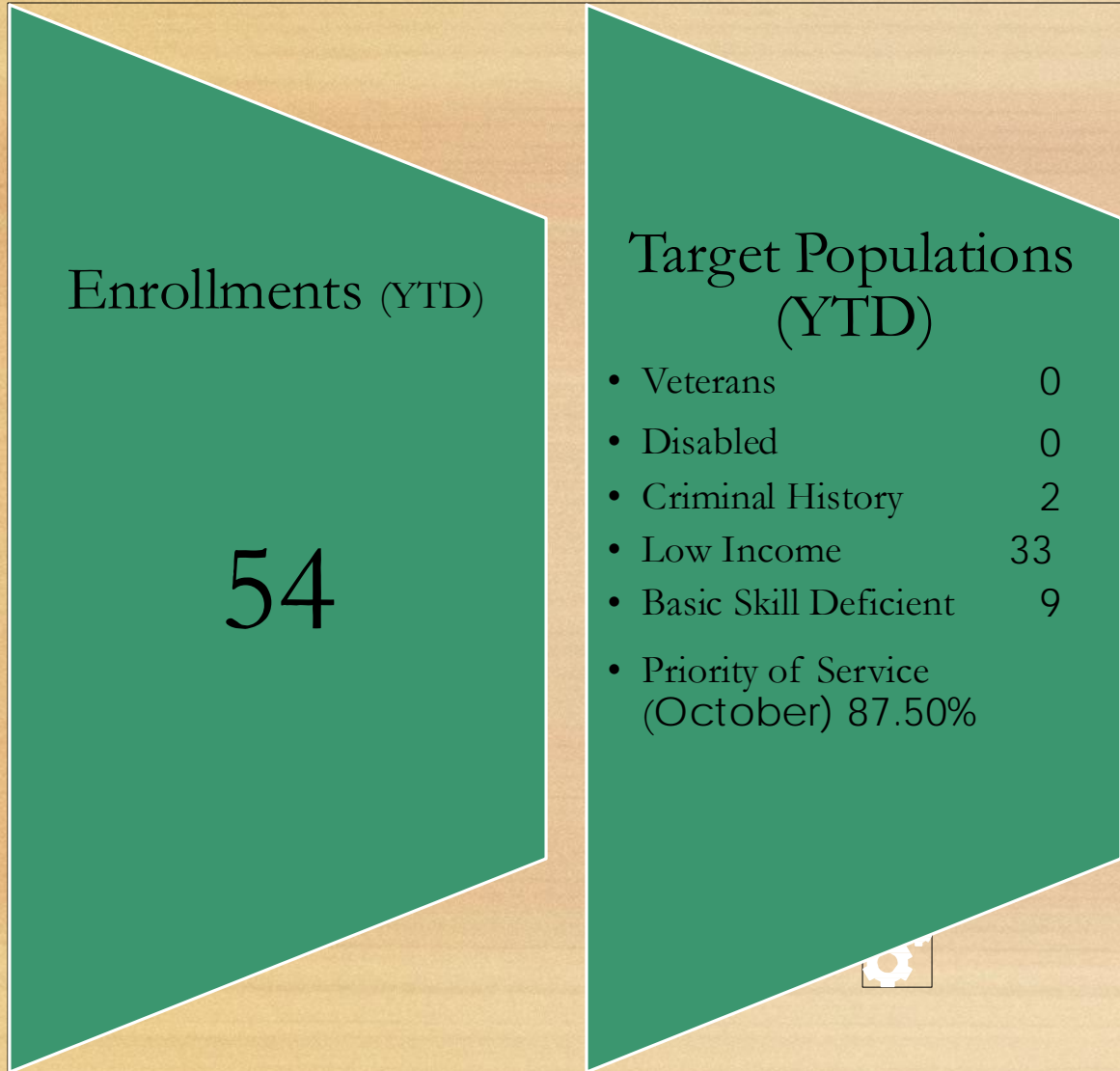


50 Total Surveys

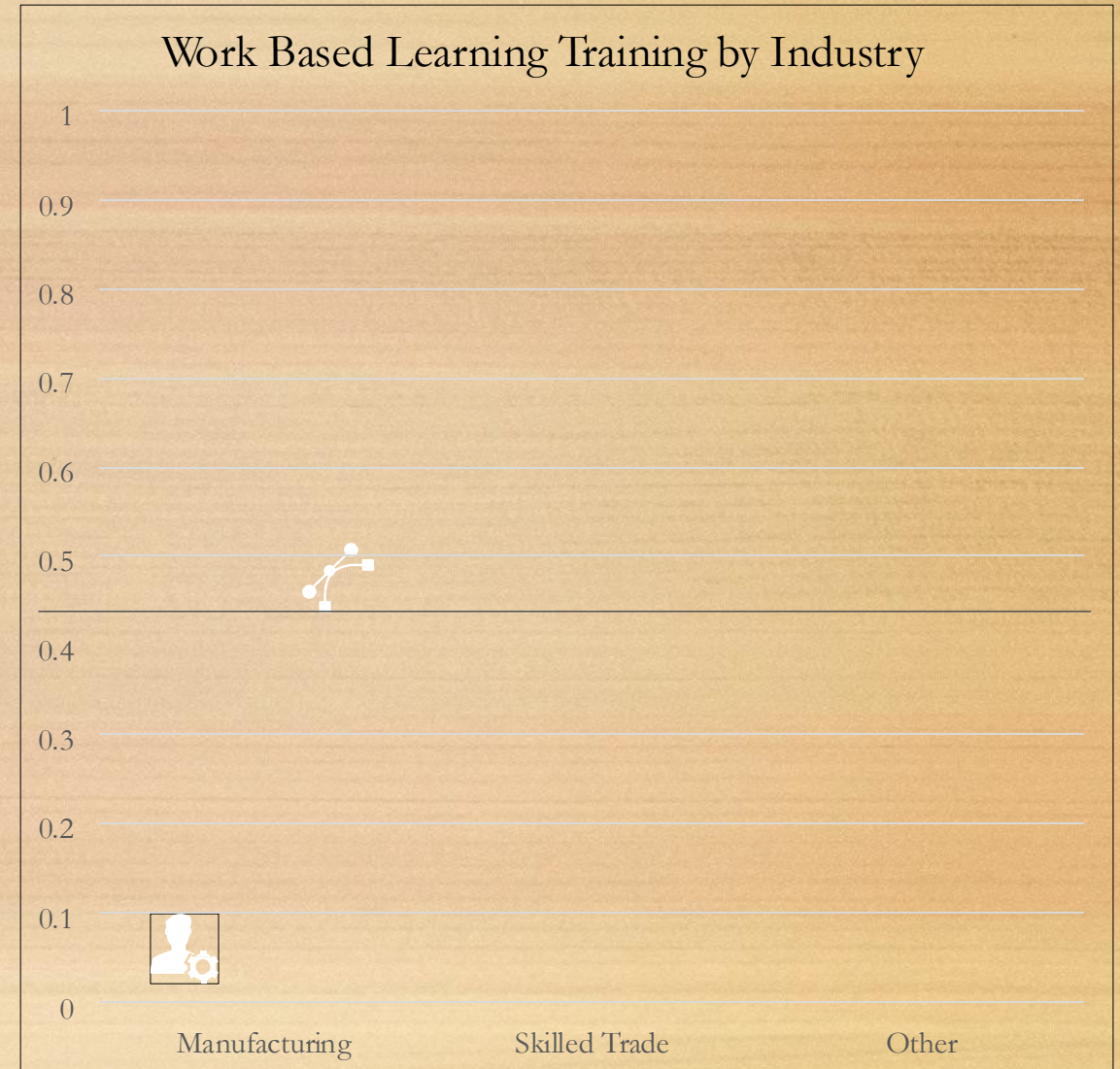
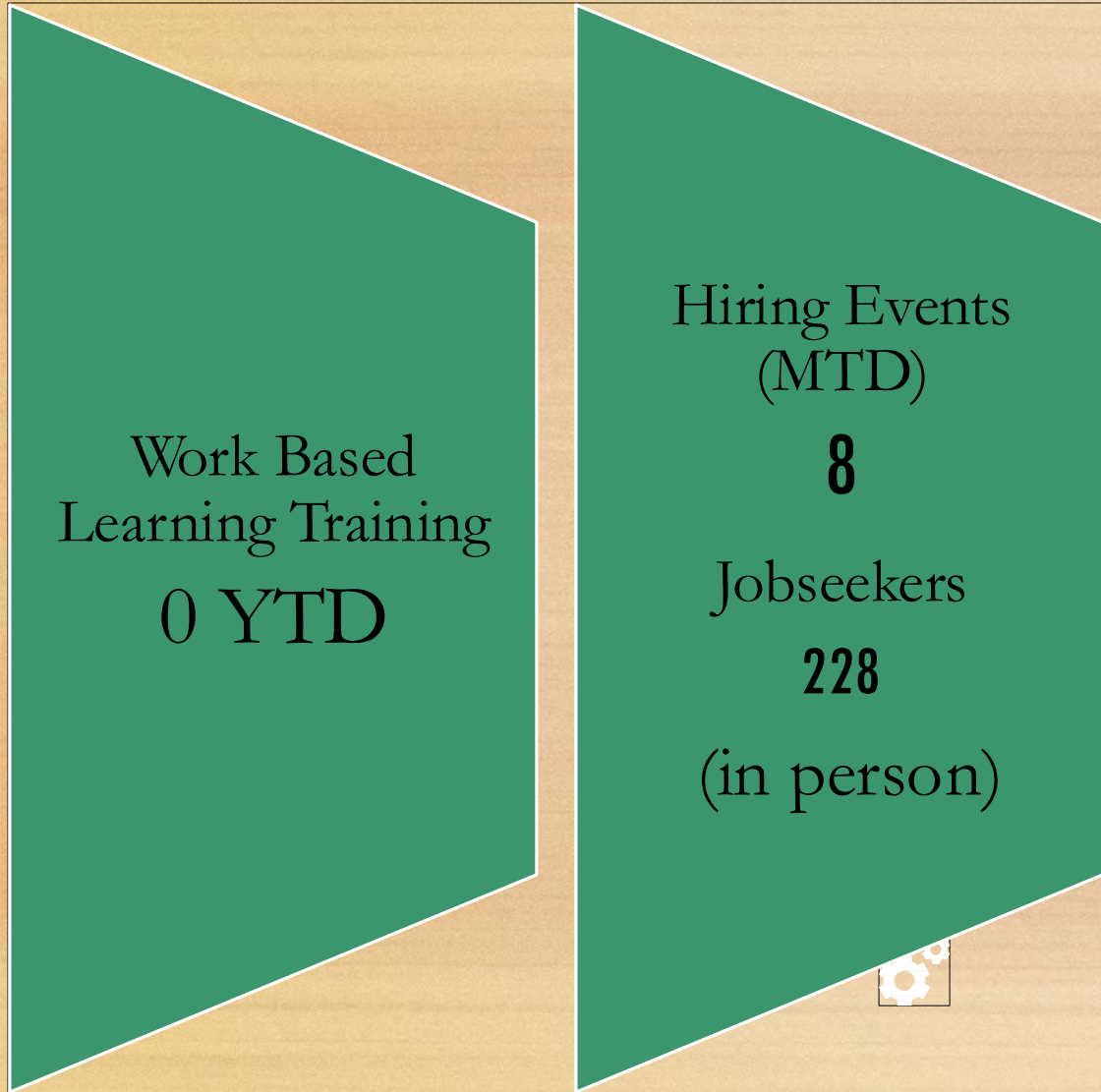
Funding Stream Progress & Industry Percentages



Adults & Dislocated Workers



Business Solutions



Social Media Data & Success Story

Hiring Event

Virtual Hiring Event for EPG group

SC WORKS
GREATER UPSTATE



HIRING EVENT

OCTOBER 22ND, 2025
1PM- 4PM

OPEN POSITIONS AND PAY RANGE

MATERIAL HANDLERS-
2ND SHIFT- \$18.56/HR

MACHINE OPERATORS-
1ST AND 3RD SHIFTS- \$17.19/HR

APPLY BY VISITING

[HTTPS://WWW.EXECUTIVEPERSONNELGROUP.COM](https://www.executivepersonnelgroup.com)

MICALISTER SQUARE
225 S. PLEASANTBURG DRIVE E1 GREENVILLE, SC 29607

An equal opportunity employer/program.
Auxiliary aids and services available upon request to individuals with disabilities.
Email: www.greaterupstate.com or call 800-848-8888.
www.dhs.gov/funding TTY: 711

americanjobcenter

Success Story

Social Media Spotlight

Facebook
30 Posts
331 Likes

SC Works Greater Upstate recently partnered with Spartanburg Community College (SCC) and Croft Christian Academy, a newly opened preschool, to support a student preparing for a career in Early Childhood Education.

Esther Wren, a current SCC Early Childhood Education student, has always had a passion for helping young children learn and grow. While she was gaining strong academic knowledge in her program, she wanted hands-on experience in a real classroom setting to apply what she was learning. However, balancing coursework with finding meaningful employment in her field was a challenge.

Through the Work Experience (WEX) program offered by SC Works Greater Upstate, staff were able to connect Esther with Croft Christian Academy—a new preschool dedicated to providing nurturing early learning to the local community. The WEX program allowed Esther to gain paid, on-the-job experience directly related to her field of study while the employer received support to bring on and train new staff during the academy's opening months.

At Croft Christian Academy, Esther works alongside experienced educators, building critical skills in classroom management, lesson support, and child development. Her hands-on training has strengthened her confidence and reaffirmed her passion for early childhood education.

This collaboration demonstrates the power of education, workforce development, and community partnerships working together to prepare the next generation of early childhood educators.

Community Outreach

Greenville

1

Event Highlights

- GVL Chamber Economic Summit – Greenville County 10/16

Thank
You

