



GREENVILLE COUNTY Workforce Development Board

Preparing the workforce, growing our economy

NOVEMBER 9, 2022 MEETING

11:30 A.M.

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 \$574,155 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 \$754,447 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 \$595,262 with \$0 (0%) state, local, and/or non-governmental funds.

Greenville County Workforce Development Board (GCWDB) Meeting
Wednesday, November 9, 2022, 11:30 a.m.
SC Works McAlister Square Center, 225 S. Pleasantburg Drive, Suite E1, Greenville, SC 29607
Zoom Meeting Information

<https://us02web.zoom.us/j/85987620070?pwd=Ui8zM0xmdzhaSlBjbVFLRkwyUDNGUT09>

Meeting ID: 859 8762 0070

Passcode: 312399

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MEETING AGENDA

- **Welcome and Call to Order** **Ms. Robyn Knox, Chair**
- **Quorum Validation (10 or more)** **Ms. Knox**
- ***Minutes Approval (September 14, 2022)****
- **Executive Committee Actions** **IWT Contract Approval**
- **Director's Report**
 - **Financial Status Report**
 - **WIOA Performance Report**
- **Job Corps Presentation** **Ms. Johnell Gaines, Director
Bamberg Job Corps Center**
- **Committee on Serving Individuals with Disabilities (CSID)** **Mr. David Turnipseed, Chair**
 - **Ability ASCEND/Business Development
Advisory Group (BDAG)** **Laura S. Bogardus, Ph.D., SHRM-SCP
Co-President
Noble Aim Consulting, LLC
&
Michael Teachey
Co-President
Noble Aim Consulting, LLC**
 - **Transfr Virtual Career Exploration Update**
- **Other Business**
- **Adjourn**

**Denotes an action item*

**Greenville County Workforce Development Board Meeting (GCWDB)
Wednesday, September 14, 2022
Truist Culinary Center, 556 Perry Avenue, Suite B114, Greenville SC 29611**

MINUTES

Members Present: Michael Delaney, Kathy Edwards, Vernita Harris Gill, Craig Kinley, Robyn Knox (Chair), Patrick Michaels, Larry Miller (Vice Chair), Michael Panasko, John Serpa, Kelly Shumaker, Shan Smith, Kathy Stanton, and David Turnipseed

Members Absent: Jared Mogan, Scott Sheinbaum, Charles Smith, Scott Stoller, Robert Valenca, and Ben Waldrop

GCWDB Staff and Contractor Staff Present: Dean Jones and Angela Smith

Guest/Visitors: Shannon Herman (Greenville County)

- I. **Welcome and Call to Order:** This meeting followed the Board Retreat, so Chair Knox welcomed everyone to the meeting and thanked everyone who helped put together the retreat. The meeting was called to order at 12:32 p.m.
- II. **Quorum Validation (10 or more):** A quorum was validated.
- III. **Minutes Approval (July 13, 2022)*:** Minutes were approved as submitted.
- IV. **Transfer PY21 WIOA Dislocated Worker Program funds to WIOA Adult Program Funds* (Mr. Dean E. Jones, GCWDB Director):** Mr. Jones informed the Board that we need more Adult funds available for customers seeking training. This will allow our contractor to continue enrolling Adults. We do not want them to have to pause enrollments until our October funds are made available. Staff is recommending we transfer \$60,000 of PY21 Dislocated Worker funds to the Adult fund stream. Motion passed without opposition.
- V. **WIOA Program Updates (Mr. Dean E. Jones, GCWDB Director):**
 1. The Greenville LWDA and Spartanburg LWDA were asked to participate in a study with the Cities for Financial Empowerment Fund to conduct an evaluation of whether Financial Empowerment Center (FEC) counseling has a *supervitamin effect* on workforce development programs. We will start offering our customers financial literacy training. We are going to evaluate outcomes of the populations.
 2. November 9th GCWDB Meeting will have several speakers attending. First, we plan to have Job Corps come to discuss the services they provide after a recent restructuring of their organizations. Second, we will have a career exploration update about the virtual reality equipment that has been purchased for all of the high school career centers in Greenville County through the Resiliency Grant. Third, we plan to have an update on activities that have been funded through the Resiliency Grant and run through our Committee on Services to Individuals with Disabilities.
 3. We will need to go out for Procurement for our Youth contract this year. Our current contract runs through the end of this program year, but this is their fourth year of the contract. Mr. Jones asked that Board members reach out to him if they would like to be involved in the RFP process with our Youth Committee.

VI. Other Business: Mr. Jones thanked Greenville Tech for hosting us for our Board Retreat. Chair Knox reminded the Board that September is Workforce Development Month. She thanked the Board and staff for all of their hard work. Mr. John Serpa attended the SETA conference this month and expressed what a valuable experience it was. Dr. Larry Miller shared more information about the Truist Culinary Center.

VII. Adjourn: Being there was no other business, the meeting was adjourned at 12:48 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 Meeting
Wednesday, November 9, 2022
PY 2022 WIOA Financial Summary

July 1, 2021 – October 31, 2022

PY21 WIOA FORMULA ALLOCATION				
	Allocation	YTD Expenditure	Expenditure Rate	Balance
Youth Program	\$549,967	\$549,967	100%	\$0
Youth Admin	\$61,107	\$52,089	85%	\$9,018
DW Program	\$674,817	\$595,861	88%	\$78,956
<i>Funds Transferred to Adult</i>	<i>\$530,000</i>	<i>\$470,000</i>	<i>89%</i>	<i>\$60,000</i>
DW Admin	\$74,980	\$65,195	87%	\$9,785
Adult Program	\$549,116	\$536,680	98%	\$12,436
Adult Admin	\$61,012	\$58,645	96%	\$2,367
PY22 WIOA FORMULA ALLOCATION				
	Allocation	YTD Expenditure	Expenditure Rate	Balance
Youth Program	\$535,736	\$10,718	2%	\$525,018
Youth Admin	\$59,526	\$0	0%	\$59,526
DW Program	\$679,003	\$21,900	3%	\$657,103
<i>Funds Transferred to Adult</i>	<i>\$0</i>	<i>\$0</i>	<i>#DIV/0!</i>	<i>\$0</i>
DW Admin	\$75,444	\$0	0%	\$75,444
Adult Program	\$516,740	\$67,036	13%	\$449,704
Adult Admin	\$57,415	\$0	0%	\$57,415
PY22 WIOA CONTRACTS				
Contractor	Grant Amount	YTD Expenditure	Expenditure Rate	Balance
Equus	\$1,116,893	\$215,625	19%	\$901,268
Eckerd	\$626,625	\$139,734	22%	\$486,891
STATE GRANTS				
Grant	Grant Amount	YTD Expenditure	Expenditure Rate	Balance
PY20 Incumbent Worker Training	\$166,980	\$166,903	100%	\$77
PY21 Resiliency Grant	\$375,289	\$192,587	51%	\$182,702
PY22 RR IWT - Rann Automotive	\$25,364	\$0	0%	\$25,364

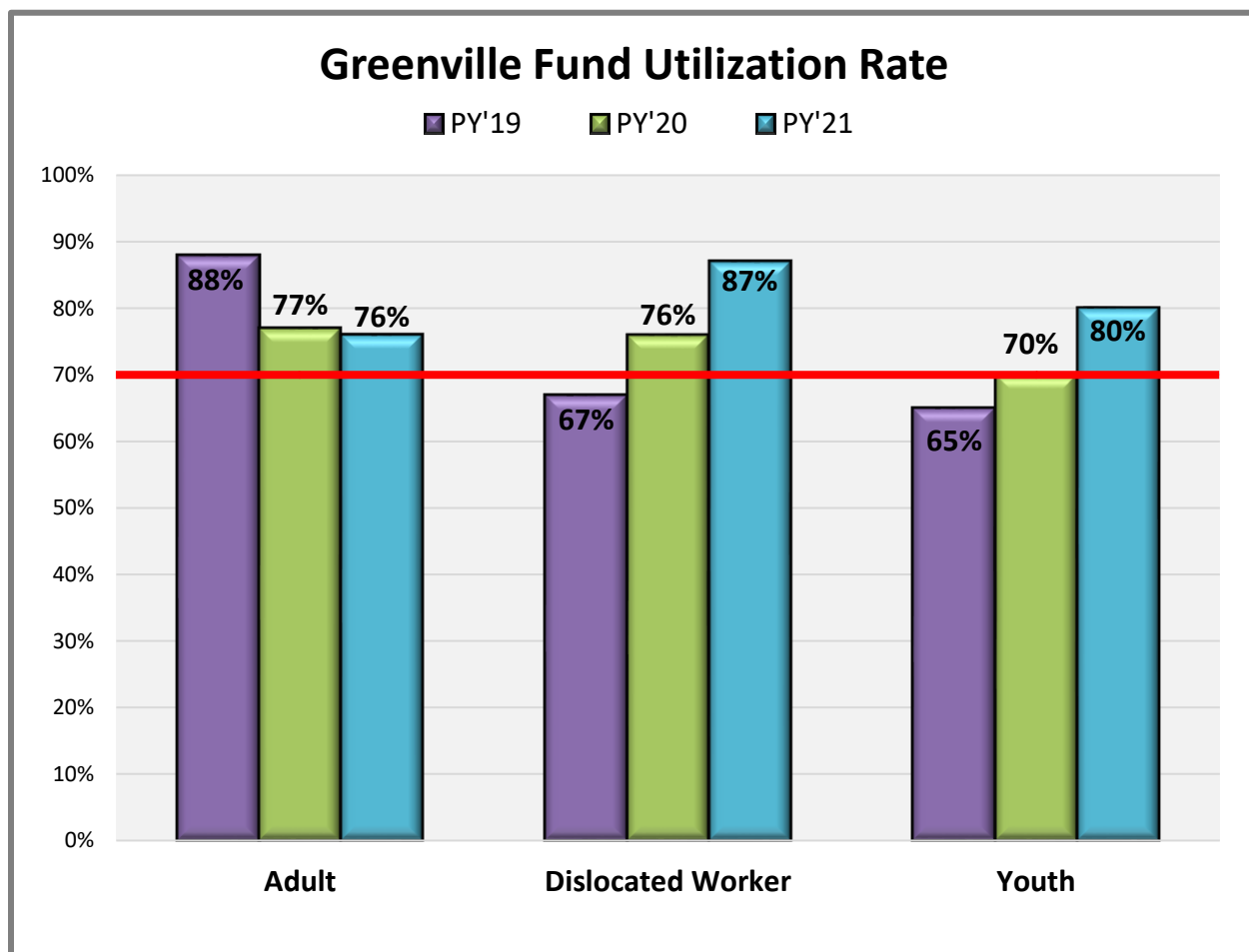
RR IWT = Rapid Response Incumbent Worker Training

This update includes five sections: Fund Utilization/Finance, Performance, Participation, Training and Soft Skills Activity and Grants. Unless otherwise noted, the information contained in this report is through the Program Year (PY) ending June 30, 2022, and has been created to provide operational information. Any questions or comments that arise from the information contained herein may be directed to your Workforce Services Coordinator or workforcesupport@dew.sc.gov.

FUND UTILIZATION/FINANCE

Fund Utilization Rate (FUR)

Below are Workforce Innovation and Opportunity Act (WIOA) fund utilization rates for PYs 2019, 2020 and 2021. The FUR includes program and administrative funds carried into the PY and money allocated in the current program year. The US Department of Labor and the State Workforce Development Board (SWDB) have an expectation that for each fund stream, 70% of available WIOA funds will be expended in the program year.

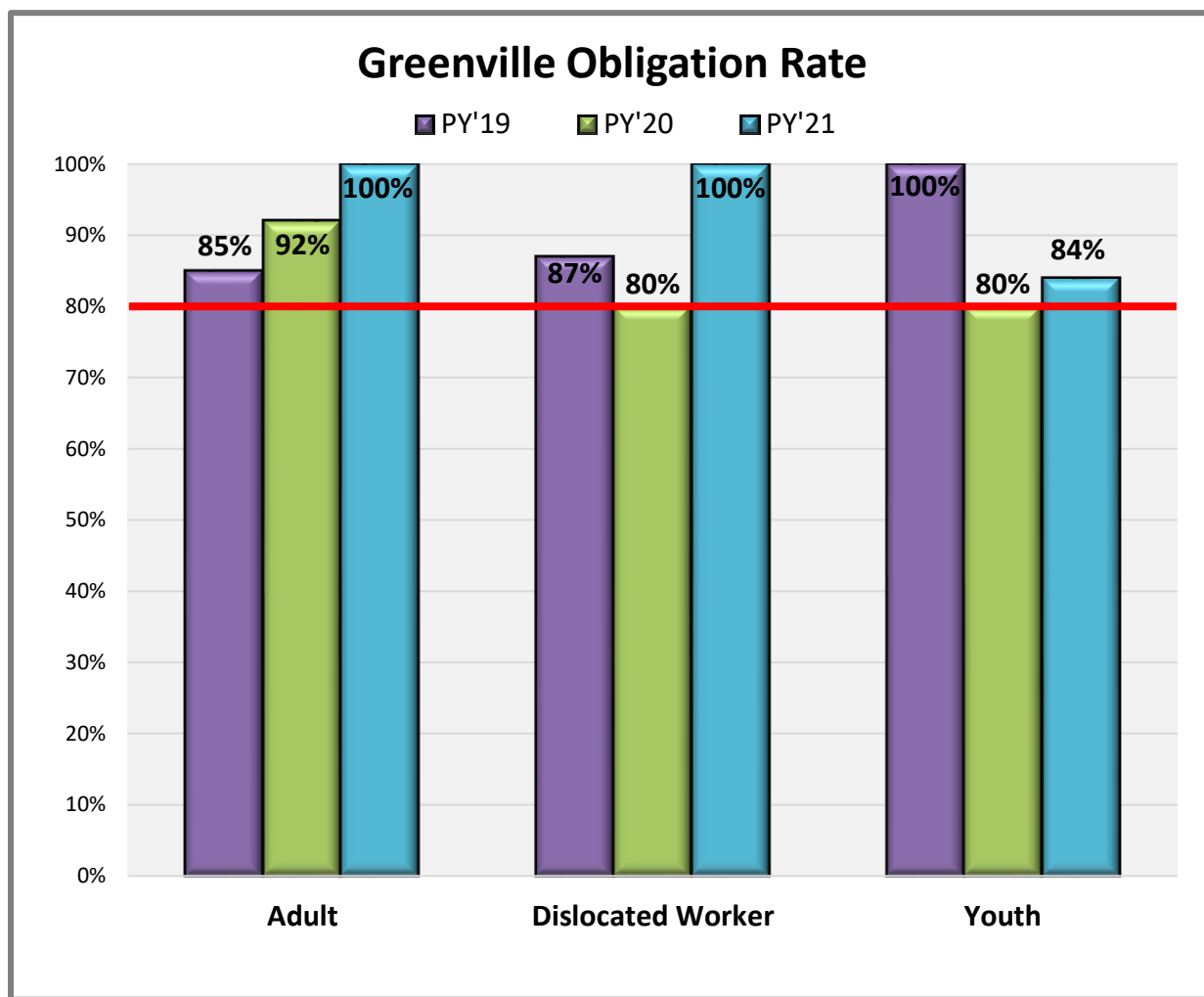


The Greenville Local Workforce Development Area (LWDA) met the 70% expenditure rate for Adult, Dislocated Worker and Youth for PY'21.

Obligation Rate

The obligation rate is based on allocated program funds received in the current PY and does not include any carry-in funds. As outlined in State Instruction Letter 21-07, *WIOA Obligation and Expenditure Requirements*, at least 80% of the program portion of the current year's allocation must be obligated by the end of the program year.

Local areas that do not meet the 80% obligation rate in each fund stream by June 30th will have funds recaptured to be reallocated to LWDA's that met the expected rate. The Greenville LWDA met the 80% obligation rate for Adult, Dislocated Worker and Youth for PY'21.



Participant Cost Rate

As outlined in State Instruction Letter 17-04, Change 2, *Participant Cost Rate Policy*, each local workforce development board shall ensure that WIOA Adult and Dislocated Worker expenditures, including Rapid Response for additional assistance funds, meet a minimum participant cost rate of 30%. The participant cost rate is evaluated annually and is based on program expenditures of both carry-in and new funds.

The local area's participant cost rate was 38.39% for PY'20. Greenville met the requirement for PY'21 with a participant cost rate of 40.63%.

Cost Per Participant

The cost per participant is calculated by dividing total expenditures for all three funding streams by the total number of participants served in each program, resulting in an average cost per participant for the local area. Greenville had an average cost per participant of \$5,144 for PY'21.

	Total Available Program and Admin Funds (Adult, Dislocated Worker and Youth)	Total Program and Admin Expenditures (Adult, Dislocated Worker and Youth)	Number of Participants (Adult, Dislocated Worker and Youth)	Average Cost per Participant
Greenville	\$2,692,068	\$2,191,147	426	\$5,144
State Totals	\$33,448,289	\$25,813,956	6,111	\$4,224

Youth Program Spending Requirements

Per WIOA Section 129(a)(4), not less than 75% of the youth program funds (over the life of the funds) allotted to local areas shall be used to provide workforce activities for out-of-school youth (OSY). With 100% of PY'20 youth program funds expended, the Greenville LWDA reported 84.85% of program expenditures on OSY, meeting expectations. With 72.94% of PY'21 funds expended, the LWDA is on track to meet the expectation with 86.32% of PY'21 youth program expenditures reported on this population.

Similarly, WIOA Section 129(c)(4) states that not less than 20% of the youth program funds allocated to the local area shall be used to provide in-school youth (ISY) and OSY with work-based learning (WBL) opportunities over the life of the funds. With 100% of PY'20 funds expended, the LWDA has met the 20% WBL requirement with a rate of 35.91%. With 72.94% of PY'21 funds expended, the LWDA has reported a rate of 25.25% on WBL activities and is on track to meet the expenditure requirement.

PERFORMANCE

Performance Measures

The assessment below reflects performance for the five measures across programs and indicators. Please note that a LWDA must meet performance in all three ways identified below:

- Having an Overall Program Score (across all negotiated indicators) of at least 90% for the Adult, Dislocated Worker (DW) and Youth programs.
- Having an Overall Indicator Score (across Adult, DW and Youth programs) of at least 90% for each one of the negotiated indicators.
- Having an individual indicator percentage of at least 50%. Please keep in mind that the individual indicator percentage affects both the Overall Program Score and the Overall Indicator Score. A local area could pass an individual indicator with 50% but fail both the Overall Program Score and the Overall Indicator Score. It is suggested that local areas strive for greater than 90% of their negotiated goal per individual indicator.

The information presented is the Rolling Four Quarters through the 4th Quarter.

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	80.8	78.3	96.9%	81.1	89.4	110.2%	63.2	90.7	143.5%	116.9%
Employment Rate Q4	75.8	81.0	106.9%	77.0	97.2	126.2%	70.0	82.1	117.3%	116.8%
Median Earnings	\$5,800	\$8,665	149.4%	\$7,875	\$10,115	128.4%	\$2,950	\$4,158	140.9%	139.6%
Credential Rate	63.0	62.0	98.4%	62.5	53.8	86.1%	69.1	57.1	82.6%	89.0%
Measurable Skill Gains	51.0	69.6	136.5%	49.2	64.3	130.7%	49.0	54.1	110.4%	125.9%
	Overall Program Score		117.6%	Overall Program Score		116.3%	Overall Program Score		119.0%	
Pass	• 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	• 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%									

The Greenville LWDA failed to meet performance in the Credential Rate Overall Indicator Score for PY'21.

Quarterly Reporting Analysis (QRA)

Per State Instruction Letter 20-11, *Follow-Up Services for WIOA Title I Program Participants*, the intent of the QRA is to improve data quality and provide consistent aggregate views of the state's data to identify performance areas in need of improvement. Below are the Federal Data Integrity Measures and a summary of what each measure evaluates.

- **Employment Related to Training**: Evaluates the rate of participants whose employment second quarter after exit relates to training received in the program.
- **Individual Employment Plan (IEP)**: Evaluates the rate of participants whose IEP creation date precedes the first date of training to ensure IEPs are conducted prior to program training activity.
- **Occupational Code of Employment 2nd Quarter**: Evaluates the rate of accuracy of corresponding Occupational Information Network (or O*NET) codes for participants' employment, second quarter after exit.
- **Successful Training Completion**: Evaluates the rate of participants who have successfully completed training.
- **Training Occupational Code**: Evaluates the rate of accuracy of corresponding O*NET codes for participants' training(s).
- **WIOA Adult Priority of Service**: Evaluates the rate of program exiters* who are low-income and/or basic skills deficient.
*The Federal Data Integrity measure evaluates *exiters*, while State Instruction 15-17, Change 3, *Adult Priority of Service under WIOA*, evaluates *enrolled* participants.
- **With at Least One Barrier**: Participants are evaluated on whether or not a barrier was reported, in an effort to ensure eligibility criteria is met.

The table below reflects data through the 4th quarter, pulled from the Federal Reports in the SC Works Online Services (SCWOS) system.

Adult Measures	Statewide		Local Area Rate
	Target	Rate	
Individual Employment Plan (IEP)	87%	99.8%	100.0%
Successful Training Completion	80%	75.4%	75.0%
Training Occupational Skills Code	95%	98.8%	98.9%
Occupational Code of Employment 2 nd Quarter	35%	54.5%	37.1%
Employment Related to Training	31%	39.0%	33.8%
WIOA Adult Priority of Service	75%	79.2%	73.1%
Dislocated Worker Measures	Statewide		Local Area Rate
	Target	Rate	
Individual Employment Plan (IEP)	87%	100.0%	100.0%
Successful Training Completion	80%	76.2%	66.7%
Training Occupational Skills Code	95%	98.8%	98.7%
Occupational Code of Employment 2 nd Quarter	35%	57.8%	50.0%
Employment Related to Training	31%	38.7%	35.5%
Youth Measures	Statewide		Local Area Rate
	Target	Rate	
Successful Training Completion	80%	70.7%	30.0%
With at Least One Barrier	95%	97.8%	96.7%
Occupational Code of Employment 2 nd Quarter	35%	66.2%	87.5%
Employment Related to Training	20%	23.3%	22.2%

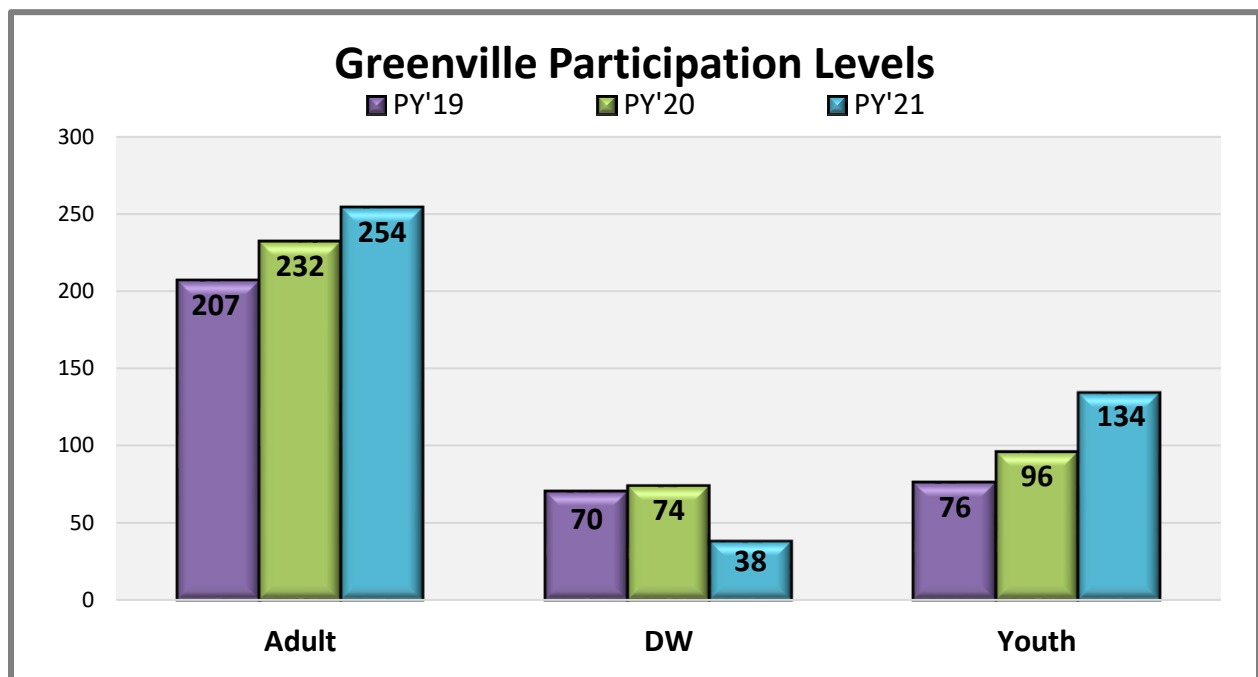
State Adult Priority of Service

As outlined in State Instruction Letter 15-17, Change 3, *Adult Priority of Service under WIOA*, 75% of all enrolled adult participants must be low-income or basic skills deficient.

Greenville met the requirement for PY'21 with a priority of service rate of 80.3%.

PARTICIPATION

Participation numbers include carryover and new enrollments.



Youth Five Percent Low-Income Exception

WIOA Section 129(a)(3)(A) maintains a 5% low-income eligibility exception where 5% of local area participants who ordinarily would need to be low-income do not need to meet the low-income provision. The 5% low-income exception is calculated based on the 5% of youth newly enrolled in a given program year who would ordinarily be required to meet the low-income criteria. Through PY'21, the Greenville LWDA did not enroll any youth with an exception to the low-income requirement.

Youth Five Percent ISY Limitation

WIOA Section 129(a)(3)(B) states that in each local area, not more than 5% of the ISY assisted may be eligible based on paragraph (1)(C)(iv)(VII), which refers to the barrier for an ISY who requires additional assistance to complete an educational program or to secure or hold employment. Local areas must ensure that no more than 5% of newly enrolled ISY in the program year are eligible based on the "additional assistance" criterion. Through PY'21, the LWDA did not enroll any ISY; thus, not participating in the measure.

WIOA Allocations and Unemployment Rates by Year			
	2019	2020	2021
Adult	\$634,356	\$670,861	\$610,128
Dislocated Worker	\$782,906	\$815,425	\$749,797
Youth	\$656,671	\$691,080	\$631,074
LWDA Unemployment Rate	2.4%	5.7%	3.0%*
State Unemployment Rate	2.8%	6.2%	3.4%*

**Through June 2022, not seasonally adjusted*

TRAINING AND SOFT SKILLS ACTIVITY

PY'21			
LWDA	Total Served	Training Regardless of Fund Source	
		Received Training	Received Training %
Adult			
Greenville	254	154	60.6%
State Totals	3,866	2,030	52.5%
Dislocated Worker			
Greenville	38	34	89.5%
State Totals	574	361	62.9%
Youth			
Greenville	134	19	14.2%
State Totals	1,671	517	30.9%

Soft Skills Activity

The SWDB has emphasized that the workforce system must provide soft skills training to the existing and emerging workforce seeking employment assistance. As outlined in State Instruction Letter 20-02, *Soft Skills Instruction and Activity Code*, the 142 activity must be recorded upon the provision of soft skills instruction for Adult, Dislocated Worker and Youth participants.

According to the SCWOS Detailed Reports for PY'21, Greenville has recorded soft skills instruction code(s) for 54 participants.

GRANTS

PY'21 active grants are listed below:

Grant Number	Description	Grant Start Date	Grant End Date	Award Amount	Expenditures as of 6/30/2022	Unexpended Balance
20IWT04	Incumbent Worker Training	4/1/2021	9/30/2022	\$166,980.00	\$142,320.42	\$24,659.58
21LRA04	Adult LWDA Resiliency Grant	12/1/2021	5/31/2023	\$375,289.00	\$73,881.52	\$301,407.48
Totals:				\$542,269.00	\$216,201.94	\$326,067.06