

Greenville County Workforce Development Board (GCWDB) Meeting
Wednesday, July 12, 2023, 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/81847846498?pwd=Q2ZsditPN01qN2N2S1M0Ty9oV1l6dz09>

Phone: (309) 205-3325

Meeting ID: 818 4784 6498

Passcode: 453622

One tap mobile +13092053325,,81847846498#,,,*,453622# US

MEETING AGENDA

- **Welcome and Call to Order** **Ms. Robyn Knox, Chair**
- **Quorum Validation (11 or more)** **Ms. Knox**
- ***Minutes Approval (May 10, 2023)**** **Ms. Knox**
- **Director's Report** **Mr. Dean Jones, Director**
 - 1. PY23 Conflict of Interest Forms**
 - 2. Executive Committee Approval Update**
 - 3. Performance Reports – WIOA Programs**
 - 4. Participant Cost Rate Policy Changes**
 - 5. State Workforce Development Board PY23 Funding Initiatives**
 - 6. *Outstanding Workforce Development Professional Nomination****
- **Contractor Status Reports**
 - 1. Eckerd Connects – Ms. Teresa Smith, Program Manager**
 - 2. Equus Workforce Solutions – Ms. Nikki Burgess, Project Director**
- **Other Business**
- **Adjourn**

**Denotes an action item*

Greenville County Workforce Development Board Meeting (GCWDB)
Wednesday, May 10, 2023
Virtual – Via Zoom

MINUTES

Members Present: Michael Delaney, Kathy Edwards, Craig Kinley, Larry Miller (Vice Chair), Michael Panasko, John Serpa, and Scott Stoller

Members Absent: Vernita Harris Gill, Robyn Knox (Chair), Patrick Michaels, Jared Mogan, Scott Sheinbaum, Kelly Shumaker, Charles Smith, Shan Smith, Kathy Stanton, David Turnipseed, and Ben Waldrop

GCWDB Staff and Contractor Staff Present: Dean Jones, Angela Smith, Shelia Harper, Eva Anagnostis, Amanda Mason, Nikki Burgess, Mary Beth Walters, Teresa Smith, Kal Kunkel, Rose Cortes, and Kenneth Taylor

Guest/Visitors: Melissa Rodgers (SCDEW) and Michelle Neeley (Goodwill)

- I. **Welcome and Call to Order:** Vice Chair Miller welcomed everyone and called the meeting to order at 11:30 a.m.
- II. **Quorum Validation (10 or more):** A quorum was not validated.
- III. **Minutes Approval (March 8, 2023)*:** Minutes could not be approved without a quorum.
- IV. **WIOA Director's Report (Mr. Dean E. Jones, GCWDB Director)**
 1. **Transfer of PY22 Funds – WIOA Dislocated Worker Program to WIOA Adult Program*:** Mr. Jones informed the Board that we planned to present a transfer recommendation at today's meeting. Our Dislocated Worker numbers have improved slightly, but we still have a much larger number of Adult customers who are seeking training. We want to transfer money to be able to fund activities for Adult customers. Mr. Jones will follow up with the Executive Committee via email for approvals since we do not have a quorum at this meeting.
 2. **Executive Session (PY23 WIOA Youth Program Procurement Matter): PY23 WIOA Youth Program Funding Recommendation*:** Mr. Jones will not be going into Executive Session to discuss the Youth Program Funding Recommendation since a quorum is not present. This will also be emailed to the Executive Committee.
 3. **Local Plan Updates:** We are currently in the process of providing clarifications to our Local Plan Modification that was submitted a few months ago. We have received conditional approval of the plan pending these clarifications.
 4. **SCDEW Monitoring:** SC Department of Employment and Workforce (SCDEW) is conducting our annual monitoring next week. The process takes place virtually, including the entrance and exit conferences, all staff interviews, and document reviews. Monitoring has gone very smoothly the last few years, so we do not anticipate any big issues.
 5. **PY23 Funding Allocations:** We are still waiting on our PY23 Allocations to come from the state. The Training and Employment Guidance Letter (TEGL) that came out from DOL recently showed that the state of South Carolina is receiving additional funds in some fund streams and a decrease in other fund streams. We may have to base our initial budget on last year's allocations if we do not get allocations in time.

V. Contractor Status Reports

1. **Eckerd Connects (Ms. Amanda Mason, Program Manager):** Ms. Mason gave an update on their program information through the beginning of May. Sixty-eight percent of participants are enrolled in some sort of training (GED or post-secondary). A total of 15 Youth have earned their GEDs this program year, and eight have completed occupational skills training. Ms. Mason highlighted a participant who was facing several different barriers while working towards her GED. She has now obtained both her GED and her welding certificate, and staff are working closely with her to find long-term welding employment. Congratulation to Ashton!
2. **Equus Workforce Solutions (Ms. Nikki Burgess, Project Director):** Ms. Burgess shared information from the most recent Just-In-Time Report. The Unemployment Rate for Greenville County was 3.0%. We have been continuing with TABE testing, but we are looking forward to moving back to WIN Learning tests soon. Orientations and enrollments will continue through the end of the year. Last month, 47 people attended a WIOA orientation. Equus has enrolled 165 participants this year, exceeding the goal of 155. Logistics continues to be the most frequent training industry for participants because many people come through WIOA to attend CDL training. Ms. Burgess also shared some recent events that staff have attended, including conferences specific to the re-entry population and mental health. Finally, she shared that Equus was recently acquired by a new parent company, APM. She is excited to see how the changes will trickle down to the local level.

Mr. Jones thanked both contractors for their hard work. Both programs are doing great on their performance and enrollment goals, and they work very well independently.

- ## VI. Other Business:
- Dr. Miller asked Ms. Burgess to share a flyer with information on how employers can connect with SC Works to get WIN Learning testing since many of them are currently going through Greenville Tech for testing.

Ms. Burgess introduced Mr. Kenneth Taylor, who was recently promoted to Operations Manager. He has been with SC Works in Upstate for over 12 years, so he has a lot of great experience.

- ## VII. Adjourn:
- Being there was no other business, the meeting was adjourned at 12:03 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 (WDB) Member
Conflict of Interest Attestation Form Instructions**

Greenville County WDB members ensure that their individual interests do not conflict or interfere with their duties while serving in their appointed positions. Conflict of interest requirements must be met as soon as board members are appointed. A conflict of interest is a circumstance in which the Greenville County WDB member's individual interest impairs (or gives the appearance of impairing) their ability to make unbiased decisions or provide unbiased public services. The Greenville County WDB membership must adhere to both federal and state conflict of interest requirements.

All appointed Greenville County WDB members must complete and sign the Conflict of Interest Attestation Form annually (PY) and the signed forms must be submitted and maintained by the Greenville County Workforce Development Office for board certification and monitoring purposes.

**GREENVILLE COUNTY
WORKFORCE DEVELOPMENT BOARD (WDB)
CONFLICT OF INTEREST ATTESTATION FORM**

Program Year: **2023**

I, the undersigned, do attest that a conflict of interest does not exist with my individual interest as:

(Job position)

(Company/Agency Name)

And my ability to make unbiased decisions while serving as a member of the Greenville County WDB.

Greenville County WDB Member's Name (printed)

Greenville County WDB Member's Signature

Date

Please provide the signed copy to:

Greenville County Workforce Development
225 S. Pleasantburg Drive, Suite C11
Greenville, SC 29607
Email: Dejones@greenvillecounty.org

WIOA Allocation Formulas

Adult Funds

- 33⅓ percent based on the relative number of unemployed individuals in areas of substantial unemployment in each workforce development area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;
- 33⅓ percent based on the relative excess number of unemployed individuals in each workforce development area, compared to the total excess number of unemployed individuals in the State; and
- 33⅓ percent based on the relative number of disadvantaged adults in each workforce development area, compared to the total number of disadvantaged adults in the State.

Youth Funds

- 33⅓ percent based on the relative number of unemployed individuals in areas of substantial unemployment in each workforce development area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;
- 33⅓ percent based on the relative excess number of unemployed individuals in each workforce development area, compared to the total excess number of unemployed individuals in the State; and
- 33⅓ percent based on the relative number of disadvantaged youth in each workforce development area, compared to the total number of disadvantaged youth in the State.

Dislocated Worker Funds

The distribution formula is based on the following factors and weights:

- | | |
|---|-----|
| • Insured Unemployment Data | 30% |
| • Unemployment Concentrations | 25% |
| • Mass Layoff Data | 10% |
| • Declining Industries Data | 5% |
| • Farmer-Rancher Economic Hardship Data | 5% |
| • Long-Term Unemployment Data | 25% |

Hold Harmless

- Applies to each funding stream. Ensures that funds are distributed without significant shifts in funding levels.
- A local area will not receive an allocation percentage that is less than 90 percent of the average allocation percentage of the local area for the 2 preceding years.

Program year 2022 - 3rd Quarter Adult/DW/Youth Performance Summary

WorkLink

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	81.1	87.5	107.9%	83.3	100.0	120.0%	83.5	93.5	112.0%	113.3%
Employment Rate Q4	81.8	90.2	110.3%	83.4	66.7	80.0%	82.0	100.0	122.0%	104.1%
Median Earnings	\$6,200	\$9,229	148.9%	\$7,935	\$12,413	156.4%	\$2,900	\$4,220	145.5%	150.3%
Credential Rate	73.8	84.6	114.6%	67.1	100.0	149.0%	76.9	70.0	91.0%	118.2%
Measurable Skill Gains	55.2	70.5	127.7%	60.2	85.7	142.4%	60.6	40.0	66.0%	112.0%
	Overall Program Score		121.9%	Overall Program Score		129.6%	Overall Program Score		107.3%	

Upper Savannah

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	77.8	78.2	100.5%	80.1	100.0	124.8%	73.2	63.6	86.9%	104.1%
Employment Rate Q4	74.0	74.1	100.1%	84.5	100.0	118.3%	75.6	57.1	75.5%	98.0%
Median Earnings	\$5,800	\$7,950	137.1%	\$7,695	\$9,333	121.3%	\$3,622	\$4,084	112.8%	123.7%
Credential Rate	66.0	66.7	101.1%	63.1	100.0	158.5%	72.1	80.0	111.0%	123.5%
Measurable Skill Gains	55.2	36.4	65.9%	57.1	33.3	58.3%	52.8	36.8	69.7%	64.7%
	Overall Program Score		100.9%	Overall Program Score		116.3%	Overall Program Score		91.2%	

Uppstate

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	78.7	95.0	120.7%	81.6	100.0	122.5%	79.0	73.3	92.8%	112.0%
Employment Rate Q4	76.5	87.2	114.0%	80.0	76.9	96.1%	73.7	87.5	118.7%	109.6%
Median Earnings	\$6,429	\$11,078	172.3%	\$8,037	\$10,321	128.4%	\$2,600	\$4,400	169.2%	156.7%
Credential Rate	67.5	77.8	115.3%	60.5	71.4	118.0%	75.3	100.0	132.8%	122.0%
Measurable Skill Gains	58.1	26.8	46.1%	58.5	52.6	89.9%	44.3	33.3	75.2%	70.4%
	Overall Program Score		113.7%	Overall Program Score		111.0%	Overall Program Score		117.7%	

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	77.8	78.3	100.6%	85.0	80.0	94.1%	72.0	71.4	99.2%	98.0%
Employment Rate Q4	78.0	79.7	102.2%	80.0	77.8	97.3%	70.0	69.2	98.9%	99.4%
Median Earnings	\$6,800	\$7,846	115.4%	\$8,629	\$6,094	70.6%	\$3,100	\$2,366	76.3%	87.4%
Credential Rate	65.0	80.0	123.1%	58.4	62.5	107.0%	70.0	57.1	81.6%	103.9%
Measurable Skill Gains	60.0	37.3	62.2%	60.0	66.7	111.2%	52.8	61.2	115.9%	96.4%
	Overall Program Score		100.7%	Overall Program Score		96.0%	Overall Program Score		94.4%	

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%

Program year 2022 - 3rd Quarter Adult/DW/Youth Performance Summary

Rolling-4

WorkLink

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	81.1	91.3	112.6%	83.3	87.0	104.4%	83.5	90.4	108.3%	108.4%
Employment Rate Q4	81.8	88.8	108.6%	83.4	82.8	99.3%	82.0	91.7	111.8%	106.6%
Median Earnings	\$6,200	\$8,327	134.3%	\$7,935	\$10,242	129.1%	\$2,900	\$4,464	153.9%	139.1%
Credential Rate	73.8	82.7	112.1%	67.1	89.5	133.4%	76.9	70.8	92.1%	112.5%
Measurable Skill Gains	55.2	86.8	157.2%	60.2	76.2	126.6%	60.6	64.2	105.9%	129.9%
	Overall Program Score		124.9%	Overall Program Score		118.6%	Overall Program Score		114.4%	

Upper Savannah

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	77.8	77.6	99.7%	80.1	76.5	95.5%	73.2	66.0	90.2%	95.1%
Employment Rate Q4	74.0	80.3	108.5%	84.5	88.0	104.1%	75.6	66.7	88.2%	100.3%
Median Earnings	\$5,800	\$5,983	103.2%	\$7,695	\$9,132	118.7%	\$3,622	\$5,270	145.5%	122.4%
Credential Rate	66.0	73.7	111.7%	63.1	85.7	135.8%	72.1	55.6	77.1%	108.2%
Measurable Skill Gains	55.2	53.4	96.7%	57.1	72.7	127.3%	52.8	42.5	80.5%	101.5%
	Overall Program Score		104.0%	Overall Program Score		116.3%	Overall Program Score		96.3%	

Uppstate

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	78.7	84.9	107.9%	81.6	77.0	94.4%	79.0	76.8	97.2%	99.8%
Employment Rate Q4	76.5	82.8	108.2%	80.0	89.3	111.6%	73.7	91.4	124.0%	114.6%
Median Earnings	\$6,429	\$9,385	146.0%	\$8,037	\$11,223	139.6%	\$2,600	\$3,277	126.0%	137.2%
Credential Rate	67.5	71.0	105.2%	60.5	69.4	114.7%	75.3	85.7	113.8%	111.2%
Measurable Skill Gains	58.1	70.3	121.0%	58.5	72.0	123.1%	44.3	61.1	137.9%	127.3%
	Overall Program Score		117.7%	Overall Program Score		116.7%	Overall Program Score		119.8%	

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	77.8	84.7	108.9%	85.0	83.3	98.0%	72.0	83.3	115.7%	107.5%
Employment Rate Q4	78.0	81.3	104.2%	80.0	91.8	114.8%	70.0	79.4	113.4%	110.8%
Median Earnings	\$6,800	\$7,921	116.5%	\$8,629	\$12,069	139.9%	\$3,100	\$3,507	113.1%	123.2%
Credential Rate	65.0	82.4	126.8%	58.4	57.9	99.1%	70.0	43.5	62.1%	96.0%
Measurable Skill Gains	60.0	72.8	121.3%	60.0	84.2	140.3%	52.8	57.8	109.5%	123.7%
	Overall Program Score		115.5%	Overall Program Score		118.4%	Overall Program Score		102.8%	

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%

GREENVILLE WIOA YOUTH PROGRAM

Program Overview

PY22 Year Recap

WIOA Program

- ▶ Enrollments (New)

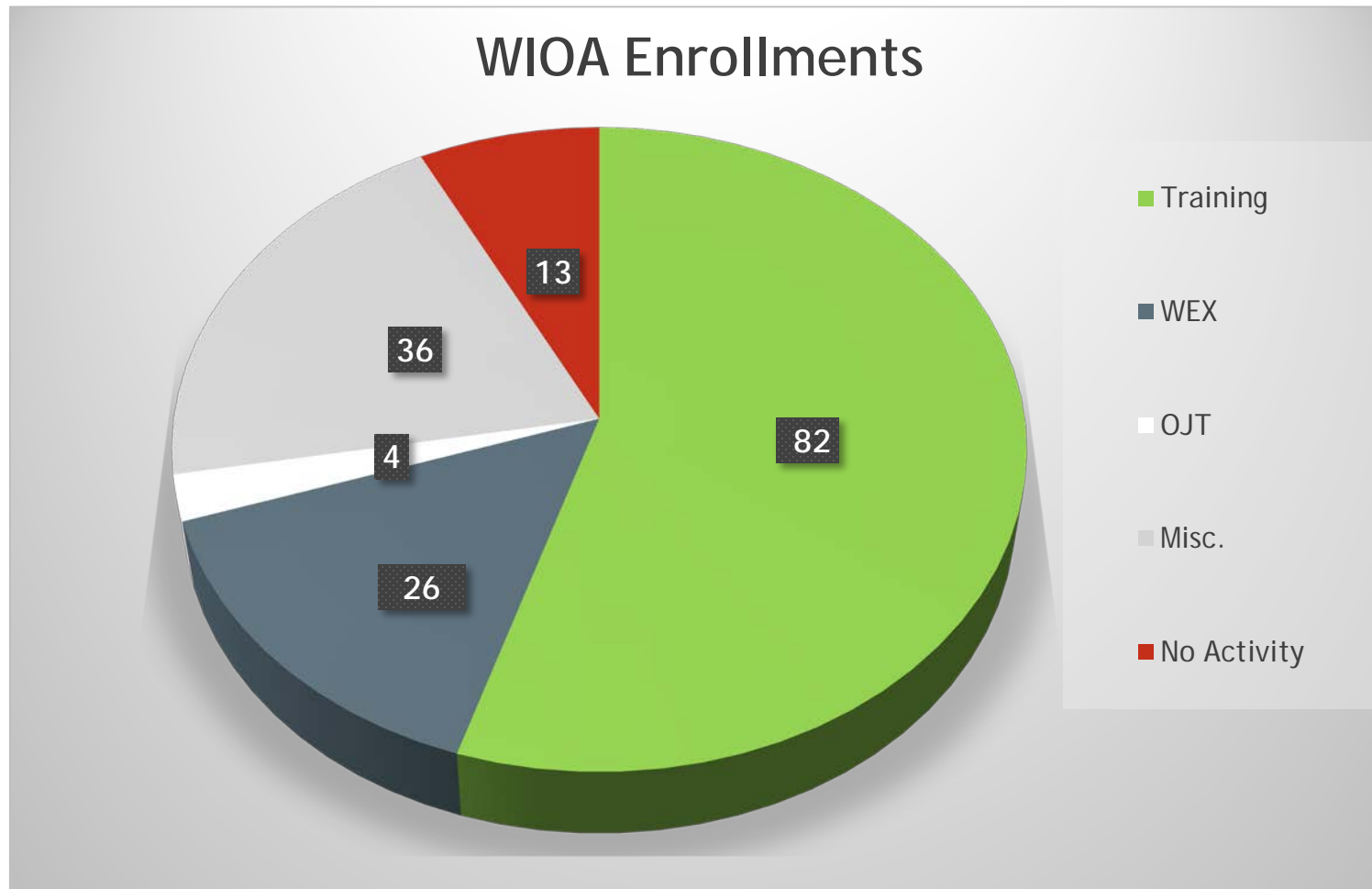
- ▶ 88 OSY
- ▶ 2 ISY

- ▶ Total Served (Carry In/New)

- ▶ 161 OSY
- ▶ 2 ISY



WIOA Program



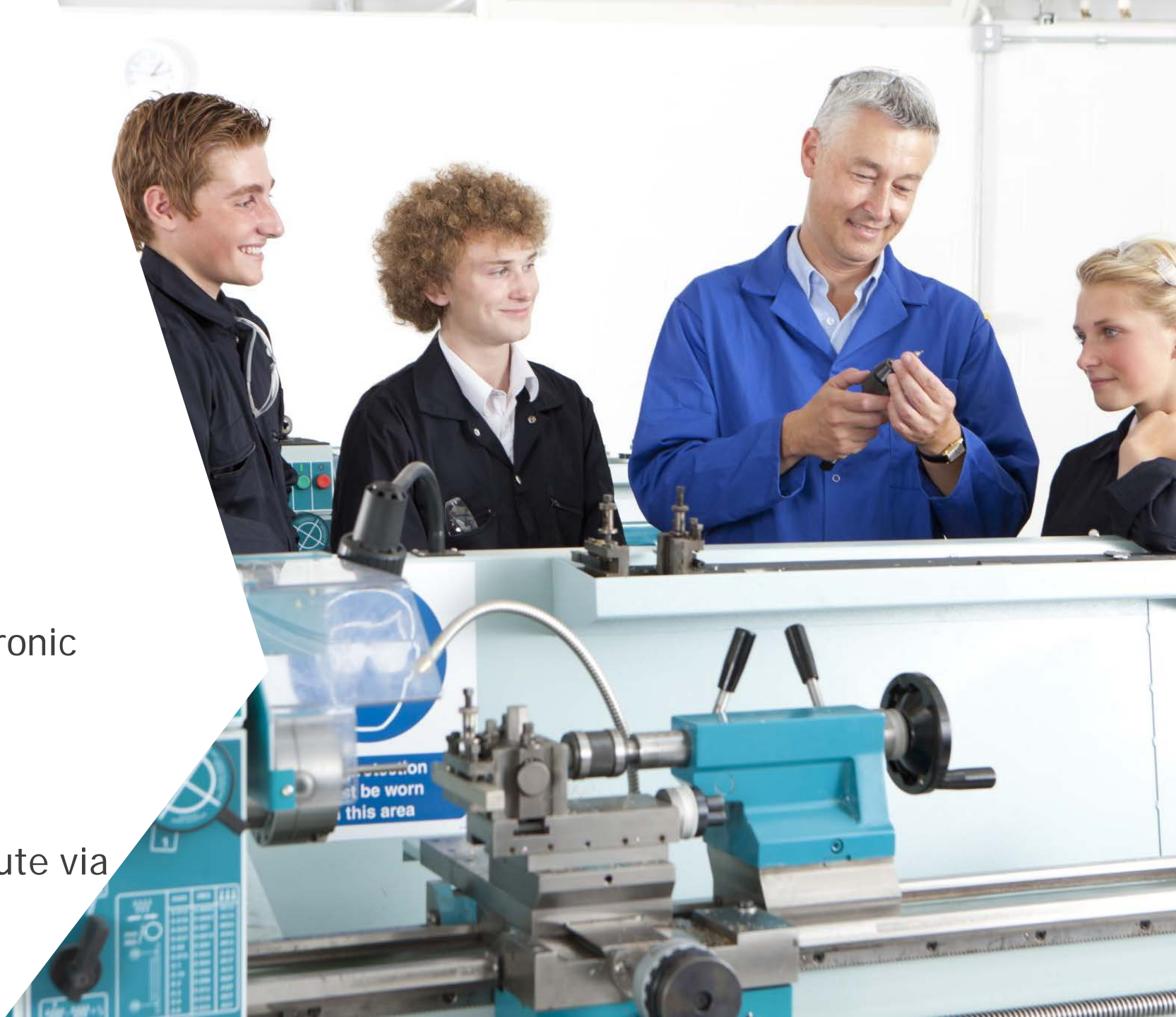
Credentials Earned

GED or High School Diploma: 22

Occupational Skills Certificates: 8

* HVAC at Greenville Tech

- ▶ Medical Front Office and Electronic Health Records at MedCerts
- ▶ CMAA at Tri-County Tech
- ▶ Welding at Greenville Tech
- ▶ CNA at Ignite Healthcare Institute via a partnership with GLA



Work Based Learning

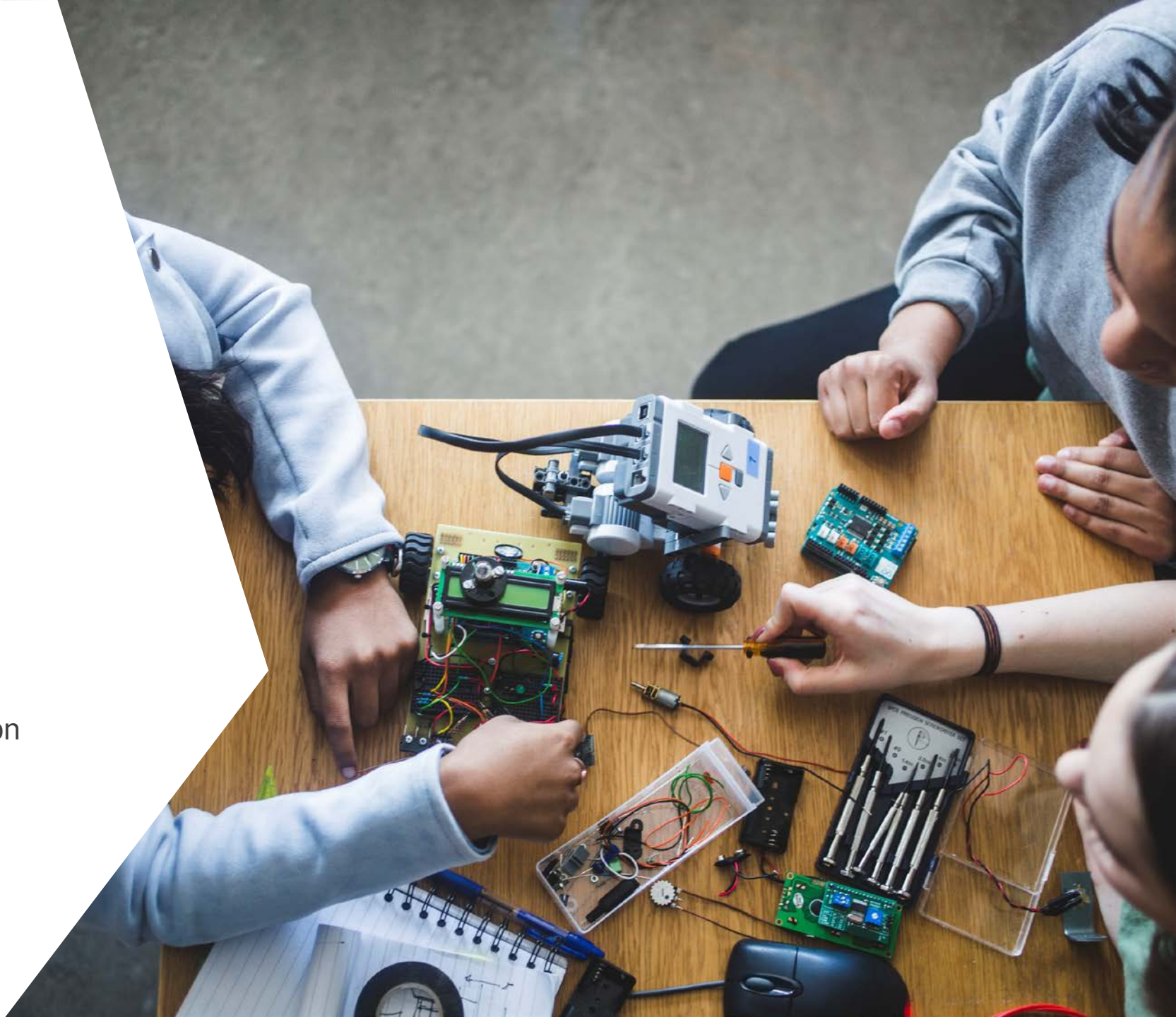
17 Onsite WEX Participants

7 Virtual WEX Participants

4 OJT

Sites Utilized

- ▶ Habitat for Humanity
- ▶ Essential Cabinetry
- ▶ Lifelong Learning
- ▶ General Air
- ▶ Greenville Literacy Association
- ▶ Greenville EMT
- ▶ Noble Dog Hotel
- ▶ Freetown Community Center



Outreach

- ▶ Attended 4 job fair events
- ▶ Attended 3 graduations
- ▶ Visit training providers twice a week
- ▶ WDS has attended 5 networking events
- ▶ Attended the Greenville Community Resource Fair



Success Spotlight

► Helena joined the WIOA Youth Program in January 2021 wanting to earn her GED and get her Associates Degree in Human Services from Greenville Tech. She was facing several barriers including being in a new country and learning English. Helena earned her GED at Greenville Literacy while completing our virtual work experience. Helena then completed a in person work experience at Zion Thrift Store where she was later hired and promoted to assistant manager. Helena was awarded a Success Award from Eckerd Connects, where she became a Certified Life Coach. Helena is in the Honors Program at Greenville Tech and has been on the Dean's List each semester. Helena will Graduate Greenville Tech in July 2023 with an Associates Degree. WIOA Youth program was able to assist Helena with some tuition, books, and other supportive services. Helena has been accepted into USC Upstate. With the help of her career coach, Helena was able to find and apply for scholarships that will just about cover her expenses for the first year at USC Upstate. Helena will participate in the South Carolina Miss competition in Columbia in August in hopes of obtaining more scholarships.



Questions?





SC WORKS GREATER UPSTATE

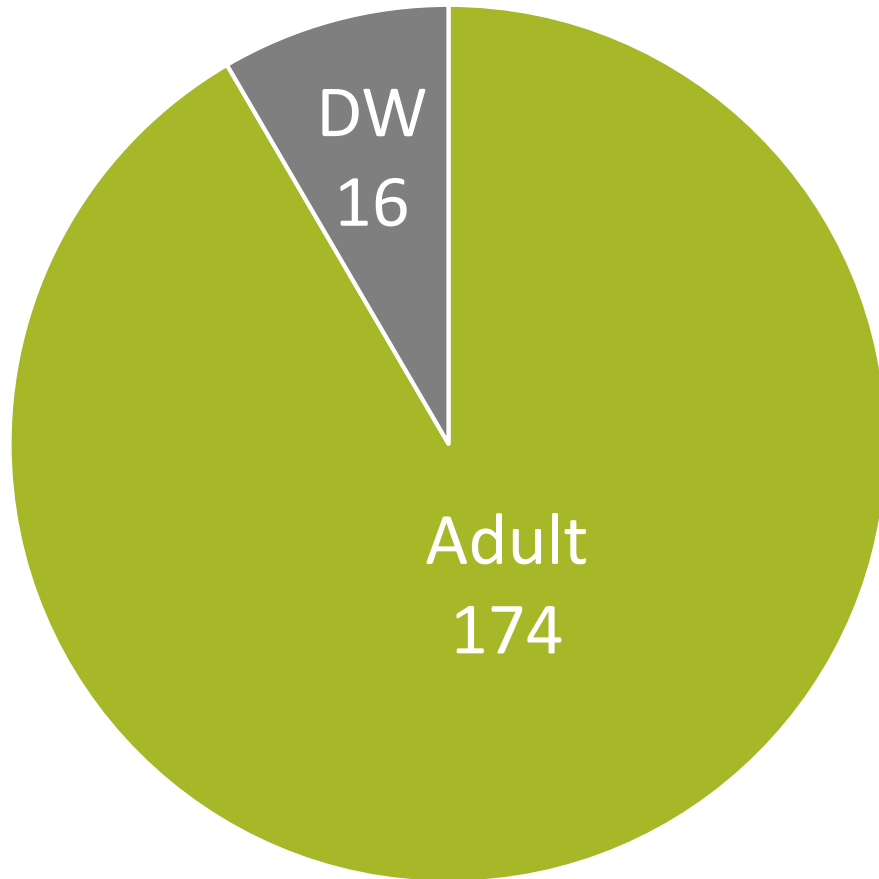


Greenville At A Glance

PY22 Summary



WIOA Program Enrollments



Category	Number
Criminal History	6
Veteran	15
Disabled	1
Basic Skill Deficient	17
Low Income & Public Assistance	118
Over Income	16

Total YTD 190



Supervitamin Research Study Enrollments

A partnership formed with MDRC and FEC to encourage WIOA clients to enroll in the study and receive FREE financial counseling

March 2023 –June 2023

- 14 Enrollments in the study
- 3 Received Financial Counseling

Instructional Training Adult

Logistics	\$252,351.57
Skilled Trades	\$5,880.00
Healthcare	\$19,500.00
IT	\$8,641.75



68 Truck Drivers



2 IT



1 Welder



4 Medical Office
Support Roles



1 Small Business Management

Supportive Services Adult

Transportation	\$17,835.00
Books, Supplies, Uniforms, Tools	\$25,564.69



2 Registered
Nurses



16 GED



1 SRHM
Credential



8 ESL

Instructional Training - DW

Logistics	\$22,890.00
Healthcare	\$4,174.00



4 Truck Drivers



1 Medical Office
Support Role



2 Registered Nurses

Supportive Services - DW

Transportation	\$915.00
Books, Supplies, Uniforms, Tools	\$3,269.53

Work Based Learning - DW

Wages	\$8,315.00
Emergency Assistance	600.00



1 WEX – Administrative Role



Emergency Assistance

37 On-the-Job Training Contracts

1 Work Experience Contracts

Adult



18 Production Technicians



15 Emergency Medical
Technicians



3 Skilled Trade Apprentices



1 Administrative Role



1 Graphic Design Role



Employer Partners:

Greenville County EMS

Lockheed Martin

MSS Solutions

Paul Davis Restoration

Michelin

Pregis

Spartanburg County EMS

The Brand Leader



Recruitment Events PY22

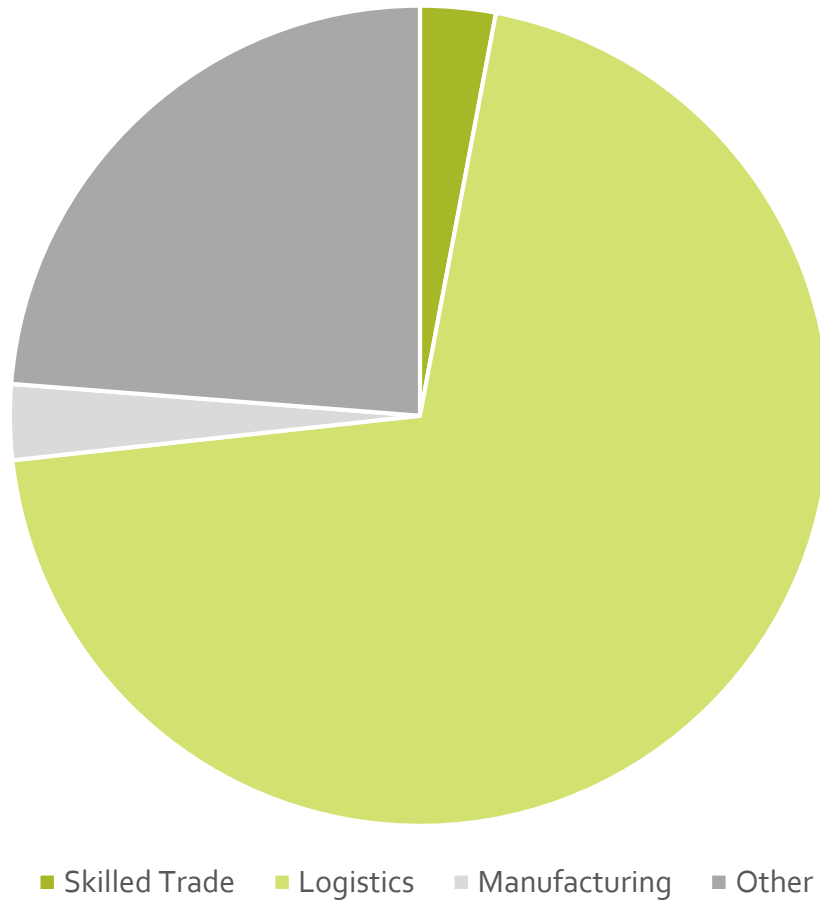
- Total Events : 33
- Total Employers: 184
- Total Number of Jobseekers: 1032
- Total Number of Veterans: 101

Incumbent Worker Training Investments

\$63,454.02 invested

Employer	Trainees	Training	Earned Credentials	Employees Promoted
Magna Drive Automotive Industries	12	SL II Experience	12	N/A
Pierburg US LLC	9	DDI Leadership	9	N/A
Veterans ASCEND LLC	6	Sales Infrastructure & Process Building	6	1
Proterra Operating Company Inc.	19	Becoming Management Material	19	N/A
Rann Products LLC	16	Standard Work	16	N/A

Measurable Skill Gains PY21



3-Skilled Trade
71-Logistics
18-Manufacturing
24-Other (healthcare)

Total: 116

*others are still pending completion

CAREER READINESS WORKSHOPS

Workshops	Attendees
Financial Literacy	10
Career Ready (Serenity Place)	6
Interviewing with Success	5
Skill Me Now	12
Job Search Strategies	27
SC Works 101 (Upstate Fatherhood Coalition & Dream Center)	36
Mock Interviews (Greer Middle School)	21
Virtual Reality On-Site Simulations (multiple high schools)	278
WIOA Orientation On-Site (Multiple Partner Organizations)	45
Total Attendees	440



School/Organization	Students
Lifelong Learning	10
Serenity Place	7
Golden Strip Career Center	42
Greenville Early College	14
Greenville Tech Charter	84
Southside High School	48
Greenville Charter School	8
Seveir Middle School	65
Total Students	278

Virtual Reality Workshops



PY23 Initiatives

Increase the use of supportive services by adding more providers

Increase work-based learning activities and employer network

Use Contract for Training strategies to meet customer and industry demands