

Greenville County Workforce Development Board (GCWDB)

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GREENVILLE COUNTY
Workforce Development Board

Preparing the workforce, growing our economy

Greenville County Workforce Development Board (GCWDB)

Executive Committee Zoom Meeting

Wednesday, October 9, 2024

11:30 A.M.

Join Zoom Meeting

<https://us02web.zoom.us/j/81022269152?pwd=VTOAhPrbTsybTm3piDccxOp9Qu7ymQ.1>

Meeting ID: 810 2226 9152

Passcode: 012693

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Committee Members (5): Tammy Galindo, Craig Kinley, Robyn Knox, Jennifer Moorefield, Kelly Shumaker

Agenda

- | | |
|--|-----------------------------------|
| I. Welcome and Call to Order | Ms. Robyn Knox, Chair |
| II. Quorum Validation (3 or more) | |
| III. Minutes Approval (August 14, 2024)* | |
| IV. Director's Report | Mr. Dean E. Jones, GCWDB Director |
| V. Other Business | |
| VI. Adjourn | |

**Denotes an action item*

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.

**Greenville County Workforce Development Board (GCWDB)
Executive Committee Meeting
Wednesday August 14, 2024, 11:30 a.m.
Meeting held via Zoom Call**

Minutes

Members Present: Craig Kinley, Jennifer Moorefield, and Kelly Shumaker

Members Absent: Robyn Knox

Staff Present: Dean Jones and Eva Anagnostis

- I. **Call to Order:** The meeting was called to order at 11:32 a.m.
- II. **Quorum Validation (3 or more):** A quorum was present.
- III. **Minutes Approval (June 12, 2024)*:** Minutes were approved without opposition.
- IV. **Director's Report (Mr. Dean E. Jones, GCWDB Director)**
 1. **SC Works Greenville Business Services Lead Designation*:** Mr. Jones reviewed the requirement to appoint a Business Services Team (BST) Lead based on the SC Works Certification Standards. This is something we are required to do on an annual basis. The standards were recently revise, and we wanted to make sure that staff have enough time to review them before presenting this as a voting item. Mr. Jones made a staff recommendation to re-appoint Ms. Marty Beth Walters as the BST Lead. There was a motion and a second, and the motion passed without opposition.
 2. **Innovation Grant:** Mr. Jones reminded the Executive Committee of the Innovation Grant that we applied for through the SC State Workforce Development Board. We hope to hear something in the next few weeks on the outcome of our application.
- V. **Other Business:** The Executive Committee members discussed the upcoming Fall SETA Conference. We have had a lot of interest in attending, but staff is trying to determine the optimal number of Board/Committee members to fund while also reserving enough funds for strategic planning. Mr. Kinley and Ms. Shumaker are set to attend from this Committee.
- VI. **Adjourn:** The meeting was adjourned at 11:38 a.m.

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

Director Report Topics

1. Hurricane Helene
2. PY23 WIOA Monitoring Report
3. Local Workforce Development Area (LWDA) Subsequent Designation and Subsequent Certification
4. State Workforce Development Symposium
5. PY23 WIOA Annual Performance
6. State Workforce Development Board Visit in November
7. PAD Grant Activities

Hurricane Helene Impacts to Operations

The SC Works McAlister Square Center closed for several days last week due to no power. DEW was able to arrange for the Career Coach to come to McAlister so that impacted workers may apply for unemployment insurance (UI) benefits.

My lesson learned is to conduct an annual review of alternate work plans for natural disaster / inclement weather situations just to make sure all contact information is accurate. Additionally, it would be a good idea to check with co-located partners on their alternative work plans.

PY23 WIOA Program Monitoring Report

April 9, 2024 – April 12, 2024

Financial Monitoring

- Current Year Issue – None noted
- Current Year Observation – None noted

Programmatic Monitoring

- Current Year Issue – Noncompliance with required documentation of referral outcomes in SCWOS
- Current Year Observation – Business Services activities should be further integrated

EO Monitoring

- Current Year Issue - Note noted
- Current Year Observation – EO Coordinator should be able to bridge demographic and analysis

Local Workforce Development Area (LWDA) Subsequent Designation and Subsequent Certification

Topic

3

Why: Ensure LWDA and LWDBs are operating efficiently and to the standards laid out in WIOA

When: Every 2 PYs (2022, 2024, 2026, and so on)

Significance: An LWDA must be re-designated every two years in order to receive Title I funding—Adult, Dislocated Worker, and Youth funding

Due: October 31, 2024

Re-designation: June 30, 2025

State Workforce Development Symposium September 12, 2024

During the event, the State Workforce Development Board (SWDB), with support from DEW, publicly recognized twelve “Workforce Heroes” nominated by their Local Workforce Development Boards for their contributions to the workforce system. The honorees have profoundly impacted the lives of thousands of jobseekers at SC Works centers across the state and are recognized for their acts of service and exceptional achievements, such as helping veterans with disabilities and dislocated workers find work in our most rural communities.



Deanna Renick
Director of First Impressions, Greenville

- Ms. Deanna Renick is the Director of First Impressions. Known for her infectious smile, she is the first person consumers see upon entering the SC Works Greenville in McAlister Square Center and the central hub of information for the various partners within our SC Works ecosystem.
- Ms. Renick's interactions with consumers exude "confidence and compassion," creating an atmosphere "that ensures everyone visiting our center feels like their voices are heard."
- "Deanna is an incredible asset to our team at SC Works Greenville, someone who exemplifies the type of kindness, compassion, collaboration, and dedication indicative of an Outstanding Workforce Development Professional."
- The comment explains why the Greenville Workforce Development Board recognizes Ms. Deanna Renick as an Outstanding SC Works System Employee.

PY23 - ANNUAL - 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	Total Sum	Overall Indicator Score	
Employment Rate Q2	77.8	84.5	108.6%	85.0	94.1	110.7%	72.0	88.2	122.5%	341.8%	113.9%	Pass
Employment Rate Q4	78.0	80.5	103.2%	80.0	94.4	118.0%	70.0	84.0	120.0%	341.2%	113.7%	Pass
Median Earnings	\$6,800	\$8,172	120.2%	\$8,629	\$8,796	101.9%	\$3,100	\$2,720	87.7%	309.9%	103.3%	Pass
Credential Rate	65.0	82.3	126.6%	58.4	73.3	125.5%	70.0	32.8	46.9%	299.0%	99.7%	Pass
Measurable Skill Gains	60.0	83.3	138.8%	60.0	94.4	157.3%	52.8	74.8	141.7%	437.8%	145.9%	Pass
Overall Program Score			119.5%			122.7%			103.8%			
			Pass			Pass			Pass			

Individual Indicator Score of 50% or higher in the "Title I Adult/DW/Youth % of Goal" columns.

Overall Program Score of 90% or higher.

Overall Indicator Score of 90% or higher.

Failed Performance Measure(s) in One Program Year

If a LWDA fails to meet the negotiated level on a performance measure(s) or additional state indicator(s) of performance in one program year, a notice will be sent to the signatory official, the CEO, the LWDB Chairperson, the LWDA Administrator, and the SWOB Chairperson. The LWDB will be required to submit a CAP within 45 days of the notice, describing how it will improve and meet performance. The CAP must include, but is not limited to:

1. A description of the reason(s) for failure, including an analysis of the reason(s) for failure and how the cause was determined.
2. A description of immediate and long-term actions that will be taken to improve performance measures.
3. A timeline for completing each action identified.
4. Identification of technical assistance needed to implement the plan.
5. A description of how the LWDB will monitor and measure the effectiveness of the corrective action activities to ensure performance improvement.
6. Signatures of the LWDB chairperson and the signatory official. A copy must be sent to the CEO(s).

Reasons Unsuccessful

- The **priorities** of our youth participants **shifted** towards supporting financial needs for themselves and/or their families. Completing training was no longer their first priority.
- Large number of participants from **DJJ** that **exited without successfully** completing their training. Of the 24 DJJ enrolled participants, 19 did not complete training, or **79%**
- **Small number** of youth ceased to continue their training activity because of **aging out of foster care** upon turning 18 years old and/or **moved** out of the area.
- Inherent program disruptions due to **contractor staff productivity issues/turnover**

Corrective Actions Measures

- **Targeting** GED students attending Adult Ed who are on the “**fast track**” to gain their GED
- Targeting students at Adult Ed who are on the **High School Diploma track**
- Targeting students who are **co-enrolled** in both **Adult Ed** and **technical schools**
- Targeting individuals who are **interesting** in **post-secondary training**
- Working with all partners (Adult Ed, DJJ, Foster Care, etc.) to ensure that **referrals** sent to WIOA include the full spectrum of necessary support for the youth referred
- Working with our team members to ensure that anyone enrolled is fully aware of the **commitment required** when participating in a WIOA program
- Working with our team members to appropriately **refer** to other agencies applicants that are **not quite ready for WIOA services**
- Actively pursue credentials from **training providers** even if participants do not **respond** to us directly
- Actively seek to **verify employment** since **credentials** must also include employment in the 4th quarter after exit
- Aggressively use **predictive reports** to **monitor** progress of **performance** in real time

Current Status

- Predictive reports indicate that the youth program will begin to meet the credentials performance measure again during first quarter on PY24

State Workforce Development Board Visit

Mr. Thomas Freeland, SWDB Chair has been invited to our November 13, 2024 GCWDB Meeting. In preparing for the visit, Mr. Freeland asked...

“As we begin to prepare is there any thing in particular you would like us to discuss or questions you have from your boards perspective?”

- Discuss strategies to ensure alignment with State Plan
 - *Making it work* in light of reductions in WIOA allocations
 - Balancing priorities to ensure WIOA training aligns with the State Plan Priority Occupations, and Greenville County Labor Market Demand, and Industry Projections, and Sector Strategies, and Career Clusters.
 - Create/support Entrepreneurial Initiatives

State Workforce Development Board Visit

State Plan Strategies for Addressing Obstacles

1. Increase the number of available and affordable childcare options for guardians entering the workforce or obtaining education.
 2. Increase the number of eligible workers living within a close proximity drive or bus/bike ride of the largest employment center in each county.
 3. Increase the number of transit options for individuals without vehicles to get to work.
- *One strategy to propose is requiring enhanced geocoding capabilities in new case management and labor exchange system.*

State Workforce Development Board Visit

Innovation (INO) Grant Evaluation Scores

	Well developed plan suitable for funding (10)	Narrative clearly articulates innovation (20)	Will address gaps or needs of the workforce system (10)	Project aligns with State Plan Goals/Objectives (10)	Includes realistic and comprehensive outcomes and a method of determining success (10)	Includes local non-traditional partners and clearly defined roles (25)	The budget calculates and is reasonable (15)	Total
04-Greenville-INY	3	6	2	2	2	15	8	38
04-Greenville-INA	2	5	3	3	2	8	5	28

State Workforce Development Board Visit

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, Audio/Video Technology & Communications
- Business Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics

Planning & Development (PAD) Grant

Local areas may request up to \$75,000 for planning and development.

Period of Performance

The period of performance is 12 months, from August 1, 2024 – July 31, 2025.

Use of Funds

LWDAs must use PAD funding for professional development and/or to contract out services to assist with the creation of the Local and Regional Plans, LWDB Strategic Plans, and/or grant writing.

LWDAs are strongly encouraged to allocate funding for SC Works center staff, LWDB members and/or staff to the LWDB to attend the Southeastern Employment and Training Association (SETA) Spring 2025 conference or similar development opportunities.