

TRIDENT WORKFORCE DEVELOPMENT BOARD

August 27, 2019
10:00 AM

Barrett Lawrimore Conference Room
5790 Casper Padgett Way
North Charleston, SC 29405

AGENDA

- I. Call to Order/Quorum Determination/Introductions
- II. Approval of Meeting Notes: June 25, 2019
- III. Adult and Youth Participant Success Stories
- IV. Statement of Work Modification – Request for Approval – Sharon Goss
 - a. Adult/Dislocated Worker Program
 - b. Youth Program
- V. Policy Revision – Request for Approval – Sharon Goss
 - a. Self-Sufficiency Training Policy
- VI. PY18 Monitoring Report – Sharon Goss
- VII. Transfer Funds from Dislocated Worker to Adult – Request for Approval – Sharon Goss
- VIII. Administrative & System Reports
 - a. Financial Report – Katie Paschall
 - b. Program Performance Report – Kameron Alston-Collins
 - c. Adult/Dislocated Worker/Youth Program Performance Report – Keidrian Kunkel
 - d. Marketing & Outreach Report – Marquel Coaxum
- IX. Other Business
- X. Adjourn

TRIDENT WORKFORCE DEVELOPMENT BOARD
MEETING NOTES
June 25, 2019

The Trident Workforce Development Board (TWDB) met on June 25, 2019 at the Berkeley-Charleston-Dorchester Council of Governments Building (5790 Casper Padgett Way in North Charleston, South Carolina).

MEMBERSHIP: Diane Bagwell; Janet Cappellini; Butch Clift; Wendy Courson; Susan Friedrich; Hope Hudson; Victoria Johnson; Dottie Karst; Gil Leatherwood; Andrew Maute; Jeff Messick; Sylvia Mitchum; Dan Segovia; Kelly Sieling; Wendy Smith; Bob Walker; James Villeponteaux

MEMBERS PRESENT: Janet Cappellini; Butch Clift; Wendy Courson; Susan Friedrich; Hope Hudson; Dottie Karst; Kelly Sieling; Andrew Maute; Sylvia Mitchum; James Villeponteaux; Jeff Messick

PROXIES: Marshall Connor for Bob Walker

OTHERS PRESENT: Marquel Coaxum (Rawle-Murdy Associates); Erica Bedoya (PYC); Mark Hendrick (SCDEW); Carlos Fernandez (PYC); Larry Griesmer (PYC); Dan Ellzey (SCDEW Executive Director); Keidrian Kunkel (Eckerd Workforce Development); Deidre Smalls (Eckerd Workforce Development); Melissa Rodgers (SCDEW); Sheila Johnson (Eckerd Workforce Development)

BCDCOG STAFF PRESENT: Ron Mitchum; Andrea Kozloski; Sharon Goss; Kameron Alston-Collins; Robin Mitchum; Katie Paschall; Jennifer Dantzler

I. Call to Order/Quorum Determination/Introductions

Chair Karst called the June 25, 2019 Trident Workforce Development Board meeting to order at 10:02 a.m. Excused absences were submitted and a quorum was determined. Introductions were made.

II. Approval of the April 30, 2019 Meeting Notes

Butch Clift made a motion to approve the April 30, 2019 Meeting Notes as presented and Susan Friedrich seconded the motion. The motion was unanimously approved.

III. Remarks – Dan Ellzey

Dan Ellzey, SCDEW Executive Director, introduced himself as the new SCDEW Executive Director and spoke on how great his first couple of weeks on the job was and the improvements that will be taking place. Mr. Ellzey introduced Mark Hendrick and Melissa Rodgers as being part of the SCDEW Workforce team and opened his doors to any Board Members that may have questions and provided information how to contact SCDEW's Career Coach.

IV. Adult and Youth Participant Success Stories

Keidrian Kunkel, Region Manager with Eckerd, invited three participants from the SCDEW Innovation Grant Program to share their success stories with the Board. Mr. Larry Griesmer, Youth participant, started the program with trying to get his GED and a year later he finished the electrical apprenticeship program. He was hired by Metro Electric through the Charleston Electrical Contractors Association. This program will guarantee Mr. Griesmer an eight-percent pay raise every year for the next three years where he should be making close to twenty-three dollars an hour. Mr. Carlos Fernandez, Adult participant, started the program to get his CDL. Mr. Fernandez was a General Manager in the restaurant business and the restaurant that he was working for was sold to another company. Being a single parent, Mr. Fernandez felt like he was starting over and needed to look for something different. He went to Miller Motte Technical College and they told him about the SQ Works

program and how to receive assistance with obtaining his CDL. He is currently looking for work within his new career. Ms. Erica Bedoya, Dislocated Worker participant, had been with Verizon Wireless for ten years and after their closing wasn't sure what to do. SCDEW conducted a Rapid Response event for Verizon employees and gave them options for various career paths. Ms. Bedoya became enrolled in the WIOA program and was approved to take classes in the Medical Assistant program. She is currently on an Externship with Lowcountry Hematology & Oncology with hopes of receiving an employment offer upon completion.

V. SC Works Certification Standards – Request for Approval - Sharon Goss

Sharon Goss, Workforce Development Director requested approval for full certification of the Local Workforce Area's Comprehensive and Satellite Centers in order to be eligible to use infrastructure funds under the state funding. Ms. Goss presented the Board with the baseline measures that they used as an assessment tool to review the standards.

***Butch Clift made a motion to approve SC Works Certification Standards as presented and James Villeponteaux seconded the motion.
The motion was unanimously approved.***

VI. Re-appointment of Business Services Lead – Request for Approval – Sharon Goss

Ms. Goss requested approval to reappoint Gene Borzendowski as the Business Service Manager for the contractor of the programs, Eckerd Connects, as the Business Services Team Lead.

***Butch Clift made a motion to approve Re-appointment of Business Services Lead as presented and James Villeponteaux seconded the motion.
The motion was unanimously approved.***

VII. Local and Regional Plan Modifications – Request for Approval – Sharon Goss

Ms. Goss requested approval of the Local and Regional Plan Modifications. The changes were Worldwide Interactive Network (WIN) as the career readiness assessment for South Carolina and Phase III of the Sector Strategies, which is the sector partnerships with Next Generation as the Consulting Team. The Plans were put out for public comments from May 8th through May 13th. No public comments were received. The Plans were sent to local elected officials for review and signatures and were presented at the BCDCOG Board of Directors meeting on June 10, 2019. All attachments for the Plans were submitted to SC Department of Employment and Workforce (SCDEW) on May 31, 2019.

***Susan Friedrich made a motion to approve Local and Regional Plan Modifications as presented and Butch Clift seconded the motion.
The motion was unanimously approved.***

VIII. Statement of Work – Request for Approval – Sharon Goss

Ms. Goss requested approval for the WIOA Statement of Work Documents for the Operator, Adult & Dislocated Workers and Youth Programs approval.

A. Adult/Dislocated Worker Program

Ms. Goss presented the Adult and Dislocated Worker SOW outlines that the Adult and DW programs will serve 600 adults and 100 dislocated workers during program year 2019 (July 1, 2019 – June 30, 2020). This number includes carryovers from program year 2018. The reduction in the number of participants to be served is due to a reduction in funding. In addition, it also outlines that the program will follow all Training & Employment Guidelines issued by the Department of Labor, State Instruction Letters issued by the SC Department of Employment and Workforce (SCDEW) and all local policies issued by the Trident Workforce Development Board.

B. Youth Program

Ms. Goss presented the Youth SOW outlines that the Youth program will serve 240 participants in program year 2019 (July 1, 2019 – June 30, 2020). This number includes carryovers from program year 2018. The reduction in the number of participants to be served is due to a reduction in funding. In addition, it also outlines that the program will follow all Training & Employment Guidelines issued by the Department of Labor, State Instruction Letters issued by SC Department of Employment and Workforce (SCDEW) and all local policies issued by the Trident Workforce Development Board.

C. Center Operator

Ms. Goss presented the Operator Statement of Work outlining the expectations of the Center Operator to operate the centers in an effective and efficient manner and provide oversight of partners in the facility to ensure that workforce development services are being made available to individual and employer customers.

Butch Clift made a motion to approve the Statement of Work for the Adult/Dislocated Worker Program, Youth Program and Center Operator as presented and Wendy Smith seconded the motion. The motion was unanimously approved.

IX. Policy Revisions – Request for Approval – Sharon Goss

Ms. Goss requested approval of the WIOA Revised Policies.

A. Assessment, Background, Drug Screening Policy

Ms. Goss presented the revision to each policy as follows: In accordance with the Workforce Innovation and Opportunity Act (WIOA) of 2014, the Trident Workforce Development Board will provide training to WIOA eligible Adults and Dislocated Workers using Individual Training Accounts (ITA) with Eligible Training Providers. In addition, accurate and ongoing assessment is a key element in all WIOA funded programs to assure job seekers' successful employment and self-sufficiency. It is mandatory that all "out of school" youth be assessed for basic skills deficiency. The Trident Workforce Development Board has made it mandatory for all adults and dislocated workers to be assessed for basic skills deficiency. It is mandatory for all adults and dislocated workers to be assessed in aptitude, career interest and for barriers to training and/or employment. Each participant must fully understand what the assessment process includes, its purpose and how it applies to their employment goals. Per State Instruction letter 15-17 change 2 WIOA Title I funds cannot be used for assessment of basic skills deficiency prior to eligibility certification. Further, if not already a program participant, the use of funds for assessment will constitute enrollment in the program. Adult/DW participants cannot be required to sit for the TABE assessment prior to WIOA eligibility. If basic skills deficiency has been determined based on state instruction letter 15-17, change 2, no assessment is required; however, the individual should receive appropriate services through WIOA and Partner programs to increase their skill levels.

B. Dual Enrollment Policy

Ms. Goss presented the revision to each policy as follows: Individuals must be eligible under the youth and adult criteria. The Objective Assessment and case note must demonstrate the need for the dual enrollment such as the Youth is functioning in an adult capacity, but would benefit from youth services (i.e.: youth 18 or older; out of school; working; paying bills etc.) but could still benefit from Career Smart under the youth program. The SC Works Online System (SCWOS) activity/service records must accurately reflect these services were funded by the appropriate source. If a participant is dually enrolled as a youth and an adult, SCWOS must accurately reflect what activities were paid out of the corresponding funding stream. This is for out-of-school youth ages 18 – 24 that are eligible as a youth and an adult. At exit and follow-up, information for the appropriate performance measures will be collected based on the program under which the participant was served.

James Villeponteaux made a motion to approve the Policy Revisions as presented and Butch Clift seconded the motion. The motion was unanimously approved.

X. Administrative & System Reports

A. Financial Report – Katie Paschall

Katie Paschall, Finance Manager, presented the Financial Reports for the period ending May 31, 2019. She delivered a detailed overview of the activities for FY19/20. Ms. Paschall then addressed questions and comments.

B. Program Performance – Kameron Alston-Collins

Kameron Alston-Collins, Performance Outcomes Coordinator, presented the performance reports highlighting the Performance Goals, Performance Dashboard and Monthly Centers Reports. Ms. Collins addressed questions and comments.

C. Adult/Dislocated Workers/Youth Program Performance Report – Keidrian Kunkel

Ms. Kunkel presented a Power Point presentation on the region's overall performance. She provided a breakdown of the program's caseload by county, gender, enrollment and year-to-date outcomes. She also shared outreach updates, training spotlight and participant success stories.

D. Marketing & Outreach Report – Marquel Coaxum

Marquel Coaxum, with Rawle-Murdy Associates, presented the SC Works Trident Marketing and Outreach as of June 2019. Mr. Coaxum reviewed the social media overview, top engaging post, social media advertisement, marketing campaign ideas, news, events and updates.

XI. Other Business

Ron Mitchum, Executive Director, informed the Board that the BCDCOG is working on identifying transportation solutions to reduce unemployment and improve access to job skills training and employment for the rural workforce in the BCD region.

XII. Adjourn

There being no further business to discuss, the meeting was adjourned at 11:26 a.m.

Respectfully submitted,
Jennifer Dantzler

DRAFT

MEMORANDUM

TO: Trident Workforce Development Board
FROM: Sharon Goss, Workforce Development Director
DATE: August 27, 2019
SUBJECT: Eckerd Workforce Development – Adult & Dislocated Worker and Youth Statement of Work Modifications

Eckerd Connects would like to modify the current Statement of Work for the adult, dislocated worker and youth programs. The current language states that “Whenever or When a single entity performs multiple functions, a written plan and agreement from the single entity must be presented to the board that includes: clear internal controls, identifying responsibilities of both the Operator and WIOA Program Service Provider, clarifying how the organization will carry-out its responsibilities while demonstrating compliance with WIOA, corresponding regulations and relevant OMB circulars, specifically 2 CFR part 200 (Uniform Guidance). Demonstrating that Operator and Program Service provider have separate (different) reporting chain of commands”. The updated language would remove the sentence “Demonstrating that Operator and Program Service provider have separate (different) reporting chain of commands”. This would allow for an organizational change that would better support the current budget.

THE TRIDENT WORKFORCE AREA SC WORKS SYSTEM
MEMORANDUM OF AGREEMENT
PURSUANT TO THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
CONFLICT OF INTEREST REGARDING ENTITIES PERFORMING MULTIPLE FUNCTIONS

The parties included in this MOU are the Trident Workforce Development Board (LWDB), Chief Elected Officials (CEO) and Eckerd Youth Alternatives (Eckerd) who serves as the SC Works Operator (OSO) and service delivery provider for the WIOA program. The partners' respective signatories are identified on the signature pages of this agreement.

The purpose of this agreement is to identify responsibilities and clarify how Eckerd will carry out responsibilities as the local One Stop Operator and WIOA service provider, while demonstrating compliance with WIOA, corresponding regulations and relevant OMB circulars, specifically 2 CFR Part 200 (Uniform Guidance). This agreement will identify the firewalls and internal controls in place that prevent a conflict of interest.

The Role of the One-Stop Operator

Guidance:

§ 20 CFR 678.620

(a) At a minimum, the one-stop operator must coordinate the service delivery of required one-stop partners and service providers. Local WDBs may establish additional roles of one-stop operator, including, but not limited to: Coordinating service providers across the one-stop delivery system, being the primary provider of services within the center, providing some of the services within the center, or coordinating service delivery in a multi-center area, which may include affiliated sites. The competition for a one-stop operator must clearly articulate the role of the one-stop operator.

(b)

(1) Subject to paragraph (b)(2) of this section, a one-stop operator may not perform the following functions: Convene system stakeholders to assist in the development of the local plan; prepare and submit local plans (as required under sec. 107 of WIOA); be responsible for oversight of itself; manage or significantly participate in the competitive selection process for one-stop operators; select or terminate one-stop operators, career services, and youth providers; negotiate local performance accountability measures; or develop and submit budget for activities of the Local WDB in the local area.

(2) An entity serving as a one-stop operator, that also serves a different role within the one-stop delivery system, may perform some or all of these functions when it is acting in its other role, if it has established sufficient firewalls and conflict of interest policies and procedures. The policies and procedures must conform to the specifications in § 679.430 of this chapter for demonstrating internal controls and preventing conflict of interest.

Implementation of Operational Requirements:

Eckerd is the competitively procured entity that serves in the One-Stop Operator role in the Trident Workforce Development Area. Eckerd has aligned the role of the One-Stop Manager to comply with WIOA, corresponding guidance, including TEGL 16-16, State Instruction Number 17-07 and relevant OMB circulars,

specifically 2 CFR Part 200 (Uniform Guidance). Due to the broad scope of the one-stop delivery system, this agreement outlines the primary components of the One-Stop Manager's responsibilities and demonstrates a clear firewall between One-Stop Operations and WIOA Service Delivery.

Partner Convening Related to the Memorandum of Understanding (MOU)

The One-Stop Manager will facilitate regular convening's of partner programs and entities responsible for workforce development, education, and other human resources programs to collaborate in the creation of a seamless customer-focused service delivery network that enhances access to the programs' services. The One-Stop Manager works with all partners to develop an MOU, executed by the Local WDB and the one-stop partners, with the agreement of CEO and the one-stop partners, relating to the operation of the one-stop delivery system (20 CFR 678.500, 34 CFR 463.500).

The Workforce Innovation and Opportunity Act (WIOA) identifies the following entities as required partners in the workforce system:

1. Adult, Dislocated Worker, and Youth Programs
2. Adult Education and Family Literacy Act Programs
3. Wagner-Peyser Employment Services Programs
4. Rehabilitation Programs for Individuals with Disabilities
5. Post-Secondary Education Programs (Perkins)
6. Community Services Block Grant Employment and Training Activities
7. Native American Programs
8. HUD Employment and Training Activities
9. Job Corps Programs
10. Veterans Employment and Training Programs
11. Migrant and Seasonal Farmworker Programs
12. Senior Community Service Employment Programs
13. Trade Adjustment Assistance Programs
14. Unemployment Compensation Programs
15. YouthBuild Programs
16. Temporary Assistance for Needy Families (TANF) Programs
17. Second Chance Programs

The development and implementation of this System requires the One-Stop Manager to develop mutual trust and teamwork between the Parties all working together to accomplish shared goals and in keeping with the main purposes and priorities of WIOA.

Center Management

The One-Stop Manager is responsible for the day-to-day operation of the identified facilities. The One-Stop Manager will coordinate with Parties to ensure staff is scheduled appropriately within the Center, respond to questions of an operational nature, manage the facilities, coordinate the Sharing of Resources, and will be the primary point of contact for SC Works Certification Standards and other related issues.

The Operator agrees that partner staff will have access to their assigned work areas during standard business hours during the work week and during extended work hours, including weekend hours if necessary, as special projects, information technology maintenance, extraordinary circumstances or workload may require.

Reporting Structure

Eckerd maintains a reporting structure with a distinct separation between One-Stop Operations and WIOA Service Staff. In the Trident Workforce Development Area, the local One-Stop Manager is supervised by the Operations Director (see attached organization chart). Staff within the One-Stop Operations reporting structure do not have any job responsibilities related to WIOA case management services.

The Role of WIOA Program Service Staff

Section 121(b) of WIOA identifies the required and additional one-stop partners. Generally, the entity that carries out the program serves as the one-stop partner. One of the critical requirements that a one-stop partner must satisfy is signing the local MOU, which describes the services to be provided, infrastructure and additional costs and contributions, the duration of the agreement, and other elements described in section 6 of TEGL 16-16 and additionally outlined in section 121 (c) of WIOA and 20 CFR 678.500, 34 CFR 361.500, and 34 CFR 463.500. Eckerd is the procured entity that operates the WIOA program and staff operating under the WIOA Program Service Staff arm of the organization chart are considered a one-stop partner within the system. The WIOA Program Service Staff facilitate the following services:

Services

WIOA Program Service Staff provide services to customers based on individual needs, including the seamless delivery of multiple services to each customer. There is no required sequence of services. From the services listed in **Attachment A, WIOA Required Services**, an “X” indicates which services are directly provided by the WIOA Program Service Staff.

Career Services

Career services will be provided by WIOA Program Service Staff. Career Services include but are not limited to:

- **Initial Assessment:** Begins with intake and focuses on determining a customer’s job readiness level, including workforce skills and access to appropriate services.
- **Job Counseling:** Either individually or in group sessions that helps the jobseeker make the best use of the information and services available.
- **Job Referral:** Services that are tailored to the needs of specific employers and jobseekers. Both workers and employers may also choose to post job announcements and resumes on an electronic system that is open to all.
- **Employer Services:** Access to labor market information; recruitment, screening, and referral of qualified applicants; access to economic development information and resources; posting job vacancies; offering customized job training options; connecting firms to SC Works information; technical assistance on assessment, recruitment, and human resource strategies; advocating for targeted employers in key economic sectors; and assistance with major layoffs and plant closures.
- **Labor Market Information:** Current and projected occupational supply and demand information, current occupational wage information; occupational skill standards; nonproprietary information on employers; and information on education and training program outcomes, including completion rates, placement rates, and wage rates of graduates.
- **Information and Referral:** Access to information regarding services needed by jobseekers, such as income assistance, housing, food, or medical care. Referrals to off-site services within the system will be made electronically in accordance with this agreement.
- **Training Related Information:** Access to and information about vocational exploration, basic skills and literacy training, job search skills, self-employment/entrepreneurial training, training leading to the award of skills certificates, work-based learning, two-year or four-year degree programs and state-approved apprenticeship programs.

- **Eligibility Determination:** Access to information regarding employment and training services needed by job seekers and eligibility for federal and state funded programs.
- **Outreach/Orientation/Intake:** Promoting local workforce services and activities to provide individuals with the information necessary to register for programs.
- **Follow-up Services:** Including retention services and counseling regarding the workplace.

Modification and Assignment

This MOA may be modified at any time by written mutual agreement of the parties involved. Oral modifications shall have no effect. Assignment of responsibilities under this MOA by any of the parties shall be effective upon written notice to the other parties. If any provision of this agreement is found to be unenforceable for any reason, all remaining provisions shall remain in full force and effect.

Termination

Withdrawal from the agreement requires ninety (90) calendar days written notice to the local Board who is then responsible for notifying all other Parties in the agreement. In accordance with WIOA, required Parties are not permitted to withdraw from the agreement. Furthermore, upon the withdrawal of any non-required partner, the future costs associated with this agreement shall be reallocated among the remaining Parties, and this agreement shall be modified in writing, accordingly.

Oversight

The Berkeley Charleston Dorchester Council of Governments (BCDCOG) will evaluate the functions of the One-Stop Operator and Service Delivery staff to identify any conflicts of interest.

Attachments

A: Eckerd Organization Chart

THE _____ WORKFORCE AREA

SC WORKS SYSTEM

MEMORANDUM OF UNDERSTANDING
PURSUANT TO THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Chief Elected Officials:

____ County Council
Name- Chair

____ County Council
Name- Chair

Signature Date

Signature Date

____ County Council
Name- Chair

____ County Council
Name- Chair

Signature Date

Signature Date

____ County Council
Name- Chair

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Name- Chair

Signature Date

Signature Date

____ County Council
Name- Chair

Signature Date

M E M O R A N D U M

Date: August 19, 2019
To: Sharon Goss, Workforce Development Director
cc: Amanda Wagner, Operations Director
From: Kal Kunkel, Vice President of Operations
Phone: 843-412-5914
RE: Eckerd Connects Organizational Change (One Stop impact)

After careful evaluation of the WIOA Law and Regulations and based on the funding cuts to local areas Eckerd Connects is making a change to our organizational structure. The change does effect who the One Stop Manager Reports to but is still in compliance of the WIOA Law and Regulations. We have removed the separate Operations Director who was overseeing all our One Stops in the Trident Region to streamline reporting structure, improve communication and give overall oversight to Amanda Wagner, Operations Director.

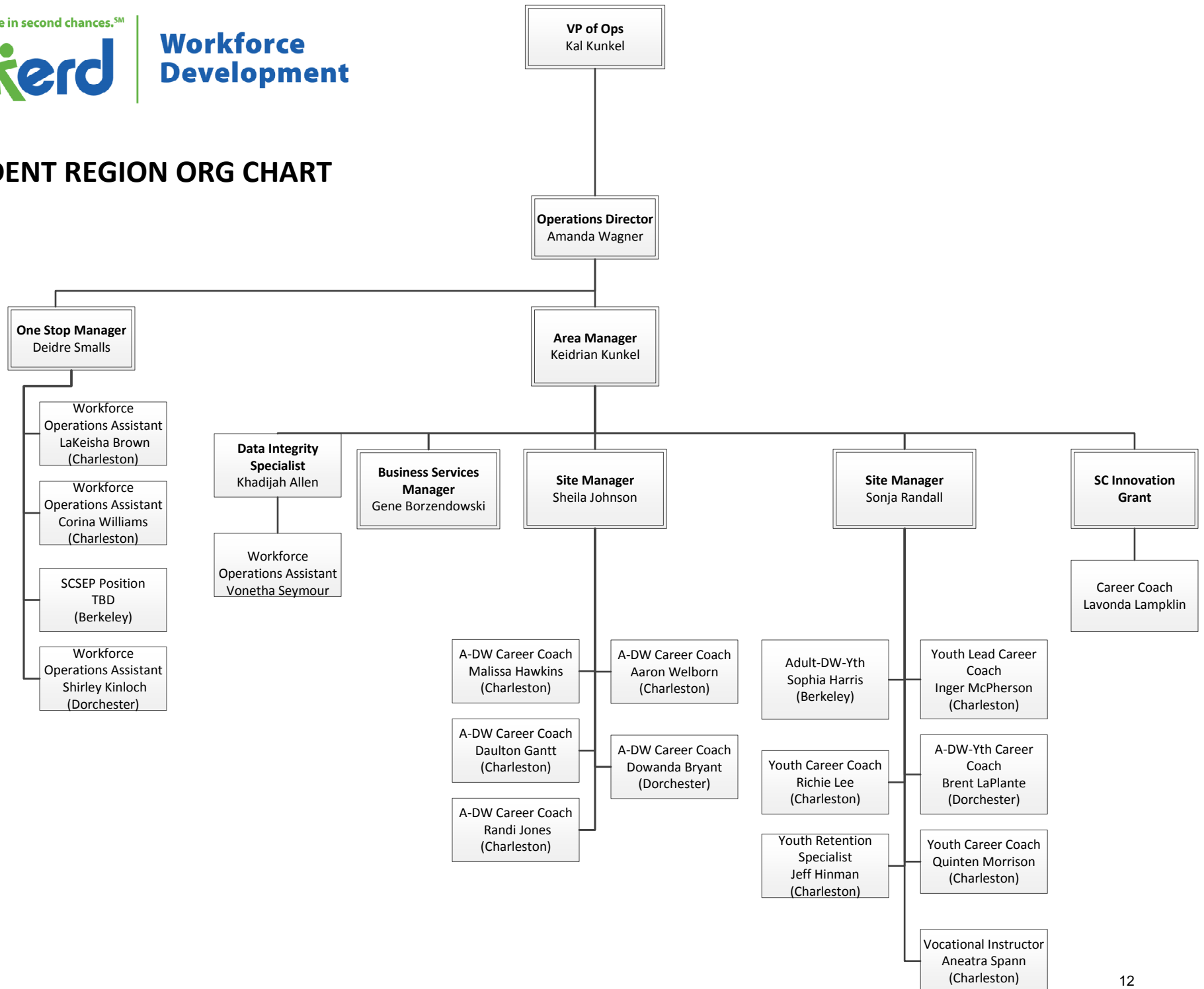
The current One Stop Manager, Deidre Smalls will now report directly to Amanda as shown in the attached revised Organizational Chart. I have also taken the liberty of updating the MOA signed by the CEO's for that clarifies the Operator and Service Provider Firewall for compliance purposes.

Please feel free to call or e-mail me with any questions, concerns or recommendations for change.

Sincerely,


Kalen J. Kunkel

TRIDENT REGION ORG CHART



MEMORANDUM

TO: Trident Workforce Development Board One-Stop Committee
FROM: Ronald Mitchum, Executive Director
SUBJ: WIOA Revised Policy for approval
DATE: August 27, 2019

The Self-Sufficiency Training policy required updating due to updated federal income guidelines distributed June 7, 2019. The attached policy has been updated to be in compliance with the guidelines. BCDCOG staff is requesting approval of updates to the Self-Sufficiency for Training Policy.

**Trident Workforce Development Board
Workforce Innovation and Opportunity Act**

SELF-SUFFICIENCY DEFINITION FOR TRAINING POLICY

TO: SC Works Trident Operators, WIOA Program Provider, Staff and Partners

ISSUANCE DATE: ~~June 26, 2018~~ August 27, 2019

EFFECTIVE DATE: ~~June 26, 2018~~ Immediately

SUPERSEDES: June 26, 2018, July, 1, 2017, September 27, 2016, April 15, 2014, March 19, 2013, May 15, 2012, August 9, 2011, July 27, 2011, March 31, 2009, March 2, 2009 and June 30, 2008

SUBJECT: **SELF-SUFFICIENCY DEFINITION FOR TRAINING ~~POLICY~~**

PURPOSE:

The purpose of this policy is to establish criteria to be used in defining self-sufficiency for training services for the SC Works Trident Area. This definition will be used to determine if Workforce Innovation and Opportunity Act (WIOA) participants are eligible for training services.

POLICY:

This policy is to establish the definition of self-sufficiency to receive training services for adults and dislocated workers in the SC Works Trident Area. The self-sufficiency lower living standard income level (LLSIL) is established at two hundred percent (200%) for adults and One hundred percent (100%) of dislocated wages for dislocated workers. This policy is established based on the most recent Federal Income Guidelines and most updated State Instruction ~~Number 16-18~~ Number related to the Federal Income -Guidelines.

PROCEDURES:

Self-Sufficiency - WIOA allows employed or underemployed individuals to receive individualized career services. Training services may be made available to employed and unemployed adults and dislocated workers who are determined:

- Meet the Training Justification as outlined in SC Works Online System (SCWOS) training justification screen and maintaining the proper documentation and;
- An adult ~~whose~~ whose household or individual—see attachment B in state instruction number 17-10. Income Level ~~that~~ is at or below 200% ~~o~~ off the current annualized Lower Living Standard Income Level (LLSIL) is considered not economically self-sufficient and is eligible for training services or;
- A dislocated worker not earning 100% or more ~~less~~ of their pre-layoff wage will be considered not economically self-sufficient and is eligible for training services.

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When using the WIOA Self-Sufficiency Guidelines, attachment B of the State Instruction Number 17-10, the LLSIL is 200% of the Metropolitan column.

Size of Family	Metropolitan	200%
1	\$13,442	\$26,884
2	\$22,026	\$44,052
3	\$30,231	\$60,462
4	\$37,323	\$74,646
5	\$44,050	\$88,100
6	\$51,518	\$103,036
7	\$58,986	\$117,972
8	\$66,454	\$132,908

For families larger than eight, add for each additional person in the family: \$7,468 to the Metropolitan Column and then multiply by 2. Example for 9: $\$66,454 + \$7,468 = \$73,922 * 2 = \$147,844$

NOTE: THE EXECUTIVE DIRECTOR OF THE BERKELEY CHARLESTON DORCHESTER COUNCIL OF GOVERNMENTS HAS THE DISCRETION TO MAKE EXCEPTIONS TO THIS POLICY.

Ronald E. Mitchum, Executive Director
BCDCOG

June 26, 2018August 27, 2019

Date

MEMORANDUM

TO: Trident Workforce Development Board
FROM: Ronald Mitchum, Executive Director
SUBJ: WIOA Financial and Programmatic Monitoring Review for PY2018
DATE: August 27, 2019

SC Works Trident recently received the report on the on-site monitoring conducted by SC Department of Employment and Workforce (SCDEW). The report outlined the following issues:

Financial Monitoring

Current Year Issue:

- Property control system not updated in a timely manner

Programmatic Monitoring

Current Year Issues:

- Noncompliance with required documentation of employer services in SCWOS
- Noncompliance with State policies for Individual Employment Plans and Individual Service Strategies
- Noncompliance with Adult, Dislocated Worker and Youth Statements of Work
- Local Workforce Development Board composition not in compliance

Corrective Action Plans have been devised and implemented to ensure the issues are properly addressed.

MEMORANDUM

TO: Trident Workforce Development Board
FROM: Sharon Goss, Workforce Development Director
DATE: August 27, 2019
SUBJ: Request to Transfer Funds from Dislocated Worker to Adult Funding Stream

Staff is recommending that we transfer \$700,000 from our PY19 Dislocated Worker Program Funds (19DW06) to our Adult Program Funds to be used for our Adult expenditures. Staff's goal is to ensure we have funding to serve our adult participants and meet our obligation and spending rate requirements in our DLW funding stream. This transfer will assist us in meeting the goals and requirements.

MEMORANDUM

TO: Trident Workforce Development Board
FROM: Katie Paschall, Finance Manager
SUBJECT: July 31, 2019 Financial Report Overview
DATE: August 20, 2019

Please find attached the July 31, 2019 Financial Report. Below is a brief overview of the activities for FY20.

Revenues

- The **Federal Allocation** and **Carry-In** revenue is the revenue recognized due to the expenditures for this fiscal year. This allocation is received from SC Department of Employment and Workforce (SCDEW) and budgeted based on the allocation received. We have not received our full allocation for Program Year 19 from SCDEW.
- **Rapid Response – IWT** is Rapid Response Incumbent Worker Training (IWT) funds expended on businesses in the region. Rapid Response funds are awarded by SCDEW to specific business applicants. There were no expenditures recognized in July.
- **IWT** revenue is Incumbent Worker Training (IWT) funds expended on businesses in the region. The Trident region allocates these funds based on a competitive application process.
- **Technology Grant** is funds received from SCDEW for technology enhancements. This grant was extended through July 2019 in order to purchase the remaining items ordered. The BCDCOG purchased new computers for the resource center and computer lab, greeter kiosks for the reception areas at the SC Works centers, updated security camera system at SC Works Charleston, and purchased a one stop in a box computer and powering system.
- **Shared Costs (Rent Income)** are the funds received from Partners in the SC Works Trident facilities through the MOU agreements.

Expenditures

Administration Cost

- **Personnel Costs, Benefits, and Indirect** are the BCDCOG staff salaries, benefits, and indirect.
- **Contracted Services** is the cost relating to administration's access to participant records in the tracksource system.

Operating Cost

- **Contract Services** includes the cost relating to program staff's access to participant records in the tracksource system, custodial services at SC Works Berkeley, and marketing services provided by Rawle Murdy.
- **Equipment Rental** is the cost to lease the SC Works facilities Xerox copier machines.
- **Insurance** is the cost to insure WIOA property at the Trident SC Works facilities.
- **Office Equipment Maintenance** is the cost associated with maintaining the equipment. This includes the print charges of all SC Works facilities copiers, IT technician costs, and other IT costs relating the servers and equipment at each facility.
- **Rent** is the cost to lease the SC Works Charleston and SC Works Berkeley facilities.
- **Communications** includes internet and telephone communications at the SC Works facilities.
- **Office Equipment** includes equipment purchased for the SC Works facilities. This line includes the purchase of the one-stop-in-a-box computer system and replacement switch at SC Works Berkeley.

Program Cost

- **Eckerd Contract Services** is the cost of services provided by Eckerd Workforce Development. This includes program services and training costs for the Adult, Dislocated, and Youth programs. It also includes program costs associated with being the One Stop Operator and the management of each SC Works facility.
- **Incumbent Worker Training (IWT)** is the cost of training needed to retain a competitive workforce. Such training is meant to assist with expansion, new technology, retooling, new services/product lines, and/or new organizational structuring, or to be used as part of a layoff aversion strategy. This line includes both the BCDCOG's program IWT funds and Rapid Response IWT funds. IWT is a cost reimbursement program to employers in this region.

We had total WIOA expenditures of \$241,403 as of July 31, 2019.

If you have any questions, please contact me at 843-529-2588 or katiep@bcdco.org.

**%
COMPLETE
8%**

Carry-In FY 20-21	312,595
	10%

BERKELEY-CHARLESTON-DORCHESTER COUNCIL OF GOVERNMENTS
WORKFORCE INNOVATION AND OPPORTUNITY ACT
CONTRACT PERIOD: 7/1/19 - 6/30/20
FOR THE PERIOD ENDED JULY 31, 2019

ALL FUNDS

BUDGET	Adult	Dislocated Worker	Youth	Admin	IWT	Tech	Total
PROGRAM	815,390	925,097	889,270	-	129,000	-	2,758,757
FUNDS TRANSFERRED PY18 FUNDS	50,985	(50,985)	-	-	-	-	-
ADMIN	90,597	102,787	98,807	361,758	-	-	292,191
SHARED COSTS (RENT INCOME)	52,500.00	22,500.00	-	-	-	-	75,000
TOTAL BUDGET	1,009,472	999,399	988,077	361,758	129,000	-	3,125,948
ADMINISTRATION COST							
PERSONNEL COSTS	-	-	-	9,248	-	-	9,248
BENEFITS	-	-	-	7,404	-	-	7,404
INDIRECT	-	-	-	10,569	-	-	10,569
AUTOMOTIVE	-	-	-	-	-	-	-
CONTRACTED SERVICES	-	-	-	274	-	-	274
DUES & MEMBERSHIPS	-	-	-	-	-	-	-
TRAINING & EDUCATION	-	-	-	-	-	-	-
FACILITY IMPROVEMENTS	-	-	-	-	-	-	-
MISCELLANEOUS	-	-	-	-	-	-	-
TOTAL ADMINISTRATION	-	-	-	27,495	-	-	27,495
OPERATING COST							
AUTOMOTIVE	-	-	-	-	-	-	-
CONTRACT SERVICES	758	403	-	-	-	-	1,161
EQUIPMENT RENTAL	1,185	508	-	-	-	-	1,693
AGENCY INSURANCE	206	88	-	-	-	-	294
REPAIRS & MAINTENANCE	-	-	-	-	-	-	-
OFFICE EQUIPMENT MAINT	3,459	1,483	-	-	-	-	4,942
SUPPLIES	-	-	-	-	-	-	-
PRINTING	-	-	-	-	-	-	-
RENT	13,395	5,741	8,419	-	-	-	27,555
COMMUNICATIONS	4,014	730	-	-	-	-	4,744
OFFICE EQUIPMENT	865	371	-	-	-	11,969	13,205
MISCELLANEOUS	-	-	-	-	-	-	-
TOTAL OPERATING COST	23,882	9,324	8,419	-	-	11,969	53,594
PROGRAM COST							
CONTRACT SERVICES							
Eckerd	85,980	26,309	47,802	-	-	-	160,091
Transferred Funds	-	-	-	-	-	-	-
REGIONAL IMPLEMENTATION	-	-	-	-	-	-	-
TRAINING (IWT)	-	-	-	-	223	-	223
TRAINING (RAPID RESPONSE IWT)	-	-	-	-	-	-	-
TOTAL PROGRAM COST	85,980	26,309	47,802	-	223	-	160,314
TOTAL PROJECT COSTS	109,862	35,633	56,221	27,495	223	11,969	241,403

SC Works Trident
Monthly Centers Report
Program Year 19 (July 1, 2019 to June 30, 2020)

*Disclaimer: The numbers for the services provided at the SC Works Centers are compiled from the various services conducted at each of the Centers. These numbers include services where staff provides assistance to an individual and those where an individual assists themselves. Staff assists individuals at each of the Center's with anything from workshops, career guidance/planning and counseling, federal bonding assistance, etc. Individuals assist themselves from any internet-based computer (both at or away from the Center) through SC Works Online with anything from creating/updating a resume to conducting job searches. If an individual conducts job searches (Job Seeker Service) from a home computer, each job searched would be considered a 'Job Seeker Service'.

Report Date:	8/20/19 3:19 PM	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	TOTAL
SC Works Berkeley														
Center Utility														
Total Client Visits		584												584
Visiting Partner(s)		1												1
Entered Employment (Non-WIA)		0												0
Job Seeker Services														
New SCWOS Registrations		136												136
Career Readiness Series Workshops Attendees		1												1
New Résumés in SCWOS		103												103
Business Services														
New SCWOS Registrations		0												0
New Job Orders		84												84
Career or Job Fairs		5												5
SC Works Charleston														
Center Utility														
Total Client Visits		3,572												3,572
Visiting Partner(s)		1												1
Entered Employment (Non-WIA)		149												149
Job Seeker Services														
New SCWOS Registrations		392												392
Career Readiness Series Workshops Attendees		21												21
New Résumés in SCWOS		336												336
Business Services														
New SCWOS Registrations		35												35
New Job Orders		790												790
Career or Job Fairs		29												29
SC Works Dorchester														
Center Utility														
Total Client Visits		213												213
Visiting Partner(s)		1												1
Entered Employment (Non-WIA)		1												1
Job Seeker Services														
New SCWOS Registrations		123												123
Career Readiness Series Workshops Attendees		1												1
New Résumés in SCWOS		78												78
Business Services														
New SCWOS Registrations		5												5
New Job Orders		58												58
Career or Job Fairs		8												8

**SC Works Trident
Monthly Centers Report
Program Year 19 (July 1, 2019 to June 30, 2020)**

Unemployment Update: "Unemployment Update: According to the most recent labor market information (<http://lmi.dew.sc.gov>) reported on 07/19/19, the national unemployment rate in June 2019 was reported at 3.8%, the unemployment rate for South Carolina increased to 3.6% and the Trident Workforce Development Area unemployment rate increased to 3.0%. The overall employment landscape in the Trident Workforce Development Region includes 386,219 employed, 12,119 unemployed and 13,314 job openings across the Trident region in June.

SC Works Berkeley Notes:

SC Works Berkeley staff assisted 584 job seekers directly within the center. The SC Works Berkeley staff provided 42 services to employers, and created 84 new job orders in the SC Works Online Services System. 136 new job seekers registered for work in Berkeley County. The SC Works Berkeley Center staff provided 25,250 employment services to customers both online and in person. During that time frame 2 individuals were successful in gaining employment through the SC Works System in the Berkeley area. The SC Works Berkeley Business Services staff hosted 5 hiring events with 10 job seekers in attendance.


SC Works Charleston Notes:

SC Works Charleston staff assisted 3,572 job seekers directly within the center. The SC Works Charleston staff provided 2,538 services to employers, and created 790 new job orders in the SC Works Online Services System. During that time frame 149 individuals were successful in gaining employment through the SC Works System in the Charleston area. The SC Works Charleston Business Services staff hosted 29 hiring events with 252 job seekers in attendance.


SC Works Dorchester Notes:

SC Works Dorchester staff assisted 213 job seekers directly within the center, which included providing assistance to customers that secured employment during the month of July. Center staff provided 45 services to employers and added 58 new job orders to the SC Works Online Services website. SC Works staff provided 19,631 employment services to SC Works customers both online and in person. The SC Works Dorchester Center hosted 8 hiring event with 64 job seekers in attendance.


WIOA PERFORMANCE DASHBOARD
PROGRAM YEAR 18 (July 1, 2018 to June 30, 2019)

 BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER			1st Quarter-PY19			1st Quarter-PY18			
Report Date:	8/20/19 3:21 PM		July	Aug	Sept	July	Aug	Sept	PY19 Total
WIOA PROGRAM									
Attended WIOA Informational Sessions (Adult & DW)			123	0	0	145	149	98	123
Attended WIOA Informational Sessions (DW)			1	0	0	0	0	0	1
Attended Orientation (Youth)			60			56	40	29	60
Met Eligibility Requirements (Adult)			45	0	0	68	87	44	45
Met Eligibility Requirements (DW)			1	0	0	2	1	12	1
Met Eligibility Requirements (Youth)			16			16	19	10	16
Enrolled in WIOA Program (Adult-new)			37	0	0	63	64	23	37
Enrolled in WIOA Program (DW-new)			1	0	0	2	2	13	1
Enrolled in WIOA Program (Youth-new)			16			15	13	10	16
Total Served in WIOA Program (Adult)									322
									Tentative
Total Served in WIOA Program (DW)									128
									Tentative
Total Served in WIOA Program (Youth)									137
									Tentative
TRAINING									
Entered Training (during the month)			7	0	0	21	14	12	7
Diversified Manufacturing			0			7	1	0	0
Transportation/Logistics			6			3	2	2	6
Healthcare			1			7	8	7	1
IT Services			0			1	0	3	0
Trade/Construction			0			3	3	0	0
Hospitality/Tourism			0			0	0	0	0
Total received Training (Adults)									45
									Tentative
Total received Training (DWs)									68
									Tentative
Total received Training (Youth)									10
									Tentative
Credential Earned (Adult & DW)			6	0	0	13	21	3	6
Diversified Manufacturing			2			4	5	0	2
Transportation/Logistics			3			4	10	1	3
Healthcare			1			5	3	1	1
IT Services			0			0	1	0	0
Trade/Construction			0			0	2	1	0
Hospitality/Tourism			0			0	0	0	0
Youth Credentials Earned			1			9	5	3	1
EMPLOYMENT									
Entered Employment (WIOA)			12			18	23	9	12
Entered Employment with an OJT			1			3	10	4	1
Youth Placed in Employment or Education 4th QTR			19			21	13	7	19
Youth Placed in Employment or Education 2nd QTR			24			16	15	8	24

WIOA PERFORMANCE DASHBOARD
PROGRAM YEAR 18 (July 1, 2018 to June 30, 2019)

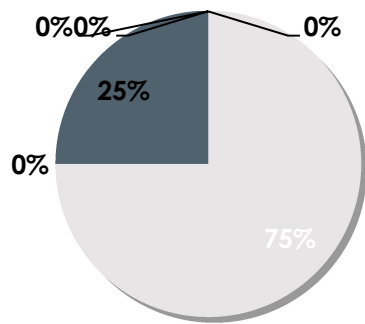
 BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER			1st Quarter-PY19			1st Quarter-PY18			
Report Date:	8/20/19 3:21 PM		July	Aug	Sept	July	Aug	Sept	PY19 Total
WORKKEYS									
WORKKEYS (Adult Education-Charleston Center)									
Applied Math - New			40			70	68	32	40
Graphic Literacy (Locating Information)- New			43			75	67	31	43
Workplace Documents (Reading for Information)- New			37			56	50	25	37
Applied Technology- New			3			0	4	1	3
Business Writing- New			0			0	2	0	0
Workplace Observation- New			9			19	21	5	9
Total Tested - New			132			220	212	94	132
Earned Bronze			5			7	7	3	5
Earned Silver			6			24	21	7	6
Earned Gold			8			14	18	5	8
Earned Platinum			5			7	7	5	5
WIN									
Applied Mathematics			0			9	40	16	0
Locating Information			0			12	44	23	0
Reading for Information			0			11	37	21	0
Total Tested - New			0			32	121	60	0
Bronze			0			1	4	5	0
Silver			0			4	21	9	0
Gold			0			1	4	1	0
Platinum			0			0	2	0	0
WORKKEYS (Youth)			0	0	0	0	1	0	0
Earned Bronze			0			0	0	0	0
Earned Silver			0			0	1	0	0
Earned Gold			0			0	0	0	0
Earned Platinum			0			0	0	0	0
WIN (Youth)			3	0	0	1	0	0	3
Bronze			1			0	0	0	1
Silver			2			1	0	0	2
Gold			0			0	0	0	0
Platinum			0			0	0	0	0
WIOA WorkKeys			0	0	0	14	0	0	0
Earned Bronze			0			6	0	0	0
Earned Silver			0			4	0	0	0
Earned Gold			0			4	0	0	0
Earned Platinum			0			0	0	0	0
Those scoring <3 or took less than the 3 basic assessments			0			0	0	0	0

WIOA PERFORMANCE DASHBOARD
PROGRAM YEAR 18 (July 1, 2018 to June 30, 2019)

 BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER			1st Quarter-PY19			1st Quarter-PY18			
Report Date:	8/20/19 3:21 PM		July	Aug	Sept	July	Aug	Sept	PY19 Total
WIOA WORKKEYS (CENTER BREAKDOWN)									
SC Works Berkeley (WIOA)			0			1	0	0	0
SC Works Charleston (WIOA)			0			9	0	0	0
SC Works Dorchester (WIOA)			0			4	0	0	0
WIOA WIN CENTER BREAKDOWN									
SC Works Berkeley (WIOA)			6			0	0	1	6
SC Works Charleston (WIOA)			13			0	10	5	13
SC Works Dorchester (WIOA)			0			0	0	0	0
Earned Bronze			10			0	0	1	10
Earned Silver			7			0	8	4	7
Earned Gold			2			0	2	0	2
Earned Platinum			0			0	0	0	0
Those scoring <3 or took less than the 3 basic assessments			0			0	0	0	0

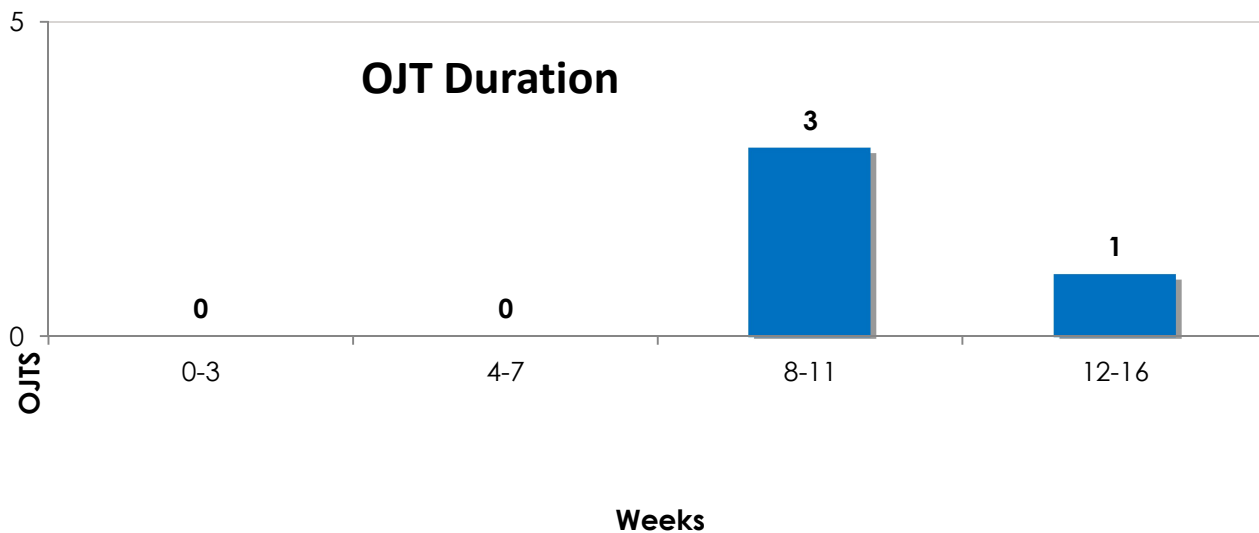
July 1, 2019 – June 30, 2020

JOB TITLE	INDUSTRY CLUSTER	DURATION	Date	SALARY	STATUS	Rev Referral
Skillet Production	Manufacturing	10 weeks	7/1/2019	\$11 per hour	Active	Yes
Quality Inspector	Manufacturing	8 weeks	7/9/2019	\$13 per hour	Active	Yes
Quality Inspector	Manufacturing	8 weeks	7/23/2019	\$10.50 per hour	Active	Yes
Electrical Apprentice	Specialty Trade	12 weeks	7/22/2019	\$14.00 per hour	Active	No



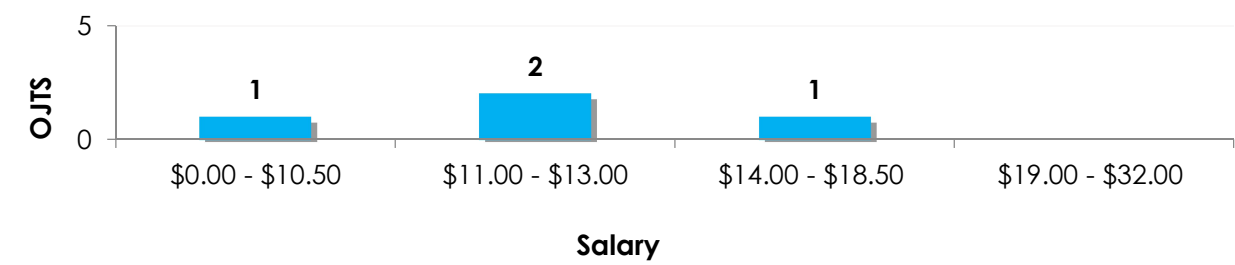
Career Cluster Percentages

- Manufacturing
- IT
- Speciality Trade
- Medical



Career Cluster Percentages

Salaries



Average hourly Wage for OJT Contract for PY19 is \$12.13.

<div>SC WORKS</div> <div>BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER</div> <div>TRIDENT</div> <div>PY19 July 1, 2019 - June 30, 2020</div>		TWDB PERFORMANCE REVIEW COMMITTEE															
ELIGIBLE TRAINING PROVIDER SCORECARD - Adult & Dislocated Workers																	
Provider	Program	Carryover from PY2019	Entered training in PY2018	Total # entered Training	Total Still in Training	Total Unsuccessful	Total SuccessfullyC ompleted	Total Exited	Total Completed with Certification/C redential	Total Employed	Total Employed in Field or Related Field of Training	% of Total Employed in field or related field	# with Benefits	Average Wage Earnings	Cost of Training Per Participant	Total Cost of Training for all Participants in program	Overall Rating Score Per Program
NDE Institute	Non-Destructive Testing	0	1	1	1	0	0							\$0.00	\$6,500.00	\$6,500.00	
Miller-Motte Technical College	CDL	3	7	10	5	1	4	5	1	1	1	20%	1	\$16.00	\$4,500.00	\$45,000.00	26%
Palmetto Training Inc.	CDL	3	10	13	10	0	3	3	3	0	0	0%	0	\$0.00	\$4,750.00	\$61,750.00	41%
	NCCER Welding Technology Program	0	5	5	5	0	0	0	0	0	0	0	0	\$0.00	\$5,250.00	\$26,250.00	

Provider	Program	Carryover from PY2019	Entered training in PY2018	Total # entered Training	Total Still in Training	Total Unsuccessful	Total Successfully Completed	Total Exited	Total Completed with Certification/Credential	Total Employed	Total Employed in Field or Related Field of Training	% of Total Employed in field or related field	# with Benefits	Average Wage Earnings	Cost of Training Per Participant	Total Cost of Training for all Participants in program	Overall Rating Score Per Program
Trident Technical College	Certified Nurse Aide	1	0	1	0	0	1	1	1	0	0	0%	0	\$0.00	\$1,267.00	\$1,267.00	45%
	Coding Specialist	0	2	2	2	0	0	0	0	0	0	0%	0	\$0.00	\$6,955.00	\$13,910.00	0%
	Medical Assisting	0	4	4	2	0	2	2	2	0	0	0%	0	\$0.00	\$4,430.00	\$17,720.00	41%
	Medical Office Specialist	0	3	3	1	0	2	2	2	0	0	0%	0	\$0.00	\$3,195.00	\$9,585.00	41%
	Totals	7	32	39	26	1	12	130	9	1	1		1				

Scorecard Guide: From Rating Sheet Point value

Successful Completion: Successful Completion/Total Exited

Total Completed w/certificate or credential = Total Completed with a certificate or credential/Total Exited

Total Employed = Total Employed/Total Exited

Total Employed in field or related field = Total Employed in field/Total Successful Completion

Average hourly wage: Average hourly wage of successful completers as reported

Cost Per Training: Based on the cost of tuition as reported by the training Provider

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	76.8	83.6	108.9%	80.1	100.0	124.8%	76.6	89.8	117.2%	117.0%	
Employment Rate Q4	73.0	82.8	113.4%	76.0	100.0	131.6%	69.0	75.0	108.7%	117.9%	
Median Earnings	\$5,301	\$5,995	113.1%	\$6,500	\$7,553	116.2%	BASELINE	\$3,864	N/A	114.6%	
Credential Rate	51.9	86.2	166.1%	48.6	100.0	205.8%	68.1	58.3	85.6%	152.5%	
Measurable Skill Gains	BASELINE	20.2	N/A	BASELINE	50.0	N/A	BASELINE	59.3	N/A	N/A	
Overall Program Score			125.4%	Overall Program Score			144.6%	Overall Program Score		103.8%	

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	76.8	81.4	106.0%	80.1	84.0	104.9%	76.6	95.5	124.7%	111.8%	
Employment Rate Q4	73.0	95.7	131.1%	76.0	90.0	118.4%	69.0	84.6	122.6%	124.0%	
Median Earnings	\$4,663	\$5,173	110.9%	\$6,200	\$7,886	127.2%	BASELINE	\$3,277	N/A	119.1%	
Credential Rate	51.9	60.0	115.6%	48.6	100.0	205.8%	68.1	62.5	91.8%	137.7%	
Measurable Skill Gains	BASELINE	28.0	N/A	BASELINE	58.3	N/A	BASELINE	17.4	N/A	N/A	
Overall Program Score			115.9%	Overall Program Score			139.1%	Overall Program Score		113.0%	

Upstate

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	76.8	80.4	104.7%	80.1	87.5	109.2%	76.6	84.8	110.7%	108.2%	
Employment Rate Q4	73.0	83.3	114.1%	76.0	66.7	87.8%	69.0	100.0	144.9%	115.6%	
Median Earnings	\$5,644	\$6,254	110.8%	\$7,100	\$11,138	156.9%	BASELINE	\$3,006	N/A	133.8%	
Credential Rate	51.9	62.5	120.4%	48.6	50.0	102.9%	68.1	75.0	110.1%	111.1%	
Measurable Skill Gains	BASELINE	52.1	N/A	BASELINE	43.8	N/A	BASELINE	34.7	N/A	N/A	
Overall Program Score			112.5%	Overall Program Score			114.2%	Overall Program Score		121.9%	

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	76.8	77.8	101.3%	80.1	71.4	89.1%	76.6	68.2	89.0%	93.2%
Employment Rate Q4	73.0	81.8	112.1%	76.0	90.0	118.4%	69.0	71.4	103.5%	111.3%
Median Earnings	\$5,400	\$7,186	133.1%	\$6,405	\$14,191	221.6%	BASELINE	\$2,533	N/A	177.3%
Credential Rate	51.9	37.5	72.3%	48.6	0.0	0.0%	68.1	69.2	101.6%	58.0%
Measurable Skill Gains	BASELINE	38.3	N/A	BASELINE	26.7	N/A	BASELINE	48.8	N/A	N/A
	Overall Program Score		104.7%	Overall Program Score		107.3%	Overall Program Score		98.0%	

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%

Midlands

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	76.8	73.9	96.2%	80.1	76.2	95.1%	76.6	69.2	90.3%	93.9%
Employment Rate Q4	73.0	76.2	104.4%	76.0	89.5	117.8%	69.0	92.7	134.3%	118.8%
Median Earnings	\$5,285	\$5,761	109.0%	\$7,082	\$7,441	105.1%	BASELINE	\$3,895	N/A	107.0%
Credential Rate	51.9	38.1	73.4%	48.6	68.4	140.7%	68.1	50.0	73.4%	95.9%
Measurable Skill Gains	BASELINE	21.0	N/A	BASELINE	8.0	N/A	BASELINE	20.8	N/A	N/A
	Overall Program Score		95.8%	Overall Program Score		114.7%	Overall Program Score		99.4%	

Trident

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	76.8	80.3	104.6%	80.1	80.8	100.9%	76.6	77.2	100.8%	102.1%
Employment Rate Q4	73.0	82.7	113.3%	76.0	56.3	74.1%	69.0	82.1	119.0%	102.1%
Median Earnings	\$5,865	\$6,348	108.2%	\$7,700	\$9,008	117.0%	BASELINE	\$3,866	N/A	112.6%
Credential Rate	51.9	73.3	141.2%	48.6	100.0	205.8%	68.1	46.4	68.1%	138.4%
Measurable Skill Gains	BASELINE	20.0	N/A	BASELINE	3.7	N/A	BASELINE	31.8	N/A	N/A
	Overall Program Score		116.8%	Overall Program Score		124.4%	Overall Program Score		96.0%	

Pee Dee

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	76.8	85.9	111.8%	80.1	87.5	109.2%	76.6	69.7	91.0%	104.0%
Employment Rate Q4	73.0	76.5	104.8%	76.0	77.8	102.4%	69.0	74.4	107.8%	105.0%
Median Earnings	\$4,601	\$5,135	111.6%	\$6,405	\$7,644	119.3%	BASELINE	\$2,849	N/A	115.5%
Credential Rate	51.9	47.4	91.3%	48.6	27.3	56.2%	68.1	58.8	86.3%	77.9%
Measurable Skill Gains	BASELINE	19.6	N/A	BASELINE	14.9	N/A	BASELINE	41.5	N/A	N/A
	Overall Program Score		104.9%	Overall Program Score		96.8%	Overall Program Score		95.1%	

Lower 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	76.8	84.5	110.0%	80.1	73.3	91.5%	76.6	83.9	109.5%	103.7%
Employment Rate Q4	73.0	82.1	112.5%	76.0	78.6	103.4%	69.0	73.1	105.9%	107.3%
Median Earnings	\$4,908	\$6,881	140.2%	\$6,097	\$8,122	133.2%	BASELINE	\$3,663	N/A	136.7%
Credential Rate	51.9	69.2	133.3%	48.6	71.4	146.9%	68.1	81.8	120.1%	133.5%
Measurable Skill Gains	BASELINE	32.5	N/A	BASELINE	32.0	N/A	BASELINE	32.6	N/A	N/A
	Overall Program Score		124.0%	Overall Program Score		118.8%	Overall Program Score		111.9%	

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%

Catawba

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	76.8	82.7	107.7%	80.1	88.1	110.0%	76.6	83.3	108.7%	108.8%	
Employment Rate Q4	73.0	86.0	117.8%	76.0	100.0	131.6%	69.0	83.3	120.7%	123.4%	
Median Earnings	\$4,523	\$5,980	132.2%	\$6,715	\$7,265	108.2%	BASELINE	\$4,022	N/A	120.2%	
Credential Rate	51.9	62.5	120.4%	48.6	71.4	146.9%	68.1	81.8	120.1%	129.2%	
Measurable Skill Gains	BASELINE	45.7	N/A	BASELINE	26.5	N/A	BASELINE	24.7	N/A	N/A	
Overall Program Score			119.5%	Overall Program Score			124.2%	Overall Program Score		116.5%	

Santee-Lynches

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	76.8	85.9	111.8%	80.1	62.5	78.0%	76.6	77.8	101.6%	97.1%	
Employment Rate Q4	73.0	81.0	111.0%	76.0	85.7	112.8%	69.0	75.0	108.7%	110.8%	
Median Earnings	\$4,908	\$5,586	113.8%	\$6,800	\$7,046	103.6%	BASELINE	\$3,469	N/A	108.7%	
Credential Rate	51.9	73.3	141.2%	48.6	80.0	164.6%	68.1	68.8	101.0%	135.6%	
Measurable Skill Gains	BASELINE	56.9	N/A	BASELINE	50.0	N/A	BASELINE	42.0	N/A	N/A	
Overall Program Score			119.5%	Overall Program Score			114.8%	Overall Program Score		103.8%	

Waccamaw

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	76.8	76.3	99.3%	80.1	91.7	114.5%	76.6	80.0	104.4%	106.1%	
Employment Rate Q4	73.0	76.8	105.2%	76.0	66.7	87.8%	69.0	80.6	116.8%	103.3%	
Median Earnings	\$4,621	\$5,596	121.1%	\$6,410	\$12,677	197.8%	BASELINE	\$3,425	N/A	159.4%	
Credential Rate	51.9	51.4	99.0%	48.6	100.0	205.8%	68.1	52.0	76.4%	127.1%	
Measurable Skill Gains	BASELINE	41.3	N/A	BASELINE	50.0	N/A	BASELINE	56.0	N/A	N/A	
Overall Program Score			106.2%	Overall Program Score			151.4%	Overall Program Score		99.2%	

Lowcountry

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	76.8	59.5	77.5%	80.1	57.1	71.3%	76.6	76.5	99.9%	82.9%	
Employment Rate Q4	73.0	70.4	96.4%	76.0	76.9	101.2%	69.0	62.1	90.0%	95.9%	
Median Earnings	\$4,908	\$5,583	113.8%	\$6,200	\$6,350	102.4%	BASELINE	\$4,145	N/A	108.1%	
Credential Rate	51.9	83.3	160.5%	48.6	66.7	137.2%	68.1	70.6	103.7%	133.8%	
Measurable Skill Gains	BASELINE	41.2	N/A	BASELINE	20.0	N/A	BASELINE	58.3	N/A	N/A	
Overall Program Score			112.0%	Overall Program Score			103.0%	Overall Program Score		97.8%	

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%

WorkLink

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	108.9%	124.8%	117.2%	117.0%
Employment Rate Q4	113.4%	131.6%	108.7%	117.9%
Median Earnings	113.1%	116.2%	N/A	114.6%
Credential Rate	166.1%	205.8%	85.6%	152.5%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	125.4%	144.6%	103.8%	

Upper Savannah

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	106.0%	104.9%	124.7%	111.8%
Employment Rate Q4	131.1%	118.4%	122.6%	124.0%
Median Earnings	110.9%	127.2%	N/A	119.1%
Credential Rate	115.6%	205.8%	91.8%	137.7%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	115.9%	139.1%	113.0%	

Upstate

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	104.7%	109.2%	110.7%	108.2%
Employment Rate Q4	114.1%	87.8%	144.9%	115.6%
Median Earnings	110.8%	156.9%	N/A	133.8%
Credential Rate	120.4%	102.9%	110.1%	111.1%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	112.5%	114.2%	121.9%	

Greenville

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	101.3%	89.1%	89.0%	93.2%
Employment Rate Q4	112.1%	118.4%	103.5%	111.3%
Median Earnings	133.1%	221.6%	N/A	177.3%
Credential Rate	72.3%	0.0%	101.6%	58.0%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	104.7%	107.3%	98.0%	

Midlands

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	96.2%	95.1%	90.3%	93.9%
Employment Rate Q4	104.4%	117.8%	134.3%	118.8%
Median Earnings	109.0%	105.1%	N/A	107.0%
Credential Rate	73.4%	140.7%	73.4%	95.9%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	95.8%	114.7%	99.4%	

Trident

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	104.6%	100.9%	100.8%	102.1%
Employment Rate Q4	113.3%	74.1%	119.0%	102.1%
Median Earnings	108.2%	117.0%	N/A	112.6%
Credential Rate	141.2%	205.8%	68.1%	138.4%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	116.8%	124.4%	96.0%	

Pee Dee

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	111.8%	109.2%	91.0%	104.0%
Employment Rate Q4	104.8%	102.4%	107.8%	105.0%
Median Earnings	111.6%	119.3%	N/A	115.5%
Credential Rate	91.3%	56.2%	86.3%	77.9%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	104.9%	96.8%	95.1%	

Lower Savannah

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	110.0%	91.5%	109.5%	103.7%
Employment Rate Q4	112.5%	103.4%	105.9%	107.3%
Median Earnings	140.2%	133.2%	N/A	136.7%
Credential Rate	133.3%	146.9%	120.1%	133.5%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	124.0%	118.8%	111.9%	

Catawba

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	107.7%	110.0%	108.7%	108.8%
Employment Rate Q4	117.8%	131.6%	120.7%	123.4%
Median Earnings	132.2%	108.2%	N/A	120.2%
Credential Rate	120.4%	146.9%	120.1%	129.2%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	119.5%	124.2%	116.5%	

Santee-Lynches

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	111.8%	78.0%	101.6%	97.1%
Employment Rate Q4	111.0%	112.8%	108.7%	110.8%
Median Earnings	113.8%	103.6%	N/A	108.7%
Credential Rate	141.2%	164.6%	101.0%	135.6%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	119.5%	114.8%	103.8%	

Waccamaw

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	99.3%	114.5%	104.4%	106.1%
Employment Rate Q4	105.2%	87.8%	116.8%	103.3%
Median Earnings	121.1%	197.8%	N/A	159.4%
Credential Rate	99.0%	205.8%	76.4%	127.1%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	106.2%	151.4%	99.2%	

Lowcountry

Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	77.5%	71.3%	99.9%	82.9%
Employment Rate Q4	96.4%	101.2%	90.0%	95.9%
Median Earnings	113.8%	102.4%	N/A	108.1%
Credential Rate	160.5%	137.2%	103.7%	133.8%
Measurable Skill Gains	N/A	N/A	N/A	N/A
	112.0%	103.0%	97.8%	

The assessment reflects performance across programs and negotiated indicators. To pass performance a Local Workforce Development Area (LWDA) must:

- Have an Overall Program Score (across all indicators) of at least 90%
- Have an Overall Indicator Score (across Adult, Dislocated Worker and Youth programs) of at least 90%
- Have an individual indicator percentage of at least 50%

Color Coding

Pass

Fail