



WIOA ANNUAL REPORT

PY' 2022

The Workforce Innovation
Opportunity Act Annual Report from
the South Carolina Department of
Employment and Workforce



SOUTH CAROLINA DEPARTMENT OF
Employment and Workforce

OPENING REMARKS FROM OUR EXECUTIVE DIRECTOR

The 2022 program year for WIOA was an exciting time for our agency, filled with legislative changes, enhanced accessibility to workforce development resources, and many enduring successes. In the first half of the program year, our agency co-launched the state's inaugural [Workforce Development Month](#) featuring Governor Henry McMaster, who issued a declaration recognizing September as Workforce Development Month. During the same program year, the [Labor Force Participation Rate Task Force](#) ("The Task Force") brought the greatest economic minds in our state together to provide insights into the state's labor force participation rate trends.

The final half of the program year brought with it significant changes, including those put into effect by [Act 67 of 2023](#) ("The Workforce Act"), which transitioned the [Coordinating Council for Workforce Development \(CCWD\)](#) and Regional Workforce Advisors (RWAs) from the S.C. Department of Commerce to our agency. Leadership of the CCWD also transitioned from the Secretary of the Department of Commerce to the Executive Director of the South Carolina Department of Employment and Workforce (DEW). In partial response to Act 67, DEW launched phase 1 of our rural initiatives and developed the [SC@Work: Road Trips](#), directly bringing employment services to job seekers in rural counties with some of the highest unemployment rates.

I would like to elaborate on just some of these moments in the 2022 program year that I am proud of.

Workforce Development Month

Governor McMaster delivered his proclamation declaring September as Workforce Development Month in South Carolina for the first time ever in 2022 at a joint press conference with our agency, which was held at the Michelin plant in Lexington. There were more than 200 job fairs and workshops, dozens of visits by the [Career Coach](#) and the [Be Pro Be Proud mobile workshop](#), discussion forums and roundtables, and weekly labor market information webinars produced throughout the month to recognize the observance. DEW also released a notice of funding opportunity during Workforce Development Month with award amounts of up to \$25,000 for faith-based and community organizations to apply to set up [Connection Points](#) at their locations, which connect the public with free access to computers and DEW resources for unemployment insurance claimants and general job seekers.

In September 2023, our agency announced Workforce Development Month with Governor McMaster for the second year in a row. We celebrated with even more events, including rural road trips and the inaugural Workforce Champion Award. As this occurred during the 2023 program year, I cannot wait to share the details about our recent happenings in next year's report.



William H. Floyd, III
Executive Director
S.C. Department of Employment
and Workforce



Workforce Development Month is only the tip of the iceberg as to the innovative ways DEW and SC Works connect job seekers with employers.

The Task Force

The [Labor Force Participation Rate Task Force](#) was developed in March 2022 as a collective effort between our agency, the S.C. Council on Competitiveness, state agencies, businesses, and institutes of higher education. The Task Force members included various leaders from academia, research, and business who united to conduct a multifaceted analysis of South Carolina's labor market. Public briefings were held by our agency during the first quarter of 2023 to share the results of the Task Force's studies.

SOUTH CAROLINA LABOR FORCE PARTICIPATION TASK FORCE

BRIEFING

The first project conducted by Millan Chicago LLC, was a survey of individuals who had dropped out of unemployment insurance (UI) employment and wage records, administered by DEW during the pandemic. Specifically, these people appeared in the data in 2019, filed for UI benefits in 2020, and were not present in the data in 2021. The survey aimed to understand what happened to that population of over 150,000 people; specifically, how many of those individuals left the labor force, how many might be interested in returning, what barriers to employment they faced, and what might motivate them to rejoin the workforce. More than 6,000 people ultimately responded to the survey. The study revealed that 46 percent of respondents were actually working in some capacity, but as contractors and sole proprietors, among other types of work that aren't included in our agency's UI wage records. Another 26 percent said they were not interested in work due to being retired, studying, caregiving, or having health-related issues. That left 28 percent of respondents who were not working but indicated that they could be. The survey results showed that the greatest barriers preventing individuals from rejoining the workforce are low-paying jobs, health and disability concerns, gaps in employment history, and lack of reliable transportation and childcare.

A second project, conducted by Chmura Economics and Analytics, ran a broad-based analysis to identify the causes of our state's low labor force participation rate. One of the primary takeaways from their report was how central South Carolina's aging population is to the labor force participation rate issue. Between 1994 and 2019, the share of our state's population aged 65 or older nearly doubled. This fact alone explains the decline in most of South Carolina's labor force participation rate. However, the Chmura analysis also identified other causes from the academic literature and potential policy levers for bringing people into the labor force, such as ensuring that people with disabilities receive the accommodations they need to be gainfully employed.

The Workforce Act

The landmark legislation, known colloquially as Act 67 or the Workforce Act, became law in 2023 due to overwhelming support from the House, Senate, and Governor McMaster. This law was advanced at the tail-end of the 2022 program year and brought with it new responsibilities to DEW, including the transition of the CCWD and RWAs from the S.C. Department of Commerce to our agency. The Workforce Act confirmed DEW's leadership in workforce development and continues to enable our agency to improve accountability, broaden our efforts in addressing obstacles unique to rural areas, and enhance responsiveness to industry needs. The Workforce Act expanded the CCWD to include more public and private workforce development stakeholders, as well as designated DEW's Executive Director as its Chair.



Thanks to the Workforce Act, the CCWD has more tools and stakeholders than ever before to align South Carolina's workforce efforts into a unified state plan, while DEW received more subject matter experts, such as the RWAs, to help get the job done.

As part of this unified state plan, the CCWD will create new tools and resources for businesses, students, educators, parents, and others that make workforce services more accessible. These tools include an Education and Workforce Portal that provides access to labor market information and career-planning resources. Projects will be developed by the CCWD to better assist job seekers facing barriers like lack of childcare assistance or transportation, while a supply/gap analysis of the state's current and projected employer demands will also be conducted.

The RWAs are a vital link in the school-to-work pipeline as they help communicate to students, parents, educators, and guidance counselors about the availability and advantages of fulfilling, well-paid jobs in our state. These are jobs specific to the top industries across all of our regions, including healthcare, manufacturing, and information technology. By placing the RWAs at DEW, they now work alongside our agency's experienced business consultants, economists, workforce specialists, and others whose daily focus is workforce development.

With all of these great changes empowered by the Workforce Act in the works, there will surely be even more exciting updates to be shared in next year's WIOA report.

SC@Work: Road Trips

Near the end of the 2022 program year, our agency started its [SC@Work: Road Trips](#). This was the first project I spearheaded as Executive Director of DEW. SC@Work: Road Trips are a collaboration between DEW, SC Works, partner agencies, and employers that occurred in May, July, September, and November 2023. These trips were job fairs and community events that took employment resources on the road to

grocery store parking lots and other public areas with the goal of connecting job seekers, who often encounter barriers to employment, with employers and resources typically offered at brick-and-mortar SC Works centers.

The Career Coach – which is a state-of-the-art, wheelchair-accessible mobile unit with ten workstations equipped with computers, Wi-Fi, and printer capabilities – was present at all of the road trips. Job seekers could update resumes, conduct work searches, and apply online for jobs in the Career Coach at these events. Local employers were there to network and hire individuals, while community providers attended to provide everything from free healthcare services to economic aid opportunities to attendees.

We had prominent government and workforce leaders, like Lieutenant Governor Pamela Evette, District 2 Councilwoman Shirley Greene, and other local officials, join us on some of these trips. These events took place in the most rural areas of the state, from Clio to Abbeville, and increased the accessibility of DEW's services to those job seekers who can benefit from them the most. More details will be shared in next year's report as most of these trips occurred in the 2023 program year.



The road trips expanded on rural initiatives already occurring at DEW, like the 2022 launch of the [Virtual Engagement Center](#), an online SC Works center where job seekers can speak to live representatives and take advantage of DEW services from the convenience of any device anywhere. More big plans regarding rural initiatives are to come in 2024.

Overall, the 2022 program year was a launching pad for some amazing projects at our agency that positively affected job seekers and employers across the state. The rest of this report will provide more information on those projects and the programs at DEW that have lasting benefits on our workforce.

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WAIVERS

Identify each waiver that the state has had in place for at least one program year and provide information regarding the state's progress toward achieving the goals and performance outcomes in ETA's letter of approval for the waiver (sec 189(i)(3)(C)(ii)) and outlined in the state's waiver request (when applicable). Discuss how activities carried out under each approved waiver have directly or indirectly affected state and local area performance outcomes. To the extent possible, provide quantitative information.

South Carolina has an approved waiver reducing the WIOA Youth Program out-of-school expenditure requirement from 75 percent to 50 percent for Program Years (PY) 2022 and 2023. The state submitted the waiver in the third quarter of PY'22 and was notified of the decision in the fourth quarter. Guidance was promptly provided to the Local Workforce Development Areas (LWDAs), encouraging program directors to utilize this flexibility to:

- Expand access to employment and training services for in-school youth (ISY) in rural communities
- Increase engagement of and expand services to ISY with barriers to education and employment
- Increase collaboration with partner programs to assist ISY in foster care, vocational rehabilitation programs, and the juvenile justice system
- Increase use of work-based learning programs for career exploration and employment preparation

Through implementation of the waiver, South Carolina will:

- Increase enrollment of ISY by 25 percent
- Increase the number of participants provided a WIOA Youth work experience, as defined by the WIOA regulations, by 10 percent
- Increase the number of WIOA Youth participants that receive a credential by 10 percent
- Increase WIOA Youth employment in the 2nd quarter after exit by 10 percent

As of June 30, 2023, the state achieved the following outcomes:

	Baseline Before Waiver	Planned Outcomes	Actual Outcomes PY'22
Number of ISY Enrollment in WIOA Youth Program	122 average PY'19 - PY'21	153	78
Number of WIOA Youth Provided a Work Experience	339 average PY'19 - PY'21	373	285
Number of WIOA Youth Achieved a Credential	722 average PY'19 - PY'21	794	477
Number of WIOA Youth Employed 2nd Quarter After Exit	1,216 average PY'19 - PY'21	1,338	914

It is important to note that LWDAs were not informed of the flexibility to enroll more ISY until May 2023, following notification from DOL, leaving only weeks in PY'22 to utilize this flexibility. We anticipate significant progress to occur in PY'23.

EFFECTIVENESS IN SERVING EMPLOYERS

Identify the two approaches the state has chosen for the Effectiveness in Serving Employers performance indicator pilot. If the state is piloting a state-established measure of Effectiveness in Serving Employers, or has any other metrics to assess employer engagement, describe the measure or metric as well.

South Carolina utilizes the Employer Penetration Rate and Repeat Business Rate to measure Effectiveness in Serving Employers. These measures are identified in State Instruction Letter (SIL) 17-09, Employer Service Performance Indicators and Employer Service Codes.

In comparison to PY'21, there was an overall increase in the services provided to employers. Employer Information and Support Services had the largest increase of 110.79 percent. There were also notable increases in the number of establishments Engaged in Strategic Planning/Economic Development activities and Accessing Untapped Labor Pools.

A comparison of the number of establishments receiving employer services through SC Works from PY'19 through PY'22 is provided below:

Employer Service	Establishment Count PY'19	Establishment Count PY'20	Establishment Count PY'21	Establishment Count PY'22
Employer Information and Support Services	3,565	1,779	2,150	4,532
Workforce Recruitment Assistance	10,168	11,789	12,122	10,384
Engaged in Strategic Planning/Economic Development	229	35	152	406
Accessing Untapped Labor Pools	1,279	1,406	1,440	2,296
Training Services	384	333	438	240
Incumbent Worker Training Services	65	55	75	58
Rapid Response/Business Downsizing Assistance	357	277	172	201
Planning Layoff Response	149	88	43	54

The pilot measures selected by South Carolina are displayed below for the same program years:

Pilot Approach	Program Year 2019		Program Year 2020		Program Year 2021		Program Year 2022	
	Numerator/Denominator	Rate	Numerator/Denominator	Rate	Numerator/Denominator	Rate	Numerator/Denominator	Rate
Employer Penetration Rate	13,181 / 142,721	9.2%	13,295 / 150,076	8.9%	13,542 / 164,146	8.2%	12,667 / 166,335	7.6%
Repeat Business Customer Rate	10,824 / 36,350	29.8%	8,395 / 37,798	22.2%	9,392 / 36,960	25.4%	9,128 / 28,737	31.8%

PLANNED EVALUATIONS AND RESEARCH PROJECTS

Include brief descriptions of: current or planned evaluation and related research projects, including methodologies used; efforts to coordinate the development of such projects with WIOA core programs, other state agencies and local boards; a list of completed evaluation and related reports and links to where they were made accessible to the public electronically; state efforts to provide data, survey responses, and timely site visits for federal evaluations; any continuous improvement strategies utilizing results from studies and evidence-based practices evaluated.

SC WORKS CUSTOMER SATISFACTION INITIATIVE

In PY'21, South Carolina's State Workforce Development Board (SWDB) initiated an SC Works Customer Satisfaction Initiative. The initiative involves the development of state-specific survey questions that LWDA's must include in their customer satisfaction feedback systems, guidance on annual reporting of customer satisfaction data, and a Secret Shopper evaluation of select SC Works Centers.

The Secret Shopper evaluation started in October 2022 and is expected to conclude in calendar year 2023.

The primary purpose for the effort is to better understand how a customer interacts with the SC Works system, and their experience and outcomes after using system programs, resources, and services. Results of the evaluation will aid in identifying exemplary practices and opportunities for improvement within the SC Works system.

Target SC Works centers were selected based on the type of center (comprehensive or affiliate), foot traffic, geographic location, and customer demographics. The centers selected were Aiken Center,

McAllister Square (Greenville) Center, Charleston Center, and Coastal (Conway) Center. The data collection strategy for the Secret Shopper evaluation included two approaches: 1) a customer survey for businesses and job seekers and 2) Secret Shopper visits to select SC Works centers.

The Business Customer survey administered from January 24 – February 13, 2023, received 41 responses. The job seeker survey administered from February 8 – 23, 2023, received 407 responses. The major themes that emerged from the survey were:

- Businesses rated SC Works phone, online, and in-person services highly. Businesses rated services on average between 6.6 to 10 out of 10.
- The majority (83 percent) of businesses felt the resources received from SC Works online were valuable to their business. Most businesses (80 percent) also felt the services they received from SC Works through in-person interactions were also valuable to their business.
- Job seekers gave SC Works in-person customer experience a medium rating, ranging from 5.0 to 9.4 out of 10.
- Job seekers believed the information they received from SC Works was useful to their job search.
- Overall, 21 percent of business customers and 18 percent of job seekers reported difficulty navigating the SC Works Online System (<https://jobs.scworks.org/>).

The Secret Shopper evaluation utilized five secret shoppers to visit the four targeted centers. Each of the four centers had three different secret shoppers who visited each of the centers on different days and times. Three profiles were developed for secret shoppers based on background data of actual job seeker customers who visit SC Works centers. The overall findings from the shopper visits were:

- Professional and courteous staff
- Good physical environment and short wait time
- Low level of engagement by staff during visits
- Lack of personalized assistance during visits



Recommendations resulting from the evaluation include:

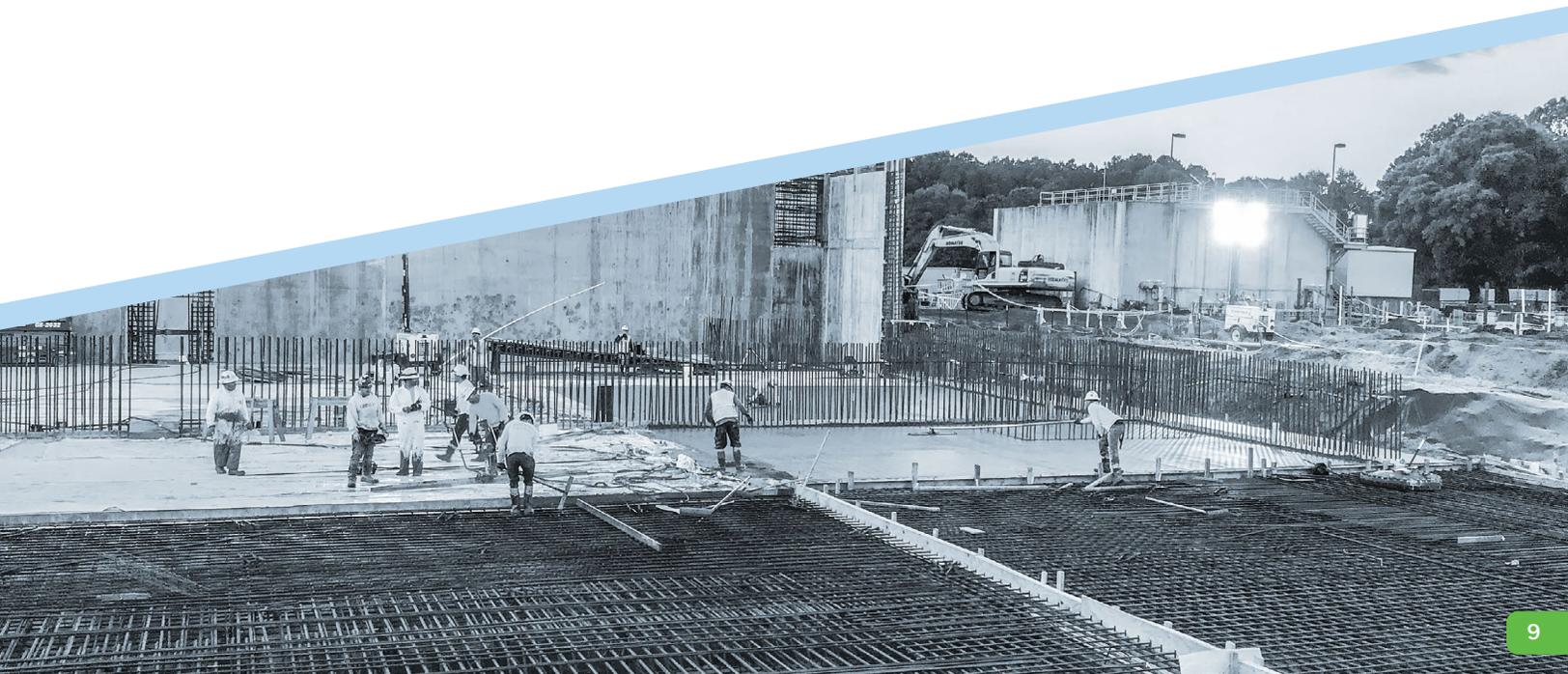
- Scale up and implement the program statewide to establish representative baseline data.
- The Secret Shopper model provides reliable data for the job seeker experience but does not allow the business customer experience to be assessed. To capture the business customer's experience, SC Works should disseminate surveys and conduct interviews or focus groups with a representative sample of business customers.
- Require a universal protocol or checklist for all SC Works center staff to be utilized during a job seeker in-person visit.
- Require a universal training module for front-end staff on how to engage with job seekers.
- Ensure brochures and the hot jobs board are mentioned and readily available for job seekers.

Participant Cost Rate

In PY'17, the SWDB unanimously approved a Participant Cost Rate (PCR) Policy, with an effective date of July 1, 2018. The policy requires LWDBAs to spend 30 percent of their combined Adult and Dislocated Worker program expenditures, including Rapid Response for Additional Assistance funds, on participant costs. As approved, the calculation includes expenditures for all types of training, basic skills upgrading, GED test preparation, and supportive services necessary to enable an individual to participate in WIOA activities, assessments, testing, and work-based learning wages and/or stipends. The salaries, fringe benefits, and indirect costs of staff who provide direct services to participants are not included in the calculation.

In support of the USDOL Yes, WIOA Can! Initiative, the state reviewed the PCR Policy, considered feedback from LWDBAs, and analyzed historical data, which led to a determination that a revision was necessary to include the salaries, fringe benefits, and indirect costs of staff working directly with participants. A recommendation to revise the PCR Policy was unanimously approved by the SWDB in June 2023, which became effective July 1, 2023. By including these additional costs, the calculation will still evaluate expenses on participants but will also include the staffing resources that are necessary for the delivery of participant services. Local areas will be encouraged to use their WIOA Title I formula dollars to staff appropriately for direct services to participants, apply for additional grants being made available to the workforce system, and more effectively partner with entities that provide supportive services and/or training that aligns with participants' needs. This simple change will eliminate the unnecessary competition of funding that is negatively impacting the workforce system.

The state will monitor achievement of the Participant Cost Rate under the new policy and later determine whether an increase in the required expenditure rate is necessary.



CUSTOMER SATISFACTION

Describe the state's approach to customer satisfaction, which may include such information used for one-stop center certification, in accordance with 20 CFR 678.800. This description should include: the state's methodologies; the number of individuals/employers who were provided customer satisfaction outreach, the response rate, and efforts made to improve the response rate; the results and whether the results are generalizable to the entire population of customers; a description of any continuous improvement processes for incorporating the customer satisfaction feedback.

SIL 21-06, SC Works Certification Standards, provides criteria that must be used to evaluate one-stop centers and the one-stop delivery system for effectiveness, including customer satisfaction, physical and programmatic accessibility, and continuous improvement. The Job Seeker and Business Services Standards require local areas to have a customer feedback system in place that assesses customer satisfaction with both the service(s) provided and the outcome(s) of the services. Customer satisfaction surveys are the primary method used to collect job seeker and employer feedback.

RESULTS OF JOB SEEKER AND BUSINESS/EMPLOYER SURVEYS

Job Seeker Surveys PY'22

- 2,481 job seekers received a feedback survey or other tool
- More than 2,300 job seekers responded, yielding a 93 percent response rate
- Respondents reported a satisfaction rate of 73 percent

Business/Employer Surveys PY'22

- 1,039 business/employer surveys were distributed
- 730 employers responded, yielding a 70 percent response rate
- Respondents reported a satisfaction rate of 72 percent

SURVEY METHODS

Local areas use a combination of paper and electronic survey methods:

- Digital surveys are more commonly distributed to customers through email platforms.
- Products such as Survey Monkey, Brazen, and Century Link are used for electronic surveys.
- Paper surveys are available in resource rooms and on or near staff workstations.
- Some SC Works centers have a central location where customers can submit completed paper forms.

Since PY'19, there has been a steady and notable increase in the survey response rates. One of the primary reasons for this development can be attributed to the innovative digital feedback methods that have been implemented by the LWDA's. Additionally, the incorporation of more face-to-face interactions has also played a significant role in the increased participation rate.

EFFORTS TO INCREASE SURVEY PARTICIPATION

Survey completion is entirely voluntary. However, LWDA's are using technology to increase the survey response rate. For example, some local areas are using a QR code that directs users to the digital version of the survey through posters and flyers strategically placed throughout the centers. Moreover, to augment customer satisfaction levels, staff engage with customers during their wait times.

CONTINUOUS IMPROVEMENT

The state has taken steps to enhance the quality of service and service delivery through the SC Works system. One such measure is implementation of the Customer Satisfaction Initiative, describe above under Planned Evaluations and Research Projects. Findings from the Secret Shopper evaluation will be used to inform staff training and development needs, resource allocation for items like center signage, and guidance to the SC Works system.

PROGRESS TOWARD ACHIEVING STATE'S VISION AND GOALS

Progress made in achieving that state's strategic vision and goals, as described in the state's Unified or Combined State Plan, for developing its workforce and meeting employer needs to support economic growth and economic self-sufficiency.

The state continues to make significant progress toward achieving the objectives and strategies outlined in the PY'20 WIOA Combined State Plan. The state plan lists five objectives and related strategies that address skill attainment, alignment and coordination, identification of industry needs, and outreach.

The objectives and strategies are outlined below.

OBJECTIVES AND STRATEGIES

Objective 1:

Identify, invest in, and support educational and developmental strategies to better prepare and expand a skilled workforce for current and emerging jobs.

- **Strategy 1.1** – Increase participation in work-based learning activities, including registered apprenticeships by partnering with Apprenticeship Carolina.
- **Strategy 1.2** – Increase the formal assessment of soft skills and provision of soft skills training.
- **Strategy 1.3** – Increase resource investment in direct services for job seekers through results oriented discretionary grants.

Objective 2:

Align resources, policies, and strategies among state, local, and regional systems to continuously improve outcomes for businesses, partners and individuals, including those with barriers to employment.

- **Strategy 2.1** – Increase co-enrollment across partner programs.
- **Strategy 2.2** – Develop and implement cross-partner staff training to enhance service delivery to businesses and job seekers.
- **Strategy 2.3** – Streamline intake systems and referral processes.
- **Strategy 2.4** – Implement strategies that increase access to reliable transportation, affordable housing, and identification and vital records.
- **Strategy 2.5** – Increase the number of regional, industry-led, sector partnerships.

Objective 3:

Identify current and future workforce needs of South Carolina business and industry to support pathways in growth sectors.

- **Strategy 3.1** – Identify the challenges and opportunities in rural communities.
- **Strategy 3.2** – Create career pathway tools and templates.

Objective 4:

Engage job seekers, employers, and other workforce partners through marketing and outreach and articulate a value proposition specific to each.

- **Strategy 4.1** – Share best practices across partner programs to increase awareness of partner services, promote a workforce of growth and continuous improvement, and encourage a system viewpoint.
- **Strategy 4.2** – Improve strategic outreach to employers.

As of the end of PY'22, the state has fully implemented all but five strategies. During the program year, the state focused a great deal of effort on soft skills, cross-partner training and staff development, streamlining service delivery, and industry-led sector partnerships.

PROGRESS TOWARD ACHIEVING STATE PLAN STRATEGIES

Soft Skills

The SWDB released the Nagle Soft Skills Study in January 2010, highlighting the soft skills that businesses identified as critical for hiring and retention. Since then, soft skills have remained a top priority for workforce development and education and are incorporated into many statewide strategies and governance. In PY'19, the SWDB recognized that it had been ten years since it last released a comprehensive soft skills evaluation and determined that South Carolina must act by:

- Conducting an analysis to confirm what skills are critical today,
- Creating a state soft skills credential which businesses can recognize, and
- Ensuring that as many South Carolinians as possible have access to soft skills training.

The analysis involved a review of publicly available data, SC job postings, and industry requirements, to identify in demand soft skills. The analysis determined that today's essential soft skills are communication, digital literacy, problem solving, professionalism, teamwork, and time management. Following the analysis:

- Partners assessed the soft skill curriculums used across programs; for the most part, existing programs provided instruction for each of the identified soft skills, but there were opportunities for closer alignment.
- The state issued guidance requiring that Title I and Title III programs document the provision of soft skills instruction to program participants and the WIOA Core Partners established a process for combining and jointly reporting soft skills activity.
- DEW partnered with WIN Learning to develop a South Carolina soft skills credential, which is branded the SC Professional Skills Credential.

The Professional Skills Credential will be awarded to job seekers who demonstrate competency in digital literacy and soft skills.

WIOA Partner Meetings and Program Overview Series

In support of alignment and coordination across programs, the agencies responsible for the programs covered in the WIOA Combined State Plan established a bimonthly meeting schedule. These meetings are an opportunity to make progress toward achievement of state plan objectives and strategies and to provide program updates and share concerns or areas of opportunity relevant to all partners. Bimonthly meetings are hosted by a different partner giving each agency the opportunity to develop the meeting goals and agenda. During the program year, partners hosted six meetings.

Additionally, partners continued the WIOA Partner Series, which provides an opportunity for state plan partners to provide an overview of their program to SC Works center staff. The Partner Series promotes cross training and staff development as well as co-enrollment and program referrals. The programs covered in PY'22 included:

- WIOA Adult, Dislocated Worker, and Youth programs
- Wagner-Peyser program
- Jobs for Veterans Grant program
- WOTC and Federal Bonding programs
- Vocational Rehabilitation
- Senior Citizens Community Employment program

Streamlining Service Delivery

In South Carolina, the six core WIOA programs are administered by four state agencies, each with their own case management system. These systems are not currently integrated, which presents service delivery, data collection, and reporting challenges. While the state has established expectations for co-enrollment and referrals, the lack of system integration prevents partner programs and participants from experiencing the full benefit of these efforts. During the program year, the SWDB allocated funding to support the completion of a feasibility study to gather and compile system requirements across partner programs, evaluate options for achieving a more integrated case management system, and develop recommendations for consideration. The state expects to receive recommendations during PY'23.

Industry-Led Sector Partnerships

A discussion on the progress of implementing sector strategies is provided under the heading Sector Strategies and Career Pathways.

SECTOR STRATEGIES AND CAREER PATHWAYS

Progress made implementing Sector Strategies and Career Pathways. The discussion may include business engagement strategies, work-based learning (including apprenticeship), work experiences for youth and adults, transitional jobs, and incumbent worker training strategies and policies in the state.

South Carolina has promoted a sector strategies model for several years, investing in subject matter expertise and technical assistance. This has allowed the state to build a framework for the implementation of industry-led sector partnerships to develop and cultivate talent pipelines into high-growth, high-demand career pathways. In the 2019-20 timeframe, workforce areas established sector partnerships in manufacturing and healthcare. Unfortunately, the pandemic undercut most of the momentum at state and local levels. While South Carolina's economy has fully recovered from the pandemic-induced recession of 2020 and is experiencing near all-time highs in employment levels, workforce availability and skill attainment remain top concerns among employers.

As such, DEW determined that sector partnerships are a viable rapid response funded strategy for collaborating across education and workforce partners and with business and industry to identify and address workforce-related needs. During PY'22, the state allocated \$1,500,000 to reinvigorate and/or expand sector partnerships. This renewed focus comes at a pivotal time as the education and workforce system responds to economic development efforts in cybersecurity, electric vehicle (EV) manufacturing, and energy. The EV initiative alone has generated record-breaking investments and job creation, requiring a multi-faceted workforce development solution that is co-created with employers.

PERFORMANCE ACCOUNTABILITY

The state's performance accountability system, including: Any specific state performance measures or goals and progress towards meeting them; any performance deficiencies on the primary indicators of performance, which may include descriptions of any factors impacting performance; the state's common exit policy, including which ETA-funded partner programs are included in the state's common exit policy; negotiated performance levels for local areas for Titles I and III core programs for program years 2022-2023.

STATE SPECIFIC PERFORMANCE MEASURES AND OUTCOMES

South Carolina has three state-specific financial performance measures to ensure and promote fiscal responsibility: Obligation Rate, Fund Utilization Rate, and Participant Cost Rate.

Obligation Rate

SIL 21-07 requires that each LWDA obligate at least 80 percent of the program portion of its current PY/FY allocation for each of the Title I Funding streams – Adult, Dislocated Worker, and Youth, by June 30 of each program year. The charts displayed in [Appendix A](#) represent LWDA obligation rates for PY'22. There were no LWDA's below the required rate for PY'22.

- **Adult Obligation Rate:** Seven areas exceeded the 96.0 percent state average and five areas obligated 100 percent of their Adult PY'22/FY'23 allocation during the program year.
- **Dislocated Worker Obligation Rate:** Eight areas were above the 94.7 percent state average and those eight areas obligated 100 percent of their DW PY'22/FY'23 allocation during the program year.
- **Youth Obligation Rate:** Eight areas exceeded the state average of 94.9 percent and four areas obligated 100 percent of their Youth PY'22/FY'23 allocation during the program year.

Fund Utilization Rate (FUR)

The State Workforce Development Board issued SIL 17-05, Change 1, in response to WIOA Public Law 113-128, Section 116(b)(2)(B), requiring a minimum FUR of 70 percent for WIOA Title I programs. FUR is calculated by dividing total expenditures by total available funds. Total available funds include unexpended carry-in plus the current annual allocation. Both program and administration cost category funds are included in calculating the fund utilization rate.

- **Adult Fund Utilization Rate:** Eleven areas met the Adult FUR, and six areas were above the 80 percent state average.
- **Dislocated Worker Fund Utilization Rate:** Ten areas met the DW FUR, and seven areas exceeded the 78 percent state average.
- **Youth Fund Utilization Rate:** Eight areas met the Youth FUR, and seven areas exceeded the 76 percent state average.

The charts in [Appendix B](#) reflect local workforce development area Adult, DW, and Youth FUR for PY'22.

Participant Cost Rate (PCR)

SIL 17-04, Change 2, requires each local workforce development board to ensure that WIOA Adult and Dislocated Worker expenditures, including Rapid Response for additional assistance funds, meet a minimum participant cost rate of 30 percent. The participant cost rate is evaluated annually and is based on program expenditures of both carry-in and new funds. Two areas did not meet the PCR, ten areas met the PCR, and seven areas exceeded the 35.53 percent state average. The chart displayed in [Appendix C](#) represents the participant cost rate for PY'22.

DATA VALIDATION

South Carolina integrates data validation and data integrity efforts across the oversight, performance, and monitoring functions of each workforce program:

- Program managers conduct ongoing and scheduled data integrity procedures and reviews to maintain the integrity of the data submitted to USDOL.
- The performance and reporting team provides oversight of performance metrics and conducts training on various data elements and activity codes to ensure consistency and reliability of data.
- The monitoring team conducts reviews of sub-recipient reporting frameworks and cross-references the workforce programmatic data submitted.

South Carolina utilizes the Geographic Solutions Virtual One-Stop system (SC Works Online Services or SCWOS) for case management and labor exchange services. DEW works closely with the vendor to ensure that changes made by USDOL to the Participant Individual Record Layout (PIRL) are implemented to accurately track and assess program performance. Staff also monitor and implement data changes and edit checks issued by the Workforce Integrated Performance System (WIPS) team. State staff have been able to provide local workforce development areas and state program managers with numerator and denominator information prior to quarterly and annual performance report submission for all four quarters of PY'22. This quality check ensures that accurate data is submitted to DOL.

COMMON EXIT POLICY

The state's common exit policy includes the following programs: Wagner-Peyser; Adult, Dislocated Worker, and Youth; Trade Adjustment Assistance; and National Dislocated Worker Grants. If an individual is co-enrolled in two or more of these programs, the individual will not exit from either program until after a 90-day period of no activity in both programs.

WIOA PRIMARY INDICATORS OF PERFORMANCE

WIOA Title I and III Negotiated Goals

South Carolina's Title I and III Negotiated Goals for PY'22 and PY'23 are provided in [Appendix D](#).

WIOA TITLE I AND III ACTUAL PERFORMANCE FOR PY'22

WIOA Title I

To pass performance, LWDA's must have an overall program score of at least 90 percent, have an overall indicator score of at least 90 percent, and have an individual indicator score of at least 50 percent. All 12 LWDA's met the negotiated performance measures for PY'22. A detailed overview of WIOA Title I actual performance by LWDA is provided in [Appendix E](#).

WIOA TITLE III

DEW negotiated Wagner-Peyser (WP) performance goals with the Department of Labor. Since DEW is responsible for operating the WP program, all local areas were expected to achieve the state goals for PY'22 and were successful. A detailed overview of WIOA Title III actual performance by LWDA is provided in [Appendix F](#).

ACTIVITIES PROVIDED BY STATE FUNDS

Activities provided with the funds reserved by the governor, which can be up to 15 percent of the state's allotment. In this section of the narrative, states may describe activities undertaken in whole or in part of their Governor's Reserve and how those activities have directly or indirectly impacted performance.

South Carolina's Workforce Development Board directs the investment of up to 10 percent of the Governor's Reserve Funds. The Board invests in meaningful workforce development strategies that align with the state's vision of developing a skilled workforce and a responsive workforce system that meets the needs of business and industry. In PY'22, the SWDB invested more than \$6,000,000 in statewide employment and training programs as well as investments in the infrastructure, technology, outreach, and efficiency of the workforce system.

ENGAGE, BUILD, AND SERVE GRANT

Local workforce areas were invited to apply for discretionary funding through the Engage, Build, and Serve Grant, which provided \$4,000,000 to support business engagement including the development or expansion of sector partnerships with demand industries and high-quality employers; community and participant outreach with an emphasis on equity and access to workforce services; and the delivery of comprehensive career and training services, prioritizing work-based learning (WBL) strategies.

INDIVIDUAL AND EMPLOYER TRAINING (IWT EXPANSION GRANT)

Toward the end of PY'22, the state made available \$2,000,000 to local workforce areas through the Individual and Employer Training Grant to expand the utilization of training models including incumbent worker training, occupational skills training, on the job training, and customized training strategies. Local areas were encouraged to align the utilization of training funds to build, retrain, or upskill a local workforce for high-demand occupations and industries, with emphasis on cybersecurity, electric vehicle production, and energy.

SHARED CASE MANAGEMENT SYSTEM FEASIBILITY STUDY

As discussed in a previous section of the report, the SWDB allocated \$250,000 to conduct a system integration feasibility study. The study will result in options available to DEW and system partners for achieving a more integrated case management system and recommendations for consideration by the SWDB and partners.

SC WORKS LEARNING MANAGEMENT SYSTEM

In support of staff training and professional development, the SWDB set aside \$200,000 to procure an SC Works Staff Learning Management System (LMS) that will provide centralized training content and a way for staff and managers to track completion of required training. The state expects to award a contract in the third quarter of PY'23 with implementation occurring soon after.

VIRTUAL ENGAGEMENT CENTER

The Virtual Engagement Center (VEC) is the first of its kind and was created specifically for South Carolina. This center offers a virtual solution for both the job seeker and employer who cannot access in person services at a brick-and-mortar SC Works center. Using \$360,000 in Governor's Reserve Funds, DEW hired a full-time Workforce Consultant to provide virtual service delivery to employers and job seekers. The VEC is open five days a week.



LAYOFF AVERSION, RAPID RESPONSE ACTIVITIES, AND DISLOCATED WORKER GRANTS

Rapid response activities and layoff aversion, which may include data on number of companies served and number of individuals served; discussion of strategies for linking Rapid Response recipients to American Job Centers and processes for intake or co-enrollment in the Trade Adjustment Assistance and the Dislocated Worker programs; discussion of layoff aversion strategies, including any metrics/outcomes developed and/or tracked by the state with respect to layoff aversion, such as return on investment or measures showing the economic benefits of Rapid Response and layoff aversion; discussion of how Rapid Response and layoff aversion activities are aligned with business engagement, sector strategy, and career pathway efforts, which may include a discussion of any systems, tools, networks, or approaches designed to identify companies in distress and strategies to deliver necessary solutions as early as possible, as well as outcomes of the use of such systems or tools; discussion of specific types of services or workshops provided to both companies and affected workers.

LAYOFF AVERSION

The state's layoff aversion strategy includes early identification of at-risk businesses, assessment of needs, and delivery of services to address risk factors.

Early Identification and Assessment of Need Early identification of at-risk businesses is accomplished through regular engagement by DEW and partner agency business consultants. Business engagement occurs at the local level, through the coordinated efforts of Integrated Business Services Teams (IBSTs). Representation on these teams varies by local area, but generally includes workforce, economic development, human services, and education partners. Several methods are used to assess the needs of a business or industry, which may include cold calling, participating in business roundtable events or industry partnership activities, participating in a company visit or tour, or conducting a formal competitiveness review of the business.

Competitiveness reviews are more commonly performed by the SC Manufacturing Extension Partnership (SCMEP) and are required for a business to receive Rapid Response funded Incumbent Worker Training. However, the state issued guidance expanding the entities that may perform a competitiveness review to include:

- Economic development agencies or organizations
- Chambers of commerce
- Industry or trade associations

Service Delivery to Avert a Layoff or Closure

There are several resources and services that may be available to an at-risk business through Title I, Title III, and partner programs, such as:

- Employee training,
- Connecting the business to short-term compensation programs, and loan programs,
- Linking the business to economic development activities,
- Conducting a supplier analysis,
- Assisting with the development of in-state business connections and networking, and
- Removing barriers that may be preventing efficient operations or stifling growth.

Employee Training

The state reserves a portion of the Title I Dislocated Worker allotment to support Rapid Response activities, including Rapid Response Incumbent Worker Training (IWT). Rapid response IWT is limited to training that will avert a layoff or closure. Areas of training vary widely, depending on the needs of the business, from quality systems and lean principles to strategic planning, sales and marketing, and leadership. In PY'22, \$154,199 was awarded to three at-risk businesses to provide training to their workers.

RAPID RESPONSE ACTIVITIES

The state has seen a sharp decline in the use of Rapid Response IWT since PY'20. This due in large part to the strong recovery that South Carolina employers experienced following the pandemic. In the instances where a layoff or closure is inevitable, the focus shifts from averting the layoff to reducing the length of unemployment for affected workers. The state Rapid Response team works closely with local staff to coordinate and facilitate management meetings and group information sessions and assists with reemployment services. During group information sessions, state and local staff provide information about reemployment services and Unemployment Insurance. It is through these sessions that affected workers are connected to the SC Works system. If a layoff is trade-impacted, Trade Adjustment Assistance staff are involved in the coordination and facilitation of Rapid Response activities.

TAA Reach Back Initiative

As of July 1, 2022, the termination provision under Section 285(a) of the Trade Act of 1974, as amended, took effect. Until further notice, the Department of Labor (DOL) may not issue determinations or process new petitions or requests for reconsideration. Workers who were certified and separated from their jobs on or before June 30, 2022, may still be eligible for benefits and services and should be served.

Trade Adjustment Assistance (TAA) staff began its search for innovative ways to expand outreach and engagement efforts aimed at reaching eligible trade-affected workers in anticipation of the impending implementation of the termination provision. Although benefits of TAA would continue to be available to workers after June 30, 2022, new applications for Reemployment Trade Adjustment Assistance (RTAA) had to be approved for by June 30, 2022. This benefit provides a wage supplement to workers aged 50 and older if their wages from the trade-affected employer are lower than the wages earned with their new employer. The supplement is available for a maximum of two years or \$10,000, whichever occurs first.

Eager to reach workers, Reach Back efforts began in May 2022 and continue. During the initial phase of the Reach Back efforts almost 200 eligible workers were identified for RTAA. Using a variety of communication strategies, TAA staff were able to help 38 trade-affected workers receive approval for RTAA, resulting in more than \$38,500 in disbursements prior to the June 30 deadline. As of June 30, 2023, TAA has issued more than \$176,909 to these workers. The Department of Labor (DOL) highlighted South Carolina's Reach Back efforts on Workforce GPS in October 2022. https://taa.workforcegps.org/blog/general/2022/10/24/12/15/SC_RTAA2022.

In phase two of Reach Back, TAA has partnered with RESEA, WIOA, WRAP, UI, and Rapid Response to identify former trade-certified employees who have recently been separated from the workforce. To reach potentially eligible workers who might not visit an American Job Center (AJC) or partner program, we implemented a social media campaign and developed outreach marketing to be placed in touch points throughout the state, like community centers and libraries.

DISLOCATED WORKER GRANTS

Five local workforce development areas, including the state's most rural areas, formed a consortium and were awarded a CAREER DWG in PY'21. The grant's intent was to provide On-the-Job training for 280 Dislocated Workers clients; however, a grant modification to increase flexibility allowed the areas to serve individuals who were long-term unemployed and/or have significant barriers to employment, as well as to provide occupational classroom training through the Eligible Training Providers List.

The CAREER DWG grant has helped fund outreach initiatives in addition to direct treatment. Local governments have attempted various methods to improve outreach initiatives, such as distributing postcards and calling laid-off employees to inform them of available services. The group also produced a bilingual Rapid Response YouTube video. Additionally, the consortium plans to create a video demonstrating the WIOA Eligibility Explorer tool to enhance Dislocated Workers' access to rural services.

WAGNER-PEYSER ACT

Activities provided under the Wagner-Peyser Act Employment Service section 7(b) (e.g., services to groups with special needs or extra costs of exemplary models for delivering services).

RURAL OUTREACH INITIATIVE

SC@Work: Road Trips

SC@Work: Road Trips are a collaboration between the S.C. Department of Employment and Workforce (DEW), SC Works, partner agencies, and state employers which occurred in the spring and fall of 2023. The goal of taking this show on the road is to reach job seekers with barriers to employment, such as transportation, which prevent them from accessing regional workforce development services. The Career Coach provided career services to job seekers and local businesses were on-hand to discuss employment opportunities. SC@Work: Road Trips are part of an ongoing rural initiative to make DEW and SC Works services accessible to job seekers in rural and underserved areas.

Virtual Engagement Center (VEC)

First of its kind for Brazen. DEW offers virtual services through the VEC. Instead of coming to a brick-and-mortar location, the VEC is an online solution for job seekers seeking SC Works Services. They can access by their computer or phone and speak to a live SC Works staff.

Career Coach

The SC Career Coach is a mobile extension of our SC Works centers. The mobile unit is equipped with ten workstations for job seeker activities, on-site assistance, Wi-Fi, and printer capabilities, and is wheelchair accessible. The SC Career Coach responds to natural disasters and Rapid Response events, provides access to employment and training resources in rural communities that have limited access to the internet, and supports local workforce and community events. During PY'22, the Coach appeared at 128 events across the state, and provided services for 1,146 attendees, including job search and application assistance, résumé writing, SC Works, and UI registration, and filing for UI benefits.

Connection Points

Connection Points are computer labs that provide information on how to file for unemployment insurance through DEW and career services offered through SC Works. More than 170 libraries, faith-based organizations, and nonprofits across the state connect the public with access to computers and resources for unemployment and reemployment services. Since PY'22, DEW has provided Connection Point Expansion Grants to eligible organizations to establish Connection Points in hard-to-serve communities, with priority given to the state's most rural counties. The state has experienced year-over-year growth of the Connection Point network and continues to seek new entrants as part of the agency's Rural Outreach Initiative.

EMPLOYMENT PREPARATION

Second Chance

DEW has utilized Title III Governor's Reserve funds since 2014 to support the Second Chance initiative, which helps returning citizens learn a skill and understand how to successfully search for a job. DEW provides a full-time employee, coaching, and materials to assist returning citizens in work-skills training. Ninety days prior to release, counselors teach employment and soft skills in class for one hour each day. During the last 30 days, participants work directly with a DEW counselor to register in the SC Works system, create a résumé, and apply for jobs online once released. In PY'22 DEW enrolled 99 new participants and all 99 completed the program. Since program inception in November 2014 through September 30, 2023, DEW has enrolled 2,559 participants with 2,036 completing the program.

Back to Work

In 2015, the agency began piloting the Back to Work program in Columbia, SC to help individuals experiencing homelessness enter the workforce through an intensive six-week employment boot camp. This program helps with transitioning to housing, as well as the necessary career guidance and soft skills training to maintain gainful employment and independence, creating a comprehensive approach for long-term success. The department works with multiple community and faith-based organizations across the state to help individuals prepare for and find employment. This program has been successful in helping individuals experiencing homelessness, substance-use disorders or other significant barriers to employment gain self-sufficiency. In PY'22, the Back to Work program completed 18 classes in partnership with a local non-profit and 92 individuals graduated from the program.

MATCHING JOB SEEKERS TO EMPLOYERS

Virtual Hiring Events

South Carolina continued its use of a virtual events platform to facilitate virtual career fairs and hiring events. The platform allows employers and SC Works staff to engage with job seekers in a convenient environment, saving time and money, while removing geographic and other barriers. Within virtual platforms, job seekers can discover and apply for opportunities, chat with employers, and visit employer and informational booths. Advance features provide expanded metrics of invitee-to-attendance rates, participant wait times, and interview counts. During the reporting period, the state hosted 105 virtual events.

SCDC Manning Virtual Hiring Events

SCDC Manning Correctional Facility and SC DEW partners with employers to provide live mock interviews and hiring events through the Brazen Virtual Job Fair Platform. Participants can login to Brazen, use the webchat, and use the video-chat with volunteers and employers.

REEMPLOYMENT EFFORTS

Weekly Job Match

DEW uses the claimant database to conduct weekly job matching by comparing company-posted job requirements with claimants' experience. After matching, DEW sends messages to claimants in the geographical area with the right skill set suggesting that they apply with these employers. In PY'22, the state sent 4,193,459 million messages to claimants providing relevant job matches.

WRAP

The Workforce Re-employment Assistance Program (WRAP) is a program that provides claimants with job placement assistance and specific strategies to help them return to work faster. Claimants that are not selected to the RESEA program are selected to participate in the WRAP program. Claimants receive one-on-one job search assistance during their beginning weeks of their unemployment as well as an Enhanced Referral to a preferred job order in SC Works.

Personalized Employer Plan (PEP)

The agency works with individual employers to develop a hiring plan by working with the employer to determine the best approach for recruiting and identifying appropriate employees for the jobs. These plans include the job match program, virtual job fairs, recall assistance, and enhanced referrals.

TECHNICAL ASSISTANCE

Any technical assistance needs of the state workforce system.

South Carolina regularly participates in regional and national forums (e.g., National Governors Association (NGA), National Association of State Workforce Agencies (NASWA), National Skills Coalition (NSC)) to stay abreast of critical workforce issues and learn promising practices from other states. State staff participate in monthly technical assistance discussions with the Region 3 Project Officer. These meetings offer an opportunity to share state-specific highlights and obtain customized technical assistance. Due to these ongoing outlets for technical assistance, South Carolina does not have any current requests to include in its WIOA Annual Report.

PROMISING PRACTICES AND SUCCESS STORIES

Promising practices, lessons learned, and success stories that focus on serving employers, communities, and individuals with barriers to employment, including information based on the state's evaluation and related research projects. The discussion should cover a broad range of at-risk and priority populations served, including out-of-school youth, low-income adults, dislocated workers, individuals with disabilities, veterans, the long-term unemployed, and any other individuals with barriers to employment, or other populations the state may wish to discuss.

SUCCESS STORIES: MR. ROJAS



Mr. Rojas had been visiting an SC Works center consistently in order to receive assistance with filing for unemployment insurance after recently losing his job. He was referred to a hiring event, to which he reported successfully connecting with an employer. Upon sharing his new employment status, the Business Solutions Team contacted the employer and enrolled Mr. Rojas into an On-the-Job Training (OJT) program.

Mr. Rojas has shared that he was very pleased with the help and support he'd received from the SC Works staff and said that the staff provided him with "vision for his next steps."

SUCCESS STORIES: MR. FULLER



Mr. Fuller entered the WIOA Youth program in May 2022. He was no longer enrolled in school and had a basic-skills deficiency.

He expressed an interest in the Commercial Driver's License (CDL) program since several of his relatives were employed in the transportation industry. Mr. Fuller successfully obtained his CDL permit and started his training at Palmetto Training in August 2022. He persevered until he successfully received his CDL license the following November.

However, due to his age, Mr. Fuller experienced difficulty obtaining employment. Through SC Work's partnership with the Department of Social Services, Mr. Fuller was hired by the City of Sumter, before moving on to work for HT Hackney, which offered him better pay.

Wanting a shorter commute, Mr. Fuller found full-time employment the following year with Roebuck Nursery and Landscaping as a CDL delivery driver earning \$21 per hour with benefits.

Mr. Fuller has reported that he is very happy with his new position and states that he fits in well with the company's culture.

WORKFORCE SYSTEM CHALLENGES

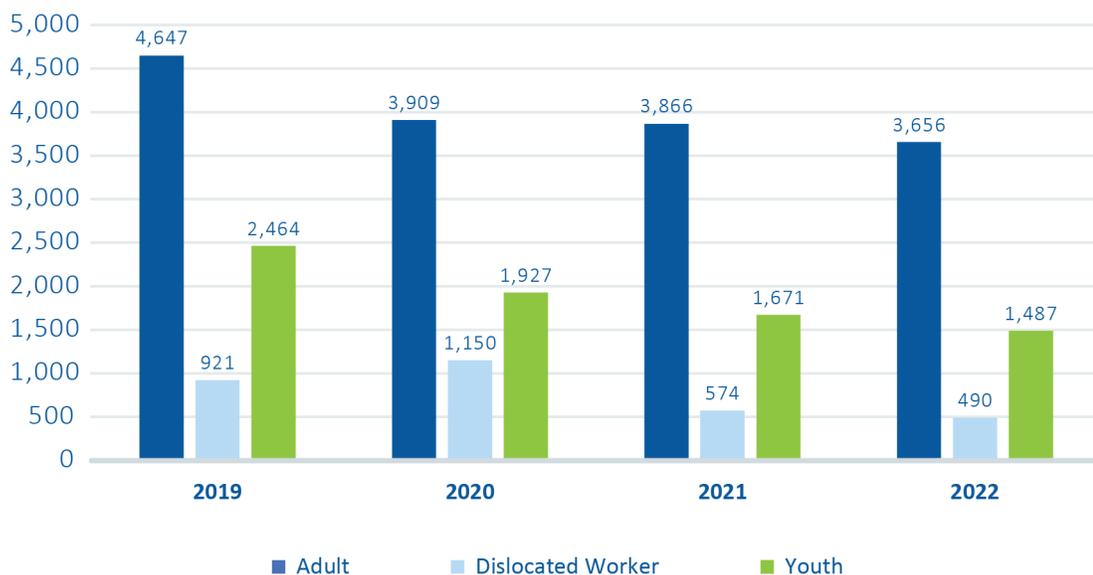
Any challenges the state workforce system faces, which may include policy, implementation, or other relevant challenge.

LOW LEVELS OF PARTICIPATION

Participation in all Title I programs continues to decline, despite strategic and targeted outreach efforts at the state and local levels. There are a few possible reasons for this decline:

- Funding from the SC General Assembly has resulted in free tuition for many students who earn a credential at one of the state’s technical colleges.
- The state is experiencing record-high employment levels and an unemployment rate below the national average.
- Employers have modified hiring requirements making it easier to enter employment without participating in programs like WIOA.

WIOA PARTICIPANTS SERVED PY'19 - PY'22



In PY'23, the state will continue with its efforts to bring awareness to the SC Works system and the resources and services available to job seekers and employers. Using Governor’s Reserve Funds, the state will launch new SC Works outreach and local areas will refresh their centers with new signage. Additionally, DEW will launch a targeted Rural Outreach Initiative that will focus on engagement in rural communities.

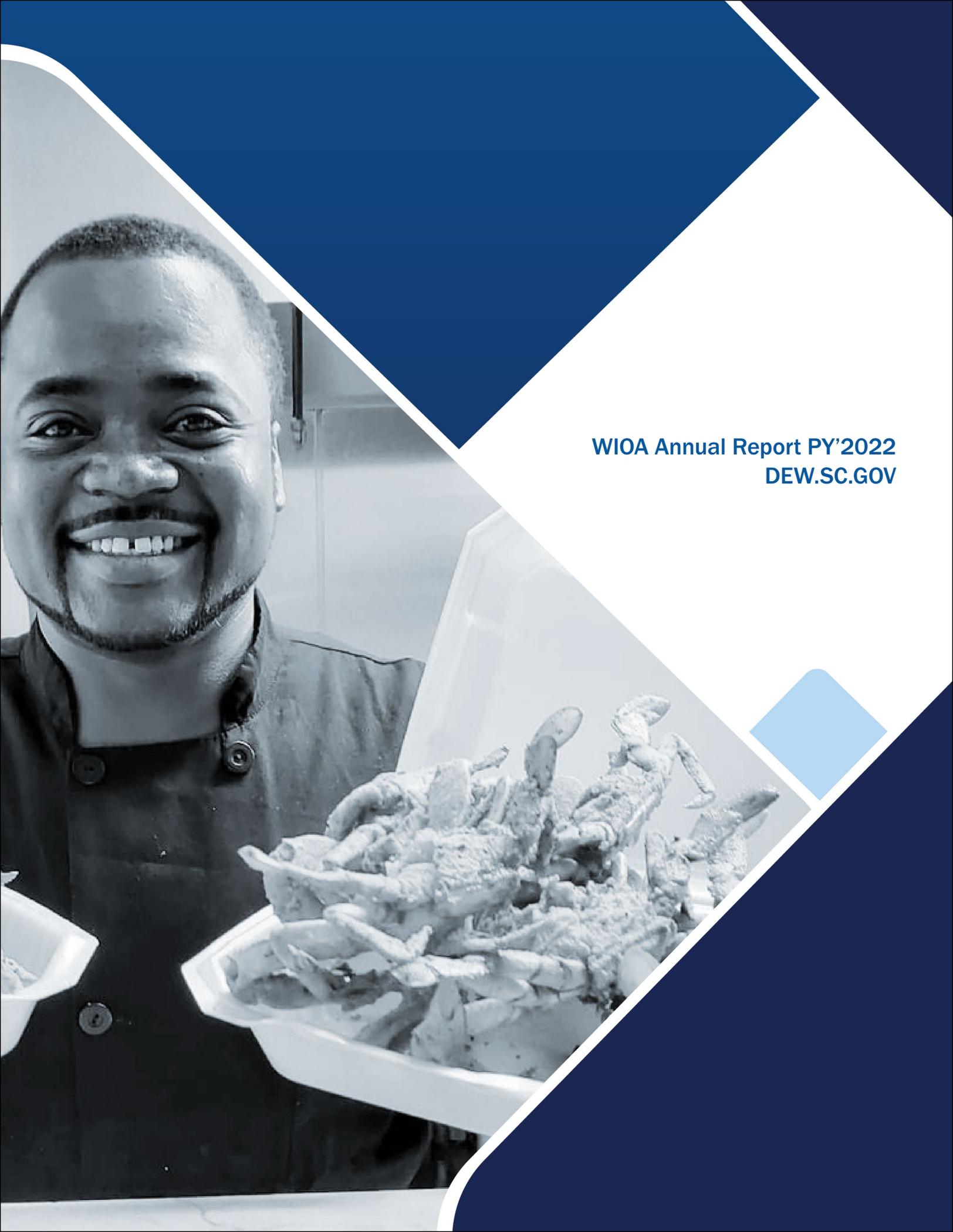
OBSTACLES TO EMPLOYMENT

South Carolina’s Labor Force Participation Study demonstrated that job seekers face very real obstacles to employment including disability, mental health challenges, criminal background, dependent care needs, and limited or no transportation, to name a few. There is not a “silver bullet” solution to remove or mitigate these obstacles; however, we are making incremental progress through strategic partnerships and collaborations, some of which are discussed in this report. For more information about the SC Labor Force Participation Task Force, please visit: <https://dew.sc.gov/taskforce>.

PAY-FOR-PERFORMANCE

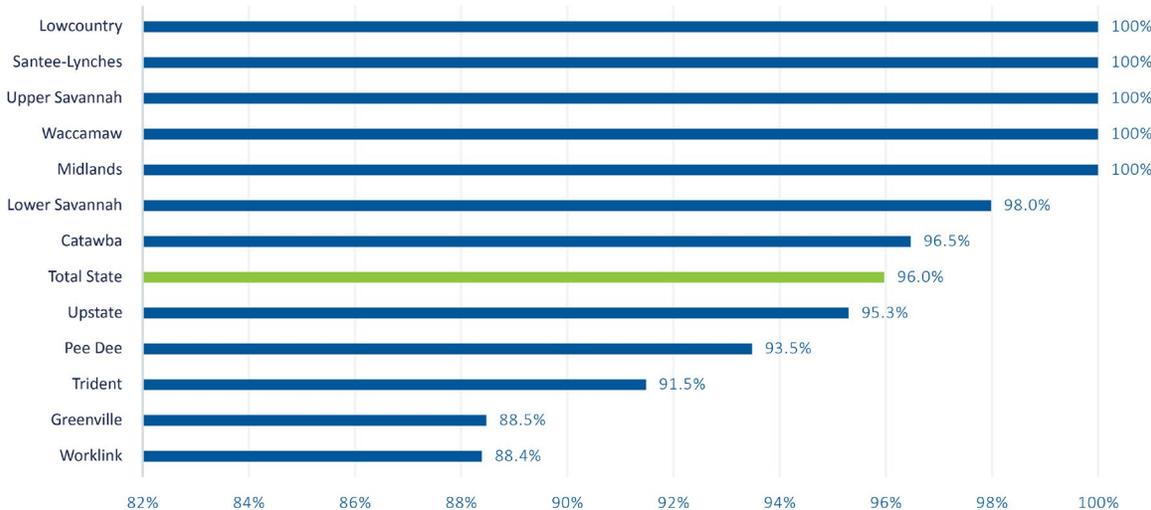
Any strategies/policies relating to Pay-for-Performance contracting, which may include examples from local areas.

South Carolina does not have a policy for Pay-for-Performance contracting and is not currently implementing Pay-for-Performance strategies.

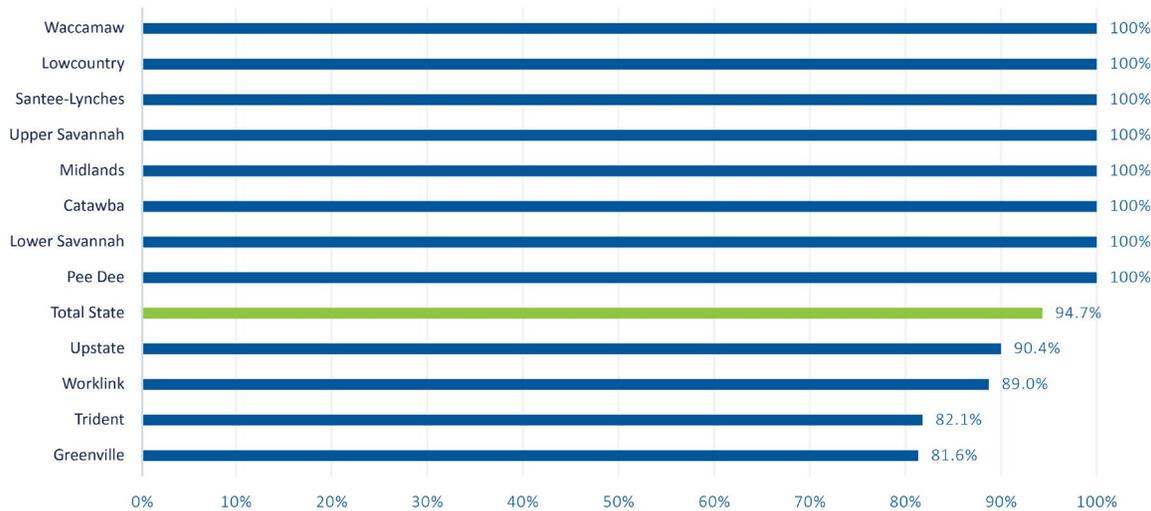


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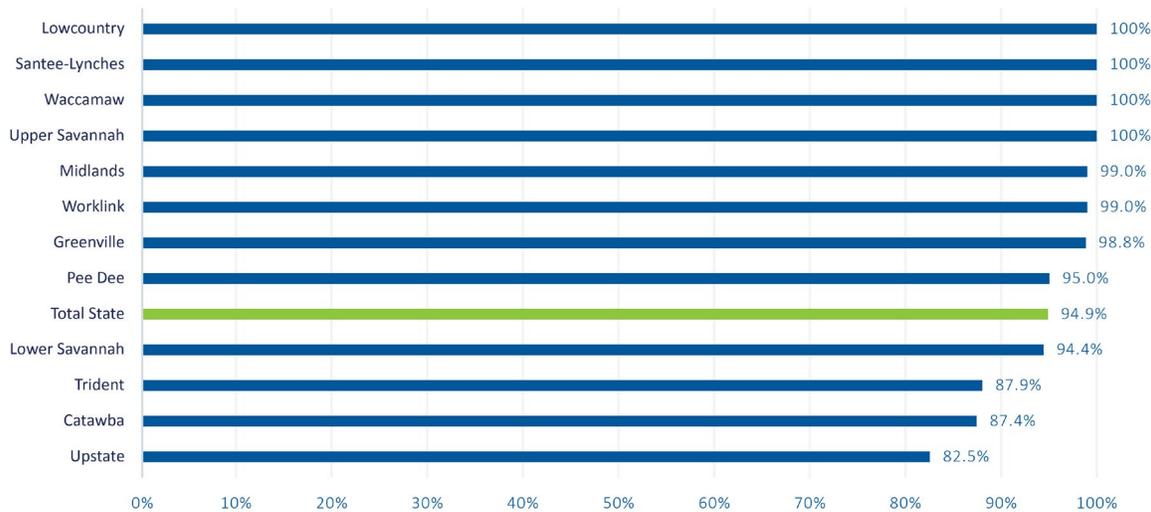
LWDA PY'22 ADULT PROGRAM FUND OBLIGATION RATE THRU 6/30/23



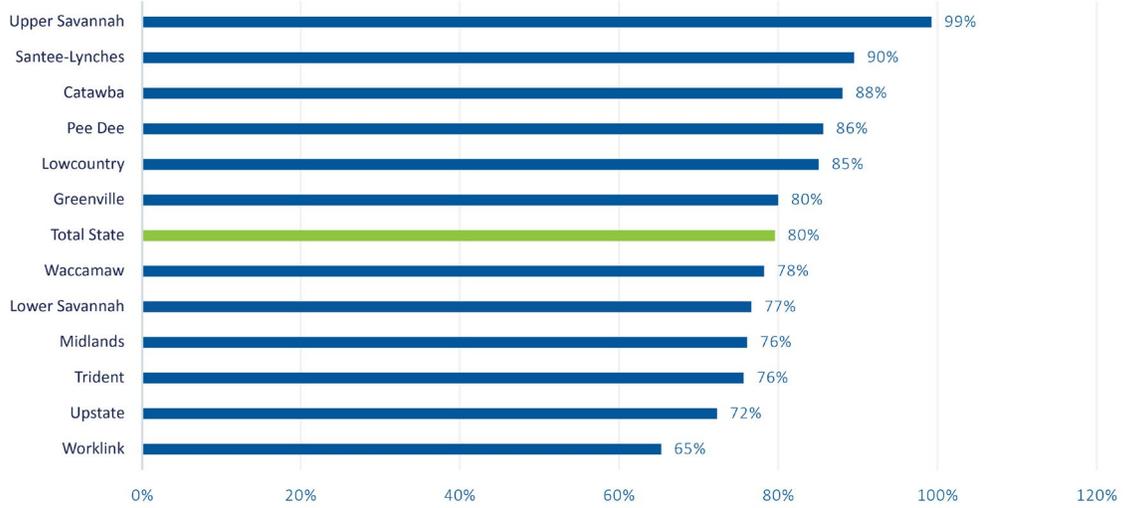
LWDA PY'22 DISLOCATED WORKER PROGRAM FUND OBLIGATION RATE THRU 6/30/23



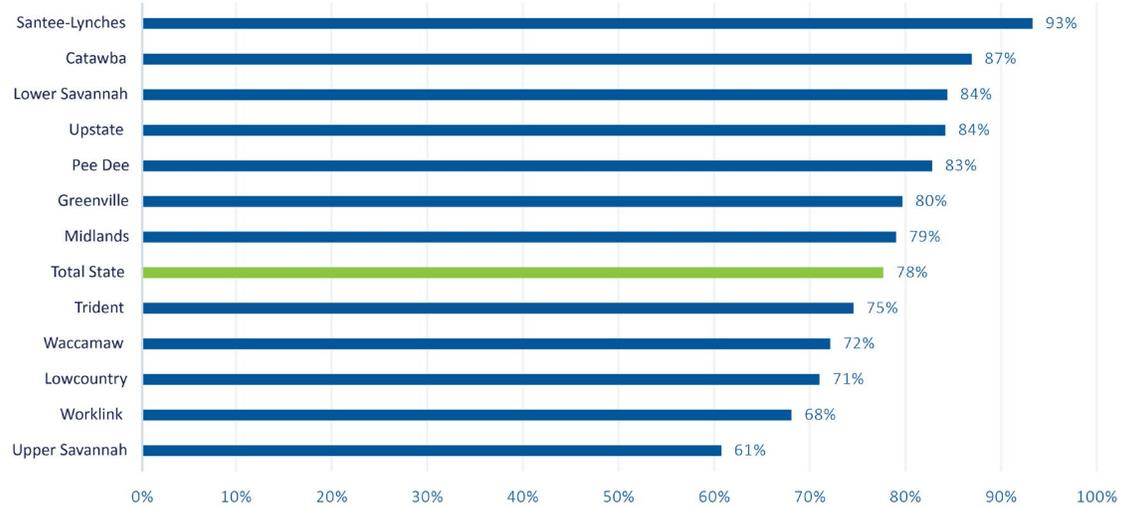
LWDA PY'22 YOUTH PROGRAM FUND OBLIGATION RATE THRU 6/30/23



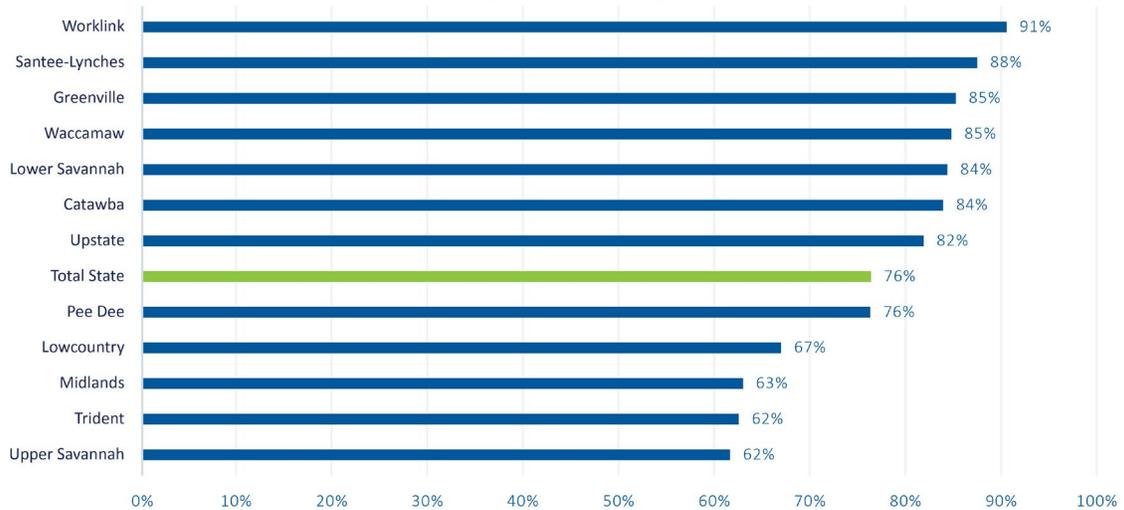
LWDA PY'22 ADULT PROGRAM FUND UTILIZATION RATE THRU 06/30/2023
(Includes Admin.)



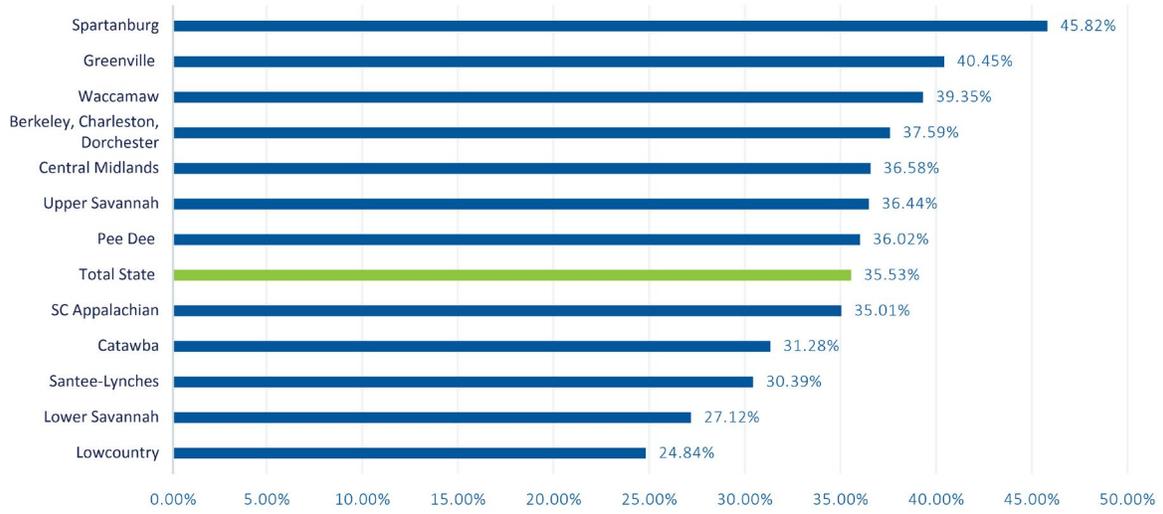
LWDA PY'22 DISLOCATED WORKER PROGRAM FUND UTILIZATION RATE THRU 06/30/2023
(Includes Admin.)



LWDA PY'22 YOUTH PROGRAM FUND UTILIZATION RATE THRU 06/30/2023
(Includes Admin.)



PARTICIPANT COST RATE AS OF 6/30/23



	Title I - Adult Program	
	Program Year: 2022	Program Year: 2023
	Negotiated Level	Negotiated Level
Employment (Second Quarter After Exit)	77.8%	77.8%
Employment (Fourth Quarter After Exit)	74.0%	74.0%
Median Earnings (Second Quarter After Exit)	\$6,193	\$6,193
Credential Attainment Rate	65.0%	65.0%
Measurable Skill Gains	55.2%	55.2%

	Title I - Dislocated Worker Program	
	Program Year: 2022	Program Year: 2023
	Negotiated Level	Negotiated Level
Employment (Second Quarter After Exit)	81.1%	81.1%
Employment (Fourth Quarter After Exit)	80.4%	80.4%
Median Earnings (Second Quarter After Exit)	\$7,935	\$7,935
Credential Attainment Rate	65.6%	65.6%
Measurable Skill Gains	57.1%	57.1%

	Title I - Youth Program	
	Program Year: 2022	Program Year: 2023
	Negotiated Level	Negotiated Level
Employment (Second Quarter After Exit)	77.6%	77.6%
Employment (Fourth Quarter After Exit)	74.5%	74.5%
Median Earnings (Second Quarter After Exit)	\$3,622	\$3,622
Credential Attainment Rate	69.1%	69.1%
Measurable Skill Gains	52.8%	52.8%

	Title III - Wagner-Peyser Program	
	Program Year: 2022	Program Year: 2023
	Negotiated Level	Negotiated Level
Employment (Second Quarter After Exit)	61.5%	61.5%
Employment (Fourth Quarter After Exit)	60.7%	60.7%
Median Earnings (Second Quarter After Exit)	\$4,984	\$4,984

WorkLink					Pee Dee				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	112.5%	106.2%	107.5%	108.7%	Employment Rate Q2	108.3%	97.3%	102.9%	102.8%
Employment Rate Q4	108.2%	110.3%	114.0%	110.8%	Employment Rate Q4	101.0%	92.2%	109.1%	100.7%
Median Earnings	131.2%	128.7%	125.5%	128.5%	Median Earnings	131.8%	134.6%	154.9%	140.4%
Credential Rate	108.9%	129.2%	98.7%	112.3%	Credential Rate	109.8%	97.4%	77.2%	94.8%
Measurable Skill Gains	156.0%	138.4%	140.3%	144.9%	Measurable Skill Gains	142.1%	132.0%	111.2%	128.5%
	123.3%	122.6%	117.2%			118.6%	110.7%	111.1%	

Upper Savannah					Lower Savannah				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	96.8%	108.7%	83.2%	96.2%	Employment Rate Q2	115.4%	119.1%	116.2%	116.9%
Employment Rate Q4	106.2%	94.7%	90.6%	97.2%	Employment Rate Q4	108.6%	106.6%	112.3%	109.2%
Median Earnings	114.3%	116.1%	126.0%	118.8%	Median Earnings	119.3%	148.0%	96.3%	121.2%
Credential Rate	94.7%	138.7%	91.3%	108.2%	Credential Rate	125.7%	122.0%	104.4%	117.4%
Measurable Skill Gains	92.0%	98.6%	96.0%	95.6%	Measurable Skill Gains	156.3%	173.3%	128.1%	152.6%
	100.8%	111.3%	97.4%			125.0%	133.8%	111.4%	

Upstate					Catawba				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	107.4%	91.2%	99.9%	99.5%	Employment Rate Q2	107.0%	110.6%	112.8%	110.1%
Employment Rate Q4	107.6%	108.3%	112.1%	109.3%	Employment Rate Q4	105.5%	99.4%	109.1%	104.7%
Median Earnings	152.7%	134.3%	141.2%	142.7%	Median Earnings	145.4%	125.3%	127.2%	132.6%
Credential Rate	108.0%	108.4%	106.8%	107.7%	Credential Rate	89.3%	117.3%	82.7%	96.4%
Measurable Skill Gains	124.8%	134.4%	127.5%	128.9%	Measurable Skill Gains	136.5%	121.0%	149.4%	135.6%
	120.1%	115.3%	117.5%			116.7%	114.7%	116.2%	

Greenville					Santee-Lynches				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	106.6%	100.2%	106.5%	104.4%	Employment Rate Q2	104.9%	89.1%	109.7%	101.3%
Employment Rate Q4	108.3%	113.6%	122.7%	114.9%	Employment Rate Q4	102.1%	102.5%	104.7%	103.1%
Median Earnings	121.2%	139.9%	89.3%	116.8%	Median Earnings	128.8%	63.9%	129.8%	107.5%
Credential Rate	123.1%	125.9%	62.3%	103.7%	Credential Rate	106.0%	111.3%	99.3%	105.5%
Measurable Skill Gains	134.8%	122.2%	126.7%	127.9%	Measurable Skill Gains	124.9%	139.4%	99.0%	121.1%
	118.8%	120.3%	101.5%			113.3%	101.2%	108.5%	

Midlands					Waccamaw				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	97.9%	92.9%	97.2%	96.0%	Employment Rate Q2	106.1%	99.2%	105.2%	103.5%
Employment Rate Q4	97.0%	95.9%	105.7%	99.5%	Employment Rate Q4	103.3%	106.0%	123.6%	111.0%
Median Earnings	108.8%	117.0%	153.2%	126.3%	Median Earnings	113.3%	87.1%	147.1%	115.9%
Credential Rate	127.3%	90.0%	88.2%	101.8%	Credential Rate	101.3%	101.3%	101.9%	101.5%
Measurable Skill Gains	120.7%	151.8%	138.8%	137.1%	Measurable Skill Gains	149.3%	123.5%	126.8%	133.2%
	110.3%	109.5%	116.6%			114.7%	103.4%	120.9%	

Trident					Lowcountry				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	114.2%	123.1%	108.4%	115.3%	Employment Rate Q2	108.2%	101.0%	95.2%	101.5%
Employment Rate Q4	106.4%	103.8%	118.2%	109.5%	Employment Rate Q4	108.6%	116.8%	107.4%	110.9%
Median Earnings	120.3%	104.7%	135.4%	120.1%	Median Earnings	127.0%	124.9%	198.7%	150.2%
Credential Rate	117.9%	115.1%	99.8%	110.9%	Credential Rate	123.1%	110.3%	121.8%	118.4%
Measurable Skill Gains	122.1%	150.1%	116.3%	129.5%	Measurable Skill Gains	141.3%	128.6%	108.2%	126.0%
	116.2%	119.4%	115.6%			121.6%	116.3%	126.3%	

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

Color Coding

PASS

FAIL

	Program Year 2021			Program Year 2022		
	Employment Q2	Employment Q4	Median Earnings	Employment Q2	Employment Q4	Median Earnings
Negotiated Goal	68.5%	68.0%	\$4,750	61.5%	60.7%	\$4,984
Percent of Goal — State	93.7%	96.2%	126.1%	118.7%	113.8%	142.0%
Percent of Goal — WorkLink	88.3%	94.0%	126.0%	118.7%	111.9%	135.8%
Percent of Goal — Upper Savannah	94.2%	95.7%	117.3%	123.1%	118.9%	139.2%
Percent of Goal — Upstate	101.5%	100.6%	142.1%	128.1%	124.2%	146.7%
Percent of Goal — Greenville	92.8%	100.0%	150.1%	117.6%	115.0%	160.6%
Percent of Goal — Midlands	93.1%	94.7%	112.8%	115.9%	110.7%	132.4%
Percent of Goal — Trident	89.3%	89.9%	155.6%	118.9%	108.9%	163.2%
Percent of Goal — Pee Dee	93.7%	98.4%	120.0%	116.6%	113.2%	135.0%
Percent of Goal — Lower Savannah	96.2%	99.6%	119.4%	116.4%	117.1%	136.4%
Percent of Goal — Catawba	96.1%	99.3%	139.6%	117.2%	105.9%	163.5%
Percent of Goal — Santee-Lynches	94.7%	96.9%	110.8%	113.3%	110.4%	125.7%
Percent of Goal — Waccamaw	94.6%	96.0%	119.3%	122.8%	116.0%	131.3%
Percent of Goal — Lowcountry	86.7%	86.6%	104.0%	112.8%	112.4%	134.7%