

**Executive Committee Meeting  
Agenda  
January 28, 2015 – 1:30 PM  
WorkLink Conference Room**

- |      |                                   |                                 |
|------|-----------------------------------|---------------------------------|
| I.   | Welcome                           | Danny Brothers, Chair           |
| II.  | Approval of Minutes               | Danny Brothers                  |
| III. | WIOA Update                       | Trent Acker, Executive Director |
|      | a. Local Area Designation Update  |                                 |
|      | b. Committee Structure Discussion |                                 |
| IV.  | Budget Modification*              | Trent Acker                     |
| V.   | Executive Session                 | Danny Brothers                  |
| VI.  | Other Business                    | Danny Brothers                  |
| VII. | Adjourn                           | Danny Brothers                  |

*\*Action Required*

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**WORKFORCE INVESTMENT BOARD  
Executive Committee Meeting  
December 3, 2014 – 2:30 PM  
Madren Center Board Room**

**MEMBERS PRESENT:**

Danny Brothers	Robert Halfacre	Ray Farley	Burriss Nelson
Richard Blackwell			

**MEMBERS ABSENT:**

Ronnie Booth	David Collins
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**STAFF PRESENT:**

Trent Acker	Jennifer Kelly	Brandi Runion	Sharon Crite
Windy Graham	Renee Murdock		

**GUESTS:**

None

**I. Call to Order**

Chair Danny Brothers called the meeting to order announcing a quorum was present to conduct business of the committee and the meeting was being recorded. He also introduced Ray Farley has been appointed to the Board as an Executive Committee Member.

**II. Approval of Minutes (9/30/14)\***

The minutes from the September 30, 2014 meetings were included in the meeting packet. Chair Brothers called for any corrections or amendments to the minutes.

**ACTION TAKEN: A motion was made by Robert Halfacre to approve September 30, 2014 meeting minutes as submitted, second by Ray Farley. The motion carried unanimously.**

**III. WIOA Update**

Mr. Acker began by looking at page 4-5 of the packet for WIOA Local Area Designation procedures. The new WIOA goes into effect July 1, 2015 with regulations scheduled to be released January 16, 2015. One of the processes required is a petition to be designated as a local workforce area. The 3<sup>rd</sup> bullet on page 4 of the packet states the following:

- Initial designation – During the first 2 full program years, the Governor shall approve a request for initial designation as a local area from any area that was designated as a local area under WIA and:
  - Performed successfully – met or exceeded performance measures for each of the last 2 consecutive years
  - Sustained fiscal integrity – no formal determination, during either of the last 2 consecutive years, of misexpended funds due to willful disregard of

Mr. Acker stated that WorkLink has meet these two requirements and that it is expected that all of the current 12 local workforce areas will reapply as long as their respective chief local elected officials agree to reapply.

Chair Brothers wanted to make us aware that the Steering Committee heard the designation rules at their December 2 meeting and that the 3 current CLEOs agree with the current designation.

Mr. Acker stated that there will need to be a new consortium agreement with WIOA and that he may call upon Economic Developers to help after the beginning of the year. We want to prepare it and have it smoothly go through the respective council or county council chair.

Mr. Acker called attention to page 5 of the packet that shows the details that the designation petitions will include:

- Local board membership and composition,
- Consortium agreement – steering committee agrees
- Identification of grant recipient/fiscal agent and signature of lead official – Dec 2 Steering committee approved ACOG
- Signatures of CEOs from petitioning counties
- Documentation that public input was solicited and any comments received– WorkLink will handle and provide documentation

Mr. Acker stated that this is the formality of the process and welcomes any input and help that can be given toward county councils with existing and new chairpersons.

#### **IV. December 19<sup>th</sup> and December 26<sup>th</sup>, 2014\***

Chair Brothers stated that Dec 19<sup>th</sup> and 26<sup>th</sup> are dates that the COG typically closes their office. There is recommendation that the WIB Staff office close at noon on the 19<sup>th</sup>.

Mr. Acker stated that the COG has a holiday luncheon and then closes at noon.

Chair Brothers stated that on the 26<sup>th</sup> the COG could be closed that day. The COG board will vote on Dec 5<sup>th</sup> to close on Dec 26<sup>th</sup> as well.

**ACTION TAKEN: A motion was made by Ray Farley to close the WIB Staff office at noon on December 19<sup>th</sup> as well as all day on December 26<sup>th</sup>, second by Richard Blackwell. The motion carried unanimously.**

#### **V. Insurance Claim – ACOG\***

Mr. Acker called attention to page 6 of that packet which is a request from the COG to return the \$14k + tax insurance money to their fund balance to offset outlays made in FY14/15 on behalf of the SC Works Clemson flood in May 2014. He gave a summary of events stating that the COG paid \$27,485 out of their fund balance for the flood restoration and construction that was not covered under the insurance policy at the time. Mr. Acker stated that the COG has since corrected the insurance issue.

Mr. Acker and Chair Brothers informed the committee that all furniture damaged in the flood was purchased with WIA funds and that the COG is charged to arrange the insurance policy to make sure that we are covered. Mr. Brothers stated that Steve Pelissier mentioned that his disposition was that he was responsible to ask but this was a WorkLink insurance policy of which is paid for with WIA funds.

Mr. Acker stated that the insurance reimbursement could replace damaged furniture or could be used for other items. He reminded the committee that we do have an HVAC replacement that is covered under the next topic as well as the mini-split for the IT room. Another use of the funds is to put it away in case furniture failure happens later from the flood damage.

**ACTION TAKEN: A motion was made by Robert Halfacre to use the insurance reimbursement for the HVAC replacement and mini-split in the IT room and to keep the remainder as reserve funds for the furniture, second by Ray Farley. The motion carried unanimously.**

**VI. Budget Modification – HVAC\***

Mr. Acker referred the committee to page 9 of the packet for the HVAC replacement/repairs. He stated this is about the right price after research. This is an emergency purchase with no heat so we can sole source. There are not multiple quotes. If the decision of the committee is to pursue more quotes, then we can if they choose to do so.

Chair Brothers called for discussion and stated they were fine with sole source.

**VII. Board Travel Policy**

Mr. Acker stated that there is currently not a policy for which Board members can attend seminars, conferences, etc. He stated that we go by the COG policy for travel as far as hotel, mileage, per diem, etc.

Some discussion occurred about different policies and the decision was to look at other board policies and to bring to the full board in February.

Mr. Nelson stated that he had inquired about attending the State Symposium in Columbia in February 2015.

**ACTION TAKEN: A motion was made by Robert Halfacre for Burriss Nelson to attend the State Symposium in February 2015, second by Richard Blackwell. The motion carried unanimously with Burriss Nelson abstaining.**

**VIII. Strategic Plan Discussion**

Mr. Acker stated that the WorkLink staff is working with the COG for the 5 yr strategic plan and currently compiling the focus group list. He stated that this is an opportunity for dialogue from staff to get input on their respective lists from the committee.

Mrs. Kelly informed the committee that there were 5 focus groups that needed to be set up:

- Economic Development
- Service Providers

- Employers/Businesses
- Youth
- Education

Mrs. Kelley discussed what each of these categories represents and gave examples of some of the questions that would be asked during the focus groups. She also asked for feedback about the questions and suggestions of members of the focus groups.

After discussion, the group decided to make the Employers/Businesses be three separate groups: Anderson, Oconee, & Pickens.

#### IX. WorkKeys Update

Mr. Acker stated that he spoke with Elizabeth Kovacs from SCDEW and that 2 counties in our region will be certified WorkReady Communities soon. There will be a press conference and someone identified from each community.

Mr. Acker reminded the committee that with the WorkReady initiative through SCDEW that the WorkKeys tests are being given for free which includes proctoring. He stated that up until a month ago, Tri-County Technical College had some money to offset proctoring costs which has now been exhausted. WIA funds cannot pay for proctoring costs since it is meant to be free. As a potential solution in the short term, Grey Parks, Statewide Director at DEW for Operations offered to have some local DEW staff to be trained as proctors at no charge to us. This is an important initiative from the Governor and SCDEW wants to do what they can to help. These individuals have other job responsibilities so they can't do but 1 or 2 sessions per week. This gives us an opportunity to test those that we can't pay the proctor fee for. There is a certification process to become a proctor so they may finalize training by the end of the month. As a reminder, DEW doesn't have any obligation to do this, but as a partner they want to include us in this process. These staff members are not to do other tests. This is for WIA participants, SC Works staff, not Company X that needs testing performed.

Mr. Acker stated that testing would be 2-3 times per month. DEW will not pay overtime to have them work outside of their hours. One of the things that initially the staff has agreed to is to make sure they aren't falling down in other duties. Approximately 20 people or so is the comfort level for the # of seats in one session. They would also test NCRC Plus.

Mr. Nelson stated the issue is it was said that it would be free but he understands their constraints. He is glad that this is a response to the need to help resolve the issue.

Mr. Acker stated that August 2015 is when the current contract between ACT and DEW expires. The expectation is they will find some way to extend it. There are also 2 other technical colleges in the state that are having this issue.

Mr. Blackwell asked what the discussion was post August 2015 to which Mr. Acker stated that he has heard that it would be extended and not expanded upon.

Mr. Acker stated that when WorkLink had ARRA funds we provided a proctor for WorkKeys testing. The state will explore whether or not we could apply as a testing center under the testing realm. We may bring back to the board to be a "testing center".

**X. Other Business**

Mr. Blackwell asked about Paul Corbeil's seat on the SWIB. Mr. Acker stated his seat was tied to his County Council position on the SWIB and since he lost the election he will roll off the board. He also stated that SCDEW doesn't plan to fill any SWIB seats until the WIOA board composition is finalized.

Mr. Acker stated that with Mr. Corbeil off of the SWIB that the WorkLink region will not have any representation on the SWIB. Mr. Blackwell would like to meet with Senators to encourage the Governor to look in our three counties when filling the next seat. Mr. Acker reminded the committee that WorkLink has been historically the only area to not have representation on the SWIB.

Mr. Acker stated that while they are waiting to fill SWIB positions until WIOA regulations that they will have to have it filled by July 1 just like us, but they are not under any pressure to act by next month.

Mr. Acker stated that Mr. Corbeil would like to stay involved and may add value as an ad hoc member of Finance Committee since he has served on the SWIB Financial Management workgroup. He also stated that if it was ok that we would go through the process of having Mr. Corbeil added as a Finance Committee member and if anyone has any other thoughts of ad hoc members for committees to let him know.

**XI. Adjournment**

With no further business to discuss, the meeting was adjourned.

*Respectfully submitted by: Brandi Runion, Finance Director*

P.O. Box 995  
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Nikki R. Haley  
Governor

Cheryl M. Stanton  
Executive Director

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January 9, 2015

Mr. Steven Pelissier  
Executive Director  
SC Appalachian Council of Governments  
Post Office Drawer 6668  
Greenville, South Carolina 29606

Dear Mr. ~~Pelissier~~: *Steve*

As we all prepare for the changes that the Workforce Innovation and Opportunity Act (WIOA) will bring, both at the state and local levels, it is important to keep the communication lines open. While discussed at the December SWIB meeting, with formal correspondence to follow, I wanted to share the upcoming information and timelines regarding local board certification and local area designation.

#### Local Workforce Development Boards

The SWIB approved that the criteria established for certification of local boards will require that each local board meet WIOA composition requirements. Alternative entity/grandfathered local boards will not be allowed. This decision was based on the following.

- Alternative entity/grandfathered boards were allowed when we transitioned from JTPA to WIA over 14 years ago. In some local areas, this board structure still exists. Vacant positions must be filled based on the original composition requirements of the grandfathered board.
- Local boards established based on WIA requirements include all the required one-stop system partners. WIOA does not require that each partner be represented on the local board.
- Standing committees of the local board must include non-members of the board. The experience and expertise of current board members can still be utilized in this capacity, even if not official board members.
- The membership composition does not differ significantly. Thus, compliance with WIOA should not present a hardship.
- The Governor must certify local boards once every 2 years. The certification process would only need to review membership composition based on one set of criteria, versus two or maybe even three (WIOA, WIA, JTPA).

The SWIB approved that the standing committees of local boards consist of the three committees identified in WIOA to focus on: the one-stop delivery system, youth, and individuals with disabilities. This decision was based on the following.

- Although the statute uses the word "may" regarding local boards designating the identified standing committees, this committee structure makes sense. Youth councils are no longer required, one-stop service delivery continues to require local board oversight, and there is a new and significant focus on programmatic and physical accessibility for the disabled.

Mr. Steven Pelissier  
January 9, 2015  
Page Two

- Additional committees may be designated by local boards.

Formal correspondence regarding local workforce development boards is expected to be issued mid-January.

#### Local Workforce Development Area Designation

- An instructional packet will be transmitted outlining local area designation procedures and requesting submittal of a formal workforce development area designation petition. The packets will be sent to chief elected officials, current signatory officials, and workforce administrators.
- The designation procedures will provide an opportunity for newly configured areas and existing areas to seek designation.
- In cases where a local area includes more than one unit of general local government, the chief elected officials (CEOs) must negotiate a consortium agreement. Such agreement will:
  - determine the distribution of fiscal liability among the CEOs;
  - delineate relationships among the CEOs for the purpose of implementing provisions of WIOA;
  - address the appointment of individuals to the local workforce development board; and
  - designate an entity to serve as the local grant recipient and fiscal agent for the area.
- Prior to submitting a designation petition, the area will be required to solicit public comment.
- Designation petitions will include:
  - list of local board members, to include composition category;
  - consortium agreement (if applicable);
  - identification of grant recipient/fiscal agent and signature of lead official;
  - signatures of CEOs from petitioning counties; and
  - documentation that public input was solicited and any comments received.
- Upon receipt of designation petitions, the State Board will review and make recommendations on designation of local workforce development areas. Recommendations will be posted for public comment.
- Final designation of local workforce development areas and certification of local workforce development boards will be made by June 30, 2015.

Formal correspondence regarding local workforce development area designation is expected to be transmitted in early February. Petitions will be due in early May.

I hope this information aides in your planning for WIOA implementation. While the changes in WIOA are new for all of us, please be assured that we are here to assist. Let us know how we can help!

Sincerely,



Cheryl M. Stanton  
Executive Director

cc: Trent Acker



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Nikki R. Haley  
Governor

Cheryl M. Stanton  
Executive Director

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## STATE INSTRUCTION NUMBER 14-03

**To:** Local Workforce Area Signatory Officials  
Local Workforce Area Administrators

**Subject:** State Criteria for WIOA Local Workforce Development Boards

**Issuance Date:** January 15, 2015

**Purpose:** Pursuant to the provisions of the Workforce Innovation and Opportunity Act (WIOA), a local workforce development board must be established in each workforce development area within the state and must be certified by the Governor. The purpose of this instruction is to issue state criteria regarding composition requirements and standing committees of local workforce development boards under WIOA.

**Policy:** Each local workforce development area will comply with the following criteria established by the State Workforce Investment Board.

- The chief elected official(s) in a local area are authorized to appoint the members of the local board for such area. The local workforce development board must meet WIOA composition requirements as outlined in Section 107(b)(2) of Public Law 113-128. An alternative entity/grandfathered board will not be certified, unless it is in compliance with the composition requirements in the Statute.

WIOA specifies the following criteria for the local workforce development board:

**(2) COMPOSITION.—**Such criteria shall require ~~that~~, at a minimum—

(A) a majority of the members of each local board shall be representatives of business in the local area, who—

(i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;

(ii) represent businesses, including small businesses, or organizations representing businesses described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area, and

(iii) are appointed from among individuals nominated by local business organizations and business trade associations;

(B) not less than 20 percent of the members **of** each local board shall be representatives of the workforce within the local area, who—

(i) shall include representatives of labor organizations (for a local area in which employees are represented by labor organizations), who have been nominated by local labor federations, or (for a local area in which no employees are represented by such organizations) other representatives of employees;

(ii) shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area, if such a program exists;

(iii) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities; and

(iv) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth;

(C) each local board shall include representatives of entities administering education and training activities in the local area, who—

(i) shall include a representative of eligible providers administering adult education and literacy activities under title II;

(ii) shall include a representative of institutions of higher education providing workforce investment activities (including community colleges);

(iii) may include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment;

(D) each local board shall include representatives of governmental and economic and community development entities serving the local area, who—

(i) shall include a representative of economic and community development entities;

(ii) shall include an appropriate representative from the State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area;

(iii) shall include an appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of that title (29 U.S.C. 732, 741), serving the local area;

(iv) may include representatives of agencies or entities administering programs serving the local area relating to transportation, housing, and public assistance; and

(v) may include representatives of philanthropic organizations serving the local area; and

(E) each local board may include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.

- The standing committees of the local board must consist of the three committees identified in Section 107(b)(4)(A) of Public Law 113-128, as specified below. The local board may designate additional standing committees.

The following committees must be included in the standing committees of the local board:

(i) A standing committee to provide information and assist with operational and other issues relating to the one-stop delivery system, which may include as members representatives of the one-stop partners.

(ii) A standing committee to provide information and to assist with planning, operational, and other issues relating to the provision of services to youth, which shall include community-based organizations with a demonstrated record of success in serving eligible youth.

(iii) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding providing programmatic and physical access to the services, programs, and activities of the one-stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

29 U.S.C. §3122; Public Law 113-128

**Action:** Please ensure that local chief elected officials, board members, and appropriate staff receive and understand this policy.

**Inquiries:** Questions may be directed to Mary Jo Schmick at [mschmick@dew.sc.gov](mailto:mschmick@dew.sc.gov), or 803-737-2708.

  
Patricia Sherlock, Director  
Policies and Procedures



## **1500 – WorkLink (Adult-Dislocated Worker) Contract Budget Modification #3**

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**Contractor:** Henkels & McCoy, Inc.  
**Contract #'s:** 14A995H3 & 14D995H3  
**Program:** SC Works Operator (Adult & Dislocated Worker Services)  
**Submission Date:** 1/26/2015  
**Region Manager:** Kal Kunkel  
**Program Manager (s):** Steve Riddle, Renee Alexander, & Matt Fields

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### **Budget Modification Summary & Narrative**

#### **Budget Summary**

Henkels & McCoy, Inc. (SC Works Operator) is requesting a modification to our PY14 budget to facilitate training needs of Adult Program Participants. The increase in training funds will come from Staff Salaries & Fringe, Operating Costs, On-the-Job Training and 2% transfer from Dislocated Worker funds to the Adult funds.

There is no overall change to the current contract budget amount, but Staff Costs, Operating Costs, and OJT will be reduced and the excess transferred into Training Costs in the Tuition Line item as demonstrated in the breakout below.





# CONTRACT BUDGET MODIFICATION

## Operating Costs Narrative

Reduce Operating Costs by \$8,270.40 in the line items shown below.

Operating Costs					
1 1 Facility, Utilities, Maintenance		\$ -		\$ -	\$ -
1 2 Staff Consumable Supplies		\$ 7,200.00		\$ 5,400.00	\$ (1,800.00)
1 3 Advertising, Outreach		\$ 2,760.00		\$ 1,500.00	\$ (1,260.00)
1 4 Copy, Print		\$ 10,800.00		\$ 6,600.00	\$ (4,200.00)
1 5 Communications		\$ 9,872.20		\$ 9,314.92	\$ (557.28)
1 6 Staff Travel		\$ 23,297.84		\$ 23,297.84	\$ 0.00
1 7 Staff Conferences, Training		\$ 4,080.00		\$ 4,080.00	\$ -
1 8 Staff Equipment / Computer Leases / Software		\$ 17,961.60		\$ 17,508.48	\$ (453.12)
1 9 Postage		\$ 2,400.00		\$ 2,400.00	\$ -
<b>Sub-Total Operating</b>		<b>\$ 78,371.64</b>		<b>\$ 70,101.24</b>	<b>\$ (8,270.40)</b>

## Training Costs Narrative

Increase Tuition by \$43,412.32 and decrease On-the-Job Training by \$13,898.29.

Training					
2 1 Participant Supplies		\$ -		\$ -	\$ -
2 2 Participant Books		\$ -		\$ -	\$ -
2 3 Credential Exams & Assessments		\$ 15,950.00		\$ 15,950.00	\$ -
2 4 Software Licenses		\$ -		\$ -	\$ -
2 5 Tuition (Adult Education)		\$ 77,280.00		\$ 77,280.00	\$ -
2 6 Tuition (College or Vocational)		\$ 321,689.95		\$ 365,102.27	\$ 43,412.32
2 8 On-the-Job Training		\$ 121,898.29		\$ 108,000.00	\$ (13,898.29)
<b>Sub-Total Training</b>		<b>\$ 536,818.24</b>		<b>\$ 566,332.27</b>	<b>\$ 29,514.03</b>

## Supportive Services Narrative

Increase Transportation by \$3,180.00 and decrease Childcare by \$780.00.

Supportive Services					
3 11 Transportation		\$ 17,937.50		\$ 21,117.50	\$ 3,180.00
3 12 Childcare		\$ 6,240.00		\$ 5,460.00	\$ (780.00)
3 13 Emergency Assistance		\$ -		\$ -	\$ -
3 14 Training Support Materials		\$ 7,500.00		\$ 7,500.00	\$ -
<b>Sub-Total of Supportive Services</b>		<b>\$ 31,677.50</b>		<b>\$ 34,077.50</b>	<b>\$ 2,400.00</b>

CONTRACT BUDGET MODIFICATION

Training Fees (Profit), Indirect, & Audit Fees

No change to Training Fee (Profit).

<b>Indirect Cost &amp; Fees</b>					
Training Fee (Profit)	5.00%	\$ 63,312.56	5.00%	\$ 63,312.56	\$ (0.00)
Indirect Cost	8.75%	\$ 110,796.97	8.75%	\$ 110,796.97	\$ 0.00
Audit Fee	0.70%	\$ 9,639.34	0.70%	\$ 9,639.34	\$ (0.00)
<b>Sub-Total of Indirect &amp; Fees</b>		<b>\$ 183,748.87</b>		<b>\$ 183,748.87</b>	<b>\$ (0.00)</b>

APPROVAL(S)

Prepared By

  
Kalen J. Kunkel, Region Manager

ATTACHMENT 1 – ADULT vs. DISLOCATED WORKER PERCENTAGES

WorkLink SC Works Operator (H&M)  
PY14 Budget Mod #3

	PY14 Budget Mod #2		PY14 Budget Mod #3		Amt of Increase or Decrease	
	Adult	Dislocated Worker	Adult	Dislocated Worker	Adult	Dislocated Worker
<b>Staff Costs</b>						
Staff Salaries	\$ 309,866.81	\$ 132,368.63	\$ 297,337.21	\$ 127,430.23	\$ (12,543.60)	\$ (5,378.40)
Staff Fringe	\$ 123,681.82	\$ 51,056.49	\$ 119,580.28	\$ 51,291.81	\$ (4,000.34)	\$ (1,714.68)
	\$ 433,568.63	\$ 183,315.12	\$ 417,018.09	\$ 178,722.04	\$ (16,550.54)	\$ (7,093.08)
<b>Operating Costs</b>						
1.2 Staff Consumable Supplies	\$ 5,040.00	\$ 2,160.00	\$ 3,780.00	\$ 1,620.00	\$ (1,260.00)	\$ (540.00)
1.3 Advertising, Outreach	\$ 1,932.00	\$ 828.00	\$ 1,050.00	\$ 450.00	\$ (882.00)	\$ (378.00)
1.4 Copy Print	\$ 7,560.00	\$ 3,240.00	\$ 4,620.00	\$ 1,980.00	\$ (2,940.00)	\$ (1,260.00)
1.5 Communications	\$ 6,910.54	\$ 2,961.66	\$ 6,520.44	\$ 2,794.47	\$ (390.10)	\$ (167.19)
1.6 Staff Travel	\$ 16,308.49	\$ 6,989.35	\$ 16,308.49	\$ 6,989.35	\$ 0.00	\$ 0.00
1.7 Staff Conferences, Training	\$ 2,856.00	\$ 1,224.00	\$ 2,856.00	\$ 1,224.00	\$ -	\$ -
1.8 Staff Equipment / Computer Leases / Software	\$ 12,573.12	\$ 5,388.48	\$ 12,255.94	\$ 5,252.54	\$ (317.18)	\$ (135.94)
1.9 Postage	\$ 1,680.00	\$ 720.00	\$ 1,680.00	\$ 720.00	\$ -	\$ -
<b>Sub-Total Operating</b>	\$ 54,860.15	\$ 23,511.49	\$ 49,070.87	\$ 21,030.37	\$ (5,789.28)	\$ (2,431.12)
<b>Training</b>						
2.3 Credential Exams & Assessments	\$ 11,165.00	\$ 4,785.00	\$ 11,165.00	\$ 4,785.00	\$ -	\$ -
2.5 Tuition (Adult Education)	\$ 54,096.00	\$ 23,184.00	\$ 54,096.00	\$ 23,184.00	\$ -	\$ -
2.6 Tuition (College or Vocational)	\$ 225,182.96	\$ 96,506.98	\$ 262,379.77	\$ 82,722.50	\$ 57,196.81	\$ (13,784.48)
2.8 On-the-Job Training	\$ 85,328.81	\$ 36,569.49	\$ 75,600.00	\$ 32,400.00	\$ (9,728.81)	\$ (4,169.49)
<b>Sub-Total Training</b>	\$ 375,772.77	\$ 161,045.47	\$ 423,240.77	\$ 143,091.50	\$ 47,468.00	\$ (17,953.97)
<b>Supportive Services</b>						
3.11 Transportation	\$ 12,556.25	\$ 5,381.25	\$ 14,782.25	\$ 6,335.25	\$ 2,226.00	\$ 954.00
3.12 Childcare	\$ 4,368.00	\$ 1,872.00	\$ 3,822.00	\$ 1,638.00	\$ (546.00)	\$ (234.00)
3.14 Training Support Materials	\$ 5,250.00	\$ 2,250.00	\$ 5,250.00	\$ 2,250.00	\$ -	\$ -
<b>Sub-Total of Supportive Services</b>	\$ 22,174.25	\$ 9,503.25	\$ 23,854.25	\$ 10,223.25	\$ 1,680.00	\$ 720.00
<b>Indirect Cost &amp; Fees</b>						
Training Fee (Profit)	\$ 44,318.78	\$ 18,993.78	\$ 44,318.79	\$ 18,993.77	\$ 0.01	\$ (0.01)
Indirect Cost	\$ 77,557.88	\$ 33,239.09	\$ 77,557.88	\$ 33,239.09	\$ 0.00	\$ 0.00
Audit Fee	\$ 6,747.54	\$ 2,891.80	\$ 6,747.54	\$ 2,891.80	\$ (0.00)	\$ 0.00
<b>Sub-Total of Indirect &amp; Fees</b>	\$ 128,624.20	\$ 55,124.67	\$ 128,624.21	\$ 55,124.66	\$ 0.00	\$ (0.00)
	\$ 1,015,000.00	\$ 435,000.00	\$ 1,041,808.18	\$ 408,191.82	\$ 26,808.18	\$ (26,808.18)
	\$ 1,450,000.00	\$ 570,000.00	\$ 1,450,000.00	\$ 570,000.00		
	70%	30%	72%	28%		



CONTRACT BUDGET MODIFICATION

**ATTACHMENT 2 - BUDGET FORMS**  
**WORKFORCE INVESTMENT BOARD**  
 WorkLink Workforce Investment Area  
**GRANT BUDGET SUMMARY**

Service Provider Henkels & McCoy, Inc. Contract # 14A995H3 & 14D995H3  
 Project/Activity SC Works Operator Funding Source WIA Adult & DLW Formula Funds Modification # 3

CATEGORIES	ADULT	DLW	Administration	Non-Administration	Total Budget Amount
STAFF COSTS (Salaries & Fringe Benefits)	\$ 417,018	\$ 178,722		\$ 595,740	\$ 595,740
OPERATING COSTS	\$ 49,071	\$ 21,030		\$ 70,101	\$ 70,101
TRAINING COSTS	\$ 423,241	\$ 143,091		\$ 566,332	\$ 566,332
SUPPORTIVE SERVICE COSTS	\$ 23,854	\$ 10,223		\$ 34,077	\$ 34,077
Training Fees/Professional Fees/ Profit	\$ 51,066	\$ 21,886		\$ 72,952	\$ 72,952
Indirect Costs	\$ 77,558	\$ 33,239		\$ 110,797	\$ 110,797
Total Budget Costs	\$ 1,041,808	\$ 408,192	\$ -	\$ 1,450,000	\$ 1,450,000
Percentage of Budget	72%	28%		100%	
Cost Limitations			2% Maximum	At least 98%	100%

# CONTRACT BUDGET MODIFICATION

## WORKFORCE INVESTMENT BOARD WorkLink Workforce Investment Area COST AND PRICE ANALYSIS WORKSHEET

Service Provider Herkels & McDevitt

Contract # 11A095HJ & 11D915HJ

Project/Activity SC Works Operator

Funding Source WIA Adult & DLW Formula Funds

Mod # 3

### STAFF & INDIRECT COST - BUDGET SUMMARY

SALARIES, FRINGE BENEFITS, & INDIRECT COST				ADULT		DLW		ADMINISTRATION		NON-ADMINISTRATION	
Staff Salaries Position Title	Salary Per Month	No. of Months	% of Time	TOTAL AMOUNT	%	Amount	%	Amount	%	Amount	%
<b>TOTAL SALARIES</b>				<b>\$ 424,767.4</b>		<b>\$ 297,337</b>		<b>\$ 127,430</b>		<b>\$ 424,767</b>	
<b>FRINGE BENEFITS:</b>											
Health Insurance		X	26.12%	\$ 110,953	70.00%	\$ 77,667	30.00%	\$ 33,246		100%	\$ 110,953
FICA		X	7.65%	\$ 32,435	70.00%	\$ 22,746	30.00%	\$ 9,748		100%	\$ 32,435
State UEC-SUI		X	3.02%	\$ 12,828	70.00%	\$ 8,980	30.00%	\$ 3,843		100%	\$ 12,828
FUT		X	0.12%	\$ 510	70.00%	\$ 357	30.00%	\$ 153		100%	\$ 510
SC WC		X	0.32%	\$ 1,359	70.00%	\$ 951	30.00%	\$ 408		100%	\$ 1,359
Public-General Liability		X	3.02%	\$ 12,828	70.00%	\$ 8,980	30.00%	\$ 3,843		100%	\$ 12,828
<b>TOTAL FRINGE BENEFITS</b>				<b>\$ 170,973</b>		<b>\$ 119,681</b>		<b>\$ 51,292</b>		<b>\$ 170,973</b>	
<b>INDIRECT COST: RATE</b>				<b>\$ 1,266,251.13</b>	X	<b>8.75%</b>					
<b>TOTAL COST</b>				<b>\$ 706,537</b>	70.00%	<b>\$ 494,576</b>	30.00%	<b>\$ 211,961</b>		100%	<b>\$ 706,537</b>

Each position must be supported by a job description.

A complete "Per Person" cost analysis must be completed and attached as an Exhibit.

A current copy of your "Indirect Cost Rate" as approved by your Cognizant Agency and description of the costs covered must be attached to the budget as an Exhibit.

**CONTRACT BUDGET MODIFICATION**

<b>WORKFORCE INVESTMENT BOARD</b> WorkLink Workforce Investment Area <b>COST AND PRICE ANALYSIS WORKSHEET</b>				
Service Provider <u>Henkels &amp; McCoy, Inc.</u>		Contract # <u>14A995H3 &amp; 14E995H3</u>		Mod # <u>1</u>
Project/Activity <u>SC Works Operator</u>		Fund Source <u>WIA Adult &amp; DLW Formula Funds</u>		
Categories & Line Items	Total Cost	ADULT	DLW	Non-Administration
<b>OPERATING COSTS</b>				
1.1 Facility Rent, Utilities, Maintenance, etc.	\$ -	\$ -	\$ -	\$ -
1.2 Staff Expendable Supplies & Materials	\$ 5,400	\$ 3,780	\$ 1,620	\$ 5,400
1.3 Program Outreach Expenses (Brochures, Flyers, etc.)	\$ 1,500	\$ 1,050	\$ 450	\$ 1,500
1.4 Copy & Print Expenses	\$ 6,600	\$ 4,620	\$ 1,980	\$ 6,600
1.5 Communications (Phone, Fax, Internet, etc.)	\$ 9,315	\$ 6,520	\$ 2,794	\$ 9,315
1.6 Staff Travel				
Local Mileage cost	\$ 13,318	\$ 12,822	\$ 5,495	\$ 13,318
Non-Local Mileage cost	\$ 1,980	\$ 1,386	\$ 594	\$ 1,980
Non-Local Per Diem/Lodging Cost	\$ 3,000	\$ 2,100	\$ 900	\$ 3,000
1.7 Staff Training / Technical Services Costs (Conf. Training, etc.)	\$ 4,080	\$ 2,856	\$ 1,224	\$ 4,080
1.8 Non-Expendable Equipment Purchases (Computers, software, etc.)				
Non-Expendable Equipment Purchases (Computer Leases)	\$ 11,028	\$ 7,720	\$ 3,309	\$ 11,028
Wide Area Network (WAN) Equipment and Computer Software	\$ 6,480	\$ 4,536	\$ 1,944	\$ 6,480
1.9 Postage (Stamps, FedEx, etc.)	\$ 2,400	\$ 1,680	\$ 720	\$ 2,400
<b>TOTAL OPERATING COSTS</b>	<b>\$ 70,101</b>	<b>\$ 49,071</b>	<b>\$ 21,030</b>	<b>\$ 70,101</b>
<b>TRAINING COSTS</b>				
2.1 WI Customer Supplies & Materials Costs	\$ -	\$ -	\$ -	\$ -
2.2 WI Customer Book Costs	\$ -	\$ -	\$ -	\$ -
2.3 WI Customer Credential Exam Fees (C.N.A., GED, TABE, WorkKeys, etc.)	\$ 15,950	\$ 11,165	\$ 4,785	\$ 15,950
WI Customer Individualized Training Costs				
2.5 Tuition Cost (Adult Education Skill Upgrade & GED)	\$ 77,280	\$ 54,096	\$ 23,184	\$ 77,280
2.6 Other Individualized Training Cost (TCTC Pre-Employment Workshop)	\$ 30,000	\$ 21,000	\$ 9,000	\$ 30,000
2.6 Individual Training Account/Voucher Cost	\$ 335,102	\$ 261,380	\$ 73,722	\$ 335,102
2.8 WI Customer On-the-Job Training Costs				
Reimbursable Wages	\$ 108,000	\$ 75,600	\$ 32,400	\$ 108,000
<b>TOTAL TRAINING COSTS</b>	<b>\$ 566,332</b>	<b>\$ 423,241</b>	<b>\$ 143,091</b>	<b>\$ 566,332</b>
<b>SUPPORTIVE SERVICES COSTS</b>				
3.10 WI Customer Incentives (Youth Only)	\$ -	\$ -	\$ -	\$ -
3.11 WI Customer Transportation Costs	\$ 21,117	\$ 14,782	\$ 6,335	\$ 21,117
3.12 WI Customer Childcare Costs	\$ 5,460	\$ 3,822	\$ 1,638	\$ 5,460
3.14 Training Support Materials (Uniforms, Drug Screens, Background Checks, etc.)	\$ 7,500	\$ 5,250	\$ 2,250	\$ 7,500
3.13 WI Customer Emergency Assistance (Rent, Car Repair, etc.)	\$ -	\$ -	\$ -	\$ -
3.6 Laptop Incentive (Youth Only)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL SUPPORTIVE SERVICES COSTS</b>	<b>\$ 34,077</b>	<b>\$ 23,854</b>	<b>\$ 10,223</b>	<b>\$ 34,077</b>
<b>TRAINING/PROFESSIONAL FEES/PROFIT</b>				
4.1 Profit (Professional Fee - 5%) Can be tied to Performance	\$ 63,313	\$ 44,319	\$ 18,994	\$ 63,313
4.2 Audit Fee	\$ 9,639	\$ 6,748	\$ 2,892	\$ 9,639
<b>TOTAL FEES / PROFIT COSTS</b>	<b>\$ 72,952</b>	<b>\$ 51,066</b>	<b>\$ 21,886</b>	<b>\$ 72,952</b>

\* A Complete cost and price analysis of Actual/Projected cost must be attached to the budget as an Exhibit

**CONTRACT BUDGET MODIFICATION**

**WORKFORCE INVESTMENT BOARD**  
 WorkLink Workforce Investment Area  
**CLIENT FLOW PROJECTIONS**

Service Provider Henkels & McCoy, Inc. Contract # 14A995H3 & 14D995H3

Project Activity SC Works Operator Fund Source WIA Adult & DLW Formula Funds

Mod# 3

Period	Clients Served			Clients Exited			Active Clients
	Carryover	New	Cumulative	Positive	Negative	Cumulative	
July-14	248	31	279	15	10	25	254
August-14	254	28	282	30	10	40	242
September-14	242	45	287	30	10	40	247
October-14	247	51	298	20	10	30	268
November-14	268	36	304	20	10	30	274
December-14	274	37	311	25	5	30	281
January-15	281	42	323	25	5	30	293
February-15	293	42	335	20	5	25	310
March-15	310	42	352	30	10	40	312
April-15	312	42	354	20	5	25	329
May-15	329	42	371	30	10	40	331
June-15	331	41	372	30	10	40	332
PY13 Carryovers	248	479					
New PY14 WIA Enrollments	479						
Active Follow-up	359						
Total Served	1086						
Estimated PY14 Carryovers	332						

Active Clients equal Cumulative Clients Served minus Cumulative Clients Exited

# **WORKLINK ADULT-DISLOCATED WORKER OBLIGATIONS REPORT**

## **PY14 FORMULA TUITION**

	Adult	Dislocated Worker	Total
PY14 Budget (Mod # 3)	\$ 272,544.77	\$ 78,507.50	\$ 351,052.27
PY14 Vouchers Paid	\$ 95,943.71	\$ 13,561.00	\$ 109,504.71
PY14 Vouchers Not Paid	\$ 108,578.93	\$ 7,874.08	\$ 116,453.01
PY14 Vouchers Total	\$ 204,522.64	\$ 21,435.08	\$ 225,957.72
PY14 Funds Unobligated	\$ 68,022.13	\$ 57,072.42	\$ 125,094.55
PY14 ITA's Approved	\$ 343,283.13	\$ 42,283.98	\$ 385,567.11
PY14 ITA's Deobligations	\$ 80,945.49	\$ 11,797.08	\$ 92,742.57
PY14 ITA's Total YTD	\$ 262,337.64	\$ 30,486.90	\$ 292,824.54
PY14 ITA's vs Budget	\$ 10,207.13	\$ 48,020.60	\$ 58,227.73
PY15 ITA's Approved			

As of today we anticipate needing a total of \$35,378 to cover the current commitments

Adult ITA's includes \$25,281 not approved by a Manager.  
Adult ITA's includes \$16,247.89 of deobligations still being

## **PY14 FORMULA ON-THE-JOB TRAINING**

	Adult	Dislocated Worker	Total
PY14 Budget (Mod # 3)	\$ 75,600.00	\$ 32,400.00	\$ 108,000.00
PY14 Vouchers Paid	\$ 21,073.00	\$ 3,061.00	\$ 24,134.00
PY14 Vouchers Not Paid	\$ 3,807.43	\$ 675.67	\$ 4,483.10
PY14 Vouchers Total	\$ 24,880.43	\$ 3,736.67	\$ 28,617.10
PY14 Funds Unobligated	\$ 50,719.57	\$ 28,663.33	\$ 79,382.90
PY14 ITA's Approved	\$ 66,445.20	\$ 3,736.66	\$ 70,181.86
PY14 ITA's Deobligations	\$ 6,449.00	\$ -	\$ 6,449.00
PY14 ITA's Total YTD	\$ 59,996.20	\$ 3,736.66	\$ 63,732.86
PY14 ITA's vs Budget	\$ 15,603.80	\$ 28,663.34	\$ 44,267.14
PY15 Obligations YTD			



Budget vs. Actual Expenditures YTD

ADULT

DLW

TOTAL

Category	Mod #1	Oct	November	December	Total Expenses	Balance	% Spent	Mod #3	Oct	Nov	Dec	Total Expenses	Balance	% Spent	Total Budget	Total Expenses	Total Balance	Total % Spent	
Budget	9/29-10/28	10/27-11/23	11/24-12/28					Budget	10/29-10/26	10/27-11/23	11/24-12/28								
Salary Total	0.0	297,337	25,258	23,081	30,377	157,115	140,222	52.84%	127,430	10,799	9,843	12,841	67,134	60,296	52.63%	4,347,677	224,249	200,518	52.79%
Fringe Benefit Total	0.0-0.5	119,681	9,883	9,916	12,628	61,710	57,971	51.58%	51,292	4,953	4,746	5,363	26,839	24,453	51.33%	1,701,971	88,549	82,244	51.75%
Subtotal		\$ 417,018	\$ 35,221	\$ 32,999	\$ 43,005	\$ 218,825	\$ 198,193	52.47%	\$ 178,722	\$ 15,752	\$ 14,089	\$ 18,204	\$ 93,973	\$ 84,749	52.58%	\$ 595,740	\$ 312,798	\$ 282,762	52.51%
Operating Costs																			
Staff Consumable Supplies	1.2	3,780	16	45	-	1,130	2,650	29.80%	1,620	7	-	-	465	1,155	28.70%	5,400	1,595	3,005	29.54%
Advertising	4.3	1,050	175	-	-	175	875	18.67%	450	75	-	-	75	375	18.67%	1,500	250	1,250	16.67%
Printing/Copies	5.4	4,820	-	-	257	1,886	2,734	40.82%	1,980	-	-	110	805	1,175	40.86%	6,800	2,091	3,909	40.77%
Communications	4.5	6,520	355	177	33	2,909	3,611	44.82%	2,794	351	75	-	1,113	1,681	49.81%	9,314	4,022	5,292	43.18%
Staff Travel	1.8	16,308	692	769	1,045	6,127	10,181	37.57%	8,989	507	241	432	2,589	4,350	37.19%	23,297	8,726	14,571	37.46%
Staff Training/Technical Service	2.7	2,850	498	216	-	674	2,182	23.60%	1,224	196	-	-	196	1,028	16.01%	4,080	870	3,210	21.42%
Staff Computer Licenses	4.6	12,258	343	-	-	3,954	8,302	39.26%	5,253	147	-	-	1,874	3,559	32.25%	17,509	5,648	11,861	32.48%
Postage	1.9	1,880	75	165	89	648	1,034	38.45%	720	32	-	-	164	556	29.79%	3,400	810	1,590	23.75%
Subtotal		\$ 49,070	\$ 2,314	\$ 1,372	\$ 1,434	\$ 31,569	\$ 35.67%	\$ 21,030	\$ 1,115	\$ 310	\$ 542	\$ 7,111	\$ 13,919	\$ 33.81%	\$ 70,100	\$ 24,612	\$ 45,488	35.11%	
Training cost																			
Credentialed Exam Fees	2.3	11,165	342	3,085	1,365	5,245	5,820	48.98%	4,795	129	1,049	41	1,210	3,568	25.48%	15,350	6,484	9,486	40.53%
Tuition/Adult Ed Skill Upgrade/CEI	2.5	54,096	5,612	-	5,603	24,739	29,357	45.73%	23,164	2,405	-	-	8,201	14,983	35.17%	77,280	32,040	44,340	42.62%
Account/Voucher cost	2.6	282,380	29,777	19,971	42,775	109,930	172,450	38.93%	82,722	4,750	4,687	7,345	24,332	58,390	29.41%	365,102	134,202	230,440	36.77%
On the Job Training	2.8	75,800	-	1,661	13,522	21,073	54,527	27.87%	32,400	-	-	-	3,061	29,339	9.45%	108,000	24,134	83,866	22.45%
Subtotal		\$ 423,241	\$ 35,731	\$ 24,717	\$ 63,265	\$ 160,987	\$ 202,254	38.04%	\$ 143,091	\$ 7,284	\$ 5,736	\$ 7,386	\$ 36,813	\$ 108,278	25.73%	\$ 566,332	\$ 197,000	\$ 368,532	34.93%
Supportive Service Cost																			
Transportation	3.2	14,782	2,440	3,255	2,590	10,765	4,027	72.76%	6,335	260	480	590	2,170	4,165	34.25%	21,117	12,925	9,192	61.21%
Childcare	3.3	3,822	-	-	-	3,822	0.00%	1,638	-	-	-	-	220	1,418	13.43%	5,460	220	6,240	4.03%
Uniforms/Drug Screens etc.	3.4	5,250	482	-	969	2,109	3,141	40.17%	2,250	-	-	34	214	2,036	9.51%	7,508	2,324	5,177	30.97%
Subtotal		\$ 23,854	\$ 2,922	\$ 3,255	\$ 3,489	\$ 12,664	\$ 10,950	59.93%	\$ 10,223	\$ 260	\$ 480	\$ 624	\$ 2,604	\$ 7,619	25.47%	\$ 34,077	\$ 15,408	\$ 18,669	45.30%
Training/Professional Service Fee/Profit																			
Training Fee (Profit)	4.1	44,319	3,810	3,117	5,561	20,510	23,808	46.28%	16,994	1,220	1,030	1,338	7,024	11,070	36.08%	63,313	27,534	35,779	43.49%
Audit	4.2	6,748	-	-	-	-	6,748	0.00%	2,892	-	-	-	-	2,892	0.00%	9,640	-	9,640	0.00%
Indirect	4.3	77,558	9,667	5,456	9,731	35,894	41,064	46.28%	33,239	2,135	1,802	2,341	12,291	20,948	36.98%	110,797	48,185	62,612	43.44%
Subtotal		\$ 128,625	\$ 10,477	\$ 8,573	\$ 15,292	\$ 56,404	\$ 72,221	43.85%	\$ 55,125	\$ 3,355	\$ 2,832	\$ 3,678	\$ 19,315	\$ 35,810	35.04%	\$ 183,750	\$ 75,719	\$ 108,031	41.21%
TOTALS		\$1,041,808	\$ 80,665	\$ 70,916	\$ 120,495	\$ 400,561	\$ 575,227	44.79%	\$ 308,191	\$ 27,760	\$ 23,433	\$ 30,435	\$ 159,816	\$ 248,375	39.15%	\$ 1,448,999	\$ 620,397	\$ 823,602	43.20%
Goal Thru Dec 45.00%																			

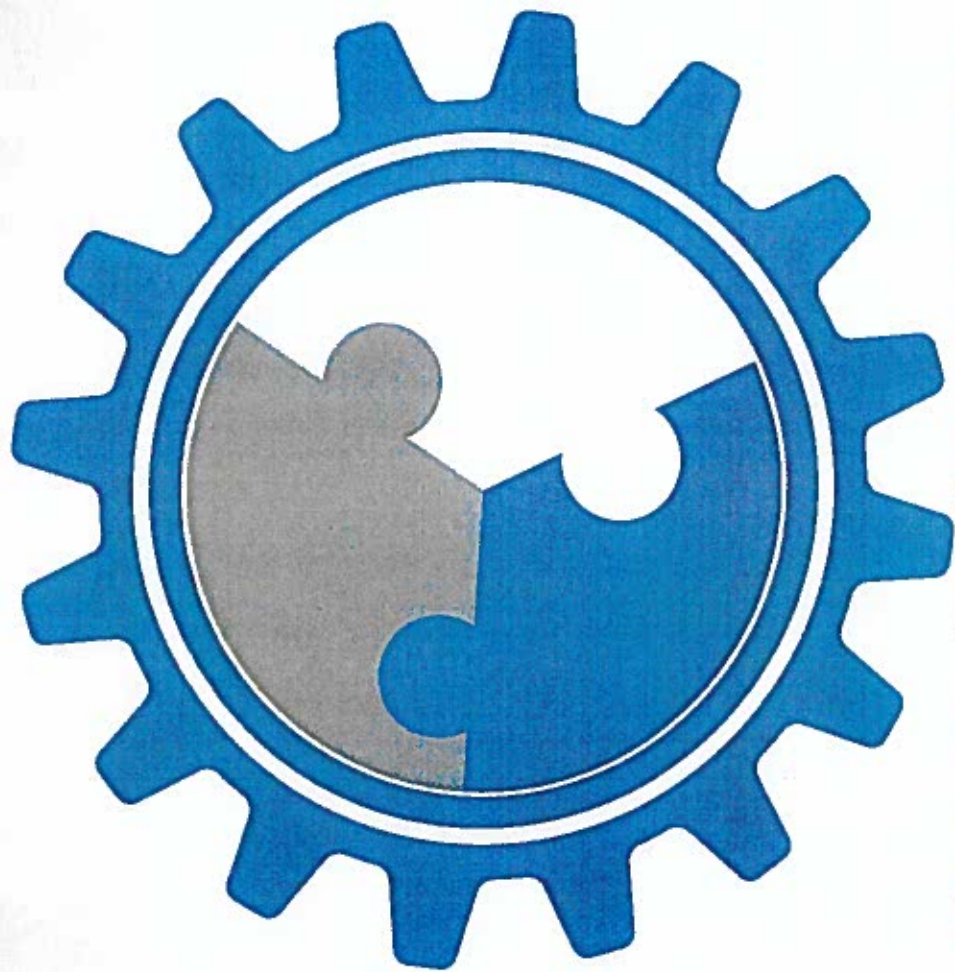
1) Employer has choice of being paid monthly, quarterly, or at the end of the contract.

Goal Thru Dec 45.00%

1) Employer has choice of being paid monthly, quarterly, or at the end of the contract.

As of Mod #3





**SUCCEED**  
south carolina

# BACKGROUND

- Thanks to Gov. Haley's aggressive business recruitment strategy, South Carolina's economy has grown by more than **155,000 jobs** since January 2011.
- With the economic development success, comes an increased demand for qualified workers to fill positions requiring a higher skill set than those available pre-recession.



# SUCCEED

south carolina

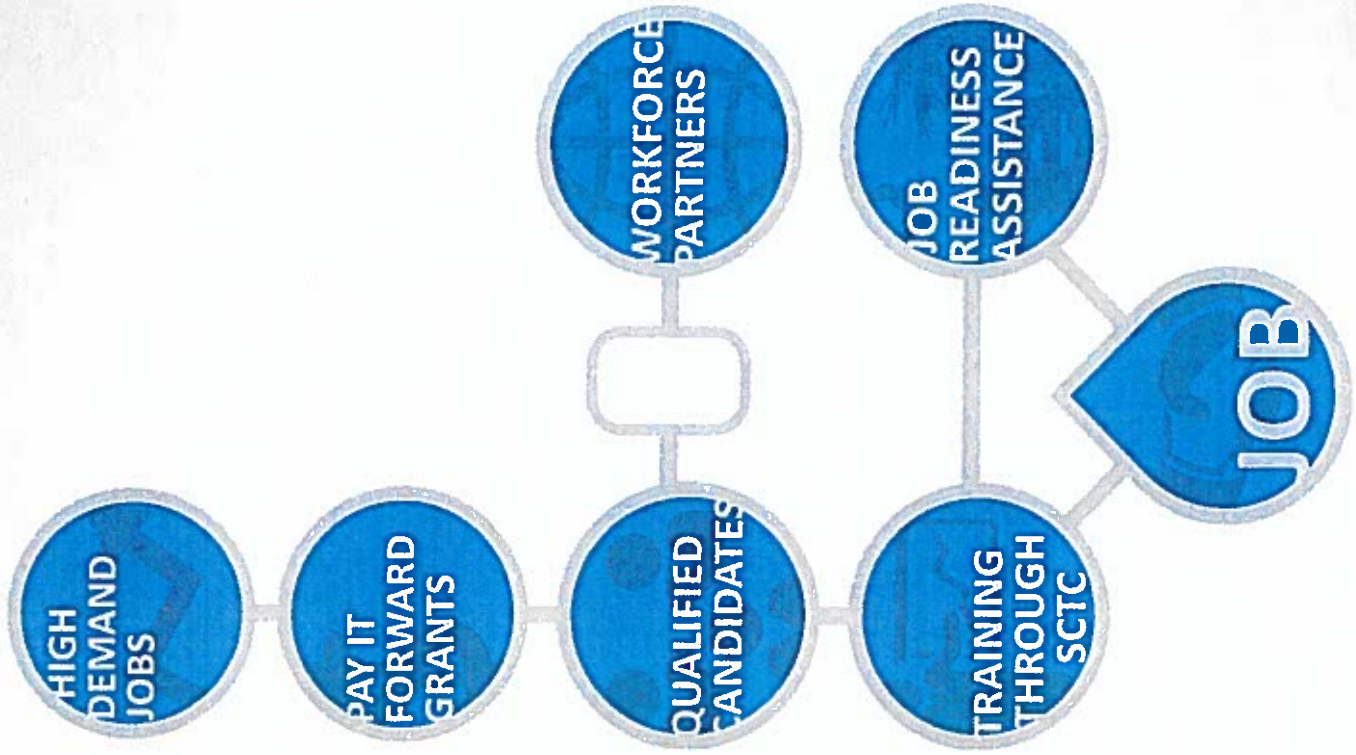


# STAKEHOLDERS

- Jobseekers
- Business and Industry
- Community and faith-based organizations
- The Workforce system:
  - DEW
  - Local Workforce Investment Areas
  - State partners
- Technical colleges

# TICKET TO TECH

Preparing workers  
for high-demand jobs.





# TICKET TO TECH

Designed to help individuals receive training for today's high-demand jobs

- **Intake**
  - SC Works Centers and Opportunity Events
- **Eligibility**
  - Lack industry required occupational certification
  - Have industry specific work experience or equivalent
  - Have a minimum Silver WorkKeys® score
  - Pass a drug test
  - Agree to pay back tuition once employed
- **Training**
  - Industry or employer specific
  - Soft skills component and job readiness assistance
- **Match with supporting businesses**
  - Speed interviews with employers representing industry
  - Those not hired referred to other businesses within industry

# “SAFETY NET”

- Individuals who do not qualify at the opportunity events will be referred to pre-employment resources available through workforce partners such as:
  - Department of Social Services
  - Adult Education
  - Vocational Rehabilitation
  - SC Works
- Individuals who do not have the necessary WorkKeys score will be encouraged to participate in the Career Ready 101 training.
- After appropriate remediation has occurred, jobseekers will be encouraged to apply for SucceedSC.

# SUSTAINABILITY

- Jobseekers who take advantage of training opportunities will repay a portion of the training cost
- “Pay-it-forward” approach increases the individual partnerships and investment in ensuring the employability of South Carolinians
- Payback of \$1,200 per person over two years is projected



# EVOLVESC

Providing businesses with  
trained individuals.

BUSINESSES NEED  
SKILLED WORKERS

DEW PROVIDES  
BUSINESS FUNDING  
FOR TRAINING

INDIVIDUALS ARE  
TRAINED BASED ON  
BUSINESS NEED

BUSINESS & TECH  
COLLEGE COLLABORATE  
TO DESIGN &  
IMPLEMENT TRAINING

BUSINESS  
HIRES &  
PROMOTES  
TRAINED  
WORKERS

# EVOLVESC

- **Existing businesses** seeking specialized training programs will be reviewed against the following criteria:
  - Wages equal to or greater than the average for the occupation in the region
  - Number of potential new and existing employees
  - Current tax status
  - Lack of eligibility for other government funded training programs (readySC or Rapid Response)
  - Economic impact on the local community
  - Financial stability of the business/businesses
  - Training leads to an industry recognized credential
  - Upward movement/career pathway
  - Cost per class or participant
- DEW will provide the initial screening with final approval coming from designated members of the State Workforce Investment Board. If approved, DEW will work directly with the technical college for reimbursement of the cost of the training.



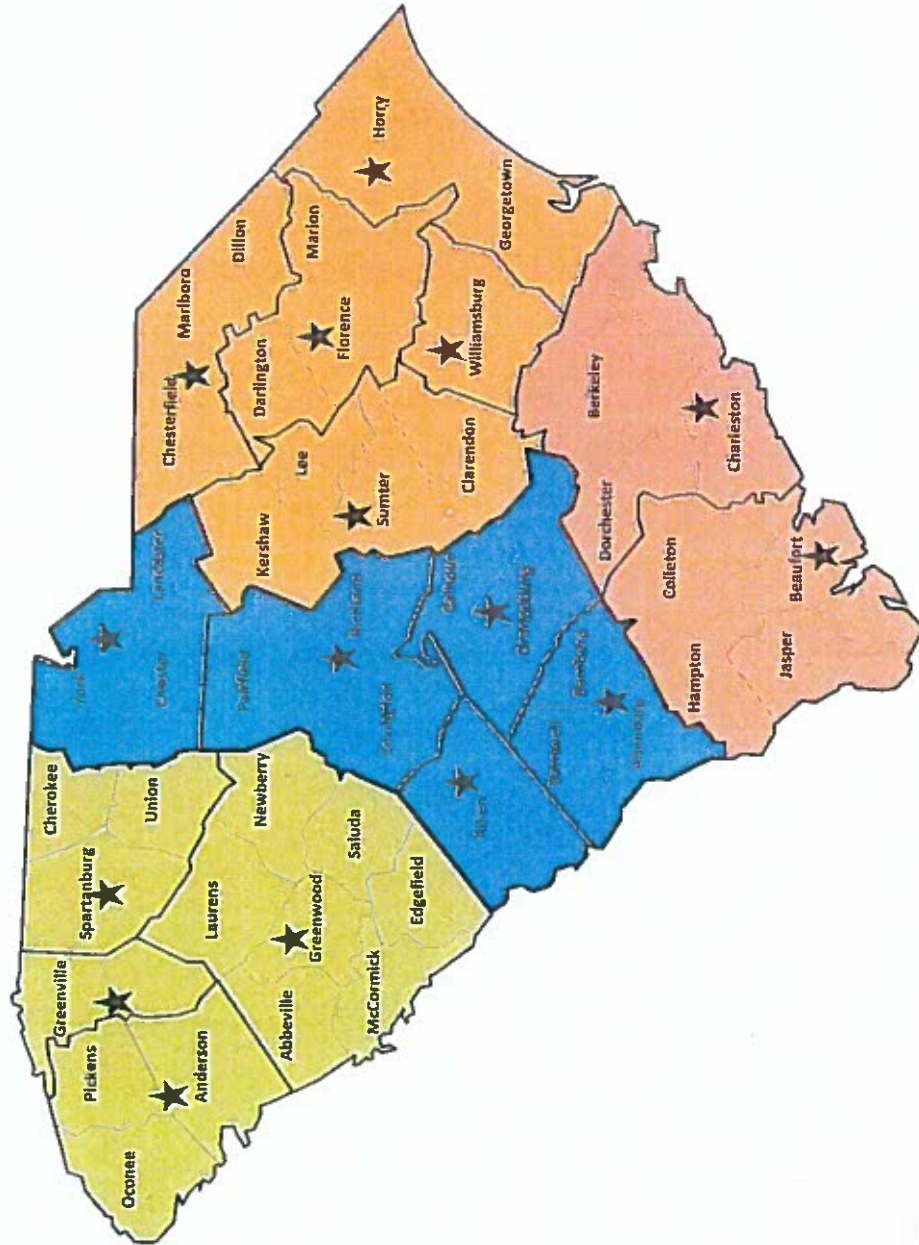
# readySC

- Provide customized training for new and expanding business and industry. Training provided at little or no cost to qualifying companies.
- Existing partnership SC Technical College System and DEW.



# SucceedSC Regions

- Upstate
- Central
- Pee Dee
- South Coast
- ★ Technical College



# OUTREACH

- Jobseekers
  - At least one Opportunity Fairs in all 46 counties
  - Referrals from technical colleges and other workforce partners (DSS, Vocational Rehabilitation, Adult Education)
  - Community-based organizations and faith-based organizations
  - Traditional and social media
- Businesses
  - State and local Chambers of Commerce
  - Business and professional organizations
  - Faith-based organizations
  - South Carolina Technical College System
  - Grassroots efforts, word-of-mouth marketing, mass media and social media



# SUCCEED

south carolina

