

**WORKFORCE DEVELOPMENT BOARD
YOUTH COMMITTEE MEETING
AGENDA**

Monday, March 14, 2016

10:45 A.M. - 12:00 P.M.

Meeting Room – Wells Fargo Bank – Clemson
Park on the far right parking lot facing the building

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| I. Welcome and Introductions | Kristi King-Brock |
| II. Review of Minutes Note (01/11/2016)* | Kristi King-Brock |
| III. Palmetto Youth Connections (Report Jan.-Feb.) | Karen Craven |
| IV. <u>New Business:</u> | |
| Retain YC Member Elaine Bailey (Retired)* | Kristi King-Brock |
| 2016 AOP BIS Funding (Pending PY 16 Youth Allocation)* | Kristi King-Brock |
| WorkLink Youth Program Transition-Information | Trent Acker |
| PY15/PY16 Youth Budget Negotiation Committee* | Kristi King-Brock |
| Formal Gap Analysis Phase II | David Shellhorse, Facilitator |
| PY 15 - 2nd Qtr. Youth Performance | Sharon Crite |
| PY 15 Grant Expenditures (12/21/15-02/21/16) | K. Craven/S.Crite |
| V. <u>Other Business:</u> | |
| 2015 Youth Strategic Plan (YSP) Pgs.31-38 | Information |
| 2015 Youth Strategic Plan Sub-Committee | Information |
| Tri County Tech Named One of Top 150 Community Colleges | Information |
| GED Test Passing Score Revision and New Performance Levels | Information |
| VI. <u>Adjourn</u> | K. King-Brock/Jason Duncan |

*Vote Needed

Next Youth Committee Meeting, Monday – May 02, 2016 - 11:00am
Wells Fargo Bank, Meeting Room - 955 Tiger Blvd. Clemson, SC 29631

**WORKFORCE INVESTMENT CORPORATION
Youth Committee Meeting Summary
January 11, 2016 @ 10:00am
SC Works Clemson Comprehensive Center, Large Conference Room**

Members Present

Kristi King-Brock, Chair	Tim Mayes	Amy Bradshaw
Jason Duncan, Vice-Chair	Rick Murphy	Terence Hassan
Elaine Bailey	Janice Ward	Doug Newton
Melissa Rosier	Gene Williams	Ray Farley

Members Absent:

Crystal Noble	Mary Gaston	Lisa Gillespie
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Staff Present:

Sharon Crite	Windy Graham	Jennifer Kelly
Patty Manley	Trent Acker	

Guest Present:

Karen Craven	David Shellhorse	Amanda Lucas
Anne Marie Baker		

I. Welcome and Introductions

Chair Kristi King-Brock called the meeting to order at 10:00am welcoming everyone in attendance and announced the meeting being recorded for processing of minutes. Kristi King-Brock announced Jason Duncan will be acting as Vice Chair for the Youth Committee. Doug Newton was welcomed to the Youth Committee.

II. Approval of 10-11-2015 Meeting Minutes

The minutes from the 10/11/15 meeting were emailed with the meeting notice and included in the meeting packet. Chair Brock called for corrections/amendments to the minutes or a motion to approve.

ACTION TAKEN: Elaine Bailey made a motion to approve the minutes as submitted, seconded by Tim Mayes. The motion carried unanimously.

III. Palmetto Youth Connections (Report Oct-Dec)

Karen Craven, Palmetto Youth Connections Program Manager, referred the Committee to the Dashboard available in the committee packet. The Dashboard reflects data thru December 2015.

Ms. Craven reviewed the follow information from the Dashboard:

- 52 new enrollments this program year, all of which are high school dropouts.
- The county breakdown reflects 99 youth participants in Anderson, 54 in Oconee, and 61 in Pickens for a total of 214 active and follow-up being served.
- There were 99 participants carried forward into PY15 (July 1, 2015 to June 30, 2016) from PY14 (July 1, 2014 to June 30, 2015).
- There have been 31 new enrollments from July 1 to September 30, and 22 new enrollments from October thru the end of December.
- In regards to WorkKeys, 57 participants were tested in PY14, and 13 participants tested in PY15. Gold certificates

Ms. Craven called attention to the PY15 Monthly Update Report which shows the same information and data as the Dashboard but in a summary format.

Ms. Craven answered questions regarding the length of time that GED preparation takes. The new GED test takes longer for a student to be prepared to take. The Math portion is typically the hardest portion of the GED exam. Students are allowed to re-take portions of the GED and participate in re-mediation classes for further preparation. Tutors are available particularly in Oconee County, for those students that may need additional assistance. The 21st Century Skills for Workforce Development is an online learning tool that Palmetto Youth Connections offer to students to use to prepare for the GED as well.

IV. New Business

a. PY15 PYC Incentive Policy Revision #2

Chair King-Brock deferred to Ms. Craven to provide an explanation for the proposed revisions to the Incentive Policy (Revision #2). Ms. Craven requested to change the policy to emphasize the work experience portion of the WIOA laws regarding Youth. Palmetto Youth Connections proposed to increase the incentive amount for Pre-Employment Work Maturity Skills from \$50 to \$100. The student may earn this incentive

by attending all five Career Smart classes and by completing Work Experience. The other adjustment to the policy will lower the GED attainment incentive from \$150 to \$100. Ms. Craven reported the students were not taking work experience as seriously as they should. The student typically would complete the classes, but never participate in the Work Experience. Therefore, this was a major reason for this modification – an effort to engage the students in putting to use the skills they are learning in a classroom.

ACTION TAKEN: Tim Mayes made a motion to approve the incentive policy as submitted, seconded by Jason Duncan. The motion carried.

b. PY14 – 4th Final Qtr. Youth Performance

Ms. Windy Graham, Performance and Reporting Specialist for WorkLink, directed the Committee to Table O, “Local Performance” in the Youth committee packet. Ms. Graham stated that as of the end of PY14, the Youth Program’s performance was as follows:

- Exceeded Placement in Employment or Education - 86% (Goal was 80%.)
- Met Attainment of Degree or Certificate – 78% (Goal was 78%.)
- Exceeded Literacy or Numeracy Gains – 72% (Goal was 68%.)

c. PY15 – 1st Qtr. Youth Performance Predictive Report

Ms. Graham referred the Committee to the “ETA 9090 WIOA Quarterly Summary” in the packet. This predictive report was for July –September 2015. The data seen in the packet has been submitted to DOL as our first quarter report for PY15; however, DOL has not yet confirmed our data submission, which will make it a final version of our first quarter report. Our goals for PY15 are the same as PY14. Therefore, our first quarter data reflects the following:

- Exceeded Placement in Employment or Education – 88.75% (Goal was 80%.)
- Met Attainment of Degree or Certificate – 76.09% (Goal was 78%.)
- Met Literacy or Numeracy Gains – 65.57% (Goal was 68%.)

Historically, Literacy and Numeracy Gains lags in the first quarter, but gains are typically made by the end of the year. A final first quarter report should be available in time for the next Board meeting in February.

d. PY15 – Grant Expenditures (89/24/15-11/23/15)

Vice Chair Duncan deferred to Karen Craven to review the expenditure levels for the PYC grant. Ms. Craven stated the Youth budget for PY15 totals: \$702,148. PYC's goal is to spend a least 93% of the grant by June 30, 2016. Thru December 20, 2015, PYC spent \$312,760.16 or 44.5% of their grant.

Ms. Craven brought the committee's attention to the Work Experience line item, stating that 20% of Youth funding must be expended in this activity due to new WIOA laws. As of December 20, the Work Experience line item is at 44.5% expended. Ideally this line item would be at 50% by December 31. The accrual line item shows some expenditures in the amount of \$1,530.61, putting the total expenditures for this line item up to 47.2%. January's goal is to be at 60% expended for Work Experience.

e. 2015 AOP BIS Showcase Update

Vice Chair Duncan turned to Rick Murphy for an update on the AOP Business Industry Showcase. Mr. Murphy stated that the event took place at the Anderson Civic Center this year due to construction at Littlejohn Coliseum. He anticipates that the event will also be held at the Anderson Civic Center in the fall of 2016 as well.

Employers and teachers gave positive feedback on the layout and set-up of the Civic Center event. The Civic Center allowed for different rooms that students could visit in order to watch videos, participate in topic discussions on why they were there, and then spend around an hour visiting the different employer's displays. The concourse at Littlejohn is less conducive to lingering and is more "move in, move out" based on the circular nature of the arena.

The Anderson Civic Center saved the Showcase Board close to \$20,000 dollars, as Anderson County offered the facility for this event at no charge. However, one downside to not having the Littlejohn Coliseum location was having the students on the Clemson campus, some for the first time. The desire was for students to see a college campus and be able to imagine themselves there in the future. There is some question if Clemson will allow the event to return to the campus.

In addition to the 8th graders attending the event, this year 150 of the top Career and Technology completers in the seven districts were invited to come in and meet with the employers about hiring, co-ops, and internships. This was well received by employers, and will be included again for this year's event, which will be September 27-28, 2016 tentatively at the Anderson Civic Centers.

Mr. Murphy thanked the three Economic Development offices for encouraging the businesses to participating in the event.

Mr. Murphy also thanked the Youth committee for funding the student's bus transportation to the event. The Committee was referred to the "Event: AOP Business & Industry Showcase" handout in the Youth Committee packet, which reflects what was reimbursed to each school district for the event's bus transportation.

The Showcase Board also assisted with meals for students and schools that would be travelling around lunchtime, either through reimbursement for a meal at a local restaurant or through bag lunches.

f. Youth Strategic Plan Sub-Committee(s)

Sharon Crite referred the committee to the "2015 Youth Strategic Plan: Sub-Committee" handout in the packet. This handout details where each member has been assigned to assist with the Youth Strategic Plan. Those in yellow are either new or changed to a sub-committee. Each member is to review and let Ms. Crite if there should be any changes.

g. 2-1-1 New Agency/Agency Update Form

Ms. Crite referred the committee to the "New Agency/Agency Update Form" (located in the packet) as part of the 2-1-1 project. Ms. Crite has been alerted that partners need to update their partnership information in the 2-1-1 system. This system allows individuals in the community to call for assistance available through partner agencies. Ms. Crite requested that each partner verify that their information is correct in the system or make necessary changes by filling out this form and sending it to 2-1-1 as listed on the top of the form.

V. Other Business

a. Return Signed Confidentiality Form

Ms. Patty Manley requested that any committee members that did not fill out the confidentiality form please do so and return it to her prior to leaving today.

b. Formal GAP Analysis – Phase I

David Shellhorse provided a brief update from previous meeting. Mr. Shellhorse. As a result of that meeting, there were four primary items that the Youth Committee identified:

1. Reducing Fragmentation in the Youth Workforce system
2. Deficiency in Work Skills and Ethics
3. Increase in industry-recognizable credentials
4. Increase work based learning opportunities

Mr. Shellhorse explained his role as facilitator was to assist the Youth committee in identifying and addressing the gaps in community services. Mr. Shellhorse guided the committee thru a detailed discussion regarding the future state, current state, and what was needed in order to “bridge” the Gap. Mr. Shellhorse will provide the summary of the discussion at the next Youth Committee meeting.

VI. Adjourn

Motion to adjourn by Rick Murphy, second by Doug Newton. The motion carried. The meeting adjourned at 11:45am.

Respectfully submitted: Jennifer Kelly

Eckerd Workforce Development Customer Talking Points

Why the Transaction: Henkels & McCoy conducted a strategic review of all business units over the last year and decided to focus on and invest in the core markets of Power, Gas, Telecommunications and Pipeline where they have core construction competencies. Training Services falls outside of Henkels & McCoy's core markets. However Training Services has grown and in fact the Training Services department has never been bigger and stronger. It is the strength and success of Training Services that made this transaction possible. H&M and Training Services senior management believe aligning the interests of new owners and our current staff will work to the benefit of Training Services and offer greater opportunities for the Training Services Team. In order to further enhance workforce service delivery and have a corporate focus on services to individuals with barriers, the decision was made to contribute the operating infrastructure to a non-profit.

Who is Eckerd: The founders of Eckerd, Jack and Ruth Eckerd, were pioneers in transforming the lives of America's children and families. Today, the organization they founded in 1968 has grown into a national non-profit leader that has given much-needed second chances to more than 168,000 children and families. The organization currently serves over 18,500 youth each year with over 800 employees dedicated to providing second chances to needed populations.

Accreditations: Council on Accreditation (COA), and AdvancED™.

Mission: Provide and share solutions that promote the well-being of children and families in need of a second chance.

Vision: Ensure that each child has the opportunity to succeed.

Markets Served: Workforce Development, Child Welfare, Juvenile Justice and Education.

Service Areas: Florida, Georgia, South Carolina, North Carolina, Vermont, Hawaii, Oklahoma, Texas, Kansas, Louisiana and the District of Columbia. **Corporate Office:** 100 N. Starcrest Drive Clearwater, Florida 33765.

Fiscal Overview: \$180 Million in annual revenue with a certified independent audit completed each year.

- Approved federal cognizant agency indirect rate of 8.23% with pending approval of 9.28%.
- Eckerd fringe benefit rate is lower than the current H&M rate. Savings can be reinvested back into the program.
- Fiscal year is July 1st to June 30th.
- Partial year audit from the transaction date of 4-1-16 to the fiscal year end of 6-30-16 will be conducted. Henkels & McCoy will provide the A-133 audit for the period 7-1-15 to 3-31-16.
- Insurance coverage to meet all contractual recruitments. Certificate of Insurance will be provided.
- Payroll services for all Work Experience participants will remain with the current Employer of Record

Assignment: We are seeking contract assignment per the language in the contract which allows assignment based on written approval.

- Contract modification budgets will be provided by 3-1-16.
- It is expected that all staff and leadership will remain.
- All service delivery will remain and/or will be enhanced with profit re-allocation.
- The requested date of the assignment is April 1st, 2016



**Workforce
Development**



100 Starcrest Dr.
Clearwater, FL 33765

February 8, 2016

Dear Mr. Acker,

A core value of Henkels & McCoy (H&M) is helping others in need. The Henkels family has demonstrated this through private and company philanthropy and through Henkels & McCoy's Training Services Group (H&M TSG). Since its' inception in 1981, Training Services has helped over 187,000 youth and adults achieve success in Department of Labor funded Employment and Training programs, with over 50 Workforce Boards nationally. H&M TSG provides \$20 million in services annually to helping others get a second chance to achieve their dreams and takes great pride in being accountable for measurable results as stewards of our government's funds to help others.

H&M TSG values our contractual partnership with the SC Appalachian Council of Governments. As you have reviewed with Amanda Wagner, Henkels & McCoy conducted a strategic review of all business units over the last year and decided to focus and invest in the business markets of Power, Gas Distribution, Communications and Oil & Gas Pipeline, where we have core construction competencies. Henkels & McCoy's Training Services Group falls outside of these core markets and a decision has been made to donate H&M TSG to a strategic non-profit organization that can better maximize H&M TSG's full potential as an organization and provide continued and expanded employment opportunities for the employees of the entire H&M TSG. Henkels & McCoy conducted due diligence with several organizations and identified Eckerd Youth Alternatives, Inc. (Eckerd) as the non-profit which aligns to the H&M TSG mission and H&M's values and will ensure ongoing success of the services for all of our customers and the participants we serve.

We understand contractual services cannot be assigned unless approved in writing by you; therefore, this letter provides formal notification Henkels & McCoy and our Training Services Group is seeking assignment of contractual services to Eckerd from the SC Appalachian Council of Governments. The following provides a brief overview on the Eckerd organization and how well our organizations are aligned from a mission and values perspective.

Eckerd was founded by Jack and Ruth Eckerd, pioneers in transforming the lives of America's children and families. The organization they founded in 1968 has grown into a national non-profit leader who has given much-needed second chances to more than 168,000 children and families. Today, Eckerd serves over 18,500 youth each year with over 800 employees dedicated to providing second chances to needed populations. Eckerd's mission is to "Provide and share solutions that promote the well-being of children and families in need of a second chance" and their vision is to "Ensure that each child has the opportunity to succeed." The following provides a brief summary of key points regarding the proposed assignment process.

- The Eckerd and Henkels & McCoy's Board of Directors have voted and approved the pending transaction.
- The H&M TSG team structure as well as the Plymouth Meeting administrative staff will remain the same. All current H&M staff will transition to Eckerd when the transaction is complete.
- All contract terms and deliverables will remain the same unless you instruct us otherwise. Operating as a non-profit will more closely align with the mission of the workforce system.
- We anticipate there will be cost savings to your local Board due to the elimination of 4th Quarter and future year profit with slightly lower fringe costs.

Accompanying this letter are several documents we hope will provide more information about Eckerd to begin the discussions regarding assignability.

- Summary of talking points
- 501c (3) letter verifying non-profit status
- Current fiscal statement and copy of last audit
- Copy of indirect cost plan and approval letter by cognizant agency
- List of current Eckerd Board of Directors
- Evidence of signatory authority
- Organizational chart
- Copy of general liability insurance certificate
- Strategic plan for Eckerd

The anticipated date of the Eckerd transaction is April 1st 2016. Thank you in advance for maintaining the confidentiality of this organizational transaction. The H&M TSG Regional Managers will be scheduling meetings with you and Eckerd within the next several weeks so any questions you may have regarding this change can be addressed.

Both of our organizations share many of the same values and vision: Compassion, Commitment and Respect, coupled with holding ourselves accountable for achieving superior outcomes. We jointly believe our ultimate measure of success is how well individuals prosper after leaving our programs. We embrace industry-leading tools, systems and processes for measuring success and improving our outcomes. Henkels & McCoy has been honored to serve you by providing training and employment services to the youth and adults in your community. Thank you for that opportunity! Eckerd looks forward to continuing to carry on the tradition of service excellence you expect in helping these young people to succeed.

Sincerely,



Rod Henkels, President /CEO
Henkels & McCoy, Inc.



David Dennis, President /CEO
Eckerd Youth Alternatives, Inc.

Future State (The Ideal)	Current Situation (Reality)	The Gap (between Ideal and Reality)
<p>Youth, employers and WF service providers¹ have a clear understanding of what programs and services are available throughout the entire resource network.</p> <p>Youth and employers know how to tap in to available programs and services.</p> <p>Service providers understand the needs of employers.</p> <p>Employers understand the benefits of participating in the system.</p> <p>Service providers are able to identify and connect with the youth and employers who stand to benefit the most.</p>	<p>A lack of fluency exists at each stakeholder level of the resource network, leaving unrealized opportunities.</p>	
<p>Service providers are effective and efficient at working together to maximize youth workforce outcomes.</p>	<ul style="list-style-type: none"> • Different agencies are “competing for the same dollar”, creating little incentive to communicate and avoid duplication. • Knowledge gaps exist across the network about who provides what services. 	
<p>At-risk youth do not “get lost” between high school and the workforce (whether they drop out or not).</p>	<ul style="list-style-type: none"> • School counselors/the advisement period are not being properly utilized as they have become overly administrative and bureaucratic. • Transportation and childcare barriers impede WF development opportunities • Earlier intervention is needed, else “the mare is already out of the barn”. 	

¹ “Service Providers” in this document refers to agencies, school teachers and guidance counselors.

Modern manufacturing is a popular career path considered by youth and their parents	<ul style="list-style-type: none"> • There is a stigma from the textile generation which discourages mfg. • Youth and parents do not fully understand the comparative financial and quality of life benefits of a modern mfg career. 	
Manufacturers know how and where to find technically skilled workers.	There is a shortage of technically skilled workers in the region.	
Work-based learning opportunities are accessible for youth, including non-technical, basic-skilled youth .	Manufacturers are increasingly selective about who they allow near their highly expensive equipment.	

PY 2015 WIOA Quarterly Report Summary - 2nd Quarter

Performance Measure	Group	State		Worklink		Upper Savannah		Upstate		Greenville		Midlands		Tri-County	
		Goal	% of Goal	Actual	% of Goal	Goal	% of Goal	Actual	% of Goal	Goal	% of Goal	Actual	% of Goal	Goal	% of Goal
Placement in Employment or Education (14-21)	Youth (14-21)	70.5	101.8%	71.7	81.5%	65.22	73.8	82.61	92.6%	81.0	67.2	57.8	68.5	71.9	89.8%
Attainment of Degree or Certificate (14-21)	Youth (14-21)	71.0	88.2%	62.65	89.8%	71.88	74.4	81.25	96.2%	78.0	66.5	52.63	64.0	77.0	60.3%
Literacy or Numeracy Gains	Youth (14-21)	58.5	100.4%	58.74	105.7%	71.43	55.0	55.00	118.2%	84.6	53.0	63.64	50.6	61.5	75.9%
Entered Employment Rate	Adults	72.0	109.7%	78.96	101.5%	70.15	71.0	84.48	112.0%	74.4	72.0	71.43	75.7	66.7	95.0%
	DW	79.5	107.0%	85.10	100.7%	76.92	82.5	95.65	101.5%	82.1	76.4	90.91	85.2	79.8	97.0%
Retention Rate	Adults	87.0	100.4%	87.37	98.5%	87.50	85.5	92.00	94.1%	91.1	87.1	92.86	89.5	86.0	98.9%
	DW	92.7	99.8%	92.51	97.0%	90.48	96.1	88.24	107.1%	93.4	95.7	88.46	92.7	90.1	107.4%
Average Earnings	Adults	11,000	101.2%	\$11,130	84.0%	\$9,697	10,063	\$11,388	88.0%	12,192	11,889	\$10,295	11,534	11,054	117.6%
	DW	15,100	101.4%	\$15,315	116.6%	\$18,117	13,638	\$11,518	96.4%	15,100	17,319	\$12,903	16,433	17,800	103.2%

Performance Measure	Group	Pee Dee		Lower Savannah		Catawba		Sanjee Lynches		Waccamaw		Lowcountry		Color Coding	
		Goal	% of Goal	Actual	% of Goal	Goal	% of Goal	Actual	% of Goal	Goal	% of Goal	Goal	% of Goal		
Placement in Employment or Education (14-21)	Youth (14-21)	74.0	94.2%	69.70	96.4%	65.00	63.3	88.00	100.1%	63.6	78.9	67.4	69.23	Exceeds Goal Actual Performance is greater than 100.0% of the goal	
Attainment of Degree or Certificate (14-21)	Youth (14-21)	83.0	81.3%	67.50	111.3%	75.00	72.6	76.47	80.7%	72.0	60.0	68.6	50.00	Meets Goal Actual Performance is between 80.0% and 100.0% of the goal	
Literacy or Numeracy Gains	Youth (14-21)	70.0	98.0%	69.25	121.4%	63.64	60.0	55.56	115.5%	54.1	60.0	50.0	63.64	Did Not Meet Goal Actual Performance is under 80.0% of the goal	
Entered Employment Rate	Adults	71.3	98.0%	69.84	126.7%	86.75	74.0	88.57	104.8%	76.0	78.5	77.0	66.67		
	DW	76.0	117.2%	89.09	125.0%	95.00	81.1	88.89	103.3%	81.82	80.0	72.0	83.33		
Retention Rate	Adults	88.0	102.5%	90.16	109.1%	95.45	89.2	83.78	98.2%	87.50	87.6	85.9	92.31		
	DW	93.4	89.9%	83.93	106.2%	97.06	93.1	100.00	92.6%	87.50	94.0	87.3	66.67		
Average Earnings	Adults	11,000	101.6%	\$11,181	87.4%	\$9,145	11,308	\$9,818	88.1%	12,547	10,385	9,751	\$11,235		
	DW	14,042	104.9%	\$14,733	93.6%	\$13,426	15,358	\$14,703	64.1%	15,100	13,270	13,270	\$13,466		

Grant Number: 15Y495H1
 Invoice: 1603-11007
 Period Covered: 1/18/16-2/21/16

N&M Goal		FEBRUARY 66.7%		100.0%		Obligations	Accrued
Line Item	Mod #1	1603-11007	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD		
Staff Salary Total	\$ 309,622.68	28,987.97	\$192,717.73	\$116,904.95	62.2%		
Fringe Benefit Total	\$ 100,316.85	9,801.90	\$65,954.46	\$34,362.39	65.7%		
Staff Cost Total	\$ 409,939.53	38,789.87	\$258,672.19	\$151,267.34	63.1%		
Operating							
1.1 Facility, Utilities	\$ 17,000.00	0.00	\$8,500.00	\$8,500.00	50.0%		
1.2 Staff Consumable Supplies	\$ 2,400.00	184.90	\$1,502.01	\$897.99	62.6%		
1.3 Advertising, Outreach	\$ 600.00	0.00	\$0.00	\$600.00	0.0%		
1.4 Copy, Print	\$ 2,400.00	814.82	\$1,499.37	\$900.63	62.5%		
1.5 Communications	\$ 9,083.70	495.56	\$3,673.52	\$5,410.18	40.4%		
1.6 Staff Travel	\$ 9,613.75	1,349.21	\$8,212.30	\$1,401.45	85.4%		
1.7 Staff Conferences, Training	\$ 2,400.00	500.00	\$1,450.00	\$950.00	60.4%		
1.8 Staff Computer Leases	\$ 9,935.04	0.00	\$4,292.04	\$5,643.00	43.2%		
1.9 Postage	\$ 1,445.00	141.54	\$1,467.96	-\$22.96	101.6%		
Operating Total (01)	\$ 54,877.49	3,486.03	\$30,597.20	\$24,280.29	55.8%		
Direct Training							
2.1 Participant Supplies	\$ 1,050.00	0.00	\$94.00	\$956.00	9.0%	462	
Tuition - Includes WK assessment							
2.2 Instructional Related Costs (Books)	\$ 2,500.00	0.00	\$0.00	\$2,500.00	0.0%		
2.3 Credential Exam Fees (CAN/GED/WK)	#####	570.81	\$5,653.09	\$6,046.91	48.3%	2273.18	
2.4 TABE Test Materials							
2.5 Adult Education Tuition	\$ -		\$0.00	\$0.00	#DIV/0!		
2.6 Tuition (College/Occupational Training)	#####	2,937.00	\$23,116.00	\$6,993.13	76.8%	5208	
2.9 Work Experience	\$ 54,286.00	5,659.47	\$33,166.57	\$21,119.43	61.1%	1630.07	
2.10 Awards/Events							
2.11 Software Licenses (ETO)	\$ 3,840.00	0.00	\$2,200.00	\$1,640.00	57.3%		
2.12 Work Keys							
Direct Training Total (02)	\$ 103,485.13	9,167.28	\$64,229.66	\$39,255.47	62%	9573.25	
Support Services							
3.1 Participant Incentives (Skill Invoices)	\$ 17,437.50	3,050.00	\$12,575.00	\$4,862.50	72.1%	600	
3.2 Transportation	\$ 15,000.00	1,520.00	\$8,850.00	\$6,150.00	59.0%	620	
3.3 Childcare	\$ 542.95	0.00	\$0.00	\$542.95	0.0%		
3.4 Training Support Materials	\$ 2,000.00	947.18	\$2,166.92	-\$166.92	108.3%		
3.5 Emergency Assistance	\$ 1,500.00	0.00	\$0.00	\$1,500.00	0.0%		
3.6 Laptop Incentive							
Support Service Total (03)	\$ 36,480.45	5,517.18	\$23,591.92	\$12,888.53	64.7%	1220	
Sub-total	\$ 604,782.60	56,960.36	\$118,418.78	\$486,363.82	20%		
General Overhead (Indirect) 11.32%	\$ 68,461.39	6,447.91	\$42,686.70	\$25,774.69	62.4%		
Audit Cost 0.70%	\$ 4,712.71	398.72	\$2,639.64	\$2,073.07	56.0%		
Profit/Fee Held for Performance 4%	\$ 24,191.30	2,278.41	\$15,083.64	\$9,107.66	62.4%		
Contract Total	\$ 702,148.00	66,085.41	\$437,500.94	\$264,647.06	62.3%	10793.25	

WORK EXPERIENCE		FEB	Cumulative	YTD % Spent
Staff		7,381.50	\$22,443.55	3.71%
Fringe		1,524.45	\$4,341.90	0.72%
Incentive		5,659.47	\$33,166.57	5.48%
Total		14,565.42	\$59,952.02	9.91%
Monthly %		2%		

*** SHOULD REACH 20-25%

Grant Number: 15Y495H1
 Invoice: 1603-11006
 Period Covered: 12/21/15-1/17/16

H&M Goal		JANUARY		100.0%		Obligations	Accrued
		58.3%					
Line Item	Mod #1	1603-11006	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD		
Staff Salary Total	\$ 309,622.68	23,369.74	\$163,729.76	\$145,892.92	52.9%		
Fringe Benefit Total	\$ 100,416.85	7,806.16	\$56,152.56	\$44,164.29	56.0%		
Staff Cost Total	\$ 409,939.53	31,175.90	\$219,882.32	\$190,057.21	53.6%		
Operating							
1.1 Facility, Utilities	\$ 17,000.00	4,250.00	\$8,500.00	\$8,500.00	50.0%		
1.2 Staff Consumable Supplies	\$ 2,400.00	0.00	\$1,317.11	\$1,082.89	54.9%		
1.3 Advertising, Outreach	\$ 600.00	0.00	\$0.00	\$600.00	0.0%		
1.4 Copy, Print	\$ 2,400.00	0.00	\$684.55	\$1,715.45	28.5%		
1.5 Communications	\$ 9,083.70	601.24	\$3,177.96	\$5,905.74	35.0%		
1.6 Staff Travel	\$ 9,613.75	707.24	\$6,863.09	\$2,750.66	71.4%		
1.7 Staff Conferences, Training	\$ 2,400.00	0.00	\$950.00	\$1,450.00	39.6%		
1.8 Staff Computer Leases	\$ 9,935.04	-2,200.00	\$4,292.04	\$5,643.00	43.2%		
1.9 Postage	\$ 1,445.00	185.45	\$1,326.42	\$118.58	91.8%		
Operating Total (01)	\$ 54,877.49	3,543.93	\$27,111.17	\$27,766.32	49.4%		
Direct Training							
2.1 Participant Supplies	\$ 1,050.00	44.00	\$94.00	\$956.00	9.0%	265	
<i>Tuition - includes WK assessment</i>							
2.2 Instructional Related Costs (Books)	\$ 2,500.00	0.00	\$0.00	\$2,500.00	0.0%		
2.3 Credential Exam Fees (CAN/GED/WK)	#####	1,857.92	\$5,082.28	\$6,617.72	43.4%	1408.66	
2.4 TABE Test Materials							
2.5 Adult Education Tuition	\$ -	0.00	\$0.00	\$0.00	#DIV/0!		
2.6 Tuition (College/Occupational Training)	#####	6,104.00	\$20,179.00	\$9,930.13	67.0%	4806.99	
2.9 Work Experience	\$ 54,286.00	3,363.51	\$27,507.10	\$26,778.90	50.7%	3317.02	
2.10 Awards/Events							
2.11 Software Licenses (ETO)	\$ 3,840.00	2,200.00	\$2,200.00	\$1,640.00	57.3%		
2.12 Work Keys							
Direct Training Total (02)	\$ 103,485.13	13,569.43	\$55,062.38	\$48,422.75	53%	9797.67	
Support Services							
3.1 Participant Incentives (Skill Invoices)	\$ 17,437.50	1,100.00	\$9,525.00	\$7,912.50	54.6%	1975	
3.2 Transportation	\$ 15,000.00	1,060.00	\$7,330.00	\$7,670.00	48.9%	900	
3.3 Childcare	\$ 542.95	0.00	\$0.00	\$542.95	0.0%		
3.4 Training Support Materials	\$ 2,000.00	107.00	\$1,219.74	\$780.26	61.0%	188	
3.5 Emergency Assistance	\$ 1,500.00	0.00	\$0.00	\$1,500.00	0.0%		
3.6 Laptop Incentive							
Support Service Total (03)	\$ 36,480.45	2,267.00	\$18,074.74	\$18,405.71	49.5%	3063	
Sub-total	\$ 604,782.60	50,556.26	\$100,248.29	\$504,534.31	17%		
General Overhead (Indirect) 11.32%	\$ 68,461.39	5,722.97	\$36,238.79	\$32,222.60	52.9%		
Audit Cost 0.70%	\$ 4,712.71	353.89	\$2,240.91	\$2,471.80	47.6%		
Profit/Fee Held for Performance 4%	\$ 24,191.30	2,022.25	\$12,805.22	\$11,386.08	52.9%		
Contract Total	\$ 702,148.00	58,655.37	\$371,415.53	\$330,732.47	52.9%	12860.67	

WORK EXPERIENCE		JAN	Cumulative	YTD % Spent
Staff		5,943.00	\$15,062.05	2.49%
Fringe		1,105.83	\$2,817.45	0.47%
Incentive		3,363.51	\$27,507.10	4.55%
Total		10,412.34	\$45,386.60	7.50%
Monthly %		2%		

*** SHOULD REACH 20-25%

**2015 Youth Strategic Plan
Sub-Committees**

1. We are asking all Youth Committee Members to serve on one of the sub-committees listed below.
 1. **Service Integration**
 2. **Work Readiness**
 3. **Education/Career Pathways**
2. We are also seeking your input on potential contacts in the three county area who would bring expertise to the above sub-committee(s). Please provide contact information of individual and the area that would benefit from their specific knowledge to Sharon Crite, Youth Services Manager/Education Outreach.

Name	Youth Strategic Plan Sub-Committee
Kristi King-Brock Anderson Interfaith Ministries Director	Service Integration
Crystal Noble – Greenville County DJJ Director	Service Integration
Elaine Bailey DSS Regional Director	Service Integration
Ray Farley Alliance Pickens Economic Director	Service Integration
Robert Halfacre Wells Fargo – Marketing President	Service Integration
Karen Craven Work Readiness Chair Palmetto Youth Connections Youth Service Provider	Work Readiness
Lisa Gillespie SC Vocational Rehabilitation -Anderson County Director	Work Readiness
Amy Bradshaw Anderson County DJJ Director	Work Readiness

Name	Youth Strategic Plan Sub-Committee
Terence Hassan State Farm Business Representative	Work Readiness
Tim Mays Blue Ridge Electric Coop. Business Representative	Work Readiness
Jason Duncan Oconee Machine & Tool Business Representative	Work Readiness
Doug Newton TTI	Work Readiness
Rick Murphy Tri County Regional Education Center	Education/Career Pathway
Melisa Rosier Oconee County School District	Education/Career Pathway
Mary Gaston – Education/Career Pathway Chair Pickens County Adult Education Director	Education/Career Pathway
Gene Williams Oconee County Adult Education Director	Education/Career Pathway
Janice Ward School District of Pickens County	Education/Career Pathway
Sharon Crite WorkLink Youth Services Manager/Education Outreach	Serve on all Committees

TRI-COUNTY TECH NAMED ONE OF TOP 150 COMMUNITY COLLEGES IN THE COUNTRY

GSA BUSINESS REPORT:

Highlighting the critical importance of improving student success in America's community colleges, the Aspen Institute College Excellence Program today named Tri-County Technical College as one of the nation's top 150 community colleges eligible to compete for the 2017 Aspen Prize for Community College Excellence and \$1 million dollars in prize funds, as well as Siemens Technical Scholars Program student scholarships.

The Prize, awarded every two years, is the nation's signature recognition of high achievement and performance among America's community colleges and recognizes institutions for exceptional student outcomes in four areas: student learning, certificate and degree completion, employment and earnings, and access and success for minority and low-income students.

"We are honored to be chosen to compete for the nation's preeminent award recognizing the highest levels of achievement and performance among community colleges. This isn't a competition we can enter ourselves. It's a privilege to be invited to compete," said Ronnie Booth, Tri-County Technical College president. "We have the highest student success rate among all sixteen technical colleges in South Carolina. We also rank in the top five percent nationally for successful student transfer to four-year colleges and universities. These outcomes are part of our proven track record of student success and a testament to the creativity and hard work of our faculty, staff, and students."

Nearly half of America's college students attend community college, with more than seven million students – youth and adult learners – working towards certificates and degrees in these

"Community colleges have tremendous power to change lives, and their success will increasingly define our nation's economic strength and the potential for social mobility in our country," said Josh Wyner, executive director of the Aspen Institute College Excellence Program. "This competition is designed to spotlight the excellent work being done in the most effective community colleges, those that best help students obtain meaningful, high-quality education and training for competitive-wage jobs after college. We hope it will raise the bar and provide a roadmap to better student outcomes for community colleges nationwide."



**STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION**

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION

M E M O R A N D U M

TO: Superintendents

FROM: David B. Stout, Ed.D.
State Director of Adult Education

DATE: February 2, 2016

RE: GED® Test Passing Score Revision and New Performance Levels Announced

On January 26, the GED® Testing Service announced a recalibration to the GED® test passing score and the addition of two new performance levels. In most states* the passing score for high school equivalency is moving from 150 to 145. The GED® program will also include two optional levels above high school equivalency to signify college readiness, and for some test-takers the opportunity to earn college credits. The scoring enhancement is driven by a detailed analysis of educational outcomes of GED® program graduates compared to high school graduates over the past 18 months.

The passing score of the GED® test will continue to be used to measure high school equivalency and to award a state's GED® credential. The two additional performance levels will be called GED® College Ready, used to signify readiness to enter credit-bearing college courses; and GED® College Ready + Credit, which may qualify students for up to 10 hours of college credit.

The GED® College Ready and GED® College Ready + Credit levels will apply to any student who has taken a GED® test since January 1, 2014. GED® Testing Service also recommends that states apply retroactively the 145 passing score to test-takers who have tested since January 1, 2014. When a state approves applying the passing score retroactively, students who earned scores between 145-149 on the new GED® test launched in January of 2014 would be eligible for their state's high school equivalency credential.

In South Carolina, 571 GED® testers will be impacted. Each of the 571 will be awarded their South Carolina High School Equivalency Diploma. The GED® Diplomas based on the new cut score will be dated December 31, 2015. It may take several weeks to perform the required technology updates in order for the new cut scores to be incorporated in the South Carolina State Department of Education's GED® database. Many other GED® testers may now be very close to passing the test.