

**WORKFORCE DEVELOPMENT BOARD MEETING**  
**February 17, 2016 – 1:00 P.M.**  
**Madren Conference Center – Board Room – Clemson, SC**

**AGENDA**

- |             |                                                           |                    |                                      |
|-------------|-----------------------------------------------------------|--------------------|--------------------------------------|
| <b>I.</b>   | <b>Call to Order/Opening Remarks</b>                      |                    | Robert Halfacre, Board Chair         |
| <b>II.</b>  | <b>Approval of Minutes (11/11/15)*</b>                    | <b>Pages 1-6</b>   | Robert Halfacre                      |
| <b>III.</b> | <b><u>Director's Report</u></b>                           | <b>Pages 7-11</b>  | Trent Acker, WorkLink Exec. Director |
|             | A. Regional Planning / Sector Strategies                  |                    |                                      |
|             | B. Collaboration                                          |                    |                                      |
|             | C. TechHire                                               |                    |                                      |
| <b>IV.</b>  | <b><u>Committee Reports</u></b>                           |                    |                                      |
|             | <b>A. Executive Committee</b>                             |                    | Robert Halfacre                      |
|             | 1) Report of Action(s)                                    |                    |                                      |
|             | <b>B. Youth Committee</b>                                 | <b>Pages 12-21</b> | Jason Duncan, Committee Vice Chair   |
|             | 1) PY'14 4 <sup>th</sup> /Final Quarter Youth Performance |                    |                                      |
|             | 2) PY'15 1 <sup>st</sup> Quarter Youth Performance        |                    |                                      |
|             | 3) PY'15 Youth Grant Expenditure (Jan.2016, Dec. 2015)    |                    | Karen Craven, PYC                    |
|             | 4) PY'15 Skill Invoice Criteria                           |                    | Karen Craven                         |
|             | 5) 2015 AOP BIS Showcase Actual Award Paid                |                    |                                      |
|             | <b>C. OneStop Operations Committee</b>                    | <b>Pages 22-45</b> | Richard Blackwell, Committee Chair   |
|             | 1) SC Works Center Update                                 |                    |                                      |
|             | 2) WIOA Program Update                                    |                    |                                      |
|             | a) Eligible Training Provider List*                       |                    |                                      |
|             | 3) Business Services Update                               |                    |                                      |
|             | <b>D. Persons with Disabilities Committee</b>             | <b>Pages 46</b>    | Pamela Smith, Committee Chair        |
|             | 1) Committee Update                                       |                    |                                      |
|             | <b>E. Finance Committee</b>                               | <b>Pages 47-54</b> | Mike Wallace, Committee Chair        |
|             | 1) PY'14 Incentive Funds*                                 |                    |                                      |
|             | 2) PY'15 Budget Overview                                  |                    |                                      |
|             | a) WorkLink Grants                                        |                    |                                      |
|             | i). Budget Mod*                                           |                    |                                      |
|             | b) Henkels & McCoy                                        |                    |                                      |
|             | i). Budget Mod. *                                         |                    |                                      |
|             | 3) Ongoing Grants                                         |                    |                                      |
| <b>V.</b>   | <b><u>Executive Session</u></b>                           |                    | Robert Halfacre                      |
|             | A. Contractual/Budget Matter                              |                    |                                      |
| <b>VI.</b>  | <b><u>Other Business</u></b>                              |                    | Robert Halfacre                      |
| <b>VII.</b> | <b><u>Adjournment</u></b>                                 |                    | Robert Halfacre                      |

**NEXT MEETING – April 20, 2016 @ 1:00 P.M.**  
**MADREN CONFERENCE CENTER, CLEMSON UNIVERSITY, CLEMSON SC**  
**LUNCH IMMEDIATELY PRECEEDS THE MEETING AT NOON**

**WORKFORCE INVESTMENT BOARD**  
**BOARD MEETING**  
**November 11, 2015 - Minutes**  
**Board Room - Martin Inn & Conference Center – Clemson University**

**Members Present:**

Amanda Hamby	Billy Gibson	Danny Brothers
David Bowers	David Collins	Doug Newton
Jason Duncan	Mike Wallace	Ray Farley
Robert Halfacre	Edgar Brown	
Richard Blackwell – via conference call		

**Members Absent:**

Brooke Dobbins	Ed Parris	Mary Gaston
Kristi King-Brock	Michael Keith	Pamela Smith
Pat Pruitt	Ronnie Booth	Stephanie Collins
Terence Hassan	Teri Gilstrap	

**Staff Present:**

Trent Acker	Patty Manley	Jennifer Kelly
Sharon Crite	Windy Graham	

**Guest Present:**

Karen Craven	Steve Riddle	AnnMarie Baker
Mat Fields	Jennifer Campbell	Katie Aiken
Steve Pelissier	Zach Nickerson	

**I. Call to Order**

Chair Robert Halfacre called the meeting to order, announced a quorum was present to conduct the business of the Board and reminded everyone the meeting was being recorded for processing of minutes. Chair Halfacre welcomed everyone in attendance and introductions were then made by all in attendance. Chair Halfacre presented Danny Brothers with a plaque in appreciation of his extended service and leadership as Board Chair from January 2014 – June 2015.

**II. Approval of Minutes**

The minutes from the September 9, 2015 meeting were emailed with the meeting notice and included in the meeting packet. Chair Halfacre called for any corrections or amendments to the minutes noting a correction was needed to include Teri Gilstrap as present at the September meeting.

**BOARD ACTION TAKEN: Mike Wallace made a motion to approve the minutes as submitted with correction as noted by Teri Gilstrap, second by Danny Brothers. The motion carried with a unanimous voice vote.**

### **III. Director's Report**

#### **A.) WIOA Planning Regions**

Trent Acker referred to page 10 reporting the new Workforce Innovation and Opportunity Act (WIOA) regulations requires local areas organize as regions for purposes of planning to develop common service strategies and aligning efforts of providing services to job seekers stating WorkLink has been aligned with Upper Savannah, Greenville and Upstate.

#### **B.) Board Training**

Continuing on page 10, Mr. Acker stated Board Training was held 10/29/15 adding the training session was recorded and will be available online soon. Staff will provide material & link as they become available.

#### **C.) WIOA Sector Strategies – State and Regional Plans**

An excerpt from the South Carolina's Talent Pipeline Project is included on page 10 for Board members. Mr. Acker has been asked to be part of the State team assembled to address planning for sectors approach.

### **IV. Committee Reports**

#### **A.) Executive Committee**

##### **1) Report of Action(s)**

Chair Halfacre provided the following reports:

##### **a. Finance Director Vacancy**

Chair Halfacre reported the Executive Committee, as the personnel committee of the Board, voted not to fill the Finance Director vacancy pending the notification of the PY'16 allocations.

##### **b. Financial Services Contract**

The Executive Committee voted to allow the Executive Director to negotiate a persona services contract with Brandi Runion to provide technical assistance, training and other supportive services. The current contract extends through 6/30/16 and shall not exceed \$4,000.

##### **c. Priority of Service**

In order to ensure that the service priorities outlined in the Workforce Innovation and Opportunity Act are maintained, the Executive Committee approved a Priority of Service Policy. WIOA service priority includes: Veterans and eligible spouses, low income, public assistance recipients and those that are determined to be basic skills deficient.

In an effort to clarify a previously approved transfer of \$361,850 Dislocated (DW) fund to Adult, the Executive Committee voted to include in the transfer any PY'14 DW funds that have not been allocated with the remaining balance to come from PY'15 DW funds.

#### **B.) Youth Council**

##### **1) PY'14-4<sup>th</sup> Quarter – Youth Performance**

Windy Graham reported in Ms. Crites absence referring to pages 15-16 stating the Youth performance goals were met or exceeded in all measures for 4<sup>th</sup> quarter PY'14. Literacy/Numeracy shows on page 16 that we did not meet however, that is only for a 3 month period.

- 2) PY'15 Grant Expenditure (Aug.-Sept. 2015)  
Karen Craven provided a report on the grant expenditures stating 30.2% of the grant has been expended through October 2015 adding they are well on way to meeting expenditure goal. Ms. Craven added that 34.7% has been expended in Work Experience.

- 3) PY'15 Youth Budget Mod. 1  
Ms. Craven referred to page 20 and provided a summary of details for mod. #1 to Youth budget. This is a transfer of funds within the budget as a result of personnel changes and adjust Client Flow chart as a result of the PT'15 carryover numbers confirmed by SCDEW and additional funds received from reallocation by State. The overall contract value increases slightly to \$702,148.

**BOARD ACTION TAKEN: Recommendation from Youth Committee to approve Youth Budget Mod. #1 as submitted and approved by the Finance Committee, second by Jason Duncan. Motion carried with a unanimous vote.**

- 4) Revised PY'15 PYC Incentive Policy (Statement Added)  
Ms. Craven referred to pages 31-32 and read the additional statement adding the Youth Committee was bringing a recommendation to add the statement back to the PYC Incentive Policy.

**BOARD ACTION TAKEN: Recommendation from Youth Committee to approve revision of PY'15 PYC Incentive Policy as presented, second by Doug Newton. Motion carried with a unanimous vote.**

- 5) In-School Youth Pilot Update (Summer Work Experience)  
Ms. Craven referred to the article included in the meeting packet which is a copy page 10 of the TCTC Annual Report which highlights one of the participants in this pilot program. Ms. Craven provided an update on the In School Youth Pilot Program and participants on pages 35-38 expressing appreciation to all those who made this pilot program possible and successful.

Jennifer Campbell provided a brief synopsis of the participants and the businesses they were involved with for this program stating each was very successful for both the participant and the business.

- 6) 2015 AOP BIS Update  
Chair Halfacre referred to page 39 for a report on the Anderson Oconee Pickens Business and Industry Showcase event and the transportation expenditures noting page 40 includes a write up the Independent Mail printed on the event.
- 7) Recognition - Jennifer Campbell, PYC - Recipient of "20 Under 40" Award  
Mr. Halfacre recognized and congratulated Ms. Campbell for this award.

### C.) OneStop Operations Committee

Mr. Bowers referred to pages 43-49 for the Committee update from the 11/4/15 meeting on Strategic Plan, Outreach items and efforts.

1) SC Works Center Update

The Committee received a request from Henkels & McCoy to close the SC Works Centers in Anderson & Seneca from 12:00 – 1:00pm on 11/19/15 for the annual Thanksgiving meal at the Clemson SC Works Center.

**BOARD ACTION TAKEN: Motion to allow the Anderson and Seneca SC Works Centers to close from 12:00 – 1:00 on 11/19/15 as recommended by the OneStop Operations Committee, second by David Collins. Motion to close Centers at noon carries.**

a) Covidien Update

Patty Manley provided a report stating the event was scheduled from 8:00am -12:00pm in the cafeteria area at Covidien so employees could stop by on breaks. Employers present were Michelin, Jtekt, Greenfield Industries, and Itron adding Tri County Technical College Corporate & Community Education representatives were also present providing information on training programs available.

2) WIOA Program Update

a) Eligible Training Provider List\*

Mr. Bowers reported 2 applications have been received for the Eligible Training Provider List and brought the following recommendation from the OneStop Operations Committee: After review, the committee recommends the Board deny application from Solar Energy due to not being an in-demand profession; the committee recommends approving the application from Norris Mechanical to be included on the ETPL.

**BOARD ACTION TAKEN: Motion to approve Norris Mechanical as an ETPL but to deny Solar Energy as recommended by the OneStop Operations Committee, second by Mike Wallace. Danny Brothers abstained, motion carried with a majority vote.**

b) Priority of Services Policy

Ms. Kelly referred to pages 60- 62 and provided an overview stating this policy was approved by the Executive Committee as reported earlier. Ms. Kelly stated the background for this policy stating WIA's eligibility requirements did not require a Priority of Services Policy however, WIOA does require such policy.

**BOARD ACTION TAKEN: Motion to approve the modification request to the Priority of Services Policy as recommended by the OneStop Operations Committee, second by Ray Farley. Motion carried with unanimous vote.**

3) Business Services Update

Mr. Bowers reported the Business Services Integration Team meetings are continuing on a monthly basis with Ms. Manley leading the team's efforts. Mr. Bowers reported that the State Workforce Development Board has set a goal to engage 10,000 new employers/businesses adding the goal for the WorkLink region is 685 new employers and enroll them in the Customer Relationship Management module in SCWOS.

Mr. Bowers referred to the addendum to the Board packet for information on the Local IWT Grant.

Mr. Acker provided an update on RRIWT stating Ulbrich Specialty Wire is in the process of closing out.

Ms. Kelly referred to page 65 for the draft Work Based Learning policy and provided an overview of the policy stating within the regulations, the Board is allowed to set policies to guide staff and services providers in providing services to employers adding the best way to ensure we have the backing of the Board is to put this in a policy.

**BOARD ACTION TAKEN: Motion to approve and adopt the Work Based Learning Policy as recommended by the OneStop Operations Committee, second by Jason Duncan. Motion carried with a unanimous vote.**

D.) Persons with Disabilities Committee

1) Committee Update

Ms. Graham referred to page 70 and provided a report from the 10/15/15 Committee meeting stating Susan Stockton, Disabled Veterans Outreach Program (DVOP) Specialist for SCDEW was voted in as an ad hoc Committee member. Committee members were also given an update on the ADA compliance construction at the Clemson SC Works Center. The walkway has been expanded, parking lines extended; parking barriers and appropriate signage installed however, the entrance threshold has not been completed.

Ms. Graham reported Pamela Smith with Vocation Rehabilitation provided Committee education on VR and the services VR collaborates with partners to provide.

Mr. Fields provided a report and presentation on the visits to the SC Works Clemson Center from Clemson University's ClemsonLIFE Program students in recognition of October being Disabilities Employment Awareness month.

E.) Finance Committee

1) PY'15 Allocations – PY'14 Recapture

Mr. Wallace deferred to Mr. Acker who provided an explanation for the PY'14 recapture of funds that were redistributed to other Local Workforce Development Boards. On pages 71-73 Mr. Acker noted the Notice of Funds Authorization as shown on page 72 and the DW program funds expenditures on page 73 adding page 74 shows how these funds were allocated across the Workforce Development Boards.

Mr. Acker reported on the allocation of funds that were given in October stating that any expenditures happening prior to October could not be paid out of the funds received in October it's as if they are treating it like a separate grant which means we are forced to spend the previous year's grant at a higher level due to not having carry over as we've had in the past. Steve Pelissier stated an ongoing issue statewide is that funds are not allowed to be spent in the timeframe that it is most needed, the busiest time of year which is fall semester for educational institutions adding the 70% expenditure of funds in the first year requirement is not a Federal requirement, it is a State requirement stating negotiations are ongoing with SCDEW.

2) PY'15 Budget Overview

a) WorkLink Grants

Mr. Acker referred to the first page of the addendum to packet stating although the balance of our funds have not been received from SCDEW, the funds are being spent as should be. The Obligations Report as of 10/26/15 and Operator & Program budgets are also included as information for Board members.

b) Henkels & McCoy

i). PY'15 Adult/DW Budget Mod. 1

Mr. Acker referred to pages 78-85 and reported on the Adult/DW Services budget Modification #1 stating this is an overall addition of \$7,965 to the budget vis the Adult Funding Recapture from SCDEW.

**BOARD ACTION TAKEN: Motion to approve the PY'15 Adult/DW Budget Mod. #1 as recommended by the OneStop Operations and Finance Committees, second by Richard Blackwell. Motion carried with a unanimous vote.**

ii). PY'15 Operator Budget Mod. 1\*

Mr. Acker referred to pages 86-91 reporting this modification request is basically a shift of funds due to staffing changes adding there is no overall change to the budget amount.

**BOARD ACTION TAKEN: Motion to approve the PY'15 Operator Budget Mod. #1 as recommended by the OneStop Operations and Finance Committees, second by Amanda Hamby. Motion carried with a unanimous vote.**

3) Ongoing Grants

Mr. Wallace deferred to Ms. Kelly who provided an update on the Make it in America grant on page 92 stating this grant is tracking along very well. On page 93, the On the Job Training spreadsheet is included as information on current contracts that are ongoing.

**V. Other Business**

Chair Halfacre noted the next meeting scheduled for February 17, 2016 stating Solé has acquired the restaurant so the February meeting may be catered.

**VI. Adjournment**

With no further business to discuss the meeting was adjourned at 2:25pm.

*Respectfully submitted by: Patty Manley*

***WorkLink Director's Report – 2/17/16***

**Sector Strategies**

As you may recall, the Workforce Innovation and Opportunity Act requires local areas to organize as regions for the purposes of planning and otherwise aligning efforts of providing services to job seekers and employers. WorkLink has been aligned with 3 other local areas: Upper Savannah, Greenville and Upstate. We are currently working with those areas to begin the planning process.

Part of this process includes the identification of Sector Strategies within the region which target specific employment and training opportunities for jobseekers. A team of partners will be convened in each region next month to further analyze data and discuss strategies.

**Goodwill Collaboration**

WorkLink is taking steps to foster collaboration with Goodwill which will allow the placement of additional SCSEP participants in SC Works Centers and partner agencies. This partnership will allow additional services to be provided to those seeking them, while also providing SCSEP senior adults an opportunity to be reintegrated into the workforce through training with our agency.

**TechHire Grant**

WorkLink is partnering with Tri-County Technical College and others in pursuit of the TechHire Grant which will benefit young people (18-29) seeking training and employment in IT related careers including Healthcare and Advanced Manufacturing.

An Executive Summary of this grant can be found in your board meeting packet.

**ADA Construction**

The construction required to modify the front entrance of the SC Works Center in Clemson has been completed. The project was under budget by approximately \$1,000.00 as a result of lower cost of materials and labor.

Below is a list of the recent meetings, training sessions and events that the WorkLink staff has participated in since the last board meeting. This list is not comprehensive, but includes many highlights of the staff's interactions with our partners and the community at large.

### Meetings | Training Sessions | Events

- Sexual Harassment Training – 11/13/15
- OneStop Partner Meeting – 11/13/15
- AndersonMIIA Monthly Coaching Call – 11/17/15n, Oconee & Pickens Area SHRM meetings – Nov., Dec & Jan
- Employer Visits/Meetings in Dec. & Jan. – Wilbert Plastics; Imperial Die Casting; Waste Industries; Materials Mgmt.; SeaLevel; Tri-Tech; Wood Tex; PVS Sensors; Ulbrich
- BSIT Mtg. – 11/20/15
- Monthly Hiring Event – 12/2/15
- Informal Youth Monitoring – 11/30/15-12/2/15
- Clemson Chamber Reception – 12/8/15
- Oconee Business Forum – 12/10/15
- GeoSol Webinar – 12/10/15
- Oconee Chamber Business After Hours – 12/10/15
- Ribbon Cutting – Clemson Downs Creekside Village – 12/15/15
- Youth Coordinator Statewide Meeting – 12/15/15
- TCTC iBest Scholarship Meeting – 12/16/15
- TechHire Grant Opportunity Meeting – 12/17/15
- DOL Performance Training – 1/4/16
- SCWOS and CRM Training with Anderson Economic Development – 01/06/2016
- TCTC, ASD3, & ASD 1&2 CTC In-School Youth Meetings- 01-16
- United Way of Anderson Vision Council – 1/26/16
- Anderson County Workforce Dev. Collaborative – 1/6/16
- Training for Anderson Econ Dev. Interns on SWOS & CRM – 1/6/16
- TCTC Corporate & Community Ed. New Career Expo – 1/8/16
- Labor Market Training @ SCC – 1/14/16
- AOP Showcase Meeting – 1/27/16
- Anderson Partnership for Academic & Career Education (PACE) Board Meeting – 1/28/16
- SCVRD Business Partnership Mtg. – 1/29/16
- Monthly Hiring Event – 2/2/16
- DEW/DSS Conference Call – 2/3/16
- State SC Works Management – 2/4/16
- Oconee County Industry Tours (BorgWarner; Itron, US Engine Valve) – 2/4/16
- Outreach Meeting – 2/4/16
- BSIT Mtg. – 2/5/16
- Anderson County Workforce Collaborative – 2/8/16
- Meeting with Voc Rehab – 2/11/16
- SWDB Executive Committee Meeting – 2/11/16

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**U.S. DEPARTMENT OF LABOR**  
**Employment and Training Administration**  
**Notice of Availability of Funds and Funding Opportunity Announcement for *Grant Applications for H-1B TechHire Partnership Grants***

**Announcement Type:** Initial

**Funding Opportunity Number:** FOA-ETA-16-01

**Catalog of Federal Domestic Assistance (CFDA) Number:** 17.268

**Key Dates:** The closing date for receipt of applications under this Announcement is **March 11, 2016**. Applications must be received no later than 4:00:00 p.m. Eastern Time.

**Addresses:** Mailed applications must be addressed to the U.S. Department of Labor, Employment and Training Administration, Office of Grants Management, Attention: Melissa Abdullah, Grant Officer, Reference FOA-ETA-16-01, 200 Constitution Avenue, NW, Room N4716, Washington, DC 20210. For complete application and submission information, including online application instructions, please refer to Section IV.

**Executive Summary:**

America has about 5.4 million open jobs today, substantially more than in any year since 2001.<sup>1</sup> The new openings in information technology (IT) fields including software development, network administration, and cybersecurity are projected to grow at a rate that is two-thirds higher than the average for all jobs.<sup>2</sup> The average salary in a job that requires IT skills – whether in manufacturing, advertising, retail or banking – is more than 50 percent higher than the average private-sector American job.<sup>3</sup> Helping more Americans train and connect to these jobs is an important opportunity to get more people into the middle class, but it is also an economic imperative for America’s continued leadership in global innovation. Today our IT training pipeline is dramatically under-producing workers to fill these good jobs, which is costing employers, workers, and the U.S. economy. As this is the case, communities across the country are in need of more cost-effective, timely, agile, and market-responsive training pipelines for these jobs.

As President Obama said at the launch of his TechHire initiative: “It doesn’t matter where you learned code, it just matters how good you are in writing code. If you can do the job, you should get the job.”<sup>4</sup> The good news is that new training models are emerging to take advantage of this opportunity both in universities and community colleges, but also nontraditional approaches like

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<sup>1</sup> <http://www.bls.gov/news.release/jolts.nr0.htm>

<sup>2</sup> [http://www.bls.gov/emp/ep\\_table\\_102.htm](http://www.bls.gov/emp/ep_table_102.htm)

<sup>3</sup> [http://www.bls.gov/oes/current/oes\\_nat.htm#15-0000](http://www.bls.gov/oes/current/oes_nat.htm#15-0000)

<sup>4</sup> <https://www.whitehouse.gov/issues/technology/techhire>

“coding bootcamps”<sup>5</sup>, high-quality online courses, or competency-based programs at more traditional institutions that can rapidly train workers for a well-paying job or entrepreneurial opportunities, often in just a few months. And new industry-trusted talent placement organizations are helping Americans trained in non-traditional pathways get connected to employers based on their skills even if their resumes may look different from the typical candidate. In addition, the Department of Education is launching experimental efforts to explore the quality and benefits of these accelerated and non-traditional training models with the Education Quality through Innovative Partnerships (“EQUIP”) Title IV Pilot.

The Administration is committed to making sure that Americans who are most in need—specifically youth and young adults ages 17-29, individuals with disabilities, individuals with limited English proficiency, and individuals with criminal records and other unemployed, dislocated, underemployed, and front-line incumbent workers—have access to new, innovative training opportunities that produce quality results, and to the customized guidance and supportive and specialized services to gain employment in and advance to new positions in H-1B occupations and industries. These funds can be used to support training services in occupations for which H-1B visas have been certified, or other occupations in industries in which a significant number of H-1B visas are certified. A list of the H-1B industries that are acceptable for applications under this FOA can be found in Appendix F.

**For that reason, The Employment and Training Administration (ETA), U.S. Department of Labor (DOL, or the Department, or we), announces the availability of approximately \$100,000,000 in grant funds for the TechHire partnership grant program.** We expect to fund approximately 30-40 grants, with individual grant amounts ranging from \$2 million to \$5 million. This grant program is designed to equip individuals with the skills they need through innovative approaches that can rapidly train workers for and connect them to well-paying, middle- and high-skilled, and high-growth jobs across a diversity of H-1B industries such as IT, healthcare, advanced manufacturing, financial services, and broadband.

These grants are financed by a user fee paid by employers to bring foreign workers into the United States under the H-1B nonimmigrant visa program. This program is authorized under Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (codified at 29 USC 3224a). Grant awards will be made only to the extent that funds are available.

Grants will be awarded to the lead applicant of a public and private partnership of entities that includes:

- the public workforce investment system;
- education and training providers, such as community colleges, community-based and faith-based organizations, and “bootcamp” style tech programs; and,

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<sup>5</sup> Bootcamps may be short, intensive, and rigorous courses of training.

- a business-related nonprofit organization, an organization functioning as a workforce intermediary for the expressed purpose of serving the needs of businesses, a consortium of three or more of businesses, or at least three independent businesses

At least \$50 million of this funding opportunity will be awarded to applicants proposing programs serving out-of-secondary school<sup>6</sup> youth and young adults between the ages of 17 and 29 with barriers to training and employment as their primary target population. Applications must include significant employer engagement, including a minimum of at least three employer partners, or a regional industry association consisting of at least three employers, with demonstrated engagement in the project. Additional partners that reflect the character and resources of the local or regional economy and the community are strongly encouraged. This funding opportunity announcement describes the application submission requirements that are listed in Section VI.B, Content and Form of Application Submission. Finally, the Department is committed to producing strong evidence on the effectiveness of the grantee programs; therefore, full participation in any national evaluation initiated by DOL is a condition of all grants awarded.

While this funding opportunity supports the broader goals of the White House TechHire Initiative (<https://www.whitehouse.gov/issues/technology/techhire>), there is no preference given to designated TechHire communities. This funding opportunity is open to all eligible applicants identified in Section III.A, Eligible Applicants. Further, applicants may propose to serve local, regional, or multi region (national) areas.

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<sup>6</sup> Secondary school generally refers to the last four years of formal instruction. The standard U.S. qualification awarded to students who graduate from secondary school after 12 years of formal instruction is a High School diploma, or equivalent secondary diploma or certificate.

# PY 2014 WIA Annual Summary

Performance Measure	Group	State			Worklink			Upper Savannah			Upstate			Greenville			Midlands			Trident		
		Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual
**Placement in Employment or Education	Youth (14-21)	70.5	105.4%	74.3	80.0	108.0%	86.4	73.8	101.4%	74.8	81.0	113.7%	92.1	67.2	104.4%	70.2	68.5	109.4%	74.9	71.9	92.7%	66.7
**Attainment of Degree or Certificate	Youth (14-21)	71.0	98.2%	69.7	80.0	96.9%	77.6	74.4	90.8%	67.6	78.0	106.3%	82.9	66.5	82.5%	54.9	64.0	101.4%	64.9	77.0	82.4%	63.4
***Literacy or Numeracy Gains	Youth (14-21)	58.5	96.6%	56.5	67.6	107.0%	72.3	55.0	76.9%	42.3	84.6	109.1%	92.3	53.0	93.0%	49.3	50.6	88.2%	44.6	61.5	98.1%	60.3
**Entered Employment	Adults	72.0	105.3%	75.8	69.1	111.5%	77.1	71.0	114.2%	81.1	74.4	102.9%	76.6	72.0	100.0%	72.0	75.7	102.7%	77.7	66.7	111.1%	74.1
**Retention Rate	DW	79.5	103.8%	82.5	76.4	109.3%	83.5	82.5	101.0%	83.3	82.1	108.3%	88.9	76.4	115.7%	88.4	85.2	99.9%	85.1	79.8	100.0%	79.8
**Retention Rate	Adults	87.0	100.2%	87.2	88.8	97.0%	86.2	85.5	98.5%	84.3	91.1	98.5%	89.7	87.1	103.9%	90.5	89.5	95.2%	85.2	86.0	100.9%	86.8
**Retention Rate	DW	92.7	98.3%	91.1	93.3	91.9%	85.7	96.1	99.0%	95.7	93.4	99.7%	93.1	95.7	95.3%	91.2	92.7	96.8%	89.7	90.1	96.9%	87.4
** Average Earnings	Adults	11,000	101.8%	\$11,194	11,538	96.8%	\$11,169	10,063	93.6%	\$9,417	12,192	85.4%	\$10,411	11,889	96.1%	\$11,424	11,554	105.3%	\$12,162	11,054	106.8%	\$11,307
** Average Earnings	DW	15,100	94.6%	\$14,275	15,532	88.3%	\$13,712	13,638	92.0%	\$12,543	15,100	89.3%	\$13,508	17,319	83.2%	\$14,417	16,433	94.9%	\$15,596	17,800	99.7%	\$17,748

Performance Measure	Group	Pee Dee			Lower Savannah			Catawba			Santee Lynches			Waccamaw			Lowcountry			Color Coding		
		Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual	Goal	% of Goal	Actual			
**Placement in Employment or Education	Youth (14-21)	74.0	100.4%	74.3	67.4	111.7%	75.3	63.3	114.4%	72.4	63.6	97.0%	61.7	78.9	103.0%	81.3	67.4	101.4%	68.3	68.3	Exceeds Goal Performance is greater than 100.0% of the goal	
**Attainment of Degree or Certificate	Youth (14-21)	83.0	96.8%	80.4	67.4	105.2%	70.9	72.6	110.0%	79.9	65.6	78.8%	51.7	72.0	105.6%	76.0	68.6	89.4%	61.4	61.4	Meets Goal Actual Performance is between 80.0% and 100.0% of the goal	
***Literacy or Numeracy Gains	Youth (14-21)	70.0	114.7%	80.3	52.4	95.4%	50.0	60.0	124.0%	74.8	54.1	94.1%	50.9	60.0	90.5%	54.3	50.0	101.9%	50.9	50.9	Did Not Meet Goal Actual Performance is under 80.0% of the goal	
**Entered Employment Rate	Adults	71.3	98.7%	70.4	68.5	109.5%	75.0	74.0	92.1%	68.1	76.0	94.3%	71.7	78.5	104.2%	81.8	77.0	101.8%	78.4	78.4	Exceeds Goal Performance is greater than 100.0% of the goal	
**Retention Rate	DW	76.0	109.5%	83.3	76.0	109.2%	83.0	81.1	96.8%	78.5	79.2	99.1%	78.5	80.0	100.7%	80.5	72.0	113.0%	81.4	81.4	Exceeds Goal Performance is greater than 100.0% of the goal	
**Retention Rate	Adults	88.0	99.6%	87.7	87.5	102.2%	89.4	89.2	99.9%	89.1	89.1	91.5%	81.6	87.6	104.1%	91.2	85.9	103.7%	89.1	89.1	Exceeds Goal Performance is greater than 100.0% of the goal	
**Retention Rate	DW	93.4	96.6%	90.2	91.4	102.1%	93.3	93.1	101.9%	94.9	94.5	89.5%	84.6	94.0	98.0%	92.1	87.3	103.1%	90.0	90.0	Meets Goal Actual Performance is between 80.0% and 100.0% of the goal	
** Average Earnings	Adults	11,000	99.7%	\$10,965	10,458	106.5%	\$11,134	11,308	89.1%	\$10,076	12,547	84.7%	\$10,628	10,385	101.4%	\$10,532	9,751	103.0%	\$10,047	11,054	106.8%	\$11,307
** Average Earnings	DW	14,042	106.2%	\$14,919	14,345	92.7%	\$13,901	15,358	88.9%	\$13,653	14,257	85.5%	\$12,193	15,100	84.7%	\$12,790	13,270	104.0%	\$13,804	17,800	99.7%	\$17,748

\*These measures include program exits from 10/1/13 to 9/30/14.

\*\*These measures include program exits from 4/1/13 to 3/31/14.

\*\*\*These measures include program exits from 7/1/14 to 6/30/15.

ETA 9090 WIOA Quarterly: Quarterly Summary

Please note this data was last refreshed on 10/20/2015

Filter Criteria

Report Period: 1st Quarter 2015

Region/LWIA: WorkLink

Report Due Date: 11/15/2015

Date: 10/21/2015

Report Quarter End Date: 9/30/2015

State: SC

Performance Items <i>(Time Period for Cumulative Performance)</i>	Program Group	Current Quarter		Cumulative 4-Quarter	
		Value	$\frac{\text{Numerator}}{\text{Denominator}}$	Value	$\frac{\text{Numerator}}{\text{Denominator}}$
Total Participants <i>(10/1/2014 - 9/30/2015)</i>	Total Adult Participants	1,505		4,204	
	Total Adults (self-service Only)	1,210		3,636	
	WIOA Adults	1,453		4,109	
	WIOA Dislocated Workers	52		96	
	National Emergency Grant	17		23	
	Received Training Services	99		243	
	WIOA Adults	71		205	
	WIOA Dislocated Workers	28		39	
	Total Youth (14 - 21) Participants	125		203	
	Younger Youth (14 - 18)	63		117	
	Older Youth (19 - 21)	62		86	
	Out-of-School Youth	120		196	
	In-School Youth	5		7	
Total Exitters <i>(7/1/2014 - 6/30/2015)</i>	Total Adult Exitters	884		3,819	
	Total Adults (self-service Only)	895		3,429	
	WIOA Adults	872		3,753	
	WIOA Dislocated Workers	12		67	
	National Emergency Grant	2		9	
	Total Youth (14 - 21) Exitters	26		99	
	Younger Youth (14 - 18)	20		60	
	Older Youth (19 - 21)	6		39	
	Out-of-School Youth	24		97	
	In-School Youth	2		2	
Placement in Employment or Education <i>(1/1/2014 - 12/31/2014)</i>	WIOA Youth (14 - 21)	100.00%	$\frac{15}{15}$	88.75%	$\frac{71}{80}$
Attainment of Degree or Certificate <i>(1/1/2014 - 12/31/2014)</i>	WIOA Youth (14 - 21)	78.95%	$\frac{15}{19}$	76.09%	$\frac{70}{92}$
Literacy & Numeracy Gains <i>(10/1/2014 - 9/30/2015)</i>	WIOA Youth (14 - 21)	61.11%	$\frac{11}{18}$	65.57%	$\frac{40}{61}$
Youth Diploma or Equivalent Rate <i>(7/1/2014 - 6/30/2015)</i>	WIOA Younger Youth (14 - 18)	73.68%	$\frac{14}{19}$	69.49%	$\frac{41}{59}$
Skill Attainment Rate <i>(7/1/2014 - 6/30/2015)</i>	WIA Younger Youth (14 - 18)	0.00%	$\frac{0}{0}$	0.00%	$\frac{0}{0}$

Grant Number: 15Y495H1 Invoice: 1603-11004 Period Covered: 10/26/15-11/22/15		NOVEMBER		Fix formulas		NOTES	
Line Item	Mod #1	1603-11004	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD	Obligations	Accrued
Staff Salary Total	\$ 309,622.68	23,188.02	\$ 120,963.46	\$ 188,659.22	38.1%		
Fringe Benefit Total	\$ 100,316.85	7,672.64	\$ 40,573.98	\$ 59,742.87	40.4%		
Staff Cost Total	\$ 409,939.53	30,860.66	\$ 161,537.44	\$ 248,382.09	38.4%		
Operating							
1.1 Facility, Utilities	\$ 17,000.00	2,125.00	\$ 4,250.00	\$ 12,750.00	25.0%		
1.2 Staff Consumable Supplies	\$ 2,400.00	6.41	\$ 633.68	\$ 1,766.32	26.4%		
1.3 Advertising, Outreach	\$ 600.00	0.00	\$ 0.00	\$ 600.00	0.0%		
1.4 Copy, Print	\$ 2,400.00	0.00	\$ 259.51	\$ 2,140.49	10.8%		
1.5 Communications	\$ 9,083.70	397.61	\$ 2,114.67	\$ 6,969.03	23.3%		
1.6 Staff Travel	\$ 9,613.75	944.18	\$ 5,607.59	\$ 4,006.16	58.3%		
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	0.00	\$ 2,837.70	\$ 7,097.34	28.6%		
1.9 Postage	\$ 1,445.00	117.60	\$ 906.73	\$ 538.27	62.7%		
Operating Total (01)	\$ 54,877.49	3,590.80	\$ 17,559.88	\$ 37,317.61	31.0%		
Direct Training							
2.1 Participant Supplies	\$ 1,050.00	0.00	\$ 50.00	\$ 1,000.00	4.8%		
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)	#####	260.50	\$ 1,836.50	\$ 9,863.50	15.7%		
2.4 TABE Test Materials	\$ -	0.00	\$ 0.00	\$ 0.00	#DIV/0!		
2.5 Adult Education Tuition	#####	0.00	\$ 8,387.00	\$ 21,722.13	27.9%		
2.6 Tuition (College/Occupational Training)	#####	2,836.50	\$ 21,504.69	\$ 32,781.31	39.6%		
2.9 Work Experience	\$ 54,286.00						
2.10 Awards/Events	\$ 3,840.00	0.00	\$ 0.00	\$ 3,840.00	0.0%		
2.11 Software Licenses (ETO)							
2.12 Work Keys							
Direct Training Total (02)	\$ 103,485.13	3,097.00	\$ 31,778.19	\$ 71,706.94	31%		
Support Services							
3.1 Participant Incentives (Skill Invoices)	\$ 17,437.50	3,162.50	\$ 6,937.50	\$ 10,500.00	39.8%		
3.2 Transportation	\$ 15,000.00	1,540.00	\$ 5,810.00	\$ 9,190.00	38.7%		
3.3 Childcare	\$ 542.95	0.00	\$ 0.00	\$ 542.95	0.0%		
3.4 Training Support Materials	\$ 2,000.00	287.02	\$ 920.74	\$ 1,079.26	46.0%		
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	4,989.52	\$ 13,668.24	\$ 22,812.21	37.5%		
Sub-total	\$ 604,782.60	47,537.98	\$ 43,006.31	\$ 541,776.29	10%		
General Overhead (Indirect)	\$ 68,461.39	4,815.30	\$ 25,420.62	\$ 43,040.77	37.1%		
Audit Cost	\$ 4,712.71	297.77	\$ 1,571.95	\$ 3,140.76	33.4%		
Profit/Fee Held for Performance	\$ 24,191.30	1,701.52	\$ 8,982.55	\$ 15,208.75	37.1%		
Contract Total	\$ 702,148.00	49,352.56	\$ 260,538.86	\$ 441,609.14	37.1%		

Grant Number: 15Y495H1 Invoice: 1603-11006 Period Covered: 12/21/15-1/17/16		JANUARY		100.0%			
H&M Goal		58.3%					
Line Item	Mod #1	1603-11006	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD	Obligations	Accrued
<b>Staff Salary Total</b>	\$ 309,622.68	23,369.74	\$163,729.76	\$145,892.92	52.9%		
<b>Fringe Benefit Total</b>	\$ 100,316.85	7,806.16	\$56,152.58	\$44,164.29	56.0%		
<b>Staff Cost Total</b>	\$ 409,939.53	31,175.90	\$219,882.32	\$190,057.21	53.6%		
<b>Operating</b>							
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%		
<b>Operating Total (01)</b>	\$ 54,877.49	3,543.93	\$27,111.17	\$27,766.32	49.4%		
<b>Direct Training</b>							
2.1 Participant Supplies Tuition - Includes WK assessment	\$ 1,050.00	44.00	\$94.00	\$956.00	9.0%	265	
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							
<b>Direct Training Total (02)</b>	\$ 103,485.13	13,569.43	\$55,062.38	\$48,422.75	53%	9797.67	
<b>Support Services</b>							
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							
<b>Support Service Total (03)</b>	\$ 36,480.45	2,267.00	\$18,074.74	\$18,405.71	49.5%	3063	
<b>Sub-total</b>	\$ 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%		
<b>Contract Total</b>	\$ 702,148.00	58,655.37	\$371,415.53	\$330,732.47	52.9%	12860.67	
<b>WORK EXPERIENCE</b>							
		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%			
	<b>Total</b>	<b>10,412.34</b>	<b>\$45,386.60</b>	<b>7.50%</b>	*** SHOULD REACH 20-25%		
	Monthly %	2%					



12/16/2015

**Subject: Youth WIOA Supportive Service Policy  
Youth WIOA Incentive Policy**

**Issuance Date: 11-11-15 -- 1-11-16 (Supersedes July 1, 2015 Policy Issuance)**

**Policy Background:**

In accordance with the Workforce Innovation and Opportunity Act (WIOA), Palmetto Youth Connections will provide supportive services to WIOA eligible customers to enable their entry and retention in the workforce.

**Purpose:**

The purposes of this policy is to establish guidelines for the provision of supportive services in the form of transportation to WIOA eligible customers as per the Individual Employment/Service Plan.

**Policy Updates effective 11-11-15 – 1-11-16**

- **Transportation:**

WIOA transportation funded supportive services will be provided to WIOA eligible youth in accordance with the following policy and based on the customer's plan.

**Transportation Limits per training activity: up to \$1000 to be reimbursed as follows:**



2005 N. Main Street • Anderson, SC 29621

Office (864) 633-6354 • Fax (888)696-8404 • [kcraven@henkels.com](mailto:kcraven@henkels.com)



Under 75 Miles: \$20 per week  
75-150 Miles: \$40 per week  
151-224 Miles: \$60 per week  
225 miles or more: \$80 per week

Participants must adhere to Educational and Occupational Training Programs attendance policy which is a 75% attendance rate to receive transportation reimbursement assistance. Participants must notify their Career Coach immediately of emergencies that prevent class attendance.

For **Work Experience**, the limit for transportation assistance is the first two (2) weeks of training. After the first two (2) weeks of training, the participant must practice financial literacy and plan for transportation expenses.

**Customer Incentives:**

Customers are eligible for incentives, upon completion of goals, and will be awarded as outlined in the PYC PY 15 Skill Invoice Criteria Form.

Customers must provide the appropriate documentation to their Career Coach to receive incentives as outlined in the PY 15 Skill Invoice Form.

WorkLink local Workforce Development Area (LWDA) authorizes the receipt of incentives, for youth participants in follow up, when there is no need for an open activity. However, a case note along with the appropriate supporting documentation in the case file and SCWOS system is required to verify the receipt of supportive services(F-Codes) and/or incentives (F-19 youth activity code).

Updates effective 1-11-16 to the policy are highlighted as a reference below:



**PY15 Skill Invoice Criteria  
(Incentives)**

MEASURE	AMOUNT
<b>Common Measure: Program Skills Gain</b>	
Program Skills Gain in Reading and/or Math	\$ 50.00
Note: A Student can receive \$50 per EFL Gain in Reading and/or Math until they are no longer BSD.	
<b>Non-Common Measure: Pre-Employment Work Maturity Skills Orientation: Must Complete ALL 5 Classes and Work Experience to earn the full incentive. (Mid-point after 5 weeks of Work Experience with evaluation of 2.0 or higher=\$50 AND final Work Experience evaluation of 3.0 or higher =\$50)</b>	<b>\$100.00</b>
Complete Resume Workshop & Resume	
Complete NIOSH or OSHA Safety Course	
Complete Financial Literacy Workshop	
Complete Employability Workshop or Class	
Complete Entrepreneurial Workshop	
<b>Non-Common Measure: WorkKeys Certification (Only eligible to earn one)</b>	
Bronze WorkKeys Certificate	\$ 25.00
Silver WorkKeys Certificate	\$ 50.00
Gold or Platinum WorkKeys Certificate	\$ 75.00
<b>Common Measure: Credential Attainment (Secondary Education or Occupational)</b>	
Obtain GED or High School Diploma (Available through the end of 4th Quarter after Exit) (May be earned in \$25 increments if the GED is taken in sections)	<b>\$ 100.00</b>
Obtain a Nationally Recognized Occupational Skills Credential (Available through the end of 4th Quarter after Exit)	\$ 100.00
<b>Common Measure: Placement and Retention (Employment or Post-Secondary)</b>	
Enter and retain Employment by the end of the 2nd and 4 <sup>th</sup> Quarter after Exit	\$ 50.00
Enter and retain Post Secondary enrollment verified through the National Student Clearing House by the end of 2 <sup>nd</sup> and 4 <sup>th</sup> Quarter after Exit	\$ 50.00



Enter and retain enrollment in a Degree Program in Post-Secondary into 2<sup>nd</sup> Quarter after exit to obtain two or four year degree. Full Time students must take 12 hours or more with verification of Clearing House documentation prior to computer and/or accessories eligibility. Part-time students must take 6 hours and be employed a minimum of 15-20 hours per week. To qualify, part-time students will require employment verification, from first semester to the present. 2nd semester Clearing House verification documented prior to computer and/ or accessories eligibility. In addition, satisfactory progress, must be documented for the full or part-time credit hours earned for a cumulative GPA of 2.0 or higher.

Computer and/  
or accessories  
not to exceed  
\$650



**Event: 2015 AOP Business & Industry Showcase**  
**Anderson Sports & Entertainment Center**  
**Anderson, SC**

Transportation Assistance Request(s) by School District	Actual Award Paid WIOA Youth Funds	# of Students Funded	# of Buses Funded	AOP BIS Funds
Anderson School District 1	\$ 1,713.20	720	16	
Anderson School District 2		558	6	\$ 612.92
Anderson School District 3	\$ 406.93	206	8	
Anderson School District 4	\$ 443.58	203	5	
Anderson School District 5	\$ 59.35	1006	26	\$ 1,413.05
Oconee County School District	\$ 2,376.94	875	17	
Pickens County School District		1155	27	\$ 4,478.92
<b>Total Actual Award Paid = \$11,504.89</b>	<b>\$ 5,000.00</b>	<b>4,723</b>	<b>105</b>	<b>\$ 6,504.89</b>

Service Provider  
Status Update  
July 2015 - June 2016

ENROLLMENT REPORT PY15	PYC					
<b>*Special notes:</b>						
<b>Board Goal</b>	<b>175</b>					
PY'13 Month	NEW WIA Enrollments	Total Enrollments	Monthly Planned Enrollment	YTD % of Monthly Plan	YTD % of Total Planned	YTD % of Board Goal
<i>Active Carryover</i>		99				
July	2	101	5	40%	3%	58%
August	17	118	10	170%	25%	67%
September	12	130	10	120%	41%	74%
October	10	140	5	200%	54%	80%
November	9	149	5	180%	66%	85%
December	3	152	4	75%	70%	87%
January	10	162	9	111%	83%	93%
February		162	9	0%	83%	93%
March		162	5	0%	83%	93%
April		162	5	0%	83%	93%
May		162	5	0%	83%	93%
June		162	4	0%	83%	93%
<b>Totals</b>	<b>63</b>	<b>162</b>	<b>76</b>			

# One Stop Operations Committee Report

*Presented February 17, 2016 – Board Meeting*

The OneStop Operations Committee met on January 25, 2016.

## Strategic Plan Update

The One Stop Operations Committee discussed a plan on how to address the goals laid out in the Strategic Plan. The Committee agreed to address one objective per committee meeting and review progress on items already addressed previously.

At this meeting, the Committee reviewed Goal 1, Objective 1: Establish a baseline for WorkKeys data.

<b>ANDERSON COUNTY</b>											
ACT NATIONAL CAREER READINESS CERTIFICATE [NCRC]										10.20.15	1.20.16
WORKFORCE		TOTAL NCRC	BRONZE NCRC	SILVER NCRC	GOLD NCRC	PLATINUM NCRC	NOT EARNED	NCRC PLUS	Baseline NCRC Total	Difference	
Current	Private	780	133	434	210	+	-	11	753	27	
	Public	549	82	310	154	+	-	80	530	19	
Emerging & Transitioning	High School	2860	727	1486	623		24	325	2859	1	
	College	88	15	49	24		0	5	85	3	
	Adult Education	677	168	432	77		0	94	658	19	
	Unemployed	1163	284	680	198	+	-	69	1121	42	
	Recent Veteran	8	+	7	0		0	0	8	0	
	Workforce category r	49	17	23	9		0	0	49	0	
	<b>Totals</b>	<b>6174</b>	<b>1427</b>	<b>3421</b>	<b>1295</b>	<b>+</b>	<b>-</b>	<b>584</b>	<b>6063</b>	<b>111</b>	
NCRC Earned WKIV*		3728							3620	108	
<b>OCONEE COUNTY</b>											
ACT NATIONAL CAREER READINESS CERTIFICATE [NCRC]										10.20.15	1.20.16
WORKFORCE		TOTAL NCRC	BRONZE NCRC	SILVER NCRC	GOLD NCRC	PLATINUM NCRC	NOT EARNED	NCRC PLUS	Baseline NCRC Total	Difference	
Current	Private	269	36	168	64	+	-	6	258	11	
	Public	289	29	150	105		5	127	274	15	
Emerging & Transitioning	High School	778	176	402	193		7	0	777	1	
	College	20	+	11	6		0	0	17	3	
	Adult Education	260	71	165	23	+	-	0	252	8	
	Unemployed	645	160	390	94	+	-	6	595	50	
	Recent Veteran	0	+	0	+		0	0	0	0	
	Workforce category r	97	29	58	9	+	-	0	97	0	
	<b>Totals</b>	<b>2361</b>	<b>505</b>	<b>1344</b>	<b>496</b>	<b>+</b>	<b>-</b>	<b>139</b>	<b>2273</b>	<b>88</b>	
NCRC Earned WKIV*		1469							1393	76	
<b>PICKENS COUNTY</b>											
ACT NATIONAL CAREER READINESS CERTIFICATE [NCRC]										10.20.15	1.20.16
WORKFORCE		TOTAL NCRC	BRONZE NCRC	SILVER NCRC	GOLD NCRC	PLATINUM NCRC	NOT EARNED	NCRC PLUS	Baseline NCRC Total	Difference	
Current	Private	333	40	203	87	+	-	19	318	15	
	Public	196	18	130	48		0	42	183	13	
Emerging & Transitioning	High School	1543	374	766	389		14	161	1541	2	
	College	58	7	31	18	+	-	5	55	3	
	Adult Education	923	152	577	194		0	98	898	25	
	Unemployed	680	133	424	122	+	-	59	635	45	
	Recent Veteran	7	+	6	0		0	0	7	0	
	Workforce category r	299	65	188	46		0	0	299	0	
	<b>Totals</b>	<b>4039</b>	<b>790</b>	<b>2325</b>	<b>904</b>	<b>+</b>	<b>-</b>	<b>384</b>	<b>3936</b>	<b>103</b>	
NCRC Earned WKIV*		2227							2119	108	

The Committee also addressed Goal 1, Objective 2: Continue to build a better understanding of the employee skill level needs in the area through better coordination with workforce development partners

1. Assign staff to participate in Community, Partner and Employer groups
  - SHRM for Anderson, Oconee, and Pickens counties – Patty Manley
  - Chamber events for above (Ribbon cuttings & other business/employer events) – Patty Manley, Leann Vaughn, Meredith Durham
  - Economic Development meetings & events for all three counties – Trent Acker, Patty Manley
  - VR Business Services meeting – Patty Manley
  - Various United Way events/activities – Patty Manley, Sharon Crite
  - Anderson County Workforce Collaborative – Trent Acker
  - Pickens County Business Education Alliance – Trent Acker
  - Anderson, Oconee, Pickens Business Showcase – Trent Acker
  - Oconee Business Education Partnerships – Trent Acker
  - Ten at the Top – Trent Acker
  - Anderson Business Group – Trent Acker
  - Anderson and Oconee Chamber Policy Chats – Trent Acker
2. Convene business representatives on a monthly basis and SC Works Center partners on a quarterly basis
  - Business Service Integration Team meetings – Third Friday of every month at 9AM, Clemson SC Works Center
    - o *Met November 20, 2015; next meeting February 5, 2016*
  - Quarterly Partner meeting
    - o *Met November 13 at 10AM, Clemson SC Works Center; next meeting February 19, 2016*
3. Coordinate services and share information on behalf of the WorkLink Workforce Development Area and the SC Works System – Ongoing
  - i. *Examples include SC Works Facebook page, Hiring Event/Hot Job Announcements via email distribution list*

## SC Works System

### *WorkKeys*

Trent Acker, Executive Director for WorkLink, reviewed the current WorkKeys providers in our area. WorkLink currently has WorkKeys testing centers at each of the four Adult Education Centers and at Tri-County Technical College. The SC Works Centers have the option to become testing centers under the Work Ready Communities Initiative. To help meet the rising demand for WorkKeys testing, Mr. Acker requested from the committee to explore further options regarding becoming a WorkKeys testing center. The Committee agreed.

### *Outreach*

Jennifer Kelly, Program Director for WorkLink, reviewed the progress the Outreach Committee has made with outreach efforts. The Outreach Committee meets monthly on the first Thursday of each month. Ms. Kelly shared that outreach materials are in the process of being published and will be made available to staff and Board members upon delivery. Recent outreach meetings have turned their focus to the three-county Job Fair held each Spring.

### *SC Works Center Report*

Mr. Fields reported that he is working with several partners in regards to the SC Works Centers. Mr. Fields highlighted a partnership with ClemsonLIFE. ClemsonLIFE has approached the SC Works Centers regarding hosting work study students for 3 hours per week to expose them to jobs in an office setting. Appropriate work study positions may include file clerk or greeter.

Mr. Fields also stated that he is also working with MorphoTrust, a for-profit company that provides background checks for a fee to jobseekers, to find out more about the services offered and expectations of a potential partnership. **The Committee reviewed the request from MorphoTrust to co-locate in the Comprehensive Center one day per week. After discussion, the Committee voted to decline this opportunity with MorphoTrust until demand for services were demonstrated.**

### WIA Adult & DW Program

#### *Financial Update*

Mr. Fields reviewed the expenditure and obligation rates associated with the Operator and WIOA (Adult, DW) Program grants awarded to them for this program year. Thru December 31, 2015:

- 48% of the Operator Grant has been expended.
- 48.7% of the Adult budget has been expended.
- 47.4% of the Dislocated Worker budget has been expended.
- The goal to be expended is 45%.

\$66,439.31 remains of the tuition line item (includes both Adults and Dislocated Workers) that may be used for new participants requesting training. \$187,660.69 has already been promised to participants in the WIOA program.

Henkels and McCoy requested the committee consider moving approximately \$12,500 from tuition to supportive services for transportation and childcare. Mr. Fields commented that participants were being able to use other grant funds in the community to pay for training. WIOA would be able to supplement that training with supportive services. **The Committee approved to take the request to Finance Committee for further consideration.**

#### *WIOA Program Update*

Jennifer Kelly with WorkLink reviewed the program usage reports in the packet. Steve Riddle, Center Manager for the SC Works Centers, gave an overview of four success stories also seen in the packet.

#### *Eligible Training Provider List*

Windy Graham, Performance and Reporting Specialist for WorkLink, informed the committee that WorkLink received an appeal letter from Solar Energy, which applied to be an Eligible Training Provider in the fall of 2015. Ms. Graham reminded the committee that this company provides training on solar energy installation, which is not currently in-demand in the WorkLink region. Ms. Graham stated that the next step will be for the Executive Committee of the Board to follow the appellate process for Eligible Training Providers.

### Employer Services

#### *Business Engagement*

Ms. Patty Manley, Business Service Representative/Office Manager for WorkLink, reported at the end of December, the WorkLink region's business engagement goal of 685 is right on target with 351 employers 48.3%.

Ms. Manley reported together SC DEW recruiters, LVER and Henkels & McCoy, we are continuing to make contacts and visits in our three county service region. In January, Ms. Manley and Windy Graham trained the Anderson Economic Development interns on data entry in CRM in SCWOS.

Ms. Manley stated currently we are offering monthly hiring events in each county for employers and jobseekers in that county with varying results. We are seeing participation from the same staffing agencies, manufacturers/employers as well as jobseekers and believe this may be impacting the outcome. Ms. Manley, SC DEW recruiters and Henkels & McCoy staff have discussed and would like transition to quarterly hiring events per county following the annual three county job fair in the spring and is bringing this to the Committee for support and approval if needed.

Following discussions the Committee agreed no vote was needed and members are in support of this transition. Ms. Manley stated requests from employers for ad hoc hiring events will continue to be encouraged and accommodated.

Ms. Manley shared State Instruction Letter stating we currently require all employers who participate in our monthly hiring events to be registered in SCWOS (South Carolina Works Online Services) as per the letter. We have not been requiring this for our annual job fair and would like to make this a requirement going forward.

Following a brief discussion, the Committee agreed no vote was required but given the benefits, this Committee is in favor and supports requiring all employers registering for the Annual Job Fair also be registered in SCWOS and post open job order in the system as well.

#### *Incumbent Worker Training Grants*

Ms. Manley reported that the PY'15 Local IWT grants were given out in total for \$45,648. She stated that WorkLink received applications totaling \$343,284.60. Ms. Manley shared a report, included in the Board packet, which shows the companies awarded funding and the amount each received. Trainings are just beginning with several employers. Ms. Manley has communicated via email and phone reminding employers to go ahead and get their trainings scheduled so they'll have ample time to complete the trainings they have requested. The end date for employers was set as June 30, 2016, which is earlier than the actual grant end date of August 31, 2016.

Ulbrich Specialty Wire is the sole remaining Rapid Response Incumbent Worker Training, and it ended on December 30, 2015. A final reimbursement request and report was submitted to SC Department of Employment and Workforce on February 12, 2016. They spent \$39,950 out of \$51,870, or 77% of their grant award.

#### *On-the-Job Training Coordination*

The On-the-Job Training Contract log is in the Board packet. Ms. Manley reported WorkLink has had 2 successful completions since the last committee meeting: Belton Metal had a contract that ended November 11, 2015, which was Adult funding, and Reliable Sprinkler had a contract end on January 4, 2016, which was DW funding. Additional contracts with Reliable Sprinkler have been written in Adult funding. Ms. Manley is discussing an additional contract with MoreSun Custom Woodworking in Oconee County. With these additional contracts, Adult balance will be \$1,286.49 and DW at \$4,560.00. Ms. Manley noted Dislocated Worker funding is the most difficult to expend due to other avenues/assistance available to these folks.

## Other Business

### *Ad Hoc Committee Members*

The Committee received one application for Kal Kunkel to join the Operations Committee. This application was tabled until the next One Stop Operations Committee meeting.

**SC WORKS** | BRINGING EMPLOYERS  
 AND JOB SEEKERS TOGETHER  
**WORKLINK**  
 ANDERSON-OCONEE-PICKENS

PY15 - July 1, 2015 to June 30, 2016

	Q1 2015	Q1 2015	Q1 2015	Q2 2015	Q2 2015	Q2 2015	Q3 2015	Q3 2015	Q3 2015	Q4 2015	Q4 2015	Q4 2015	Total
	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	
<b>Jobseekers Services</b>													
<b>SYSTEM WIDE SERVICES</b>													
<b>Unduplicated Customer Count</b>	<b>3794</b>	<b>3876</b>	<b>3500</b>	<b>3406</b>	<b>3345</b>	<b>3629</b>							<b>12625</b>
<b>Individuals that Registered</b>	<b>305</b>	<b>337</b>	<b>343</b>	<b>327</b>	<b>301</b>	<b>294</b>							<b>1907</b>
Anderson	120	117	151	112	80	114							694
Clemson	38	40	37	67	51	44							277
Easley	59	60	58	56	65	53							351
Inactive Honea Path	28	41	17	24	28	27							165
Inactive Liberty Center	0	1	0	1	0	0							2
Seneca	60	78	80	67	77	56							418
<b>Job Search Services</b>	<b>8183</b>	<b>8162</b>	<b>6936</b>	<b>7208</b>	<b>7358</b>	<b>7939</b>							<b>45786</b>
Anderson	2673	2613	2240	2320	2143	2392							14381
Clemson	1725	1623	1389	1404	1713	1814							9668
Easley	1473	1586	1227	1338	1300	1297							8221
Inactive Honea Path	611	591	558	546	505	523							3334
Inactive Liberty Center	48	56	40	36	55	63							298
Seneca	1653	1693	1482	1564	1642	1850							9884
<b>CENTER-WIDE SERVICES</b>													
<b>Center Traffic (Total Customer Count):</b>	<b>1842</b>	<b>1723</b>	<b>1571</b>	<b>1746</b>	<b>1642</b>	<b>1540</b>							<b>10064</b>
Anderson	611	514	422	419	338	447							2751
Clemson	624	629	536	597	608	612							3606
Easley	116	132	106	123	136	101							714
Seneca	482	437	488	591	550	380							2928
Access Point Traffic	9	11	19	16	10	8							73
<b>Orientation Attendance</b>	<b>77</b>	<b>100</b>	<b>60</b>	<b>98</b>	<b>37</b>	<b>55</b>							<b>427</b>
<b>Workshops Offered</b>	<b>103</b>	<b>101</b>	<b>83</b>	<b>102</b>	<b>91</b>	<b>100</b>							<b>580</b>
# Attended Employability	93	89	45	39	25	36							327
# Attended Financial Literacy	0	0	0	0	1	0							1
# Attended Expungement/Pardons	0	0	0	0	0	0							0
# Attended Computer Skills	60	45	38	39	31	25							238
<b>Referrals to Partners:</b>	<b>78</b>	<b>56</b>	<b>63</b>	<b>107</b>	<b>153</b>	<b>38</b>							<b>495</b>
# of Individuals Received Referral	74	54	58	103	133	36							458

Data through: December 2015  
 Last Revision Date:1/20/2016

**SC WORKS** | BRINGING EMPLOYERS  
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**WORKLINK**  
 ANDERSON-OCONEE-PICKENS

	Q1 2015	Q1 2015	Q1 2015	Q2 2015	Q2 2015	Q2 2015	Q3 2015	Q3 2015	Q3 2015	Q4 2015	Q4 2015	Q4 2015	Total
Employer Services	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	
<b>Internal Job Orders Created</b>	<b>178</b>	<b>236</b>	<b>258</b>	<b>205</b>	<b>160</b>	<b>152</b>							<b>1189</b>
Anderson	51	60	105	66	90	75							11050
Clemson	65	85	69	65	17	11							312
Easley	21	17	32	19	22	28							139
Inactive Honea Path	3	6	4	6	2	1							22
Inactive Liberty Center	7	9	4	5	3	5							33
Seneca	31	59	44	44	26	32							236
<b>Services Provided Employers</b>	<b>1028</b>	<b>1542</b>	<b>1164</b>	<b>1029</b>	<b>752</b>	<b>946</b>							<b>6461</b>
Anderson	457	624	366	348	222	368							2385
Clemson	375	780	667	547	473	422							3264
Easley	22	32	15	20	11	9							109
Seneca	174	106	116	114	46	147							703
<b>Hiring Events</b>	<b>12</b>	<b>12</b>	<b>21</b>	<b>9</b>	<b>7</b>	<b>1</b>							<b>62</b>
<b>Total Job Seekers</b>	<b>187</b>	<b>354</b>	<b>163</b>	<b>146</b>	<b>262</b>	<b>20</b>							1132
Anderson	97	271	77	10	230	20							705
Oconee	0	47	53	19	0	0							119
Pickens	90	36	33	117	32	0							308
<b>Entered Employments</b>	<b>50</b>	<b>75</b>	<b>78</b>	<b>49</b>	<b>48</b>	<b>41</b>							<b>341</b>
Anderson	4	8	8	3	5	1							29
Clemson	40	60	53	26	30	33							242
Easley	0	0	4	1	0	0							5
Seneca	6	7	12	19	13	7							64
<b>Rapid Response Events</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>							4
Covidien	0	0	64	0	0	0							64

<b>DEMOGRAPHICS (Year to Date)</b>		Data through: December 2015	Last Revision Date: 01/13/2016				
<i>WIOA Enrollments</i>							
<b>YTD (Last Date of Access)</b>							
<b>Age</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	<b>%</b>
	Under 19	2	0	1	0	3	1%
	19-21	7	7	6	0	20	6%
	22-32	60	26	16	0	102	30%
	33-44	67	22	21	1	111	33%
	45-54	30	19	19	2	70	21%
	55-64	13	8	9	1	31	9%
	65+	0	0	0	0	0	0%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Race</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	African American/Black	52	18	12	1	83	25%
	American Indian/Alaskan Native	1	0	0	0	1	0%
	Asian	0	0	0	0	0	0%
	Hawaiian/Other Pacific Islander	0	0	0	0	0	0%
	White	121	60	58	3	242	72%
	Not Provided	5	4	2	0	11	3%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Ethnicity</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	Hispanic or Latino heritage	6	5	5	0	16	5%
	Not Hispanic or Latino heritage	171	76	67	4	318	94%
	Not Provided	2	1	0	0	3	1%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Gender</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	Female	99	50	38	1	188	56%
	Male	80	32	34	3	149	44%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Education Level</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	Less than 9th Grade	7	0	1	0	8	2%
	9th-12th Grade (No Diploma)	57	16	6	0	79	23%
	GED	24	14	13	0	51	15%
	HSD	55	31	30	2	118	35%
	Vocational School Certificate	17	7	8	0	32	9%
	Associate's Degree	10	9	6	1	26	8%
	Bachelor's Degree	8	3	6	0	17	5%
	Education beyond a Bachelor's degree	1	2	2	1	6	2%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Disability from the Demographic Tab on the WIOA Application</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	No	179	79	70	4	332	99%
	Yes	0	3	2	0	5	1%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Employment Status at Participation</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	Employed	45	28	22	1	96	28%
	Employed but received notice of layoff	8	1	4	1	14	4%
	Not Employed	126	53	46	2	227	67%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>
<b>Veteran</b>		<b>Anderson</b>	<b>Oconee</b>	<b>Pickens</b>	<b>Other</b>	<b>Total</b>	
	No	172	77	67	3	319	95%
	Yes	7	5	5	1	18	5%
	<b>Total</b>	<b>179</b>	<b>82</b>	<b>72</b>	<b>4</b>	<b>337</b>	<b>100%</b>

All demographic data is provided by Geographic Solutions to the SC Department of Employment and Workforce. The Applications Analyst for SC Department of Employment and Workforce then forwards the data in Excel to the local areas for further analysis.

# SC WORKS

BRINGING EMPLOYERS  
AND JOB SEEKERS TOGETHER

## WORKLINK

### ANDERSON-OCONEE-PICKENS

**WIOA Individualized Career Services = July 1, 2015 - June 30, 2016**

Job Seeker at WIOA Enrollment		A	O	P	Other	Total
		Veterans				
	CO	7	5	5	1	18
	New	0	1	0	0	1
Offenders						
	CO	64	15	11	3	93
	New	3	1	0	0	4
TAA Co-enrolled						
	CO	1	6	2	0	9
	New	0	0	0	0	0
Adult/DW Low Income						
	CO	117	40	35	1	193
	New	0	4	1	0	5
SNAP Recipient						
	CO	67	21	20	1	109
	New	0	2	1	0	3
Basic Skills Deficient						
	CO	43	11	9	0	63
	New	3	3	3	0	9

	Caseload Breakdown		
	Active	Follow-up	Total
Hamrick	53	84	137
Hunter	72	71	143
Morgan	60	57	117
Parnell	54	60	114
Riddle	0	0	0
<b>Total</b>	<b>239</b>	<b>272</b>	<b>511</b>

Eligibility	December	YTD Total
	YTD Total Determinations	14

\*Priority of Service are those eligible individuals that will be enrolled because they meet one or more of the following categories: low income, basic skills deficient, public assistance recipient, Veteran (or Spouse), or does not meet self-sufficiency guidelines.

Active Enrollment			
	CO	December	Total
Hamrick	48	5	53
Hunter	68	4	72
Morgan	58	2	60
Parnell	53	1	54
Riddle	0	0	0
<b>Total</b>	<b>227</b>	<b>12</b>	<b>239</b>

Enrollment	December	TD Planned	(+/-)
	New MTD Enrolled	12	12
New YTD Enrolled	120	117	3

Career Interest		Dec	YTD
In-Demand Career Cluster			
Admin, Support, Waste Mgmt., Remediation Svcs..		0	5
Health Care and Social Assistance		5	38
Manufacturing		2	17
Professional Scientific Technical Services		1	6
Retail Trade		0	1
Other		4	52
		12	119

One-on-One Services		
Activity	December	YTD
106 - Provided Internet Job Search Support	1	9
115 - Resume Preparation Assistance	6	6
123 - Job Development Contacts	0	0

WorkKeys	CO	New YTD	Total
	Platinum	0	0
Gold	7	3	10
Silver	19	5	24
Bronze	9	1	10
<b>Total</b>	<b>35</b>	<b>9</b>	<b>44</b>



**Grant Number: 15A295H1**  
**Invoice: 1600-I1006**  
**Period Covered: 12/21/15-1/17/16**

Line Item	Mod #1	NOVEMBER			DECEMBER		JANUARY		100.0%	Obligations
		41.7%	50.0%	58.3%						
		1600-I1004	1600-I1005	1600-I1006	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD			
<b>Staff Salary Total</b>	<b>\$247,278.00</b>	<b>18,961.04</b>	<b>19,606.39</b>	<b>19,306.76</b>	<b>\$140,137.75</b>	<b>\$107,140.25</b>	<b>56.7%</b>			
<b>Fringe Benefit Total</b>	<b>\$ 96,907.17</b>	<b>7,755.36</b>	<b>7,422.71</b>	<b>7,928.80</b>	<b>\$58,447.30</b>	<b>\$38,459.87</b>	<b>60.3%</b>			
<b>Staff Cost Total</b>	<b>\$344,185.17</b>	<b>26,716.40</b>	<b>27,029.10</b>	<b>27,235.56</b>	<b>\$198,585.05</b>	<b>\$145,600.12</b>	<b>57.7%</b>			
<b>Operating</b>										
1.2 Staff Consumable Supplies	\$3,474.00	200.79	341.09	258.70	\$1,535.26	\$1,938.74	44.2%			
1.3 Advertising, Outreach	\$935.00	121.64	0.00	0.00	\$121.64	\$813.36	13.0%			
1.4 Copy, Print	\$3,876.00	0.00	394.45	160.16	\$1,828.87	\$2,047.13	47.2%			
1.5 Communications	\$5,814.00	595.59	300.01	322.85	\$2,424.25	\$3,389.75	41.7%			
1.6 Staff Travel	\$17,741.00	821.22	807.50	770.83	\$6,195.33	\$11,545.67	34.9%			
1.7 Staff Conferences, Training	\$3,060.00	0.00	0.00	0.00	\$0.00	\$3,060.00	0.0%			
1.8 Staff Computer Leases	\$11,578.00	0.00	2,788.94	0.00	\$10,146.91	\$1,431.09	87.6%			
1.9 Postage	\$2,040.00	45.65	51.67	313.33	\$698.63	\$1,341.37	34.2%			
<b>Operating Total (01)</b>	<b>\$48,518.00</b>	<b>1,784.89</b>	<b>4,683.66</b>	<b>1,825.87</b>	<b>\$22,950.89</b>	<b>\$25,567.11</b>	<b>47.3%</b>			
<b>Direct Training</b>										
2.3 Credential Exam Fees (CAN/GED/WK)	\$ 13,558.00	1,021.12	160.00	668.47	\$3,805.83	\$9,752.17	28.1%		259.47	
2.6 Tuition (College/Occupational Training)	\$203,457.00	12,119.00	7,974.98	6,732.45	\$106,799.70	\$96,657.30	52.5%		13491.67	
<b>Direct Training Total (02)</b>	<b>\$217,015.00</b>	<b>13,140.12</b>	<b>8,134.98</b>	<b>7,400.92</b>	<b>\$110,605.53</b>	<b>\$98,366.97</b>	<b>51.0%</b>		<b>13751.14</b>	
<b>Support Services</b>										
3.4 Training Support Materials	\$4,250.00	195.88	254.36	0.00	\$3,177.41	\$1,072.59	74.8%			
<b>Support Service Total (03)</b>	<b>\$4,250.00</b>	<b>195.88</b>	<b>254.36</b>	<b>34.00</b>	<b>\$3,211.41</b>	<b>\$1,038.59</b>	<b>75.6%</b>			
<b>Sub-total</b>	<b>\$613,968.17</b>	<b>41,837.29</b>	<b>40,102.10</b>	<b>36,496.35</b>	<b>\$136,767.83</b>	<b>\$477,200.34</b>	<b>22.3%</b>			
General Overhead (Indirect) 11.32%	\$69,384.49	4,735.98	4,539.56	4,131.39	\$37,961.95	\$31,422.54	54.7%			
Audit Cost 0.70%	\$4,784.00	292.86	280.71	255.47	\$2,347.47	\$2,436.53	49.1%			
Profit/Fee Held for Performance 4%	\$24,559.00	1,673.49	1,604.08	1,459.85	\$13,414.12	\$11,144.88	54.6%			
<b>Contract Total</b>	<b>\$712,695.66</b>	<b>48,539.62</b>	<b>46,526.46</b>	<b>42,343.07</b>	<b>\$389,076.41</b>	<b>\$323,619.25</b>	<b>54.6%</b>			

**Grant Number: 15D2995H1**  
**Invoice: 1601-I1008**  
**Period Covered: 12/21/15-1/17/16**

Line Item	Mod #1	NOVEMBER	DECEMBER	JANUARY	Cumulative Cost YTD	Remaning Balance	Percent Spent YTD	Obligations
		41.7%	50.0%	58.3%				
<b>Staff Salary Total</b>	<b>\$43,637.00</b>	<b>3,797.00</b>	<b>3,360.67</b>	<b>3,227.02</b>	<b>\$26,445.08</b>	<b>\$17,191.92</b>	<b>60.6%</b>	
<b>Fringe Benefit Total</b>	<b>\$ 17,101.27</b>	<b>1,487.96</b>	<b>1,381.66</b>	<b>1,361.70</b>	<b>\$10,970.71</b>	<b>\$6,130.56</b>	<b>64.2%</b>	
<b>Staff Cost Total</b>	<b>\$60,738.27</b>	<b>5,284.96</b>	<b>4,742.33</b>	<b>4,588.72</b>	<b>\$37,415.79</b>	<b>\$23,322.48</b>	<b>61.6%</b>	
<b>Operating</b>								
1.2 Staff Consumable Supplies	\$613.00	6.54	60.20	44.43	\$238.05	\$374.95	38.8%	
1.3 Advertising, Outreach	\$165.00	21.46	0.00	0.00	\$21.46	\$143.54	13.0%	
1.4 Copy, Print	\$684.00	0.00	69.62	28.26	\$322.76	\$361.24	47.2%	
1.5 Communications	\$1,026.00	78.35	52.94	56.97	\$397.51	\$628.49	38.7%	
1.6 Staff Travel	\$3,131.00	144.83	170.28	128.70	\$1,072.35	\$2,058.65	34.2%	
1.7 Staff Conferences, Training	\$540.00	0.00	0.00	0.00	\$0.00	\$540.00	0.0%	
1.8 Staff Computer Leases	\$2,403.00	0.00	492.16	100.00	\$1,378.14	\$1,024.86	57.4%	
1.9 Postage	\$360.00	8.07	8.88	55.29	\$134.75	\$225.25	37.4%	
<b>Operating Total (01)</b>	<b>\$8,922.00</b>	<b>259.25</b>	<b>854.08</b>	<b>413.65</b>	<b>\$3,565.02</b>	<b>\$5,356.98</b>	<b>40.0%</b>	
<b>Direct Training</b>								
2.3 Credential Exam Fees (CAN/GED/WK)	\$ 2,393.00	0.00	0.00	95.37	\$118.87	\$2,274.13	5.0%	20.24
2.6 Tuition (College/Occupational Training)	\$34,694.00	-3,767.00	0.00	1,194.45	\$15,987.85	\$18,706.15	46.1%	5231.25
<b>Direct Training Total (02)</b>	<b>\$37,087.00</b>	<b>-3,767.00</b>	<b>0.00</b>	<b>1,289.82</b>	<b>\$16,106.72</b>	<b>\$20,980.28</b>	<b>43.4%</b>	<b>5251.49</b>
<b>Support Services</b>								
3.4 Training Support Materials	\$750.00	34.56	44.89	0.00	\$96.45	\$653.55	12.9%	
<b>Support Service Total (03)</b>	<b>\$750.00</b>	<b>34.56</b>	<b>44.89</b>	<b>0.00</b>	<b>\$96.45</b>	<b>\$653.55</b>	<b>12.9%</b>	
<b>Subtotal</b>	<b>\$107,497.27</b>	<b>1,811.77</b>	<b>5,641.30</b>	<b>6,292.19</b>	<b>\$19,768.19</b>	<b>\$87,729.08</b>	<b>18.4%</b>	
General Overhead (Indirect) 11.32%	\$12,244.32	205.09	638.60	712.28	\$6,473.23	\$5,654.61	52.9%	
Audit Cost 0.70%	\$835.00	12.68	39.49	44.05	\$400.29	\$434.56	47.9%	
Profit/Fee Held for Performance 4%	\$4,285.00	72.47	225.65	251.69	\$2,287.36	\$1,998.09	53.4%	
<b>Contract Total</b>	<b>\$124,861.59</b>	<b>2,102.02</b>	<b>6,545.04</b>	<b>7,300.20</b>	<b>\$66,344.85</b>	<b>\$58,039.83</b>	<b>53.1%</b>	

Grant Number: 15A995H1 & 15D995H1  
 Invoice: 1697-I1007  
 Period Covered: 12/21/15-1/17/16

Line Item	Mod #1	NOV 41.7%			DEC 50.0%		JAN 58.3%		Cumulative Cost YTD	Remaning Balance	Percent Spent YTD
		1697- I1003 DW	1697- I1005 Adult	1697-I1005 DW	1697- I1006 Adult	1697- I1006 DW	1697- I1007 Adult	1697- I1007 DW			
<b>Staff Salary Total</b>	<b>\$53,005.68</b>	<b>997.85</b>	<b>3,282.80</b>	<b>798.28</b>	<b>3,460.05</b>	<b>975.53</b>	<b>3,373.74</b>	<b>889.22</b>	<b>\$30,319.31</b>	<b>\$22,686.37</b>	<b>57.2%</b>
<b>Fringe Benefit Total</b>	<b>\$18,700.90</b>	<b>331.95</b>	<b>1,204.08</b>	<b>258.76</b>	<b>1,300.23</b>	<b>253.97</b>	<b>1,275.79</b>	<b>263.58</b>	<b>\$11,016.69</b>	<b>\$7,684.21</b>	<b>58.9%</b>
<b>Staff Cost Total</b>	<b>\$71,707</b>	<b>1,329.80</b>	<b>4,486.88</b>	<b>1,057.04</b>	<b>4,760.28</b>	<b>1,229.50</b>	<b>4,649.53</b>	<b>1,152.80</b>	<b>\$41,336.00</b>	<b>\$30,370.58</b>	<b>57.6%</b>
<b>Operating</b>											
1.1 Facility, Utilities											
1.2 Staff Consumable Supplies	\$600.00	0.00	0.00	0.00	119.14	21.02	0.00	0.00	\$185.08	\$414.92	30.8%
1.3 Advertising, Outreach											
1.4 Copy, Print	\$301.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$66.29	\$234.71	22.0%
1.5 Communications	\$1,004.00	7.93	60.27	11.41	44.90	7.92	45.16	7.97	\$283.34	\$720.66	28.2%
1.6 Staff Travel	\$2,270.00	-4.81	62.39	15.07	26.13	4.59	31.26	9.75	\$291.34	\$1,978.66	12.8%
1.7 Staff Conferences, Training	\$120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	\$120.00	0.0%
1.8 Staff Computer Leases	\$1,398.00	0.00	0.00	0.00	398.43	70.31	0.00	0.00	\$948.74	\$449.26	67.9%
1.9 Postage	\$120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	\$0.00	\$120.00	0.0%
<b>Operating Total (01)</b>	<b>\$5,813.00</b>	<b>3.12</b>	<b>122.66</b>	<b>26.48</b>	<b>588.60</b>	<b>103.84</b>	<b>76.42</b>	<b>17.72</b>	<b>\$1,774.79</b>	<b>\$4,038.21</b>	<b>30.5%</b>
<b>Support Service Total (03)</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>			<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>#DIV/0!</b>
<b>Subtotal</b>	<b>\$77,519.58</b>	<b>1,332.92</b>	<b>4,609.54</b>	<b>1,083.52</b>	<b>5,348.88</b>	<b>1,333.34</b>	<b>4,725.95</b>	<b>1,170.52</b>	<b>\$1,774.79</b>	<b>\$75,744.79</b>	<b>2.3%</b>
General Overhead (Indirect) 11.32%	\$8,775.00	150.89	521.80	122.65	605.49	150.93	534.98	132.50	\$4,880.14	\$3,894.86	55.6%
Audit Cost 0.70%	\$604.00	9.33	32.27	7.58	37.44	9.33	33.08	8.19	\$301.78	\$302.22	50.0%
Profit/Fee Held for Performance 4%	\$3,101.00	53.32	184.38	43.34	213.96	53.33	189.04	46.82	\$1,724.43	\$1,376.57	55.6%
<b>Contract Total</b>	<b>\$90,000</b>	<b>1,546.45</b>	<b>5,347.99</b>	<b>1,257.10</b>	<b>6,205.77</b>	<b>1,546.94</b>	<b>5,483.05</b>	<b>1,358.04</b>	<b>\$50,017.14</b>	<b>\$39,982.44</b>	<b>55.6%</b>

Formula Tuition	Adult	Dislocated Worker	DW - NEG	Total
<b>PY15 Budget</b>	<b>\$217,014.00</b>	<b>\$37,086.00</b>	<b>\$32,210.00</b>	<b>\$286,310.00</b>
PY15 Vouchers Paid	\$111,849.93	\$14,043.27	\$7,100.00	\$132,993.20
PY15 Vouchers Not Paid	\$13,750.14	\$5,251.49	\$0.00	\$19,001.63
<b>PY15 Vouchers Total</b>	<b>\$125,600.07</b>	<b>\$19,294.76</b>	<b>\$7,100.00</b>	<b>\$151,994.83</b>
PY15 Funds Unobligated	\$91,413.93	\$17,791.24	\$25,110.00	\$134,315.17
PY15 ITA's Approved	\$191,642.65	\$19,329.28	\$2,877.00	\$213,848.93
PY15 ITA's Deobligations	\$19,685.26	\$1,109.50	\$0.00	\$20,794.76
	\$171,957.39	\$18,219.78	\$2,877.00	\$193,054.17
	\$45,056.61	\$18,866.22	\$29,333.00	\$93,255.83
	\$0.00	\$0.00	\$0.00	\$0.00

## Anthony Jenkins



Anthony Jenkins' journey with the WIOA began in April 2015. Anthony came to an orientation after he had been laid off from a temporary assignment with a temp company. Anthony had previously worked in several different industries and really wanted to find somewhere he could plant himself for the long term.

Anthony had worked several years as a dock supervisor where he supervised the loading and unloading of route trucks. This is where he got his first taste of moving a big-rig around a yard as he was also responsible for moving the trucks from the yard to the docks and then back to the yard. Anthony felt that maybe, just maybe, driving a truck would be a good fit for him.

In July 2015 Anthony began taking the Class A CDL training at Tri-County Tech. Once he began training he knew this was the right career for him. He took to driving the combination vehicle with no issues. He really enjoyed learning about the truck, how to keep logs, and even how to conduct a pre-trip inspection.

The class went smooth up until the end. The instructor had taken ill and was out for a month and the class had been put on hold. He was really nervous during this time because he didn't want to get rusty on his skills or forget any of the pre-trip information that was required for the state testing. In October, the SC DOT came in to test these students. The class had to draw straws as to who was going to test in a different truck than they had practiced in. Anthony drew the short straw and ended up testing in a truck he had never even driven. Needless to say, Anthony passed his test and earned his Class A CDL.

Anthony gained full-time employment by the end of the month and began training in November with Cheeseman. Anthony took a job where he drives regionally. He drives during the week but is able to be at home on the weekends so he can be with friends and family. Anthony never gave up and overcame several obstacles along the way. He is truly a success and he will tell you that the WIOA helped him change his life.

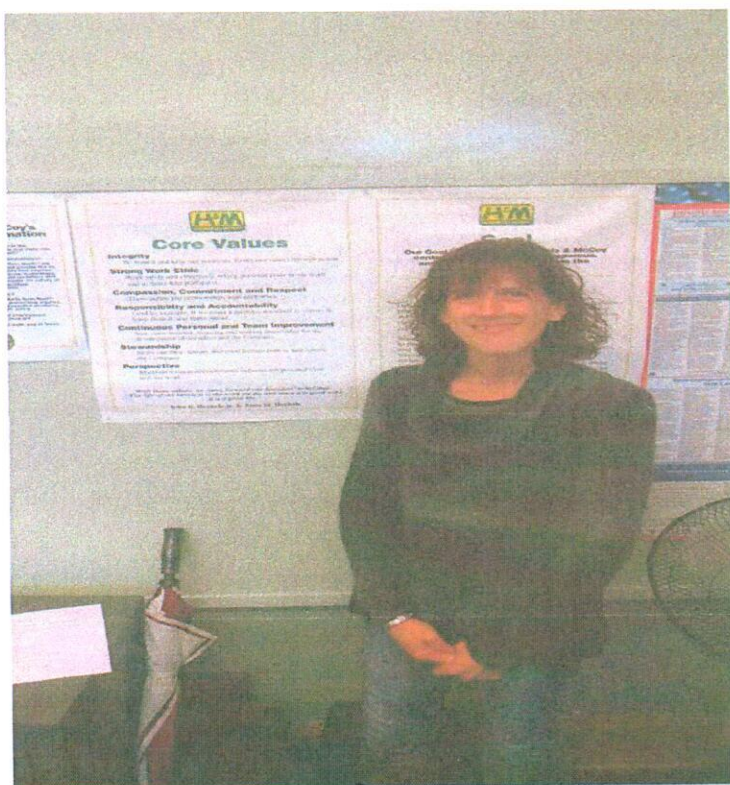
## Connie Thompson Success Story

My name is Connie Thompson and I was enrolled into the WIOA program on January 30, 2014 for assistance with obtaining my GED and gaining full time employment. I met JT Parnell at Anderson Adult Ed and we created a plan to map out what I needed to do in order to gain employment. WIOA was able to help me with gaining my GED, Workkeys and full time sustainable employment. This opportunity was very beneficial and allowed me to concentrate on improving my education and gaining the skills I would need for employment.

I started the GED program in March of 2014. Owe how I did not expect it to take as long as it did, but I stayed focused and was able to obtain my GED on June 30, 3015. I was also able to complete the Workkeys assessment with a Gold score in all three areas. WIOA and its partnership with TCTC allowed me the opportunity to further my education through SCMC training. I started that program in August, 2015 and completed it in October, 2015.

Through the training at TCTC and continued support of the WIOA program I was able to obtain employment with Walgreens Distribution on November 23, 2015. I am working as a production associate 40+ hours a week and making \$12.34 an hour. Walgreens Distribution has been a great place to work. I have enjoyed this opportunity and I would like to thank WIOA, SC Works, Anderson Adult Ed and TCTC for helping me achieve my goal.

Connie Thompson





12/29/2015 Jessica Cumbow: Success Story

Jessica Cumbow has several years working experience with most of those years being in manufacturing. Her desire is to work in the health care field, so, early in 2014, she contacted Tri-County Tech and found out what she needed in order to pursue training as a Patient Care Technician. During this process, she found out about the WIOA Program and how it could possibly help her with funding for training. She enrolled into the program, and she began training in June of 2014. She displayed drive, determination, and patience throughout her training and through a Career Coach change.

In May of 2015, Jessica completed her training, and she states she is employed as a Patient Care Technician for the Greenville Health System. It is full-time work and she is earning \$10.55/hour. She states also that she appreciates the WIOA program for helping her make this training possible.



Ciara Hill attended the SC Works Orientation at the Seneca SC Works Center on 7/2/2015 with a mission in mind to obtain her GED. Ciara had left Fort Mill High School in the tenth grade. She has a family and wanted to be able to contribute and felt that obtaining her GED would certainly help with finding employment. She was referred to Oconee Adult Education through WIOA and began classes on 8/18/2015. Each time she would come in for appointments she stated that she would obtain her GED within a short period of time.

She took the WorkKeys assessment while attending and scored a 6 on the Reading for Information portion, a 5 in Math, and a 4 in Locating Information. She took her first two tests ( Science and Reading/Language Arts) on 9/29/2015 and 9/30/2015 and passed both tests. Less than a month later, she passed the remaining two sections (Math and Social Studies) on 10/22/2015. She obtained her GED in nine weeks, fulfilling her goal.

She is in the process of looking at her future as to what she will pursue. She will be working with her Career Coach to decide her course. Ciara is very driven and will certainly reach those goals as she plans for her future.

**SOUTH CAROLINA**  
**Department of Employment and Workforce**

**Photo/Story Release Form**

I grant the South Carolina Department of Employment and Workforce (DEW) permission to publish and/or release to the news media my likeness/image and any story that I have participated in related to the Workforce Investment Act (WIA), Wagner-Peyser (WP) programs or the Trade Adjustment Assistance Act (TAA). I have been informed that my information is protected pursuant to federal and state law, including:

- 1) State Unemployment Compensation Program; Confidentiality and Disclosure of UC information, 20 C.F.R. Part 603,
- 2) South Carolina Family Privacy Protection Act, S.C. Code Ann. §§ 30-2-10, *et. seq.*, and
- 3) Information Generally Confidential, S.C. Code Ann. §41-29-160.

I consent to the disclosure of my name, likeness/image, and my story for the purpose of promotion and education of WIA, WP and/or TAA programs. My story may include information related to my participation in the WIA, WP, and/or TAA programs.

I further understand that it may be published in print, electronic or video format for purposes of publicly recognizing the accomplishments of WIA, WP, and/or TAA participants, WIA, WP, and/or TAA partners and WIA, WP, and/or TAA programs in general. DEW reserves the right to crop and edit the photographs and/or quotes in any form. I understand and agree these images will become the property of DEW and will not be returned. DEW may choose not to use the photographs and/or quotes, or may choose to use them at a later date. DEW reserves the right to discontinue the use of photographs and/or quotes without notice.

I understand that my personal formation used may include my name, local area, education level, employment history and/or financial status.

I waive my right to inspect or approve the finished product, including written or electronic copy, wherein my likeness appears.

I release and forever discharge DEW from all claims, demands, and causes of action which I, my heirs, representatives, executors, administrators, or any other persons acting on my behalf or on behalf of my estate have or may have by reason of this authorization.

I understand that I may revoke my consent, but my revocation must be in writing and received by the Workforce and Economic Development Division, Attention: LaCrystal Jackson, State Board Initiatives Manager, DEW, 1550 Gadsden Street, Columbia, S.C. 29201, or email at LaJackson@dew.sc.gov prior to the printing or release of my likeness/image and story.

I am 18 years of age and am competent to contract in my own name. I have read this release before signing below and fully understand the contents, meaning, and impact of this release.

**SC WORKS** | BRINGING EMPLOYERS  
AND JOB SEEKERS TOGETHER  
**ANDERSON·OCONEE·PICKENS**

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PARTICIPANT'S NAME (PRINTED) Ciara D. Hill

PARTICIPANT'S SIGNATURE Ciara D. Hill

PARENT'S OR GUARDIAN'S SIGNATURE (if participant is under 18)

DATE 12-22-15

An Equal Opportunity Employer/Program.  
Auxiliary aids and services available upon request to individuals with disabilities.

Last Revised: August 2010

Name and Address: Ciara Dawn Hill  
(Please Print)

313 McClure Rd.

Seneca SC 29121 29678

Signature: Ciara J. Hill

Witness: Karen Hamrick

Date: 12/22/15

## Adult 2810

Contract Number	State ID	Employer	County	Start Date	End Date	Total Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
07012015-0001	2479228	K and K Trucking	Anderson	07/01/15	09/14/15	430	\$12.00	90%	\$4,644.00	\$0.00	\$4,644.00	\$4,644.00	\$0.00
07162015-3163	323659	MTS Office Machines	Anderson	07/22/15	10/13/15	480	\$12.00	75%	\$4,320.00	\$0.00	\$4,320.00	\$4,320.00	\$0.00
07242015-0581	3185708	Belton Metal Co.	Anderson	07/28/15	10/08/15	480	\$10.50	75%	\$3,780.00	(\$553.69)	\$3,226.31	\$3,226.31	\$0.00
08112015-6192	2479141	Belton Metal Co.	Anderson	08/17/15	11/13/15	480	\$10.50	75%	\$3,780.00	\$0.00	\$3,780.00	\$3,780.00	\$0.00
10122015-9557	3198744	MoreSun Custom Woodworking	Oconee	10/12/15	01/11/16	480	\$12.00	90%	\$5,184.00	(\$21.60)	\$5,162.40	\$5,162.40	\$0.00
11302015-9108	3213821	Reliable Automatic Sprinkler	Pickens	11/30/15	01/29/16	320	\$10.82	50%	\$1,731.20	(\$48.69)	\$1,682.51	\$1,682.51	\$0.00
11302015-7153	2487627	Reliable Automatic Sprinkler	Pickens	01/04/16	03/03/16	320	\$11.03	50%	\$1,764.80		\$1,764.80		\$1,764.80
11302015-1434	2540633	Reliable Automatic Sprinkler	Pickens	01/11/16	03/10/16	320	\$11.03	50%	\$1,764.80		\$1,764.80		\$1,764.80
02012016-7163	3223986	MoreSun Custom Woodworking	Oconee	02/01/16	06/05/16	480	\$12.00	75%	\$4,320.00		\$4,320.00		\$4,320.00
									\$0.00		\$0.00		\$0.00

County	Total Obligated	Total Deobligated	Net Amount	PAID	Balance
Anderson	\$15,970.31	61%			
Pickens	\$5,212.11	20%			
Oconee	\$5,184.00	20%			

Hours Trained	Average Wage
3790	\$11.32

Total Obligated	Total Deobligated	Net Amount	PAID	Balance
\$31,288.80	(\$623.98)	\$30,664.82	\$22,815.22	\$7,849.60
<b>Net Obligated</b>	<b>\$30,664.82</b>			

## DW 2820

Contract Number	State ID	Employer	County	Start Date	End Date	Total Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
10302015-0348	2629845	Reliable Sprinkler Co.	Pickens	11/02/15	01/04/16	320	\$21.50	50%	\$3,440.00	\$0.00	\$3,440.00	\$3,440.00	\$0.00
											\$0.00		\$0.00

County	Total Obligated	Total Deobligated	Net Amount	PAID	Balance
Anderson	\$0.00	0			
Pickens	\$3,440.00	100%			
Oconee	\$0.00	0%			

Hours Trained	Average Wage
320	\$21.50

Total Obligated	Total Deobligated	Net Amount	PAID	Balance
\$3,440.00	\$0.00	\$3,440.00	\$3,440.00	\$0.00
<b>Net Obligated</b>	<b>\$3,440.00</b>			

## DWT NEG

Contract Number	State ID	Employer	County	Start Date	End Date	Total Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
07012015-0012	3181571	Medshore	Anderson	07/01/15	08/07/15	200	\$13.29	75%	\$1,993.50	(\$502.06)	\$1,491.44	\$1,491.44	\$0.00
	2635120	Medshore	Anderson	07/01/15	08/07/15	33.6	\$15.19	75%	\$382.79	\$0.00	\$382.79	\$382.79	(\$0.00)

County	Total Obligated	Total Deobligated	Net Amount	PAID	Balance
Anderson	\$1,874.23	100%			
Pickens	\$0.00	0%			
Oconee	\$0.00	0%			

Hours Trained	Average Wage
233.6	\$14.24

Total Obligated	Total Deobligated	Net Amount	PAID	Balance
\$2,376.29	(\$502.06)	\$1,874.23	\$1,874.23	(\$0.00)
<b>Net Obligated</b>	<b>\$1,874.23</b>			

## DW - Rapid Response

Contract Number	State ID	Employer	County	Start Date	End Date	Total Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
07012015-0002	2635120	Medshore	Anderson	07/01/15	08/07/15	166.4	\$15.19	75%	\$1,895.71	(\$0.91)	\$1,894.80	\$1,894.80	\$0.00
07012015-0003	1835661	Medshore	Anderson	07/01/15	08/07/15	200	\$13.80	75%	\$2,070.00	(\$2,070.00)	\$0.00	\$0.00	\$0.00
07012015-0004	3181138	Medshore	Anderson	07/01/15	08/07/15	200	\$15.76	75%	\$2,364.00	(\$61.11)	\$2,302.89	\$2,302.89	\$0.00
07012015-0005	2251737	Medshore	Anderson	07/01/15	08/07/15	200	\$11.05	75%	\$1,657.50	\$0.00	\$1,657.50	\$1,657.50	\$0.00
07012015-0006	3181210	Medshore	Anderson	07/01/15	08/07/15	200	\$10.96	75%	\$1,644.00	(\$1,644.00)	\$0.00	\$0.00	\$0.00
07012015-0007	2454382	Medshore	Anderson	07/01/15	08/07/15	200	\$12.22	75%	\$1,833.00	(\$1,833.00)	\$0.00	\$0.00	\$0.00
07012015-0008	3181829	Medshore	Anderson	07/01/15	08/07/15	200	\$18.29	75%	\$2,743.50	\$0.00	\$2,743.50	\$2,743.50	\$0.00
07012015-0009	3180779	Medshore	Anderson	07/01/15	08/07/15	200	\$13.51	75%	\$2,026.50	(\$162.53)	\$1,863.97	\$1,863.97	\$0.00
07012015-0010	3181536	Medshore	Anderson	07/01/15	08/07/15	200	\$11.05	75%	\$1,657.50	(\$199.73)	\$1,457.77	\$1,457.77	\$0.00
07012015-0011	114823	Medshore	Anderson	07/01/15	08/07/15	200	\$16.12	75%	\$2,418.00	(\$64.20)	\$2,353.80	\$2,353.80	\$0.00
07012015-0013	3181579	Medshore	Anderson	07/01/15	08/07/15	200	\$15.89	75%	\$2,383.50	(\$278.15)	\$2,105.35	\$2,105.35	\$0.00
07012015-0014	3181275	Medshore	Anderson	07/01/15	08/07/15	200	\$17.40	75%	\$2,610.00	\$0.00	\$2,610.00	\$2,610.00	\$0.00
07012015-0015	2143987	Medshore	Anderson	07/01/15	08/07/15	200	\$14.21	75%	\$2,131.50	\$0.00	\$2,131.50	\$2,131.50	\$0.00
									\$0.00		\$0.00		\$0.00

County	Total Obligated	Total Deobligated	Net Amount	PAID	Balance
Anderson	\$21,121.08	100%			
Pickens	\$0.00	0%			
Oconee	\$0.00	0%			

Hours Trained	Average Wage
2366.4	\$171.24

Total Obligated	Total Deobligated	Net Amount	PAID	Balance
\$27,434.71	(\$6,313.63)	\$21,121.08	\$21,121.08	\$0.00
<b>Net Obligated</b>	<b>\$21,121.08</b>			

County	Total Obligated	Total Deobligated	Net Amount	PAID	Balance
Anderson	\$38,965.62	74%			
Pickens	\$8,652.11	16%			
Oconee	\$5,184.00	10%			

**ALLEGRO**

## PY'15 IWT Awards Given

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
1	1,995.00			1,995.00	10%	199.50	1,795.50
2	595.00			595.00	10%	59.50	535.50
3	1,695.00			1,695.00	10%	169.50	1,525.50
4	159.00			159.00	10%	15.90	143.10
	4,444.00	-	-	4,444.00	10%	444.40	<b>3,999.60</b>

**BOSCH**

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
6	1,750.00			1,750.00	25%	437.50	1,312.50
	1,750.00	-	-	1,750.00	25%	437.50	<b>1,312.50</b>

**PLASTIC OMNIUM**

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
1	6,620.00			6,620.00	15%	993.00	5,627.00
	6,620.00	-	-	6,620.00	15%	993.00	<b>1,755.42</b>

**IMPERIAL DIE CASTING**

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
1	22,500.00			22,500.00	15%	3,375.00	19,125.00
	25,690.00	-	-	25,690.00	15%	3,853.50	<b>14,150.88</b>

**SHARPE MFG.**

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
1	16,800.00	100.00		16,900.00	10%	1,690.00	15,210.00
	16,800.00	100.00	-	16,900.00	10%	1,690.00	<b>9,129.60</b>

**TATICAL MEDICAL SOLUTIONS**

Training #	Instructor Wages/Tuition	Materials	Other	Total	Match %	Match	Total Requested
1	6,000.00			6,000.00	10%	600.00	5,400.00
2	3,000.00			3,000.00	10%	300.00	2,700.00
3	3,000.00	-	-	3,000.00	10%	300.00	2,700.00
4	5,000.00			5,000.00	10%	500.00	4,500.00
	17,000.00	-	-	17,000.00	10%	1,700.00	<b>15,300.00</b>

P.O. Box 995  
1550 Gadsden Street  
Columbia, SC 29202  
dew.sc.gov



Nikki R. Haley  
Governor

Cheryl M. Stanton  
Executive Director

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**STATE INSTRUCTION NUMBER 14-09**

**To:** Local Workforce Area Signatory Officials  
Local Workforce Area Administrators  
DEW Area Directors  
DEW Regional Managers

**Subject:** Required Employer Registration in SCWOS

**Issuance Date:** June 5, 2015

**Effective Date:** June 8, 2015

**Purpose:** The purpose of this instruction is to ensure that business services provided to valid employers are accurately captured to meet reporting requirements.

**Background:** The role of the SC Works system is to deliver high quality services to job seeker and business customers that improve the employment outcomes for both groups. Employer registration in the South Carolina Works Online Services (SCWOS) database is a key step in meeting the hiring needs of businesses and finding authentic employment opportunities for job seekers.

**Policy:** The Department of Employment and Workforce (DEW), and other partners of the SC Works system, have an obligation to the job seekers who use the system to ensure that promoted employment opportunities represent legitimate job openings. The employer validation process is one of the safeguards that helps assure the integrity of the system. SC Works is also responsible for tracking Employer Services Metrics, as required by the State Workforce Investment Board (SWIB). Employers who wish to receive any services, including but not limited to, Wagner-Peyser (WP) services, Workforce Innovation and Opportunity Act (WIOA) services, job profiling, participation in job fairs and other hiring events, and other business services provided through the SC Works system, must be registered and approved in SCWOS. Failure to do so could expose customers to fraudulent data and result in liability for SC Works system partners. Allowing businesses to participate in and receive SC Works services without being fully registered in SCWOS also prevents reporting tools from accurately reflecting staff efforts in serving the business community. Noncompliance with this policy may be cause for corrective action, up to and including revocation of SCWOS privileges.

**Action:** Please ensure that all appropriate staff receive and adhere to 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 and Grey Parks at [bparks@dew.sc.gov](mailto:bparks@dew.sc.gov) or 803-737-0086.

A handwritten signature in cursive script that reads "Patricia Sherlock".

Patricia Sherlock, Director  
Policies and Procedures

**PERSONS WITH DISABILITIES COMMITTEE**

**Meeting Summary**

**January 21, 2016, 3:00pm**

**WorkLink Conference Room, Clemson, SC**

**Members of the Committee**

Pamela Smith

Brooke Dobbins

Edgar Brown

Billy Gibson

Pat Pruitt

Susan Stockton

January 21, 2016 was our second official WIOA meeting of the Persons with Disabilities Committee.

Susan Stockton, WorkLink Disabled Veterans' Outreach Program (DVOP) specialist, provided Committee Education. Ms. Stockton stated the main purpose for the DVOP is to work one-on-one with veterans who have significant barriers to employment through job development and training opportunities with special emphasis on Veterans with military service-connected disabilities.

Pat Pruitt, WorkLink Regional Manager, stated the Wagner Peyser Act was formed to reeducate and assist persons by supplying them with the requirements to reenter employment.

Ms. Graham provided an update on the ADA upgrade to the SC Works Clemson Center stating the threshold has been leveled.

Ms. Graham provided the committee copies of the WorkLink Data submitted to South Carolina Department of Employment and Workforce on the regions Equal Employment Opportunity and Disparate Impact. The report shows program participation by demographics, including persons with disabilities.

The Committee identified some goals and objectives to address in our Strategic Plan.

Ms. Smith, Committee Chair, will host our next meeting will be March 10, 2016 at the Vocational Rehabilitation Oconee/Pickens Office.

# WorkLink Local Workforce Development Area Program Year 2014 Incentive Calculations

## Criterion

Performance	50%	(92% of Goal Met)	Goal	Actual	% of Goal	Possible Incentive Amount per Measure	Achieved Amount
Adult Entered Employment Rate	6%	YES	69.10%	77.08%	111.5%	\$ 380.40	\$ 380.40
Adult Retention Rate	6%	YES	88.80%	86.16%	97.0%	\$ 380.40	\$ 380.40
Adult Average Earnings	6%	YES	\$11,538	\$11,169	96.8%	\$ 380.40	\$ 380.40
Dislocated Worker Entered Employment Rate	6%	YES	76.40%	83.54%	109.3%	\$ 380.40	\$ 380.40
Dislocated Worker Retention Rate	4%	NO	93.30%	85.71%	91.9%	\$ 253.60	\$ -
Dislocated Worker Average Earnings	4%	NO	\$15,532	\$13,712	88.3%	\$ 253.60	\$ -
Youth Placement in Employment and Education	6%	YES	80.00%	86.36%	108.0%	\$ 380.40	\$ 380.40
Youth Attainment of Degree or Certificate	6%	YES	80.00%	77.53%	96.9%	\$ 380.40	\$ 380.40
Youth Literacy or Numeracy Gains	6%	YES	67.60%	72.31%	107.0%	\$ 380.40	\$ 380.40
						\$ 3,170.00	\$ 2,662.80

Program Enhancement	50%	Possible Incentive Amount	Met 35%?	Achieved Amount
35% of Adult, Dislocated Worker, and Rapid Response for Additional Assistance program funds expended in FY14 must be on direct participant and related expenses. Direct participant training and related expenses include: tuition, books, supplies, assessments, supportive services, OJT, and work experience		\$ 3,170.00	NO	\$0.00

## Total Expended on Direct Participant Training and Related Expenses

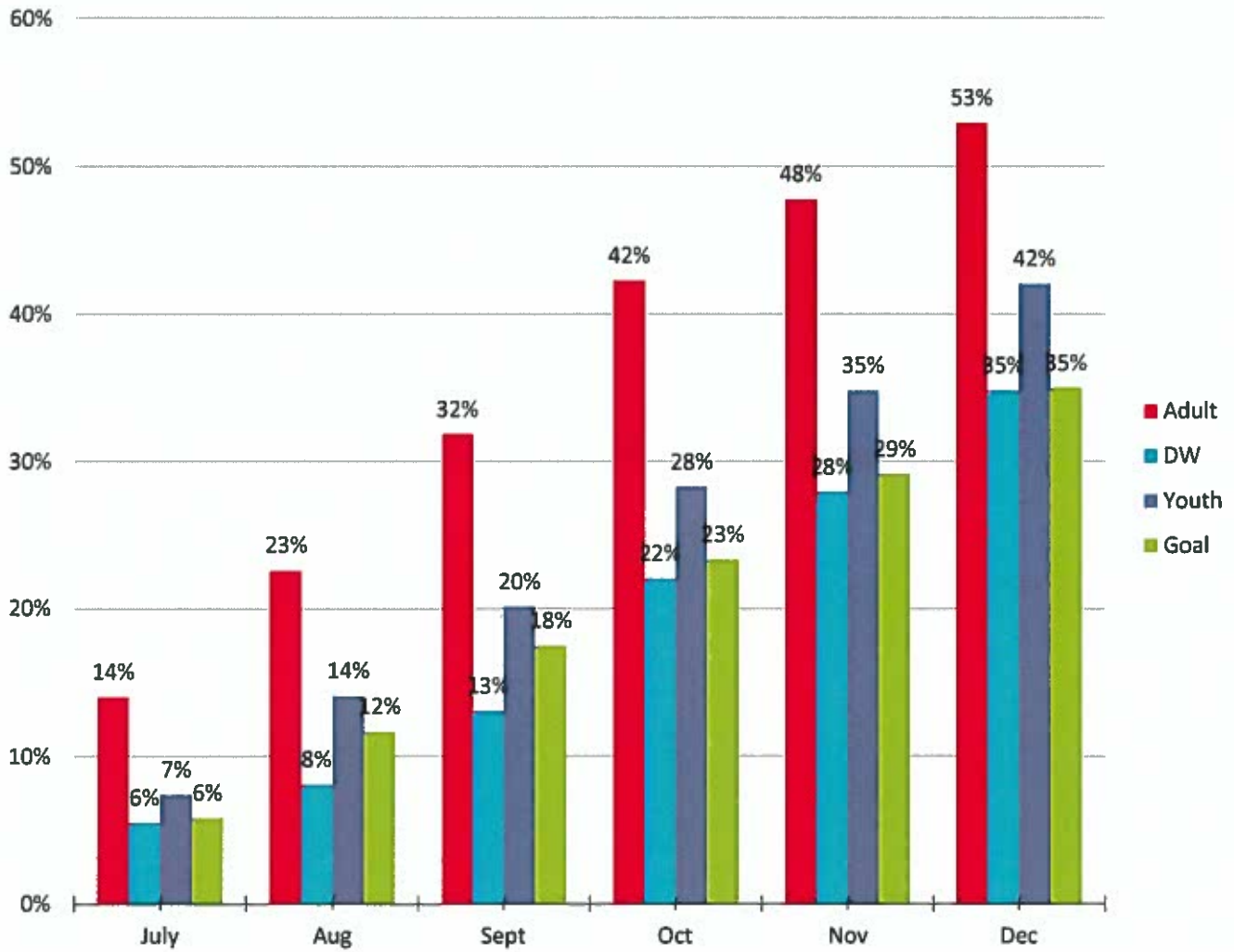
Total Program Expenditures	Assessment	Instructional Training	OJT	Work Experience/ Internships	YSEO	Youth Incentives	SS-Transportation	SS-Childcare	SS-Other	Other
\$477,757.00	\$3,476.00	\$108,373.50	\$31,148.50	\$0.00	\$0.00	\$0.00	\$14,202.50	\$1,944.00	\$3,600.50	\$0.00
\$383,768.00	\$3,546.00	\$74,223.00	\$7,551.00	\$0.00	\$0.00	\$0.00	\$8,035.00	\$0.00	\$1,200.00	\$0.00
\$493,115.00	\$20,288.00	\$108,969.50	\$33,136.50	\$0.00	\$0.00	\$230.00	\$6,677.50	\$382.00	\$3,205.50	\$0.00
\$277,433.00	\$54,268.00	\$46,053.00	\$3,061.00	\$0.00	\$0.00	\$0.00	\$3,645.00	\$488.00	\$339.00	\$415.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
\$1,632,073.00	\$84,407.00	\$19,56%								

Grant Number: 15Y495H1  
 Invoice: 1603-11005  
 Period Covered: 11/23/15-12/20/15

Line Item	Mod #1	1603-11005	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD	Obligations	Accrued	Notes
DECEMBER								
Staff Salary Total	\$309,622.68	19,381.60	\$140,360.02	\$169,262.66	45.3%			
Travel Total	\$106,316.63	7,772.47	\$44,446.48	\$61,870.15	48.3%			
Staff Cost Total	\$405,939.31	27,154.07	\$184,806.50	\$231,132.81	46.0%			
Operating								
1.1 Facility Utilities	\$ 17,000.00	0.00	\$4,250.00	\$12,750.00	25.0%			
1.2 Staff Consumable Supplies	\$ 2,400.00	683.43	\$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	425.04	\$684.55	\$1,715.45	28.5%			
1.5 Communications	\$ 9,083.70	462.05	\$2,576.72	\$6,506.98	28.4%			
1.6 Staff Travel	\$ 9,613.75	548.26	\$6,155.85	\$3,457.90	64.0%			
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	3,654.34	\$6,492.04	\$3,443.00	65.3%			
1.9 Postage	\$ 1,445.00	234.24	\$1,140.97	\$304.03	79.0%			
<b>Operating Total (01)</b>	<b>\$ 54,577.49</b>	<b>6,007.36</b>	<b>\$23,567.24</b>	<b>\$31,010.25</b>	<b>42.9%</b>			
Direct Training								
2.1 Participant Supplies	\$ 1,050.00	0.00	\$50.00	\$1,000.00	4.8%	192		
Tuition - includes WK assessment	#####	0.00	\$0.00	\$2,500.00	0.0%			
2.2 Instructional Related Costs (Books)	#####	1,387.86	\$3,224.36	\$8,475.64	27.6%	2,133.04		
2.3 Credential Exam Fees (CAN/GED/WK)	\$ -	0.00	\$0.00	\$0.00	NONE/0%			
2.4 TABE Test Materials	#####	5,688.90	\$14,075.00	\$16,034.13	46.7%	6,084		
2.5 Adult Education Tuition	\$ 54,286.00	2,638.90	\$24,143.59	\$30,142.41	44.5%	15,300.61		
2.6 Tuition (College/Occupational Training)	\$ 3,840.00	0.00	\$0.00	\$3,840.00	0.0%			
2.9 Work Experience								
2.10 Awards/Events								
2.11 Software Licenses (ETD)								
2.12 Work Keys								
<b>Direct Training Total (02)</b>	<b>\$103,485.13</b>	<b>9,714.76</b>	<b>\$41,492.95</b>	<b>\$61,992.18</b>	<b>40%</b>	<b>101,390.65</b>		
Support Services								
3.1 Participant Incentives (Skill Invoices)	\$ 17,437.50	1,487.50	\$8,425.00	\$9,012.50	48.3%	1,050		
3.2 Transportation	\$ 15,000.00	460.00	\$6,270.00	\$8,730.00	41.8%	700		
3.3 Childcare	\$ 542.95	0.00	\$0.00	\$542.95	0.0%			
3.4 Training Support Materials	\$ 2,000.00	192.00	\$1,112.74	\$887.26	55.6%	384		
3.5 Emergency Assistance	\$ 1,500.00	0.00	\$0.00	\$1,500.00	0.0%			
3.6 Laptop Incentive								
<b>Support Services Total (03)</b>	<b>\$ 36,480.45</b>	<b>2,139.50</b>	<b>\$15,807.74</b>	<b>\$20,672.71</b>	<b>43.3%</b>	<b>2,134</b>		
<b>Sub-total</b>	<b>\$404,782.60</b>	<b>45,915.64</b>	<b>\$203,667.53</b>	<b>\$533,914.67</b>	<b>13%</b>			
General Overhead (Indirect)	11.32%		\$30,515.82	\$37,945.57	44.6%			
Audit Cost	0.70%		\$1,887.02	\$2,825.69	40.0%			
Profit/fee Hold for Performance	4%		\$10,782.97	\$13,408.33	44.6%			
<b>Contract Total</b>			<b>\$703,148.00</b>	<b>\$712,760.16</b>	<b>44.5%</b>	<b>12273.65</b>		
<b>WORK EXPERIENCE</b>								
Staff	DEC	5,120.80	Cumulative	YTD % Spent				
Fringe		682.52		1.51%				
Incentive		2,638.90		0.28%				
Total		8,442.22		3.99%				
Monthly %		1%		5.78%				
*** SHOULD REACH 20-25%								



## PY'14 Fund Utilization Rate



RRIWT							
		Program Expenditures	Total Obligated	Total % Obligated	Actual Expended	Actual % Expended	Balance Unspent
14IWT11	Ulbrich Specialty Wire Products (12/29/14-12/30/15)	\$ 51,870	51,870	100%	34,675	66.85%	\$ 17,195

<b>ALLEGRO (fully funded)</b>		<b>PY'15 IWT Awards Given</b>					
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
1	1,995.00			1,995.00	10%	199.50	1,795.50
2	595.00			595.00	10%	59.50	535.50
3	1,695.00			1,695.00	10%	169.50	1,525.50
4	159.00			159.00	10%	15.90	143.10
	4,444.00	-	-	4,444.00	10%	444.40	<b>3,999.60</b>

<b>BOSCH (partially funded)</b>		<i>Will apply to training #6</i>					
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
6	1,750.00			1,750.00	25%	437.50	1,312.50
	1,750.00	-	-	1,750.00	25%	437.50	<b>1,312.50</b>

<b>PLASTIC OMNIUM (partially funded)</b>		<i>Will apply funds to training #1</i>					
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
1	6,620.00			6,620.00	15%	993.00	5,627.00
	6,620.00	-	-	6,620.00	15%	993.00	<b>1,755.42</b>

<b>IMPERIAL DIE CASTING (partially funded due to county fair share)</b>		<i>Will apply to training #1</i>					
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
1	22,500.00			22,500.00	15%	3,375.00	19,125.00
	25,690.00	-	-	25,690.00	15%	3,853.50	<b>14,150.88</b>

<b>SHARPE MFG. (partially funded due to county fair share)</b>							
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
1	16,800.00	100.00		16,900.00	10%	1,690.00	15,210.00
	16,800.00	100.00	-	16,900.00	10%	1,690.00	<b>9,129.60</b>

<b>TATICAL MEDICAL SOLUTIONS (fully funded)</b>							
<b>Training #</b>	<b>Instructor Wages/Tuition</b>	<b>Materials</b>	<b>Other</b>	<b>Total</b>	<b>Match %</b>	<b>Match</b>	<b>Total Requested</b>
1	6,000.00			6,000.00	10%	600.00	5,400.00
2	3,000.00			3,000.00	10%	300.00	2,700.00
3	3,000.00	-	-	3,000.00	10%	300.00	2,700.00
4	5,000.00			5,000.00	10%	500.00	4,500.00
	17,000.00	-	-	17,000.00	10%	1,700.00	<b>15,300.00</b>



**WorkLink Program Year 2014 Financial Status**

**13DWT01 - Dislocated Worker Training National Emergency Grant (DWT NEG)**

	<b>Program Revenue</b>		<b>**Extended by SCDEW/DOL to 6/30/16</b>			
	<b>\$ 55,357</b>					
	<b>Program Expenditures</b>	<b>Total Obligated</b>	<b>Total % Obligated</b>	<b>Actual Expended</b>	<b>Actual % Expended</b>	<b>Balance</b>
Salaries, Fringe & Indirect (WIB)	\$ 2,624	2,567	97.84%	2,567	97.84%	\$ 57
OJT	1,874	1,874	100.00%	1,874	99.98%	0
Henkels & McCoy	50,858	50,858	100.00%	49,449	97.23%	1,409
<b>Total In-House</b>	<b>\$ 55,356</b>	<b>\$ 55,300</b>	<b>99.90%</b>	<b>\$ 53,890</b>	<b>97.35%</b>	<b>\$ 1,466</b>
<b>Grant Period: 8/8/13-12/31/16</b>						

**WorkLink Program Year 2014 Financial Status**

**13D395H1 - Dislocated Worker Training National Emergency Grant (DWT NEG)**

	<b>Program Expenditures</b>	<b>Total Obligated</b>	<b>Total % Obligated</b>	<b>Actual Expended</b>	<b>Actual % Expended</b>	<b>Balance</b>
Indirect Cost	3,886.15	3,802	97.83%	3,802	97.83%	\$ 84
Audit Fee	338.09	27	7.99%	27	7.99%	311
Profit	2,220.66	2,172	97.81%	2,172	97.81%	49
Tuition, Books, Supplies	32,210.00	32,210	100.00%	32,210	100.00%	-
OJT	12,203.13	11,238	92.09%	11,238	92.09%	965
<b>Total In-House</b>	<b>50,858.03</b>	<b>\$ 49,449</b>	<b>97.23%</b>	<b>\$ 49,449</b>	<b>97.23%</b>	<b>\$ 1,409</b>
<b>Grant Period: 8/8/13-12/31/15</b>				<b>Goal Thru Dec 2015</b>	<b>100.00%</b>	