

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

WORKFORCE INVESTMENT BOARD
SC Works Operations Committee
August 19, 2015 at 3:00pm
SC Works Clemson Comprehensive Center, Large Conference Room

AGENDA

- I. Call to Order/Introductions** Richard Blackwell, Committee Member
- II. Committee Overview** Jennifer Kelly, Staff
 - a. SC Works Operations
 - b. Adult/DW Program
 - c. Employer ServicesPatty Manley, Staff
- III. Committee Organization**
 - a. Election of Chair/Vice Chair Roundtable Discussion
 - b. Ad hoc Committee Members
 - c. Meeting Dates/Times
- IV. Strategic Planning** Roundtable Discussion
- V. WorkKeys Update** Trent Acker, Executive Director
- VI. Other Business** Richard Blackwell
- VII. Adjourn**

Operations Committee
October 21, 2015 at 3pm
Location: WorkLink SC Works Conference Room

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION VISION FOR THE ONE-STOP SYSTEM
	CORRESPONDENCE SYMBOL ETA OWI
	DATE August 13, 2015

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER WIOA NO: 4-15
 OPERATING GUIDANCE for the WORKFORCE INNOVATION AND
 OPPORTUNITY ACT (WIOA or Opportunity Act)

TO: STATE AND LOCAL STAKEHOLDERS IN THE WORKFORCE
 INNOVATION AND OPPORTUNITY ACT
 STATE WORKFORCE ADMINISTRATORS
 STATE WORKFORCE LIAISONS
 STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
 AMERICAN JOB CENTER DIRECTORS
 SECTION 166 INDIAN AND NATIVE AMERICAN GRANTEEES

FROM: PORTIA WU 
 Assistant Secretary

SUBJECT: Vision for the One-Stop Delivery System under the Workforce Innovation and
 Opportunity Act (WIOA)

1. **Purpose.** This Training and Employment Guidance Letter (TEGL) lays out the vision for the one-stop delivery system under the Workforce Innovation and Opportunity Act (WIOA) and links to key technical assistance resources to support states and local areas as they integrate this vision into their one-stop delivery system (<http://www.doleta.gov/wioa>). This guidance is also being issued by the Department of Education's Office of Career, Technical, and Adult Education and Office of Special Education and Rehabilitation Services. It was developed in collaboration with these agencies, as well as the Department of Health and Human Services, Administration for Children and Families. The Employment and Training Administration (ETA) will soon issue additional guidance to other programs administered by DOL that covers governance, operational, and service delivery topics related to the one-stop delivery system.

WIOA was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA supersedes titles I and II of the Workforce Investment Act of 1998 (WIA), and amends the Wagner-Peyser Act and the Rehabilitation Act of 1973.

RESCISSIONS None	EXPIRATION DATE Continuing
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The Departments of Labor and Education published a set of proposed regulations for implementing WIOA through the posting of five Notice of Proposed Rulemaking (NPRMs) documents. These NPRMs were open for public comment until June 15, 2015, and thousands of comments were received by both Departments. The Federal agencies will review, analyze, consider, and respond to the comments received. The Final WIOA rules will be issued in 2016.

In order to continue implementation prior to the final rule, a series of WIOA Operating Guidance documents are being issued in the form of Training and Employment Guidance Letters (TEGLs). These Operating Guidance documents on WIOA will inform the workforce system on how to begin the important planning and organizational work necessary to comply with the WIOA statutory requirements. The Operating Guidance TEGLs will provide a framework for program activities until the regulations are finalized. This TEGL is one in a series of WIOA Operating Guidance.

2. **References.** See Attachment.

3. **Background.** The vision for the one-stop delivery system contained in this TEGL reflects the long-standing and ongoing work of dedicated workforce professionals around the country to align a wide range of publicly- and privately-funded education, employment, and training programs while also providing high-quality customer service to job seekers, workers, and businesses through the one-stop delivery system.

The creation of one-stop centers (currently branded as American Job Centers) was a cornerstone of WIA when it passed in 1998. In the years between the passage of WIA and WIOA—and longer for those communities that piloted one-stop centers under the Job Training Partnership Act of 1982—the workforce system has tested a variety of approaches to maximize the benefits of one-stop centers to its direct customers and their communities. In the last 10 years, technological advancements have opened up new avenues of service delivery, and the increased availability of evidence-based models has strengthened our shared understanding of the best of these approaches. In addition, the Obama Administration worked intensively with federal agencies in 2013 and 2014 to reform federal employment, education, and training programs to create a more integrated, job-driven service delivery system. A job-driven service delivery system is one that results in linking our nation's diverse talent with employers and businesses. As a result of this work, one-stop centers continue to be a valued community resource, known both locally and nationally as an important source of assistance for those looking for work or workers, and those looking for opportunities to grow their careers.

WIOA recognizes the value of the one-stop delivery system, and provides the workforce system with important tools to enhance the quality of its one-stop centers. The law strengthens the ability of States, regions, and local areas to align investments in workforce, education, and economic development to regional in-demand jobs. It also places greater emphasis on achieving results for job seekers, workers, and businesses. Finally, it reinforces the partnerships and strategies necessary for one-stop centers to provide job seekers and workers with the high-quality career services, education and training, and the supportive services they need to obtain good jobs and stay employed; and to help businesses find skilled

workers and access other supports, including education and training for their current workforce.

Since the one-stop delivery system was established, technology has made lasting changes to our economy and society. Mobile workers and businesses with regional and national footprints that cross municipal borders are much more common. For that reason, there is an increased customer demand for consistent, high-quality education, employment, and training services across the country. The passage of WIOA supports the workforce system in meeting that demand, and the adoption of a national vision for the one-stop delivery system and its one-stop centers is an important first step in that work.

4. **Vision for the One-Stop Centers under WIOA.** The publicly funded workforce system envisioned by WIOA is quality-focused, employer-driven, customer-centered, and tailored to meet the needs of regional economies. It is designed to increase access to, and opportunities for, the employment, education, training, and support services that individuals need to succeed in the labor market, particularly those with barriers to employment. It aligns workforce development, education, and economic development programs with regional economic development strategies to meet the needs of local and regional employers, and provide a comprehensive, accessible and high-quality workforce development system. This is accomplished by providing all customers access to high-quality one-stop centers that connect them with the full range of services available in their communities, whether they are looking to find jobs, build basic educational or occupational skills, earn a postsecondary certificate or degree, or obtain guidance on how to make career choices, or are businesses and employers seeking skilled workers.

Under WIOA, partner programs and entities that are jointly responsible for workforce and economic development, educational, and other human resource programs collaborate to create a seamless customer-focused one-stop delivery system that integrates service delivery across all programs and enhances access to the programs' services. The one-stop delivery system includes six core programs (Title I adult, dislocated worker, and youth programs; Title II adult education and literacy programs; Title III Wagner-Peyser program; and Title IV vocational rehabilitation program), as well as other required and optional partners identified in WIOA¹. Through the one-stop centers, these partner programs and their service providers

¹ In addition to the core programs, required partners include the Senior Community Service Employment Program; job counseling, training, and placement services for veterans authorized under chapter 41 of title 38; career and technical postsecondary education programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006; Trade Adjustment Assistance Programs; employment and training activities carried out under the Community Services Block Grant; U.S. Department of Housing and Urban Development (HUD) employment and training programs; Unemployment Compensation programs; programs authorized under the Second Chance Act of 2007, Section 212 (reintegration of ex-offenders); and programs authorized under the Social Security Act Title IV, Part A (TANF), unless the Governor determines that TANF is not a required partner.

Optional partners may include, with the approval of the local board and chief elected officials, the U.S. Social Security Administration (SSA) employment and training program (i.e. Ticket to Work programs); Supplemental Nutrition and Assistance Program (SNAP) employment and training programs; the Vocational Rehabilitation Client Assistance Program; National and Community Service Act Programs; and other employment, education or training programs such as those operated by libraries or in the private sector.

ensure that businesses and job seekers—a shared client base across the multiple programs identified above—have access to information and services that lead to positive employment outcomes. Under WIOA, one-stop centers and their partners:

- provide job seekers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages;
- provide access and opportunities to all job seekers, including individuals with barriers to employment, such as individuals with disabilities, to prepare for, obtain, retain, and advance in high-quality jobs and high-demand careers;
- enable businesses and employers to easily identify and hire skilled workers and access other supports, including education and training for their current workforce;
- participate in rigorous evaluations that support continuous improvement of one-stop centers by identifying which strategies work better for different populations;
- ensure that high-quality integrated data inform decisions made by policy makers, employers, and job seekers.

The management of the one-stop delivery system is the shared responsibility of States, local boards, elected officials, the core WIOA partners, other required partners, and one-stop center operators. The Departments encourage all of these entities to integrate the characteristics below into their work, including developing state, regional, and local strategic plans; establishing one-stop center certification criteria; examining the state, regional, and local footprint of one-stop centers; conducting competitions for selecting one-stop center operators; developing local Memoranda of Understanding (MOUs); updating other one-stop center policies and procedures; and operating and delivering services through the one-stop centers.

5. **Characteristics of a High-Quality One-Stop Center.** The characteristics identified below, consistent with the purpose and authorized scope of each of the programs, are designed to reflect elements that the Departments believe contribute to a high-quality one-stop delivery system. They demonstrate the spirit and intent of WIOA, and the Departments believe they will strengthen the successful integration and implementation of partner programs in one-stop centers. For clarity and readability the characteristics have been grouped into three functional categories: (a) Customer Service; (b) Innovation and Service Design; and (c) Systems Integration and High-Quality Staffing.

- a. **One-Stop Centers Provide Excellent Customer Service to Job Seekers, Workers and Businesses.** Meeting the needs of job seekers, workers and businesses is important in developing thriving communities where all citizens succeed and businesses prosper. High-quality one-stop centers:

- **Reflect a welcoming environment to all customer groups who are served by the one-stop centers.** All one-stop center staff are courteous, polite, responsive, and helpful to job seekers, businesses, and others who visit the one-stop centers, either in person or by telephone or e-mail. Moreover, one-stop center staff are sensitive to the unique needs of individuals with disabilities and are prepared to provide necessary accommodations.

- **Develop, offer, and deliver quality business services** that assist specific businesses and industry sectors in overcoming the challenges of recruiting, retaining, and developing talent for the regional economy. To support area employers and industry sectors most effectively, one-stop center staff identify and have a clear understanding of industry skill needs, identify appropriate strategies for assisting employers, and coordinate business services activities across one-stop center partner programs, as appropriate. This includes the incorporation of an integrated and aligned business services strategy among one-stop center partners to present a unified voice for the one-stop center in its communications with employers. Additionally, one-stop centers use the forthcoming performance measure(s) on effectiveness in serving employers to support continuous improvement of these services.
- **Improve the skills of job seeker and worker customers.** One-stop centers offer access to education and training leading to industry-recognized credentials through the use of career pathways, apprenticeships, and other strategies that enable customers, including those with disabilities, to compete successfully in today's global economy. They provide businesses with access to the quantity and quality of talent they need and support upskill/backfill strategies that expand job opportunities in the community.
- **Create opportunities for individuals at all skill levels and levels of experience** by providing customers, including those with disabilities, as much timely, labor market, job-driven information and, choice as possible related to education and training, careers, and service delivery options, while offering customers the opportunity to receive both skill-development and job placement services.
- **Provide career services that motivate, support and empower customers,** including individuals with disabilities, to make informed decisions based on local and regional economic demand and effectively attain their personal employment and education goals.
- **Value skill development by assessing and improving each individual's basic,** occupational, and employability skills.

b. One-Stop Centers Reflect Innovative and Effective Service Design. High-quality one-stop centers:

- **Use an integrated and expert intake process for all customers entering the one-stop centers.** Frontline staff are highly familiar with the functions and basic eligibility requirements of each program, and can appropriately assist customers and make knowledgeable referrals to partner programs, as needed and as appropriate given the authorized scope of the program.
- **Design and implement practices that actively engage industry sectors and use economic and labor market information, sector strategies, career pathways,**

Registered Apprenticeships, and competency models to help drive skill-based initiatives.

- **Balance traditional labor exchange services with strategic talent development within a regional economy.** This includes use of market-driven principles and labor market information that help to define a regional economy, its demographics, its workforce and its assets and gaps in skills and resources.
 - **Ensure meaningful access to all customers.** One-stop centers must be physically and programmatically accessible to all customers, including individuals with disabilities. In so doing, one-stop centers use principles of universal design and human-centered design, such as flexibility in space usage; the use of pictorial, written, verbal and tactile modes to present information for customers with disabilities or limited English proficiency; providing clear lines of sight to information for seated or standing users; providing necessary accommodations; and providing adequate space for the use of assistive devices or personal assistants. One-stop centers use assistive technology and flexible business hours to meet the range of customer needs.
 - **Include both virtual and center-based service delivery for job seekers, workers, and employers.** Both methods of delivery support the talent needs of the regional economy, although each may better serve different customers with different levels of service needs at any given time. The one-stop delivery system can expand its reach by delivering robust virtual services; and increasing the accessibility of those services through community partners, such as libraries, community and faith-based organizations, and other partners.
 - **Incorporate innovative and evidence-based delivery models that improve the integration of education and training, create career pathways that lead to industry-recognized credentials, encourage work-based learning, and use state-of-the-art technology to accelerate learning and promote college and career success.**
- c. **One-Stop Centers Operate with Integrated Management Systems and High-Quality Staffing.** High-quality one-stop centers:
- **Reflect the establishment of robust partnerships among partners.** The one-stop center operator facilitates an integrated, co-located partnership that seamlessly incorporates services of the core partners and other one-stop center partners.
 - **Organize and integrate services by function (rather than by program);** when permitted by a program's authorizing statute and as appropriate, and by coordinating staff communication, capacity building, and training efforts. Functional alignment includes having one-stop center staff who perform similar tasks serve on relevant functional teams, e.g. Skills Development Team, Business Services Team. Service integration focuses on serving all customers seamlessly (including targeted

populations) by providing a full range of services staffed by cross-functional teams, consistent with the purpose, scope, and requirements of each program.

- **Develop and maintain integrated case management systems** that inform customer service throughout the customer's interaction with the integrated system and allow information collected from customers at intake to be captured once. Customer information is properly secured in accordance with personally identifiable information guidelines, and facilitated as appropriate, with the necessary memoranda of understanding or other forms of confidentiality and data sharing agreements, consistent with federal and state privacy laws and regulations. Data, however, would be shared with other programs, for those programs' purposes, within the one-stop system only after the informed written consent of the individual has been obtained, where required.
 - **Develop and implement operational policies** that reflect an integrated system of performance, communication, and case management, and use technology to achieve integration and expanded service offerings.
 - **Use common performance indicators** to ensure that federal investments in employment and training programs are evidence-based, labor market driven, and accountable to participants and taxpayers. Center performance is transparent and accountable to the communities and regions served; data entry staff are trained and understand the importance of data validation, data collection processes, and the importance of accurate reporting.
 - **Train and equip one-stop center staff** in an ongoing learning process with the knowledge, skills, and motivation to provide superior service to job seekers, including those with disabilities, and businesses in an integrated, regionally focused framework of service delivery. Center staff are cross-trained, as appropriate, to increase staff capacity, expertise, and efficiency. Cross-training allows staff from differing programs to understand every program and to share their expertise about the needs of specific populations so that all staff can better serve all customers. Center staff are routinely trained and are keenly aware as to how their particular function supports and contributes to the overall vision of the local board.
 - **Staff the center with highly trained career counselors**, skilled in advising job seekers of their options, knowledgeable about local labor market dynamics, aware of available services inside and outside the one-stop center, and skilled in developing customers' skills for employment success.
6. **Resources.** Along with the resources provided at the WIOA collections page at <http://wioa.workforce3one.org>, the following technical assistance tools are currently available as part of the Departments' ongoing effort to support state and local areas in the adoption of the vision for the one-stop centers under WIOA.

a. Provide Excellent Customer Service to Job Seekers, Workers and Employers.

- **Opening Doors for Everyone: Providing Outstanding Customer Service at One-Stop Career Centers:** This toolkit is designed to provide one-stop center staff members an enhanced level of comfort when providing service to customers with a diverse array of backgrounds and needs.
<https://wioa.workforce3one.org/view/2001501480321360042/info>
- **Expanding Business Engagement:** WIOA makes significant changes to the nation's workforce development system, expressly incorporating the sector strategies approach throughout and requiring regional planning and alignment with local labor market needs for in-demand sectors and occupations. The Expanding Business Engagement (EBE) - Technical Assistance (TA) Initiative will support the strategic planning and implementation of revitalized or enhanced business engagement activities within states, regions, and local areas.
<http://businessengagement.workforce3one.org/>

b. Reflect Innovative and Effective Service Design.

- **One-Stop Service Design:** The resources section contains a variety of curated technical assistance tools, best practices, replicable models, implementation plans, recorded webinars, videos, research documents, and data reports to support innovative and effective one-stop center service design.
<https://wioa.workforce3one.org/ws/wioa/pages/resources.aspx?pparams=1001501462393639983>
- **Legacy Disability Training: Understanding Disability:** The purpose of this introductory course is to provide practical learning experience toward acquiring the knowledge and skills needed to provide quality workforce development services to persons with disabilities.
<https://wioa.workforce3one.org/view/4011507054815454755/info>

c. Integrated Administrative Systems and High Quality Staffing.

- **Integrated Service Delivery Toolkit:** This toolkit provides ideas, strategies and resources for integrating service delivery in the public workforce system.
<https://wioa.workforce3one.org/view/2001508963127430705/info>
- **Effective Case Management:** This site contains resources and tools designed to help system administrators, local leaders and staff to support high-quality case management in the workforce system.
<https://effectivecasemanagement.workforce3one.org/index.aspx>

d. Other One-Stop Vision Technical Assistance Tools.

- **One-Stop Career Centers Fact Sheet:** Provides highlights of WIOA reforms for one-stop centers. <https://wioa.workforce3one.org/view/2001507734890961606/info>
- **Quick Start Action Plan (QSAP) for One-Stop Centers:** An interactive, self-paced assessment tool designed to help leaders at all levels of the public workforce system prepare for implementation of WIOA. The QSAP helps identify areas of strength and focused areas for improvement in a state or local workforce system and connects to targeted resources that can help leaders to prepare and plan effectively. <http://qsap.workforce3one.org/page/planner/OneStop/Questionnaire>

7. **Action Requested.** As WIOA core programs and partners at the state and local level implement WIOA in program year 2015, the Departments encourage states to adopt this vision and build it into the policies and procedures related to the management of the one-stop delivery system. This includes developing regional and local strategic plans; establishing certification criteria for one-stop centers and the one-stop delivery system; examining the state, regional, and local footprint of one-stop centers; conducting competitions for selecting one-stop center operators; developing the local MOU; and updating other one-stop center policies and procedures.
8. **Inquiries.** Please direct questions regarding this guidance to the appropriate ETA Regional office or through the ETA email address established for this purpose: DOL.WIOA@dol.gov. ETA monitors this account daily, and may respond to inquiries directly or through general communications such as official guidance, webinars, and public Q&A documents.
9. **Attachment.** References for the One-Stop Vision TEG

Attachment

References for the One-Stop Vision TEGL

- WIOA (Pub. L. 113-128);
- WIA (Pub. L. 105-220), Title I;
- TEGL No. 3-14, *Implementing a Job-Driven Workforce System*, dated July 30, 2014 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5483;
- TEN No. 5-14, *WIOA Announcement and Initial Informational Resources*, dated July 22, 2014 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3556;
- TEN No. 6-14, *Information for Stakeholder Engagement for Workforce Innovation and Opportunity Act Implementation*, dated August 15, 2014 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=8186;
- TEGL No. 12-14, *Allowable Uses and Funding Limits of WIA Program Year 2014 Funds for Workforce Innovation and Opportunity Act Transitional Activities*, dated October 28, 2014 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3475;
- TEGL No. 15-14, *Implementation of the New Uniform Guidance Regulations*, dated December 19, 2014 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5740;
- TEGL No. 19-14, *Vision for the Workforce System and Initial Implementation of the Workforce Innovation and Opportunity Act* dated February 19, 2015 http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7353;
- WIOA implementation dates, http://wdr.doleta.gov/directives/attach/TEN/WIOA-Key-Implementation-Dates_Acc.pdf.
- Notice of Proposed Rulemaking (NPRM) with the Departments of Education and Labor). [*Workforce Innovation and Opportunity Act: Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions.*](#) Pages 20573-20687 [FR DOC# 2015-05528] (joint).
- [*Workforce Innovation and Opportunity Act: Notice of Proposed Rulemaking*](#) Pages 20689-20966 [FR DOC# 2015-05530] (Labor only, for review and public comment).
- Notice of Proposed Rulemaking (NPRM) with the Departments of Education and Labor). [*Programs and Activities Authorized by the Adult Education and Family Literacy Act: \(Title II of the Workforce Innovation and Opportunity Act\).*](#) Pages 20967-20987 [FR DOC# 2015-5540] (Education only).
- Notice of Proposed Rulemaking (NPRM) with the Departments of Education and Labor). [*State Vocational Rehabilitation Services Program: State Supported Employment Services Program: Limitations on Use of Subminimum Wage.*](#) Pages 21059-21146 [FR DOC# 2015-05538] (Education only).
- Notice of Proposed Rulemaking (NPRM) with the Departments of Education and Labor). [*Workforce Innovation and Opportunity Act: Miscellaneous Program Changes.*](#) Pages 20988-21058 [FR DOC# 2015-05535] (Education only).

Data through: July 2015
 Last Revision Date: 8.19.15

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PY2015 - July 1, 2015 to June 30, 2016

Jobseekers Services	Q1 2015 Jul-15	Q1 2015 Aug-15	Q1 2015 Sep-15	Q2 2015 Oct-15	Q2 2015 Nov-15	Q2 2015 Dec-15	Q3 2015 Jan-16	Q3 2015 Feb-16	Q3 2015 Mar-16	Q4 2015 Apr-16	Q4 2015 May-16	Q4 2015 Jun-16	Total
SYSTEM WIDE SERVICES													
Unduplicated Customer Count													
Individuals that Registered	305												3794
Anderson	120												305
Clemson	38												120
Easley	59												38
Inactive Honea Path	28												59
Seneca	60												28
													60
Job Search Services	8183												8183
Anderson	2673												2673
Clemson	1725												1725
Easley	1473												1473
Inactive Honea Path	611												611
Liberty UI Call Center	48												48
Seneca	1653												1653
CENTER-WIDE SERVICES													
Center Traffic (Total Customer Count):	1833												1833
Anderson	611												611
Clemson	624												624
Easley	116												116
Seneca	482												482
Access Point Traffic													0
Orientation Attendance	77												77
Workshops Offered	103												103
# Attended Employability	93												93
# Attended Financial Literacy	0												0
# Attended Expungement/Pardons	0												0
# Attended Computer Skills	60												60
Referrals to Partners:													
# of Individuals Received Referral	74												74

Data through: July 2015
 Last Revision Date: 8.19.15

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Employer Services	Q1 2015		Q2 2015		Q3 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
Internal Job Orders Created	178												178
Anderson	51												51
Clemson	65												65
Easley	21												21
Inactive Honea Path	3												3
Liberty UI Call Center	7												7
Seneca	31												31
Services Provided Employers	291												291
Anderson	95												95
Clemson	138												138
Easley	18												18
Seneca	40												40
Hiring Events	12												12
Total Job Seekers	187												187
Anderson	97												97
Oconee	0												0
Pickens	90												90
Entered Employments	50												50
Anderson	4												4
Clemson	40												40
Easley	0												0
Seneca	6												6
Rapid Response Events	0												0

DEMOGRAPHICS (Year to Date)		Data through: July 2015		Last Revision Date: 08/12/2015		
WIA Enrollments						
YTD (Last Date of Access)						
Age		Anderson	Oconee	Pickens	Other	Total %
	Under 19	2	0	1	0	3 0%
	19-21	9	7	4	0	20 3%
	22-32	51	20	14	1	86 14%
	33-44	53	19	18	2	92 15%
	45-54	30	21	17	2	70 11%
	55-64	10	6	7	1	24 4%
	65+	0	0	0	0	0 0%
	Total	155	73	61	6	295 48%
Race		Anderson	Oconee	Pickens	Other	Total
	African American/Black	43	15	10	1	69 11%
	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	107	54	49	5	215 35%
	Not Provided	4	4	2	0	10 2%
	Total	155	73	61	6	295 48%
Ethnicity		Anderson	Oconee	Pickens	Other	Total
	Hispanic or Latino heritage	7	3	3	0	13 2%
	Not Hispanic or Latino heritage	147	68	57	6	278 46%
	Not Provided	1	2	1	0	4 1%
	Total	155	73	61	6	295 48%
Gender		Anderson	Oconee	Pickens	Other	Total
	Female	89	47	31	2	169 28%
	Male	66	26	30	4	126 21%
	Total	155	73	61	6	295 48%
Education Level		Anderson	Oconee	Pickens	Other	Total
	Less than 9th Grade	10	1	2	0	13 2%
	9th-12th Grade (No Diploma)	47	12	7	1	67 11%
	GED	21	14	13	0	48 8%
	HSD	39	29	18	0	86 14%
	Vocational School Certificate	17	7	8	2	34 6%
	Associate's Degree	11	7	6	2	26 4%
	Bachelor's Degree	9	2	6	0	17 3%
	Education beyond a Bachelor's degree	1	1	1	1	4 1%
	Total	155	73	61	6	295 48%
Disability		Anderson	Oconee	Pickens	Other	Total
	No	155	71	59	6	291 48%
	Yes	0	2	2	0	4 1%
	Total	155	73	61	6	295 48%
Employment Status at Participation		Anderson	Oconee	Pickens	Other	Total
	Employed	30	22	18	2	72 12%
	Employed but received notice of layoff	10	1	5	1	17 3%
	Not Employed	115	50	38	3	206 34%
	Total	155	73	61	6	295 48%
Veteran		Anderson	Oconee	Pickens	Other	Total
	No	151	69	57	5	282 46%
	Yes	4	4	4	1	13 2%
	Total	155	73	61	6	295 48%

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.

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WIOA Training Services and Follow-Up Services • July 1, 2015 - June 30, 2015

Recommended for Training Services

July Total	YTD Total
0	0
33	13
1	

OJT Training Synopsis

Company Name	Location of Company	In Progress	Success	Unsuccessful
Bellon Metal Company, Inc.	Anderson	1		
K & C Trucks, LLC	Anderson	1		
MedShare	Anderson	11		
MIS Office Machines	Anderson	1		

Total Current Contracts	14
Total Support	13
Total All OJT Contracts	

*Employers request these contracts applied in PY14 but finished in PY15

Funding Source

July	YTD Total
3	3
11	31
0	0

Follow-Up Services

Total	YTD Total
0	0
14	14

Entered Employment Based on current Quarter Services Provided

*This number is based on data from SCWOS based follow-up summary of each career coach.

Occupational Training by Provider

Name	Currently in Training	PY15 Rec'd Training
Adult Education - Districts 1, 4 and 5 Anderson	4	4
Adult Education - Districts 1, 4 and 5 Anderson	11	11
Adult Education - Oconee Adult Education	4	4
Adult Education - Pickens Co Adult Learn	1	1
Acc Labs	2	2
Carolina Computer Training	2	2
Greenville Technical College	2	2
ITT	3	3
Palmetto School of Career Development	0	1
Southern Wesleyan University	1	1
TIC County Technical College	30	37

Total

Total Occupational Training by Cluster

Occupation	Total Training	PY15 Rec'd Credit/Endorsal
GED Training	23	0
Admin, Support, Waste Mgmt., Remediation Svcs.	5	1
Manufacturing	20	0
Professional, Scientific, Technical Services	2	0
Health Care and Social Assistance	25	9
Retail Trade	0	0

Funding Source PY15 Rec'd (occupational and GED training)

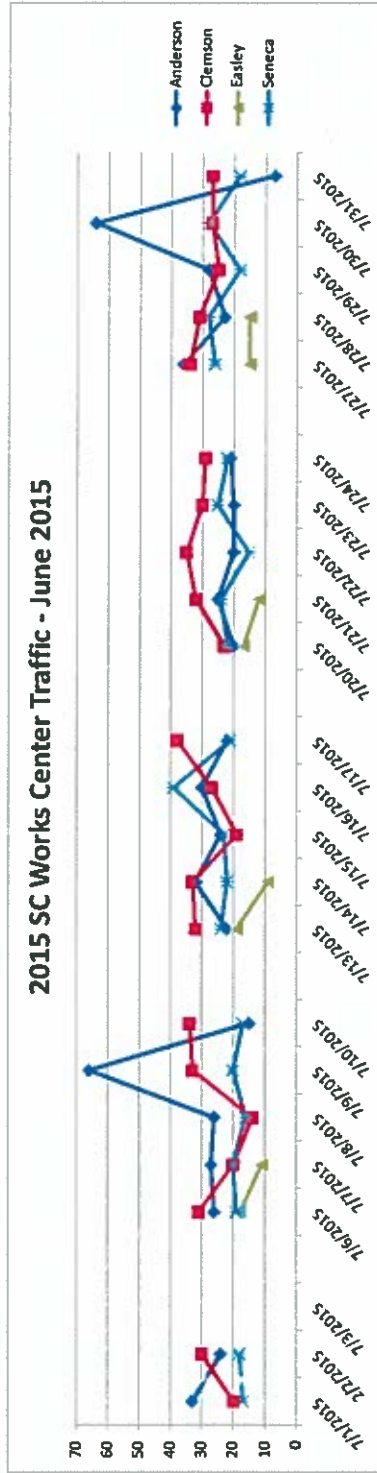
YTD Total

Adult	58
Dislocated Workers	7
NDWG	4
Trade (to-enroll)	0
Total	77

Note: Some participants have rec'd more than one training or more than one funding source.

PY2015 SC Works Center Traffic - July 2015

Center	Grand Total %																											
	01-Jul-15	02-Feb-15	03-Jul-15	06-Jul-15	07-Jul-15	08-Jul-15	09-Jul-15	10-Jul-15	13-Jul-15	14-Jul-15	15-Jul-15	16-Jul-15	17-Jul-15	20-Jul-15	21-Jul-15	22-Jul-15	23-Jul-15	24-Jul-15	27-Jul-15	28-Jul-15	29-Jul-15	30-Jul-15	31-Jul-15					
Anderson	33	24	26	27	26	66	15	22	32	24	30	22	20	25	20	20	21	36	23	28	64	7						
Clemson	20	30	31	20	14	33	34	32	33	19	27	38	23	32	35	30	29	34	31	25	27	27						
Easley			18	11				19	9				17	12				15	15									
Seneca	17	18	19	20	16	20	17	24	22	23	39	21	22	24	15	25	22	26	28	18	28	18						
Totals	142														392										450			
Access Points	5														8										13			
Grand Total	142														426										436	450	1833	1846



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

PY14 - July 1, 2014 to June 30, 2015

Jobseekers Services	Q1 2014 Jul-14	Q1 2014 Aug-14	Q1 2014 Sep-14	Q2 2014 Oct-14	Q2 2014 Nov-14	Q2 2014 Dec-14	Q3 2014 Jan-15	Q3 2014 Feb-15	Q3 2014 Mar-15	Q4 2014 Apr-15	Q4 2014 May-15	Q4 2014 Jun-15	Total
SYSTEM WIDE SERVICES													
Unduplicated Customer Count	5259	4848	4476	4452	3745	3866	4429	5112	4318	3681	3614	3932	26353
Individuals that Registered	393	382	338	364	293	335	359	272	400	337	295	343	4111
Anderson	142	136	126	137	94	120	142	109	174	148	121	134	1583
Clemson	45	48	53	46	41	46	42	36	54	35	37	61	544
Easley	97	77	79	74	62	75	69	56	80	62	63	59	853
Inactive Honea Path	34	48	33	38	36	26	38	22	33	25	26	27	386
Seneca	75	73	47	69	60	68	68	49	59	67	48	62	745
Job Search Services													
Anderson	11680	11629	9705	8681	7679	8148	8888	7132	5216	7188	7527	8246	101719
Clemson	3930	3961	3508	3180	2719	2538	2840	2393	2114	2436	2512	2730	34861
Easley	2497	2369	1917	1732	1500	1821	1820	1406	604	1302	1737	1831	20536
Inactive Honea Path	1818	1901	1573	1446	1381	1351	1478	1284	671	1381	1351	1436	17071
Liberty UI Call Center	949	927	727	600	501	567	652	486	237	538	469	539	7192
Seneca	606	532	368	244	189	151	158	122	640	107	88	87	3292
	1880	1939	1612	1479	1389	1720	1940	1441	950	1424	1370	1623	18767
CENTER-WIDE SERVICES													
Center Traffic (Total Customer Count):	2391	2162	2132	2130	1860	1999	2233	1585	2168	1733	1733	2091	24217
Anderson	611	535	612	545	377	472	542	424	632	482	465	703	6400
Clemson	1003	837	711	772	636	673	667	549	702	512	658	641	8361
Easley	242	258	258	289	203	303	289	176	260	207	205	254	2944
Seneca	522	520	534	519	634	541	717	433	562	524	405	493	6404
Access Point Traffic	13	12	17	5	10	10	18	3	12	8			108
Orientation Attendance	58	193	116	164	112	99	110	49	118	113	48	49	1229
Core Workshops Offered	26	26	25	16	16	16	16	16	16	16	16	16	221
# Attended Employment	9	17	2	7	4	2	5	36	6	3	15	9	115
# Attended Financial Literacy	1	0	1	2	0	0	0	0	0	0	0	0	4
# Attended Expungement/Pardons	0	1	12	7	0	3	0	0	0	0	4	0	27
# Attended Computer Skills	0	0	1	0	1	0	2	0	0	0	0	0	4
Referrals to Partners:	129	105	154	106	116	96	132	87	89	79	74	78	1245
# of Individuals Received Referral	119	96	139	95	111	88	119	81	83	70	73	78	1152

SC WORKS

BRINGING EMPLOYERS
 AND JOB SEEKERS TOGETHER

WORKLINK

ANDERSON-OCONEE-PICKENS

Employer Services	Q1 2014	Q1 2014	Q1 2014	Q2 2014	Q2 2014	Q2 2014	Q3 2014	Q3 2014	Q3 2014	Q4 2014	Q4 2014	Q4 2014	Q4 2014	Q4 2014	Total
	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15		
Internal Job Orders Created	251	241	211	168	91	97	130	132	192	177	158	202	2050		
Anderson	38	42	36	44	27	32	42	36	48	31	44	57	477		
Clemson	168	132	134	90	39	47	46	51	82	72	55	62	978		
Easley	9	20	8	4	4	7	9	10	27	25	20	28	171		
Inactive Honea Path	2	8	6	4	1	2	3	5	2	7	7	4	51		
Liberty UI Call Center	10	5	7	6	3	0	2	7	8	5	3	13	69		
Seneca	24	34	20	20	17	9	28	23	25	37	29	38	304		
Services Provided Employers	1879	1640	1543	1694	1063	1077	1680	1016	1659	1158	918	1450	16777		
Anderson	709	713	651	773	317	327	544	289	423	529	466	560	6301		
Clemson	931	646	703	627	572	522	807	651	1046	489	350	576	7920		
Easley	52	29	17	126	40	86	71	35	82	30	37	83	688		
Inactive Honea Path	0	0	0	0	0	0	0	0	0	0	0	0	0		
Liberty UI Call Center	15	0	0	0	0	0	0	0	0	0	0	0	15		
Seneca	172	252	172	168	134	142	258	41	108	110	65	231	1853		
Hiring Events	12	4	9	2	8	2	3	6	11	12	19	16	104		
Total Job Seekers	568	155	246	64	757	45	273	204	459	131	237	398	3537		
Anderson	543	1	214	20	515	40	236	106	415	46	150	329	2615		
Oconee	0	149	6	0	166	0	37	98	33	48	77	14	628		
Pickens	25	5	26	44	76	5	0	0	11	37	10	55	294		
Entered Employments	89	29	107	86	7	32	43	43	42	33	90	101	702		
Anderson	6	3	54	70	3	9	2	2	13	13	2	5	182		
Clemson	77	15	36	7	1	16	35	35	20	10	79	88	419		
Easley	0	0	1	2	0	0	1	1	0	1	0	0	6		
Inactive Honea Path	2	0	1	1	0	1	0	0	0	0	1	0	6		
Inactive Liberty	0	0	0	0	0	0	0	0	0	0	0	1	1		
Seneca	4	11	15	6	3	6	5	5	9	9	7	8	88		
Rapid Response Events	0	0	0	0	0	0	1	0	0	0	0	0	1		

DEMOGRAPHICS (Year to Date)		Data through: 06/30/2015	Last Revision Date:07/08/2015				
WIA Enrollments							
YTD (Last Date of Access)							
Age		Anderson	Oconee	Pickens	Other	Total	%
Under 19		2	1	2	0	5	1%
19-21		16	11	7	0	34	6%
22-32		93	48	21	2	164	27%
33-44		108	55	35	5	203	33%
45-54		70	39	34	5	148	24%
55-64		26	13	14	1	54	9%
65+		1	0	0	0	1	0%
Total		316	167	113	13	609	100%
Race		Anderson	Oconee	Pickens	Other	Total	
Caucasian		210	128	87	8	433	71%
African American		96	34	22	5	157	26%
American Indian		2	1	2	0	5	1%
Asian		0	0	0	0	0	0%
Hawaiian		0	1	0	0	1	0%
Not Provided		8	3	2	0	13	2%
Total		316	167	113	13	609	100%
Ethnicity		Anderson	Oconee	Pickens	Other	Total	
Hispanic		11	5	3	0	19	3%
Not Hispanic		305	160	108	13	586	96%
Not Provided		0	2	2	0	4	1%
Total		316	167	113	13	609	100%
Gender		Anderson	Oconee	Pickens	Other	Total	
Female		204	99	55	6	364	60%
Male		112	68	58	7	245	40%
Total		316	167	113	13	609	100%
Education Level		Anderson	Oconee	Pickens	Other	Total	
Less than 9th Grade		22	6	3	0	31	5%
9th-12th Grade (No Diploma)		87	37	16	4	144	24%
GED		40	25	24	1	90	15%
HSD		91	76	33	6	206	34%
Vocational School Certificate		34	10	14	0	58	10%
Associate's Degree		21	8	10	1	40	7%
Bachelor's Degree		16	4	11	0	31	5%
Education beyond a Bachelor's degree		5	1	2	1	9	1%
Total		316	167	113	13	609	100%
Disability		Anderson	Oconee	Pickens	Other	Total	
No		315	165	112	13	605	99%
Yes		1	2	1	0	4	1%
Total		316	167	113	13	609	100%
Employment Status at Participation		Anderson	Oconee	Pickens	Other	Total	
Employed		56	35	27	4	122	20%
Employed but received notice of layoff		9	0	5	1	15	2%
Not Employed		251	132	81	8	472	78%
Total		316	167	113	13	609	100%
Veteran		Anderson	Oconee	Pickens	Other	Total	
No		307	162	107	11	587	96%
Yes		9	5	6	2	22	4%
Total		316	167	113	13	609	100%

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.

WIA Training Services and Follow Services = July 1, 2014 - June 30, 2015

Recommended for Training Services

June Total	YTD Total
1	87

Occupational On-the-Job Training	143
	36

OJT Training Synopsis

Company Name	Location of Company	In-Progress	Success	Unsuccessful
Belton Metal Company, Inc (3)	Anderson	0	2	1
Cross Country (3)	Anderson	0	2	1
R&K Trucking, LLC (1)	Anderson	1	0	0
Kings Asphalt (1)	Pickens	1	0	0
Medshore Ambulance Service, Inc (14)	Anderson	14	0	0
MoreSun Custom Woodworking, Inc (2)	Oconee	0	2	0
MIS Office Machines (1)	Anderson	0	1	0
Orian Rugs, Inc (6)	Anderson	0	4	2
Chemist Coming Composite Materials, LLC (2)	Anderson	0	2	0
REC AeroStructures (1)	Oconee	0	0	1
Sharpe Manufacturing, Inc. (1)	Oconee	0	1	0
Southern Vinyl Window Mfg. (1)	Pickens	0	1	0
Upstate Medical Staffing dba Upstate Health Care Services (1)	Anderson	0	1	0
US Engine Value (2)	Oconee	0	2	0
Total Current Contracts		16	18	5
Total Carryover			3	
Total All OJT Contracts		39		

*Carryover equals those contracts started in PY13 but finished in PY14

Funding Source

June	YTD Total
1	21
0	2
14	16
	39

Follow-Up Services

Total	YTD Total
28	212
53	421

Entered Employment (based on current Query)*

Services Provided

*This number is hand counted from SCWOS based follow-up summaries of each career coach.

Occupational Training by Provider

Name	Currently In Training	PY14 Rec'd Training
Adult Education - Districts 3, 4 and 5	4	16
Adult Education - Districts 3, 4 and 5 Anderson	13	48
Adult Education - Oconee Adult Education	4	24
Adult Education - Pickens Co Adult Learn	1	7
Art Labs	0	16
Brown MacIac College	0	1
Carolina Computer Training	2	4
Greenville Technical College	3	11
ITT	1	1
Palmetto School of Career Development	1	2
Southern Wesleyan University	1	1
Tri-County Technical College	32	99
Truck Driver Institute	0	1
Total	62	231

Total Occupational Training by Cluster

Occupation	Total Training	PY14 Rec'd Credential
GED Training	95	10
Admin, Support, Waste Mgmt., Remediation Svcs.	29	17
Manufacturing	38	20
Professional, Scientific, Technical Services	6	1
Health Care and Social Assistance	51	27
Retail Trade	0	0

Funding Source PY14 Rec'd (occupational and GED training)

YTD Total

Adult	195
Dislocated Workers	24
DWT-NEG	12
Trade (co-enrolled)	7
Total	238

NOTE: Some participants have rec'd more than one training or more than one funding source.

Brittany Leckenby Success Story

My name is Brittany Leckenby and I was enrolled into the WIA program on October 30, 2014 for assistance with obtaining my GED and gaining full time employment. Without a GED I knew that the opportunity to gain full time employment was minimal, so I enrolled into Anderson Adult Ed and the WIA program. The WIA program allowed me to stay focused on my school work and prepare for the GED exam while assisting me with childcare and transportation. This service that was provided to me allowed me to focus on achieving my goal and not worry about how I would pay for everything. My Career Coach JT Parnell and I created an IEP to map out a plan for me to obtain my goal of full time employment and obtaining my GED. My career coach advised me about the importance of the Workkeys assessment as it relates to employment so I was able to complete this at Anderson Adult Ed. I scored a Platinum in Reading for Information, Silver in Locating Information and Platinum in Applied Math.

I achieved my goal of obtaining my GED on April 24, 2015 from Anderson Adult Ed. As I look back at this wonderful accomplishment that I have achieved I am reminded of my 3 children who also provided motivation. If I could give anyone advice who lacks a GED it would be this. If you are willing to set aside the time needed to obtain your GED and give 100% in the classroom, you can achieve this goal. I can say this because after I obtained my GED and I was able to gain full time employment with The United States Postal Service working full time as a mail carrier making \$17.50 an hour. I am extremely excited about the next chapter of my life and look forward to a long career with the postal service.

I would like to thank the WIA program, Anderson Adult Ed and all that played a part in making this goal a reality.

Brittany Leckenby



Brittany Leckenby right with Beth Wood left from Anderson Adult Ed



Donovan Boyle attended an SC Works Orientation on July 2, 2015 after being referred from the Career Development Specialist with the Department of Employment and Workforce. After attending the Orientation, Donovan stated that he was very interested in the SC Manufacturing Certificate (SCMC) offered at Tri-County Technical College. He had been unemployed since May 2007 due to personal health circumstances. He was certified and enrolled in the WIA program on July 17, 2014. He had taken the WorkKeys assessment in February 2009 and scored bronze. One of the requirements for the SCMC training was to score a Silver level on the WorkKeys. He was registered for WorkKeys/KeyTrain to practice for the WorkKeys assessment to improve his scores. He took the assessment on August 8, 2015 and scored Silver. He was registered and attended the SCMC Information Session on August 20, 2015. He received his acceptance letter into the training and began the training on September 22, 2014. He completed the training on December 4, 2014, receiving his South Carolina Manufacturing Certification.

He was referred to Phillips Staffing at Itron, Inc., West Union, SC as a Production Operator. He was hired and started to work on January 22, 2015. Donovan is very appreciative of all of the assistance he received. He had several barriers to overcome including health issues and no recent work history.

“I do appreciate the opportunities that were offered to me through WIA. I could not have done it without their help.”

Donovan Boyle



06/30/2015 Heidi Moody: Success Story

While working as a Certified Nurse's Assistant, Heidi Moody began her training at Brown Mackie College (BMC) and worked her way into the Associate in Nursing Program. Initially, she had to depend on some student loans to help fund her training, and she became concerned about the long-term effects of having to pay back those loans. She heard about the WIA program from the Admissions Department at BMC and how it could possibly help her with a free scholarship to pay for part of her training. She also learned that, if approved, the WIA funding would be money that she would not have to pay back. This was great news for her in that this would be less money she would have to borrow.

In the time period between Heidi being enrolled into the WIA and her approval for WIA funding, she was transferred to a different WIA Career Coach. This process was trying for her, but she persevered. She worked closely with her new Career Coach and completed the necessary steps to get her training approved. She completed her training February 6, 2015. She is proud of the fact that her Nursing Class was the first one at BMC in Greenville, SC, and she was the first person from that class to take and pass the NCLEX certification exam. She has been a model participant.

Today, Heidi is working as a Unit Coordinator with Seneca Health and Rehabilitation in Seneca, SC. She started there on May 5, 2015, and she is earning \$28.00 per hour. Heidi is very appreciative of the help she received from the WIA.

Formula Tuition	Adult		Dislocated Worker		DW - NEG		Total
PY15 Budget	\$208,972.50	\$36,877.50	\$32,210.00				\$278,060.00
PY15 Vouchers Paid	\$30,778.06	\$68.00	\$7,100.00				\$37,946.06
PY15 Vouchers Not Paid	\$32,241.20	\$4,543.90	\$0.00				\$36,785.10
PY15 Vouchers Total	\$60,268.47	\$4,611.90	\$7,100.00				\$71,981.37
PY15 Funds Unobligated	\$148,703.03	\$32,265.60	\$25,110.00				\$206,078.63
PY15 ITA's Approved	\$110,808.99	\$10,211.90	\$3,124.00				\$124,144.89
PY15 ITA's Deobligations	\$10,956.50	\$0.00	\$0.00				\$10,956.50
PY15 ITA's Total YTD	\$99,852.49	\$10,211.90	\$3,124.00				\$113,188.39
PY15 ITA's vs Budget	\$109,120.01	\$26,665.60	\$29,086.00				\$164,871.61
PY16 ITA's Approved	\$0.00	\$0.00	\$0.00				\$0.00

DWT NEG

Contract Number	Assigned CM	Enrollment Code	State ID	Employer	County	Start Date	End Date	Year Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
07012015-0012	B. Hunter	DWT NEG	3181371	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
	JT Parnell	DWT NEG	2655120	Medshore	Anderson	07/01/15	08/07/15	33.6	\$15.19	75%	\$382.79	\$0.00	\$382.79	\$382.79	(\$0.00)
	Budget	Remaining		Anderson	\$1,874.23	100%		Hours Trained	Average Wage		Total Obligated	Total Deobligated	Net Amount	PAID	Balance
	\$1,874.40	\$0.17		Pickens	\$0.00	0%		233.6	\$14.24		\$2,376.29	(\$502.06)	\$1,874.23	\$1,874.23	(\$0.00)
				Oconee	\$0.00	0%					Net Obligated	\$1,874.23			

DW - Rapid Response

Contract Number	Assigned CM	Enrollment Code	State ID	Employer	County	Start Date	End Date	Year Training Hours	Hourly Wage Rate	Reimbursement Rate	Maximum Reimbursement	Deobligated	Ending Amount	PAID	Balance
07012015-0002	JT Parnell	DW RR	2655120	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	JT Parnell	DW RR	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	B. Hunter	DW RR	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	C. Morgan	DW RR	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	K. Hamrick	DW RR	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	B. Hunter	DW RR	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	C. Morgan	DW RR	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	K. Hamrick	DW RR	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	J. Parnell	DW RR	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	J. Parnell	DW RR	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	B. Gleason	DW RR	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	B. Gleason	DW RR	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	K. Hamrick	DW RR	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
	Budget	Remaining		Anderson	\$21,121.08	100%		Hours Trained	Average Wage		Total Obligated	Total Deobligated	Net Amount	PAID	Balance
	\$33,581.00	\$12,459.92		Pickens	\$0.00	0%		2366.4	\$171.24		\$27,434.71	(\$6,313.63)	\$21,121.08	\$21,121.08	\$0.00
				Oconee	\$0.00	0%					Net Obligated	\$21,121.08			

ATTAS of 8.18.15