

**WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE MEETING  
AGENDA**

**Monday, January 28, 2019**

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

**Location: SC Works Center Clemson**

- |   |                                |
|---|--------------------------------|
| I. Welcome and Introductions  | Kristi King-Brock              |
| II. <b>Review of Minutes</b> (08/13/2018) <b>Ratify Below</b>   | Kristi King-Brock              |
| III. Palmetto Youth Connections Report (07/01-12/31/18)   | Karen Craven                   |
| IV. <b><u>New Business:</u></b>   |                                |
| Ratify Oct /Nov 2018 Electronic Votes (See summary of results)*   | Kristi King-Brock              |
| PY 18 PYC Grant Expenditures (07/1/18- <b>12/31/2018</b> )  | Karen Craven                   |
| I-Best Integrated Manufacturing/Healthcare Pathways   | Trent Acker                    |
| PY 17 - Annual/Final Youth Performance  | Kristi King-Brock              |
| PY 18 -1st Qtr. Youth Performance   | Kristi King-Brock              |
| PY 18 PYC New Enrollment Report   | Kristi King-Brock              |
| 2018 AOP BIS Actual Awards  | Kristi King-Brock              |
| 2018 AOP BIS Video & Update   | Rick Murphy                    |
| 2019 AOP BIS Showcase Funding*  | Kristi King-Brock/ Trent Acker |
| New Youth Membership Applications (2)*  | Kristi King-Brock              |
| PY19 Youth Budget Negotiation Committee*  | Kristi King-Brock              |
| WL Youth Strategic Plan - PY 17 Update/Data*  | Kristi King/Brock/Sharon Crite |
| 2018 Youth Participant of the Year (Justin Loveland) -Video   | Trent Acker/Karen Craven       |
| V. <b><u>Other Business:</u></b>  |                                |
| <b>2019 Youth Committee Meeting Schedule:</b>   | Kristi King-Brock              |
| <b>(Tuesday's @ 11am – <b>March 19<sup>th</sup></b>, May 7<sup>th</sup>, August 6<sup>th</sup>, and October 1<sup>st</sup>)</b> |                                |
| VI. <b><u>Adjourn</u></b>   | Kristi King-Brock              |

\*Vote Needed

<b>Next Youth Committee Meeting, Tuesday - March 19, 2019 - 11:00am - 12:00pm</b> <b>Location: SC Works Center Clemson</b>
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**WORKFORCE INVESTMENT CORPORATION**  
**Youth Committee Meeting Summary**  
**August 13, 2018 @ 11:00am**  
**SC Works Clemson Comprehensive Center, Large Conference Room**

**Members Present**

Elaine Bailey	Kristi King-Brock	Berdina Hill	Jennifer Lannom
Rick Murphy	Crystal Noble		

**Members Absent:**

Amy Bradshaw	Robert Halfacre	Tim Mays	Melanie McLane
Melissa Rosier			

**Staff Present:**

Trent Acker	Sharon Crite	Meredith Durham
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**Guests Present:**

Karen Craven	Renee Alexander	Ann Marie Baker	Kal Kunkel
Jackie Taylor			

**I. Welcome and Introductions**

Ms. Kristi King-Brock called the meeting to order at 11:02 am welcoming everyone in attendance and announced the meeting was being recorded for processing of minutes. Introductions were made.

**II. Approval of 5-1-2018 Meeting Minutes**

The minutes from the 5/1/18 meeting were emailed to the committee for an electronic vote and included in the meeting packet. Ms. King- Brock called for corrections/amendments to the minutes.

**ACTION TAKEN: Rick Murphy made a motion to ratify the electronic vote of the 5/1/2018 meeting minutes as presented, seconded by Crystal Noble. The motion carried unanimously.**

**III. Palmetto Youth Connections Report**

Karen Craven, Palmetto Youth Connections Program Manager, reviewed the Palmetto Youth Connections PY'17 Monthly Update Report. This report reflects July 1, 2017-June 30, 2018.

- PYC currently has 36 carryover participants, 124 new enrollments with a total of 160 active enrollments.
- There are currently 22 in Work Experience (including carryover and new participants).

- There are 75 currently in follow-up. Follow-up is where PYC looks at retention and performance of the program. This number changes regularly due to participant flow in and out of the program.
- Ms. Craven provided performance data:
  - Total entering employment, military, or education: 4<sup>th</sup> quarter- 82.6%
  - Credential attainment: 91.3%
  - In program measureable skills gain: 3<sup>rd</sup> quarter- 56.5%
- To date, Anderson has enrolled 69 participants, 40 in Oconee, and 51 in Pickens.

Ms. Craven gave the committee a copy of the PYC PY'17 Dashboard, reflecting data through June 30, 2018. In PY'17, PYC has served:

- 43% males and 57% females.
- 54% Younger Youth and 56% Older Youth.
- 100% are high school dropouts.
- 66% basic skills deficient participants, which means the participant scored at or below 8.9 in reading or math.
- 55% unemployed.

Ms. Craven referred the committee to the caseload breakdown, stating currently 160 participants are being served through PYC, including both active and follow-up.

- PYC has 69 Anderson County residents, 40 Oconee County residents, and 51 Pickens County residents in the program at this time.
- Ms. Craven referred to the Year-to-Date Outcomes chart, which are performance measures being reviewed in real time. To date, there are 131 Measurable Skills Gains, that includes 80 credentials, 32 literacy numeracy gains, 13 skill upgrades, 4 training milestones, and 2 post-secondary progress (participant did not move up education level, but made progress with math and reading). There have been 76 GED earned and 4 high school diplomas, and 39 occupational skills credentials (36 of which were hospitality, 2 CNA, and 1 Patient Care Technician). For placement rates through the end of March, 262 were positively placed (6 in post-secondary and 256 in employment).
- Ms. Craven stated that there were 4 Platinum, 13 Gold, 24 Silver, and 4 Bronze WorkKeys certificates, for a total of 45 for PY'17. Most participants enter the program with a WorkKeys score.
- Ms. Craven stated that Ann Marie Baker taught 456 Career Smart classes, of which there were 76 resumes created.

Ms. Craven reviewed the Palmetto Youth Connections PY'18 Monthly Update Report. This report reflects July 1, 2018-July 31, 2018.

- PYC is projecting 50 carryover participants and 156 new enrollments for PY'18. 5 participants were enrolled in July, totaling 55 participants being served.
- There are currently 6 in Work Experience (including carryover and new participants).
- There are 75 currently in follow-up. Follow-up is where PYC looks at retention and performance of the program. This number changes regularly due to participant flow in and out of the program.

#### **IV. New Business:**

**a. PY'18 Selected Youth Bidder/Provider**

Palmetto Youth Connections was selected as the PY'18 Youth Provider, with an opportunity to be renewed up to 4 years.

**b. PY'18 Youth Budget**

Mr. Kal Kunkel referred to page 5, which shows the PY'18 Youth Budget Comparison Chart. Eckerd presented Budget B to the Youth Committee for review. Mr. Kunkel explained that Eckerd moved from an indirect rate on total costs, which was 8.86% in PY'17, to a modified total direct costs indirect rate. The PY'18 rate will be 12.0% across all workforce contracts, due to the change in methodology. Direct costs will be modified, which means that the 12.0% rate will only be charged on items that are directly related to operating expenses. Participant related costs will never be charged the 12.0% rate, because they are all pass-through costs.

**c. PY '17 Youth Service Provider Enrollment Update-Information**

Ms. King-Brock referred to page 13, which shows the PY'17 Enrollment Report. Ms. King-Brock stated that PYC exceeded their enrollment goal of 156 enrollments for PY'17. PYC enrolled 160 participants in PY'17.

**d. PY'17 Grant Expenditures (4/1/18-6/30/18)**

Ms. Craven reviewed the expenditure budget report for PY'17, which can be found on page 14-16 in the packet, stating that as of the end of June, the budget is 94.8% expended. Ms. Craven pointed to line item 2.9 (Work Experience) as a reminder that PYC has been tasked with spending 100% of the line item and 107.2% has been expended as of the end of June. A total number of hours to be provided are 5,760 and 6,171.89 hours have been provided through the end of June.

**e. PY'17 Third Quarter Youth Performance/SCDEW Report**

Ms. Crite referred to page 17, which shows SCDEW's report of PY'17 third quarter Youth performance. This is the final report from DEW for third quarter performance. All goals are being met or exceeded for the WorkLink Youth.

**f. 2015 Youth Strategic Plan- Goal #1- Existing Resource Map for AOP**

Ms. King- Brock referred to pages 18-23, which showed the proposed change in Strategic Plan Goal 1. Pages 22-23 show the Resource Map for AOP that will be used as a "roadmap". The Resource Map approval was sent as an electronic vote to the committee.

**ACTION TAKEN: Elaine Bailey made a motion to ratify the electronic vote on using the AOP resource map as presented, seconded by Crystal Noble. The motion carried unanimously.**

**g. PYC Enrollment Commitment Form #5- Incentive (Smart Classes)**

Ms. Crite referred to page 24, item #5, which shows the language that will be used in the PYC Enrollment Commitment Form: "Attend and complete Career Smart Soft Skills Workshops: Resume, NIOSH, Financial Literacy, Employability, Critical Thinking, Social Networking, and Entrepreneurial

and complete a mock interview with PYC Staff.” Initially, the Youth Committee voted to accept the bolded language on page 25, which states: “Failure to participate in ALL Career Smart Classes and Mock Interview, after two attempts to engage you, will result in a suspension of supportive services in the form of transportation and Incentives, until ALL Career Smart Classes and Mock Interview are completed.” Reversing the language will eliminate question of whether youth participants are opting out on what they have earned. Ms. Crite referred to page 27 and stated that Career Smart Classes are a Non-Common Measure, which means they are not in the performance measure.

**ACTION TAKEN: Crystal Noble made a motion to revert to the original language listed on page 24 of the packet as presented, seconded by Elaine Bailey. The motion carried unanimously.**

**h. PY’18 PYC Revised Incentive Policy**

Ms. Craven referred to pages 26-27, which shows the PY’18 Youth Incentive Policy. PYC is proposing a small modification to the policy, due to budget cuts in the incentive line item in the PY’18 budget. PYC is proposing to reduce the incentive a student earns for a Measurable Skills Gain from \$50.00 to a new amount of \$25.00. PYC is also proposing to reduce the incentive a student earns for Non Common Measure: Completion of Work Experience with a final evaluation of 3.0 or higher, from \$100.00 to a new amount of \$50.00.

**ACTION TAKEN: Rick Murphy made a motion to accept the revised Incentive Policy as presented, seconded by Crystal Noble. The motion carried unanimously.**

**i. Request to Suspend Serving ISY- 4 Year Data (PY14-PY17)**

Ms. Sharon Crite referred to page 28, and stated that the Youth Committee began serving In-School Youth in PY’14. The 4-year data was shown on page 28. The enrollment number has been zero (0) in the past two years. The request, because of the reduction in funds and lack of enrollment, is to suspend serving In-School Youth as of this year (PY’18).

**ACTION TAKEN: Elaine Bailey made a motion to focus on serving Out-of-School Youth and suspend the In-School Youth program, seconded by Berdina Hill. The motion carried unanimously.**

**j. Youth RFP Committee Motion for Future Youth RFP**

Ms. King-Brock referred to pages 29-30 to show the 2018 Youth RFP Final Bidder’s Meeting Summary and a Proposal Checklist Form. In the past, unresponsive RFP bidders had an opportunity to respond with missing documents within a time period. In the Youth RFP Final Bidder’s meeting, Mr. Robert Halfacre made the motion to deny an RFP proposer the ability to submit an RFP proposal if the said proposal is not complete, second by Mr. Tim Mays.

**ACTION TAKEN: The Youth RFP Committee made a motion to deny an RFP proposer the ability to submit an RFP proposal if the said proposal is not complete, seconded by Elaine Bailey. The motion carried unanimously.**

**k. Remove Future RFP “Non-Responsive” Language/Extension**

**ACTION TAKEN: Crystal Noble made a motion to remove the “non-responsive” language from future Youth RFPs, seconded by Berdina Hill. The motion carried unanimously.**

**l. PY’18 Eckerd Healthcare Cost Calculation- Youth Budget**

Mr. Kunkel referred to page 31 for the latter half of a letter written by Eckerd’s audit firm. Paragraph 4 describes the methodology and how healthcare costs were allocated. This was based on the total amount of healthcare costs, previous year costs, and total number of employees. Page 32 shows FY’18 estimates for total FTE employees eligible across the company. A modification will be made to adjust the costs of health insurance, tuition costs, and indirect costs using the methodology shared on page 32.

**m. PY’17 State (SCDEW) Monitoring Report**

Mr. Acker referred to pages 35-42, which shows the Annual State Monitoring Report. WorkLink is in the process of responding to the report, which was received on July 27<sup>th</sup>. Mr. Acker reviewed the findings with the Youth Committee.

**n. PYC Youth Participant Success Stories**

Ms. Karen Craven shared a participant success story from Pickens County with the Youth Committee. This participant was a high school dropout and needed 3 credits to obtain a diploma, which equals 180 hours of seat time. The participant received career coaching, and finished his high school diploma. After completing his diploma, he enlisted in the US Marines.

**V. Other Business**

The Youth Outreach Committee will be meeting to address the branding and marketing of the Youth program.

Mr. Acker noted that the Youth Committee may receive an opportunity to vote on a participant of the year for one of the WorkLink counties. This county has decided to recognize workforce initiatives and participants throughout their community.

Mr. Acker stated that the State Workforce Board allocated \$1,150,000 for a Technology Grant to local areas. Local areas will be able to submit requests for funds to update and provide new technology. Mr. Acker will be in touch with more information.

**VI. Adjourn**

Ms. Kristi King-Brock thanked everyone for attending and adjourned the meeting.

*Respectfully submitted by: Meredith Durham*

**Summary of October/November 2018 Electronic Votes**  
**(Ratify Votes on Monday, 01/28/2019 -Youth Committee Meeting)**

➤ **October 4, 2018 - Four (4) Items:**


1. **Last official Youth Committee Meeting Minutes - 08/13/2018.**
2. **PYC Enrollment Commitment Form** – Verbiage for item #9 highlighted and Skill Invoice – Revised Youth Incentives. **Note:** WIOA Follow-up is a mandatory youth element over 12 months after exit from the youth program. The youth participant cooperation is required.
3. **PY 18 Youth Budget Mod. 1 - ( Final - PY 18 Youth Budget Mod 1 with narrative and comparison.** WorkLink staff conducted final budget review and conversation with Eckerd staff upon receiving PY 18 Youth Budget Comparison on Monday, Oct. 8, 2018. All is good, this PY 18 Youth Budget Mod 1 moved forth to the Finance Committee 10/31/18 and onto the WDB Board 11/7/18 for final approval. **The PY 18 Youth Budget Mod 1 Amount Remains the Same = \$600,000.**
4. The WorkLink Youth Program request to increase in our mandatory work-based learning (work experience) stipends from \$7.75 **to \$8.25** and for specialized in-demand career pathway training work experience from \$8.00 **to \$10.00.**

**October 4<sup>th</sup> Voting Results:** Majority vote to accept all four (4) items as approved.  
**Note:** WDB final approval 11/7/2018


➤ **November 14, 2018 - One item (1):**

**1. Revised PYC PY18 Incentive Policy**

**November 14<sup>th</sup> Voting Results:** Majority vote to accept one (1) item - Revised PYC PY18 Incentive Policy as approved. **Note:** Executive Committee electronic vote approval 11/16/18, this will be ratified at WDB Board meeting on 02/7/2019.

	<b>ECKERD YOUTH ALTERNATIVES, INC.</b>					
	100 N. Starcrest Drive, Clearwater, FL 33765					
	<b>INVOICE</b>					
Worklink Investment Board	Contract Number:	18Y495E1				
1376 Tiger Blvd.	Invoice Number:	1058-06				
Clemson, SC 29631	Invoice Month:	12/31/2018				
Attn: Jennifer Kelly	Period Covered:	July 1, 2018 - June 30, 2019				
email: jkelly@worklinkweb.com	Total Amount Due:	\$ 44,875				
Eckerd Goal:			DECEMBER			
			50.0%			100.0%
<b>Line Item</b>		<b>Budget (Mod 1)</b>	<b>1058-6</b>	<b>Cumulative Cost YTD</b>	<b>Remaining Balance</b>	<b>Percent Spent YTD</b>
Staff Salary Total		\$ 286,515	22,585.41	139,370	\$ 147,145	48.6%
Fringe Benefit Total	51xx	\$ 77,913	5,670.27	33,672	\$ 44,242	43.2%
<b>TOTAL STAFF COSTS</b>		<b>\$ 364,428</b>	<b>28,255.68</b>	<b>173,042</b>	<b>\$ 191,387</b>	<b>47.5%</b>
<b>Operating Costs:</b>						
Facilities	6185	\$ 9,600	2,400.00	4,800	\$ 4,800	50.0%
Communications (Phone, Fax, Internet, etc)	6270	\$ 5,706	363.17	2,397	\$ 3,309	42.0%
Postage	6005	\$ 1,400	82.58	737	\$ 663	52.6%
Staff Travel	6105+	\$ 8,690	772.02	2,219	\$ 6,471	25.5%
Staff Background Checks	5100	\$ 500	176.75	358	\$ 142	71.7%
Staff Training	5105	\$ 2,000	-	-	\$ 2,000	0.0%
Office/Desktop Supplies and Materials	6000	\$ 2,100	-	501	\$ 1,599	23.9%
Copying	6730	\$ 2,400	-	282	\$ 2,118	11.7%
Software Licenses	6095	\$ 1,925	-	1,458	\$ 467	75.7%
Participant Outreach	6735	\$ 500	-	-	\$ 500	0.0%
<b>TOTAL OPERATING COSTS</b>		<b>\$ 34,821</b>	<b>3,794.52</b>	<b>12,751</b>	<b>\$ 22,070</b>	<b>36.6%</b>
<b>Training Costs:</b>						
Work Experience Stipends	6507	\$ 48,000	1,500.20	11,949	\$ 36,051	24.9%
Tuition Cost (Adult Education)	6520	\$ 13,566	784.00	3,186	\$ 10,380	23.5%
Participant Graduation Fees	6595	\$ 2,500	540.00	540	\$ 1,960	21.6%
Credential Exam Fees	6525	\$ 17,500	1,086.62	3,302	\$ 14,198	18.9%
Instructional Supplies (Books)	6546	\$ 2,000	120.00	120	\$ 1,880	6.0%
Individual Training Accounts	6530	\$ 26,006	-	-	\$ 26,006	0.0%
<b>TOTAL TRAINING COSTS</b>		<b>\$ 109,571</b>	<b>4,030.82</b>	<b>19,097</b>	<b>\$ 90,474</b>	<b>17.4%</b>
<b>Supportive Services Costs :</b>						
Child Care	6660	\$ 250	-	-	\$ 250	0.0%
Transportation	6485	\$ 15,000	1,080.00	5,680	\$ 9,320	37.9%
Client Incentives	6585	\$ 20,000	3,825.00	9,050	\$ 10,950	45.3%
Client Training Support Materials	6545	\$ 2,200	-	537	\$ 1,663	24.4%
Client Emergency Assistance & Expungen	6596	\$ 2,375	-	-	\$ 2,375	0.0%
<b>TOTAL SUPPORTIVE SERVICES COSTS</b>		<b>\$ 39,825</b>	<b>4,905.00</b>	<b>15,267</b>	<b>\$ 24,558</b>	<b>38.3%</b>
<b>Training/Professional Fees/Profit:</b>						
General Liability Insurance	6305	\$ 3,600	237.95	1,480	\$ 2,120	41.1%
<b>TOTAL FEES / PROFIT COSTS</b>		<b>\$ 3,600</b>	<b>237.95</b>	<b>1,480</b>	<b>\$ 2,120</b>	
<b>4.1 INDIRECT COST:</b>	<b>0.12</b>	<b>\$ 47,754</b>	<b>3,651.38</b>	<b>22,026</b>	<b>\$ 25,728</b>	<b>46.1%</b>
<b>Contract Total</b>		<b>\$ 600,000</b>	<b>\$ 44,875</b>	<b>\$ 243,662</b>	<b>\$ 356,338</b>	<b>40.6%</b>



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	<b>INVOICE</b>						
Worklink Investment Board	Contract Number:	18Y495E1					
1376 Tiger Blvd.	Invoice Number:	1058-05					
Clemson, SC 29631	Invoice Month:	11/30/2018					
Attn: Jennifer Kelly	Period Covered:	July 1, 2018 - June 30, 2019					
email: jkelly@worklinkweb.com	Total Amount Due:	\$ 39,658					
Eckerd Goal:			NOVEMBER				
			41.7%			100.0%	
<b>Line Item</b>		<b>Budget (Mod 1)</b>	<b>1058-5</b>	<b>Cumulative Cost YTD</b>	<b>Remaining Balance</b>	<b>Percent Spent YTD</b>	<b>Obligation Numbers</b>
Staff Salary Total		\$ 286,515	23,335.21	116,784.45	\$ 169,730.43	40.8%	-
Fringe Benefit Total	51xx	\$ 77,913	5,164.20	28,001.41	\$ 49,912.07	35.9%	
<b>TOTAL STAFF COSTS</b>		<b>\$ 364,428</b>	<b>28,499.41</b>	<b>144,785.86</b>	<b>\$ 219,642.50</b>	<b>39.7%</b>	<b>\$ -</b>
<b>Operating Costs:</b>							
Facilities	6185	\$ 9,600	-	2,400.00	\$ 7,200.00	25.0%	
Communications (Phone, Fax, Internet, etc)	6270	\$ 5,706	409.67	2,033.47	\$ 3,672.53	35.6%	24.40
Postage	6005	\$ 1,400	257.59	654.43	\$ 745.49	46.7%	
Staff Travel	6105+	\$ 8,690	378.49	1,446.53	\$ 7,243.47	16.6%	359.34
Staff Background Checks	5100	\$ 500	181.50	181.50	\$ 318.50	36.3%	
Staff Training	5105	\$ 2,000	(181.50)	-	\$ 2,000.00	0.0%	
Office/Desktop Supplies and Materials	6000	\$ 2,100	-	500.87	\$ 1,599.13	23.9%	
Copying	6730	\$ 2,400	127.68	281.74	\$ 2,118.26	11.7%	
Software Licenses	6095	\$ 1,925	1,458.00	1,458.00	\$ 467.00	75.7%	
Participant Outreach	6735	\$ 500	-	-	\$ 500.00	0.0%	
<b>TOTAL OPERATING COSTS</b>		<b>\$ 34,821</b>	<b>2,631.43</b>	<b>8,956.54</b>	<b>\$ 25,864.38</b>	<b>25.7%</b>	<b>\$ 383.74</b>
<b>Training Costs:</b>							
Work Experience Stipends	6507	\$ 48,000	867.99	10,448.89	\$ 37,551.11	21.8%	448.31
Tuition Cost (Adult Education)	6520	\$ 13,566	392.00	2,402.00	\$ 11,163.50	17.7%	
Participant Graduation Fees	6595	\$ 2,500	-	-	\$ 2,499.96	0.0%	
Credential Exam Fees	6525	\$ 17,500	17.50	2,215.25	\$ 15,284.38	12.7%	29.50
Instructional Supplies (Books)	6546	\$ 2,000	-	-	\$ 2,000.00	0.0%	
Individual Training Accounts	6530	\$ 26,006	-	-	\$ 26,005.50	0.0%	
<b>TOTAL TRAINING COSTS</b>		<b>\$ 109,571</b>	<b>1,277.49</b>	<b>15,066.14</b>	<b>\$ 94,504.45</b>	<b>13.8%</b>	<b>\$ 477.81</b>
<b>Supportive Services Costs :</b>							
Child Care	6660	\$ 250	-	-	\$ 250.00	0.0%	
Transportation	6485	\$ 15,000	1,100.00	4,600.00	\$ 10,400.00	30.7%	380.00
Client Incentives	6585	\$ 20,000	2,125.00	5,225.00	\$ 14,775.00	26.1%	500.00
Client Training Support Materials	6545	\$ 2,200	-	536.76	\$ 1,663.24	24.4%	
Client Emergency Assistance & Expungen	6596	\$ 2,375	-	-	\$ 2,375.00	0.0%	
<b>TOTAL SUPPORTIVE SERVICES COSTS</b>		<b>\$ 39,825</b>	<b>3,225.00</b>	<b>10,361.76</b>	<b>\$ 29,463.24</b>	<b>26.0%</b>	<b>\$ 880.00</b>
<b>Training/Professional Fees/Profit:</b>							
General Liability Insurance	6305	\$ 3,600	258.38	1,241.93	\$ 2,358.07	34.5%	237.95
<b>TOTAL FEES / PROFIT COSTS</b>		<b>\$ 3,600</b>	<b>258.38</b>	<b>1,241.93</b>	<b>\$ 2,358.07</b>		<b>\$ 237.95</b>
<b>4.1 INDIRECT COST:</b>	<b>0.12</b>	<b>\$ 47,754</b>	<b>3,766.71</b>	<b>18,374.53</b>	<b>\$ 29,379.51</b>	<b>38.5%</b>	<b>134.60</b>
<b>Contract Total</b>		<b>\$ 599,999</b>	<b>\$ 39,658</b>	<b>\$ 198,787</b>	<b>\$ 401,212</b>	<b>33.1%</b>	<b>\$ 2,114.10</b>
					401,212.15		
<b>Work Experience:</b>			<b>NOV</b>	<b>Cumulative</b>	<b>YTD% Spent</b>		
	Staff WEX Salaries:		7,015.50	40,470.50	7%		
	Staff WEX Fringe:		1,266.01	8,262.09	1%		
	Stipends:		867.99	10,448.89	2%		
	<b>TOTAL</b>		<b>9,149.50</b>	<b>59,181.48</b>	<b>10%</b>		
	Percentage Spent:		2%	10%			

**LEVEL 6**

CAREER ENTRY/ADVANCEMENT

**Manufacturing Technologies/Production and Management**

(Additional career options and advancement into senior management with bachelor's degree completion)

Workforce Entry  
(SENIOR  
MANAGEMENT)

**LEVEL 5**

**Industrial Electronics Technology  
Mechatronics Technology  
CNC Programming and Operations**

Graduate in 1-1½ years w/day classes

(Enter 1 of these AAS programs with advanced standing of 12-20 credit hours)

Workforce Entry  
(SKILLED  
TECHNICIAN/  
SUPERVISORY)

**LEVEL 4**

**CNC Operator**  
(15 hrs; 24 wks)  
Finish in this timeframe

**Technical Operators II Certificate**  
(4 courses; 14 wks); Graduate in this timeframe

OR

**Basic Electronics Certificate**  
(1 course; 14 wks) – 2<sup>nd</sup> of 3 semesters

OR

**Basic Machining Certificate**  
(2 courses; 14 wks); Graduate in this timeframe

Workforce Entry  
(OPERATOR II)

**LEVEL 3**

**South Carolina Manufacturing Certification (SCMC)**  
(200 hrs; 10 wks)  
Finish in this timeframe

**Technical Operators I Certificate**  
(4 courses; 14 wks); Graduate in this timeframe

OR

**Basic Electronics Certificate**  
(2 courses; 14 wks) – 1<sup>st</sup> of 3 semesters

OR

**Basic Machining Certificate**  
(2 courses; 14 wks) – 1<sup>st</sup> of 2 semesters

Workforce Entry  
(OPERATOR I)

Corporate & Community Education(CCE)  
(Non-Academic Credit)

Industrial Tech Programs(Academic Credit)  
(PRIOR LEARNING ASSESSMENT POSSIBLE)

**LEVEL 2**

**Adult Ed and TCTC**

Entry: at least 8<sup>th</sup> grade (10<sup>th</sup> grade by entry into COL 120, MFG 101, MFG 102) but not GED/HSED level (14 weeks; 1 semester)

- TCTC: COL 120 (STEM: College and Career Readiness) and MFG101 (Introduction to Manufacturing), MFG102 (Applied Learning in Manufacturing)
- AE: Math/Reading materials contextualized with manufacturing terminology and tasks
- AE: Computer skills development (prep for TCTC)
- AE/TCTC: Career exploration and goal refinement (prep for TCTC)
- AE/TCTC: Wrap-around support services
- TCTC: Specialized workforce scholarships
- TCTC: Specialized transition services for job placement and continued postsecondary study.
- Employers: Paid Work-Based Learning

**OUTCOMES:**

1. Student earns GED or HSD and Workkeys Certificate (silver or higher).
2. Student academic skill levels appropriate for Level 3 entry.
3. Student earns 8 semester-hours of college credit (COL 120, MFG 101 and MFG 102).
4. Student earns TCTC certificate, Manufacturing Production I.
5. Student completes two national training/skill certifications.
6. Student implements strategies identified in Level 1 to address personal barriers to continued education/employment.
7. Student enters full-time employment in entry-level manufacturing operator position and/or continues postsecondary education.

Workforce Entry  
(PRODUCTION OPERATOR)

**LEVEL 1**

**Adult Ed**

Entry: 6<sup>th</sup>-8<sup>th</sup> grade level in Math or Reading (14 weeks; 1 semester)

- AE: Math/Reading contextualized with manufacturing terminology and tasks.
- AE: Computer skills development (prep for TCTC).
- AE (with visits from TCTC): Career exploration and goal refinement -- prep for TCTC.
- AE: Wrap-around support services; general employability skills.

**OUTCOMES:**

1. Student academic skill levels appropriate for Level 2 entry.
2. Student refines career goal and commits to Manufacturing Pathway.
3. Student identifies personal barriers to continued education and begins planning strategies (with structured AE support) to address barriers.
4. Student receives transition services from TCTC to register for and be ready to start Level 2.



Integrated Basic Education & Skills Training

## HEALTHCARE PATHWAY Personal Care Aide I Certificate

I-BEST stands for Integrated Basic Education and Skills Training, and at Tri-County, it is uniquely designed to help transition students from where they are to where they want to be. The Personal Care Aide (PCA) pathway focuses on preparing students for specialized one-on-one caregiving and future healthcare careers.

### PROGRAM FEATURES

- Program completion in one semester (up to 14 weeks)
- College credits for eight semester hours (COL 120, AHS 101, AHS 190) Course descriptions on back of card
- Industry-recognized skill certifications
- Personal Success Plan
- Builds skills and habits of the mind for college and work success
- Individualized advising and educational/career planning
- Job placement assistance
- Academic Success Lab/Tutoring
- Access to other College resources
- Cost of classes, fees, and books covered

### TO BE CONSIDERED, APPLICANTS MUST

...meet these eligibility requirements:

- US citizen or eligible to register in a SC college
- SC resident (Anderson, Oconee or Pickens counties)
- 18 years of age or older
- High school graduate (diploma or GED); near completion of GED will be considered
- Not currently a Tri-County student in a credit or non-credit program
- Proof of immunization
- Be able to pass a drug screening and background check

### NEXT STEPS

- Register for and attend an Information Session
- Complete I-BEST Application
- Complete I-BEST Reflections
- Submit a high school or GED transcript (or score report)
- Attend mandatory orientation



FOR MORE INFORMATION

864-646-1461 or [ibest@tctc.edu](mailto:ibest@tctc.edu)

## Course Descriptions

### COL 120 - STEM College and Career Readiness

**Class Hours: 3 Lab Hours: 0 Credit Hours: 3**

This course builds skills and habits of mind for college and work success. Students will accomplish academic and job tasks using problem-solving and teamwork, apply personal responsibility, use learning strategies, explore STEM careers, and earn a skill award appropriate for entry-level work. Through discussion, guided practice, and class projects, students will identify and use appropriate resources; apply strategies to succeed in college courses; participate actively in a collegiate learning environment; develop a global perspective; and apply personal responsibility to reach education, work, and personal development goals. This course is designed for students who are participating in the Technical Skills for Success (TSS) initiative.

### AHS 101 Introduction to Health Professions

**Class Hours: 2 Lab Hours: 0 Credit Hours: 2**

This course provides a study of the health professions and the health care industry. Topics include the role and scope of personal care aides and other entry and mid-level health professionals, completion of industry-recognized skill certifications, applications of health and safety standards, and methods of determining appropriate fit and preparation for health care professions.

### AHS 190 Fundamentals of Personal Care

**Class Hours: 3 Lab Hours: 0 Credit Hours: 3**

This course introduces principles and practices of effective personal care aide services. Topics include care plans, nutrition, basics of dementia care, physical/emotional/personal care and companionship, maintaining clean and safe environments, sensitivity to diverse perspectives and cultural needs, and application of comprehensive strategies to optimize clients' quality of life.

# PY 2017 WIOA Quarterly Report Summary - Annual

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
Employment Rate Q2	Adults	73.1	107.5%	78.6	73.1	116.6%	85.2	73.1	112.2%	82.0	73.1	113.8%	83.2	73.1	112.0%	81.9	73.1	104.1%	76.1	73.1	105.2%	76.9
Employment Rate Q4*	Adults	70.8	112.1%	79.4	70.8	119.9%	84.9	70.8	112.3%	79.5	70.8	120.8%	85.5	70.8	120.1%	85.0	70.8	111.3%	78.8	70.8	100.7%	71.3
Median Earnings	Adults	4,628	120.6%	5,581	4,236	145.3%	6,153	4,292	106.9%	4,588	4,800	130.6%	6,268	5,400	90.5%	4,888	5,220	97.3%	5,077	5,100	122.3%	6,238
Credential Rate*	Adults	51.0	141.4%	72.1	51.0	117.6%	60.0	51.0	158.0%	80.6	51.0	163.3%	83.3	51.0	147.1%	75.0	51.0	116.7%	59.5	51.0	135.7%	69.2
Measurable Skill Gains	Adults	N/A	N/A	42.3	N/A	N/A	46.4	N/A	N/A	29.4	N/A	N/A	35.8	N/A	N/A	43.8	N/A	N/A	16.0	N/A	N/A	48.5
Employment Rate Q2	DW	79.3	106.6%	84.5	77.0	108.2%	83.3	77.0	115.6%	89.0	77.0	115.8%	89.2	77.0	107.4%	82.7	77.0	106.9%	82.3	77.0	106.1%	81.7
Employment Rate Q4*	DW	75.0	111.9%	83.9	75.0	133.3%	100.0	75.0	112.9%	84.7	75.0	133.3%	100.0	75.0	111.9%	83.9	75.0	109.3%	82.0	75.0	101.3%	76.0
Median Earnings	DW	6,100	116.1%	7,084	5,900	119.8%	7,068	5,821	114.4%	6,657	6,350	132.5%	8,415	6,400	94.5%	6,050	7,065	95.0%	6,710	7,000	123.5%	8,647
Credential Rate*	DW	54.4	141.4%	76.9	54.4	122.6%	66.7	54.4	143.0%	77.8	54.4	183.8%	100.0	54.4	113.1%	61.5	54.4	136.9%	74.5	54.4	137.9%	75.0
Measurable Skill Gains	DW	N/A	N/A	31.3	N/A	N/A	42.3	N/A	N/A	20.7	N/A	N/A	29.6	N/A	N/A	35.8	N/A	N/A	18.2	N/A	N/A	40.0
Employment, Education or Training Placement Rate Q2	Youth	75.1	105.6%	79.3	75.1	99.9%	75.0	75.1	107.3%	80.6	75.1	118.4%	88.9	75.1	90.9%	68.3	75.1	103.9%	78.0	75.1	113.3%	85.1
Employment, Education or Training Placement Rate Q4*	Youth	67.6	117.0%	79.1	67.6	123.2%	83.3	67.6	105.6%	71.4	67.6	125.1%	84.6	67.6	103.1%	69.7	67.6	116.0%	78.4	67.6	126.0%	85.2
Median Earnings	Youth	N/A	N/A	3,279	N/A	N/A	3,401	N/A	N/A	3,794	N/A	N/A	2,104	N/A	N/A	2,366	N/A	N/A	4,189	N/A	N/A	3,652
Credential Rate*	Youth	68.1	106.9%	72.8	68.1	111.5%	75.9	68.1	120.6%	82.1	68.1	90.3%	61.5	68.1	86.5%	58.9	68.1	84.4%	57.5	68.1	103.2%	70.3
Measurable Skill Gains	Youth	N/A	N/A	49.2	N/A	N/A	70.7	N/A	N/A	29.2	N/A	N/A	54.3	N/A	N/A	67.8	N/A	N/A	32.3	N/A	N/A	45.5

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		
Employment Rate Q2	Adults	73.1	119.2%	87.1	73.1	111.8%	81.7	73.1	110.9%	81.1	73.1	112.4%	82.2	73.1	122.0%	89.2	73.1	105.6%	77.2	Exceeds Goal Actual Performance is greater than 100.0% of the goal	
Employment Rate Q4*	Adults	70.8	120.9%	85.6	70.8	115.5%	81.8	70.8	115.3%	81.6	70.8	116.8%	82.7	70.8	117.7%	83.3	70.8	111.4%	78.9	Meets Goal Actual Performance is between 90.0% and 100.0% of the goal	
Median Earnings	Adults	4,300	117.6%	5,058	4,258	136.1%	5,796	4,050	123.3%	4,995	4,628	107.0%	4,953	4,200	126.9%	5,330	4,250	119.6%	5,083		
Credential Rate*	Adults	51.0	148.4%	75.7	51.0	163.3%	83.3	51.0	139.4%	71.1	51.0	126.9%	64.7	51.0	143.7%	73.3	51.0	171.0%	87.2		
Measurable Skill Gains	Adults	N/A	N/A	42.0	N/A	N/A	36.8	N/A	N/A	38.6	N/A	N/A	56.4	N/A	N/A	52.9	N/A	N/A	44.9		
Employment Rate Q2	DW	77.0	111.3%	85.7	77.0	111.7%	86.0	77.0	119.0%	91.6	77.0	113.2%	87.2	77.0	101.3%	78.0	77.0	90.1%	69.4	Did Not Meet Goal Actual Performance is under 90.0% of the goal	
Employment Rate Q4*	DW	75.0	114.3%	85.7	75.0	107.3%	80.5	75.0	124.3%	93.2	75.0	111.1%	83.3	75.0	118.0%	88.5	75.0	104.4%	78.3		
Median Earnings	DW	6,000	118.5%	7,112	5,773	113.1%	6,528	6,100	121.6%	7,419	5,700	133.2%	7,592	6,100	130.1%	7,937	6,100	105.8%	6,453		
Credential Rate*	DW	54.4	127.9%	69.6	54.4	168.6%	91.7	54.4	129.8%	70.6	54.4	147.1%	80.0	54.4	167.8%	91.3	54.4	173.5%	94.4		
Measurable Skill Gains	DW	N/A	N/A	25.6	N/A	N/A	20.9	N/A	N/A	35.7	N/A	N/A	40.0	N/A	N/A	40.4	N/A	N/A	50.0	Baseline Indicator is in Baseline status until PY'20	
Employment, Education or Training Placement Rate Q2	Youth	75.1	109.3%	82.1	75.1	113.3%	85.1	75.1	107.5%	80.7	75.1	91.3%	68.6	75.1	110.0%	82.6	75.1	105.3%	79.1		
Employment, Education or Training Placement Rate Q4*	Youth	67.6	118.8%	80.3	67.6	120.6%	81.5	67.6	118.8%	80.3	67.6	103.3%	69.8	67.6	122.2%	82.6	67.6	116.3%	78.6		
Median Earnings	Youth	N/A	N/A	2,466	N/A	N/A	3,770	N/A	N/A	3,006	N/A	N/A	3,126	N/A	N/A	3,736	N/A	N/A	4,359		
Credential Rate*	Youth	68.1	130.0%	88.5	68.1	95.0%	64.7	68.1	97.1%	66.1	68.1	123.1%	83.8	68.1	122.8%	83.6	68.1	48.9%	33.3	Within 1% of exceeding goal.	
Measurable Skill Gains	Youth	N/A	N/A	52.3	N/A	N/A	53.1	N/A	N/A	28.6	N/A	N/A	38.9	N/A	N/A	59.6	N/A	N/A	42.9		

\* - These indicators will not have 4 full quarters of data reported until the period ending 12/31/2018

## PY 2018 WIOA Quarterly Report Summary - 1st Quarter (Rolling-Four)

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
Employment Rate Q2	Adults	76.8	102.2%	78.5	76.8	107.6%	82.6	76.8	106.9%	82.1	76.8	100.9%	77.5	76.8	102.1%	78.4	76.8	97.8%	75.1	76.8	98.0%	75.3
Employment Rate Q4*	Adults	73.0	108.6%	79.3	73.0	116.6%	85.1	73.0	112.3%	82.0	73.0	114.1%	83.3	73.0	114.9%	83.9	73.0	105.6%	77.1	73.0	96.4%	70.4
Median Earnings	Adults	4,908	95.7%	4,695	5,301	105.3%	5,584	4,663	84.8%	3,955	5,644	80.2%	4,528	5,400	78.5%	4,240	5,285	75.5%	3,990	5,865	88.0%	5,159
Credential Rate*	Adults	51.9	132.8%	68.9	51.9	113.7%	59.0	51.9	148.6%	77.1	51.9	155.1%	80.5	51.9	124.7%	64.7	51.9	113.7%	59.0	51.9	145.1%	75.3
	Adults	N/A	N/A	45.6	N/A	N/A	52.0	N/A	N/A	44.0	N/A	N/A	43.8	N/A	N/A	42.4	N/A	N/A	17.6	N/A	N/A	47.4
Employment Rate Q2	DW	80.1	105.0%	84.1	80.1	108.7%	87.1	80.1	109.6%	87.8	80.1	109.2%	87.5	80.1	101.2%	81.1	80.1	101.1%	81.0	80.1	106.0%	84.9
Employment Rate Q4*	DW	76.0	110.1%	83.7	76.0	103.4%	78.6	76.0	108.8%	82.7	76.0	126.1%	95.8	76.0	110.7%	84.1	76.0	107.9%	82.0	76.0	111.7%	84.9
Median Earnings	DW	6,405	98.3%	6,298	6,500	96.3%	6,259	6,200	96.4%	5,975	7,100	91.2%	6,475	6,405	89.2%	5,715	7,082	79.5%	5,633	7,700	87.7%	6,755
Credential Rate*	DW	48.6	143.0%	69.5	48.6	160.1%	77.8	48.6	141.6%	68.8	48.6	88.3%	42.9	48.6	149.6%	72.7	48.6	130.5%	63.4	48.6	153.1%	74.4
Measurable Skill Gains	DW	N/A	N/A	33.2	N/A	N/A	41.7	N/A	N/A	31.4	N/A	N/A	28.6	N/A	N/A	45.8	N/A	N/A	21.7	N/A	N/A	41.7
Employment, Education or Training Placement Rate Q2	Youth	76.6	103.4%	79.2	76.6	96.5%	73.9	76.6	106.8%	81.8	76.6	117.1%	89.7	76.6	90.3%	69.2	76.6	102.7%	78.7	76.6	110.7%	84.8
Employment, Education or Training Placement Rate Q4*	Youth	69.0	113.8%	78.5	69.0	122.9%	84.8	69.0	111.2%	76.7	69.0	115.9%	80.0	69.0	103.0%	71.1	69.0	113.3%	78.2	69.0	119.6%	82.5
Median Earnings	Youth	N/A	N/A	2,513	N/A	N/A	2,061	N/A	N/A	3,535	N/A	N/A	1,300	N/A	N/A	1,885	N/A	N/A	3,900	N/A	N/A	2,885
Credential Rate*	Youth	68.1	104.0%	70.8	68.1	116.3%	79.2	68.1	115.4%	78.6	68.1	90.7%	61.8	68.1	90.5%	61.6	68.1	77.7%	52.9	68.1	97.9%	66.7
Measurable Skill Gains	Youth	N/A	N/A	48.5	N/A	N/A	58.3	N/A	N/A	29.8	N/A	N/A	64.2	N/A	N/A	57.0	N/A	N/A	30.4	N/A	N/A	44.2

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		
Employment Rate Q2	Adults	76.8	107.0%	82.2	76.8	108.9%	83.6	76.8	104.9%	80.6	76.8	108.1%	83.0	76.8	117.2%	90.0	76.8	98.3%	75.5	Exceeds Goal Actual Performance is greater than 100.0% of the goal	
Employment Rate Q4*	Adults	73.0	116.8%	85.3	73.0	112.7%	82.3	73.0	111.8%	81.6	73.0	113.7%	83.0	73.0	117.8%	86.0	73.0	104.7%	76.4		
Median Earnings	Adults	4,601	93.7%	4,312	4,908	96.5%	4,734	4,523	100.3%	4,535	4,908	79.5%	3,900	4,621	103.3%	4,772	4,908	82.5%	4,050	Meets Goal Actual Performance is between 90.0% and 100.0% of the goal	
Credential Rate*	Adults	51.9	114.5%	59.4	51.9	137.6%	71.4	51.9	135.1%	70.1	51.9	112.3%	58.3	51.9	142.0%	73.7	51.9	159.5%	82.8		
Measurable Skill Gains	Adults	N/A	N/A	43.4	N/A	N/A	45.8	N/A	N/A	45.1	N/A	N/A	52.0	N/A	N/A	55.8	N/A	N/A	52.6	Did Not Meet Goal Actual Performance is under 90.0% of the goal	
Employment Rate Q2	DW	80.1	104.6%	83.8	80.1	107.6%	86.2	80.1	112.9%	90.4	80.1	107.6%	86.2	80.1	98.9%	79.2	80.1	93.0%	74.5		
Employment Rate Q4*	DW	76.0	110.1%	83.7	76.0	107.0%	81.3	76.0	125.7%	95.5	76.0	110.4%	83.9	76.0	111.6%	84.8	76.0	95.4%	72.5	Baseline Indicator is in Baseline status until PY'20	
Median Earnings	DW	6,405	105.6%	6,766	6,097	104.6%	6,379	6,715	92.9%	6,240	6,800	94.1%	6,401	6,410	83.2%	5,332	6,200	94.2%	5,842		
Credential Rate*	DW	48.6	129.8%	63.1	48.6	124.9%	60.7	48.6	146.9%	71.4	48.6	158.2%	76.9	48.6	176.3%	85.7	48.6	167.3%	81.3		
Measurable Skill Gains	DW	N/A	N/A	25.0	N/A	N/A	22.4	N/A	N/A	28.4	N/A	N/A	50.0	N/A	N/A	47.2	N/A	N/A	41.2		
Employment, Education or Training Placement Rate Q2	Youth	76.6	99.1%	75.9	76.6	114.9%	88.0	76.6	111.5%	85.4	76.6	81.5%	62.4	76.6	108.1%	82.8	76.6	97.9%	75.0		
Employment, Education or Training Placement Rate Q4*	Youth	69.0	107.2%	74.0	69.0	117.2%	80.9	69.0	119.4%	82.4	69.0	104.3%	72.0	69.0	115.4%	79.6	69.0	102.6%	70.8		
Median Earnings	Youth	N/A	N/A	1,777	N/A	N/A	2,435	N/A	N/A	2,066	N/A	N/A	2,469	N/A	N/A	2,227	N/A	N/A	3,177		
Credential Rate*	Youth	68.1	122.3%	83.3	68.1	95.7%	65.2	68.1	83.4%	56.8	68.1	118.9%	81.0	68.1	120.1%	81.8	68.1	80.0%	54.5		
Measurable Skill Gains	Youth	N/A	N/A	54.7	N/A	N/A	55.5	N/A	N/A	31.5	N/A	N/A	42.2	N/A	N/A	60.2	N/A	N/A	43.1		

\* - These indicators will not have 4 full quarters of data reported until the period ending 12/31/2018

Youth Service Provider  
Enrollment Status  
July 1, 2018 - June 30, 2019

ENROLLMENT REPORT PY 18		PYC				
*Special notes:						
Board Goal	156					
PY'18 Month	NEW WIOA Enrollments	Total Enrollments	Monthly Planned Enrollment	YTD % of Monthly Plan	YTD % of Total Planned	YTD % of Board Goal
<i>Active Carryover</i>		50				
July	5	55	5	100%	5%	35%
August	7	62	5	140%	11%	40%
September	22	84	16	138%	32%	54%
October	15	99	16	94%	46%	63%
November	19	118	16	119%	64%	76%
December	4	122	0	#DIV/0!	68%	78%
January		122	13	0%	68%	78%
February		122	13	0%	68%	78%
March		122	10	0%	68%	78%
April		122	6	0%	68%	78%
May		122	6	0%	68%	78%
June		122	0	#DIV/0!	68%	78%
Totals	72	122	106			



**Event: 2018 AOP BIS-Nov. 13-14, 2018**  
**Anderson Sports Entertainment Center**  
**Anderson, SC**

<b>Transportation Assistance Request(s) by School District</b>	<b>Actual Award Paid WorkLink WIOA Youth Funds</b>	<b># of Students Funded</b>	<b># of Buses Funded</b>	<b>Actual Award Paid AOP BIS Funds</b>
Anderson School District 1	\$ 1,928.61	765	16	
Anderson School District 2	\$ 708.19	273	7	
Anderson School District 3	\$ 334.88	195	4	
Anderson School District 4	\$ 396.30	210	5	
Anderson School District 5	\$ 1,437.37	964	24	
Oconee County School District	\$ -	847	18	\$ 3,391.12
Pickens County School District	\$ -	1263	27	\$ 3,168.40
<b>Total Actual Award Paid = \$11,364.87</b>	<b>\$ 4,805.35</b>	<b>4,517</b>	<b>101</b>	<b>\$ 6,559.52</b>

Prepared by Sharon Crite 01/05/2019

**WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE APPLICATION**

Applicant Name: Berdina Hill

Applicant Address: 7900 Hwy 76  
Pendleton, SC 29670

Education: Masters of Arts: Community Counseling

Business/Organization: Tri-County Technical College (Career Services)

Job Title: Employability Service Coordinator

County of Residence: Anderson

Phone: 864-646-1573 Fax: \_\_\_\_\_

Cell Phone: 864-712-5476 E-mail: bhill7@tctc.edu

Category Represented:

Youth Services Agency (Specify):

☐ Dept. of Juvenile Justice  
Supervisor  
☐ Local Police Representative  
☐ SC Voc. Rehabilitation Director

☐ K-12 School Representative  
☐ Dept. Social Services Director  
☐ Youth Services/Agency/Programs

Youth Activity (Specify):

☐ Former Youth Participant  
☐ Local School to Work Director  
☐ Local Recreation and Parks  
Director

☐ Existing Youth Services for Planning  
Groups  
☐ Current Youth Participant

Other (Specify):

☐ One-Stop Operator  
☐ Adult Education Director  
☐ Community Based Organization

☐ Business Representative  
☒ Other Tri-County Technical College

Describe how this applicant represents the indicated agency:

I work with youth and adults at Tri-County Technical College  
to meet employment needs and offer career counseling.

Berdina Hill

Signature

12/17/19

Date



WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE APPLICATION

Applicant Name: Estella "Sheila" Ford  
Applicant Address: 1113 Ramona Dr.  
Belton, SC 29627  
Education: M.A. Rehabilitation Counseling  
Business/Organization: SCVRD  
Job Title: AREA SUPERVISOR  
County of Residence: Anderson  
Phone: (864) 882-6669 Fax: \_\_\_\_\_  
Cell Phone: (864) 367-9286 E-mail: eford@scvrd.net  
Category Represented: \_\_\_\_\_

Youth Services Agency (Specify):

<input type="checkbox"/> Dept. of Juvenile Justice Supervisor	<input type="checkbox"/> K-12 School Representative
<input type="checkbox"/> Local Police Representative	<input type="checkbox"/> Dept. Social Services Director
<input checked="" type="checkbox"/> SC Voc. Rehabilitation Director <u>Oconee - Pickens</u>	<input type="checkbox"/> Youth Services/Agency/Programs

Youth Activity (Specify):

<input type="checkbox"/> Former Youth Participant	<input type="checkbox"/> Existing Youth Services for Planning Groups
<input type="checkbox"/> Local School to Work Director	<input type="checkbox"/> Current Youth Participant
<input type="checkbox"/> Local Recreation and Parks Director	

Other (Specify):

<input type="checkbox"/> One-Stop Operator	<input type="checkbox"/> Business Representative
<input type="checkbox"/> Adult Education Director	<input type="checkbox"/> Other
<input type="checkbox"/> Community Based Organization	

Describe how this applicant represents the indicated agency:

I am the area supervisor for the  
Oconee-Pickens office of SC Vocational Rehab.  
Estella S. Ford 12/6/18  
Signature Date

**2015**

**YOUTH**

**COMMITTEE**

**STRATEGIC**

**PLAN**

**PY 17 DATA**

Strategic Plan Table 1: Reduce Fragmentation in the Youth Workforce Development System

Critical Issue	Goal	Objective	Strategy	Action Plan	Subcommittee
Service providers are working in silos, creating fragmentation within the workforce development system.	<u>Integrate</u> workforce development systems, processes and networks.	Enhance both the service mapping database (211) <u>and</u> the personal provider-to-provider communication network by <u>identifying</u> and <u>connecting</u> workforce service providers, educators, faith based organizations (FBOs), service organizations, and other groups actively engaged in workforce development.	Further develop <b>resource</b> inventory	<ul style="list-style-type: none"> <li>Identify youth partners in AOP (Anderson-Oconee-Pickens)</li> <li>Utilize and distribute as necessary the existing community resource flyer which reference services in AOP community.</li> <li>Regularly update the existing 211 database, ASA book of services</li> <li>Review/research <a href="http://www.indyserves.com">www.indyserves.com</a> website and templates</li> <li>Youth provider to educate families of available resources in tri-county area.</li> </ul>	<b>Service Integration</b>
			Collect/Input service map data	<ul style="list-style-type: none"> <li>Communicate the need for youth providers to partner with organizations who serve at-risk youth in the tri-county area – <b>On Going</b></li> <li>Advocate/solicit partner involvement, including: <ul style="list-style-type: none"> <li>Local church time/talent banks</li> <li>Civic/Service Organizations</li> <li>Retiree Groups</li> <li>Others TBD <b>On-Going</b></li> </ul> </li> <li>Youth Provider (PYC) to track all information in the <b>Empyra</b> system – <b>On-Going</b></li> </ul>	
			Disseminate the product	<ul style="list-style-type: none"> <li>Market service mapping resource 2-1-1 by utilizing and promoting whenever possible serving the three county area (AOP).</li> <li>Continue to improve methods for informing partners about database <b>On Going</b></li> </ul>	
			Identify/Address gaps in community services	<ul style="list-style-type: none"> <li>Youth Council (YC) to go through formal gap analysis exercise with a third party facilitator. Facilitated by COG Staff and completed on 4/22/16.</li> <li>Disseminate to Youth Council, WIB, service providers and partners – <b>On-Going</b></li> </ul>	
			The Youth Provider will collaborate and/or partner with existing community, service, or resource fair(s) in the AOP community.	<ul style="list-style-type: none"> <li>YC members are to assist in making WorkLink Staff and/or Youth Provider aware of any community, service, or resource fair(s) in the AOP area.</li> </ul>	

Strategic Plan Table 2: Combating Soft Skill, Basic Skill and Work Ethic Challenges					
Critical Issues	Goal	Objective	Strategy	Action Plan	Subcommittee
1. Shortage of work ethic, soft skills, and basic skills 2. Earlier intervention among youth is needed to get ahead of the issue effectively	Improve the general work ethic, soft skills and basic skills of the tri-county area youth workforce	Improve the community's <b>perception</b> of general work readiness and work ethic of our youth by 10-25%	Monitor and evaluate progress of general <i>work readiness/ethic</i> perception in the tri-county area.	Survey businesses to determine increase in work readiness/soft skills of youth by comparing perceptions to the 06/30/14 baseline.	<b>Work Readiness</b>
		Improve awareness and implementation of WorkKeys as a way to combat the issue	Work with One Stop Operations Committee to bolster awareness/implementation of WorkKeys	<ul style="list-style-type: none"> <li>See action plans of WDB</li> <li>Continue to coordinate administration and outreach through local One Stops and other WorkKeys administrators in the system (school districts, adult ed centers, tech colleges, etc.).</li> </ul>	
		Enhance existing <b>training</b> for soft skill, basic skill and work ethic development throughout the youth service provider network.	Strengthen the existing curricula and training foundation for teaching work ethic and soft/basic skills.	Utilize the <b>Learning Express-Workforce Skills for 21st Century Success</b> software program as the foundation and methodology for addressing general work readiness challenges.	

**Comment [sc1]:** ADD Worldwide Interactive Network (**WIN**)?? WIN is currently in use.

**Strategic Plan Table 3: The Need of More Workers to have Industry Recognized Credentials**

Critical Issue	Goal	Objective	Strategy	Action Plan	Subcommittee
Too many workers lack the technical qualifications necessary to meet the demands of modern business and industry.	Bridge the current credentials gap between the workforce and business/industry job requirements.	Increase the number of youth participants who earn industry-recognized credentials and degrees, including WorkKeys testing, high school diplomas, GEDs and postsecondary certifications.	Increase communication, coordination, and collective outreach between providers serving under the Workforce Innovation and Opportunity Act as well as other educational resources in the tri-county area.	<ul style="list-style-type: none"> <li>See Action Plans of WDB Committees for outreach and implementation action items.</li> <li>Using Youth Provider dashboard data along with WIOA Youth Performance Quarterly Report as outlined by DOL/SCDEW. The goal is to meet and/or exceed (Credential Attainment Rate) WIOA Youth Performance Measures. Consult with WorkLink WIOA Performance &amp; Reporting Specialist and/or SCDEW for WIOA Youth Performance Guidance.</li> </ul>	Work Readiness

Comment [sc2]: ADD WIN??

Strategic Plan 4: Increasing Work-Based Learning and General Employer Engagement in the WF Development System					
Critical Issue	Goal	Objective	Strategy	Action Plan	Subcommittee
<ul style="list-style-type: none"> <li>Increasing system-wide coordination and interaction between workforce development partners, business/industry, and the education system.</li> </ul>	Continue aggressive outreach with employers utilizing the Workforce Development System and Services.	Increase the number of employers who participate in work-based learning opportunities in the region.	<ul style="list-style-type: none"> <li>Educate employers about work-based learning opportunities through increased speaking engagements and other outreach events</li> </ul>	<ul style="list-style-type: none"> <li>The youth workforce service provider is to execute at least 100 interactions per year with workforce development partners, business/industry, and education. From this effort, at least 10 business interactions/involvements per year are to be established.</li> <li>In industry outreach events, showcase area success stories about veterans, persons with disabilities and youth who have successfully utilized work-based training to the benefit of themselves and of participating companies.</li> </ul>	Work Readiness
		Increase opportunities for veterans, persons with disabilities, and youth through promotion of apprenticeships, and other work-based learning programs.	<ul style="list-style-type: none"> <li>Increase number of outreach events and speaking engagements which can educate industry about the benefits of work-based learning for veterans, persons with disabilities and youth.</li> </ul>		

GOAL#1

# SC WORKS

BRINGING EMPLOYERS  
AND JOB SEEKERS TOGETHER

## ANDERSON•OCONEE•PICKENS

A proud partner of the AmericanJobCenter network



### SC Works Anderson

QuickJobs Development Center  
Across from Anderson Campus  
Tri-County Technical College  
512 Michelin Blvd  
(864) 260-6780 (TTY 711)

### SC Works Clemson

East Park Shopping Plaza  
1376 Tiger Blvd, Suite 102  
(864) 643-0071 (TTY 711)

### SC Works Easley

QuickJobs Development Center  
Next to Easley Campus  
Tri-County Technical College  
1776 Powdersville Road  
(864) 220-8990 (TTY 711)

### SC Works Seneca

QuickJobs Development Center  
Hamilton Career Center  
104 Vocational Drive  
(864) 646-1741 (TTY 711)

For **HOT JOBS** and **JOB FAIRS**, visit us at: [www.worklinkweb.com](http://www.worklinkweb.com) or like us on Facebook: SC Works WorkLink.

## Community Resources

For additional information and resources, **DIAL 2-1-1** or call your local SC Works Center.

#### For those seeking a job and not sure where to start.

- SC Works Anderson—(864) 260-6780
- Goodwill Industries Job Connection—(864) 964-8202
- AIM—(864) 226-2273

#### For Veterans looking for Assistance

- Veterans Administration—(864)260-4036
- Upstate Warrior Solutions—(864) 520-2073
- Alston Wilkes Society—(864) 260-9510

#### For those needing a HS Diploma or GED, Career Readiness, or English as a Second Language.

- Adult Education 1 & 2—(864) 947-9311
- Adult Education 3, 4, & 5— (864) 260-5075

#### For those seeking higher education, such as a certification, licensure, or degree.

- Tri-County Technical College—(864) 646-8282

#### For those 55 and older seeking work.

- Goodwill Industries Job Connection —(864) 964-8202

#### For at-risk, out-of-school youth 17-24 seeking education and/or training.

- Palmetto Youth Connections—(864) 633-6354

#### For those with a disability and may need assistance with finding employment.

- A-O-P Mental Health—(864) 260-2220
- SC Vocational Rehabilitation — (864) 224-6391

#### For those with health needs.

- Anderson Free Clinic—(864) 226-1294
- FamilyWise Prescription Cards—familywise.org
- Cancer Association of Anderson—864-222-3500

#### For those needing a place to sleep.

- Housing Authority of Anderson—(864) 260-5120
- Salvation Army Homeless Shelter—(864) 226-9340
- Family Promise of Anderson—(864) 760-0908

#### For those needing assistance with food.

- Good Neighbor Cupboard—(864) 224-1701
- SC Department of Social Services—(864) 260-4100
- Soup Kitchen—(864) 224-4763
- AIM—Benefit Bank—(864)226-2273

#### For those that need emergency assistance. (Heating/Cooling/Water)

- AIM—(864) 226-2273
- Share—(864) 224-7028

#### For those needing Transportation.

- Electric City Transit—(864) 231-7625
- CATBus— (864) 654-2287 or catbus.com

#### For those looking for computer access.

- Anderson County Library System—(864) 260-4500





# What is my next move?

STEP 5

## Celebrate Your Career Move

Let us know of your success



## Choose Your Path

Employment or Education



STEP 4

STEP 3

## Explore Your Career Options

Schedule an appointment with a Case Manager



## Register for Work

[jobs.scworks.org](http://jobs.scworks.org)

STEP 2

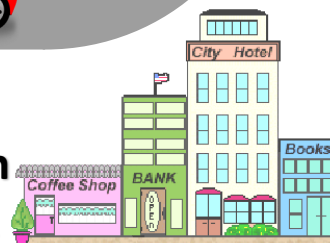


STEP 1



## Attend an SC Works Orientation

Ask a Staff member for the Schedule



At the SC Works Centers, we often hear individuals looking for a job say,

**"I don't know what I want to do next."**

Or it may be,

**"I know what I want to do, but I'm not sure how to get there."**

**THAT'S WHERE WE COME IN.**

# SC 2-1-1 ANNUAL REPORT: NOV 2017 - NOV 2018

## UNITED WAY OF ANDERSON COUNTY



### COMMUNITY RESOURCES

**2,670**

Calls

**4,030**

Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,315**

New Downloads

*\*not specific to location*

*\*statistics begin Jan 1, 2018*



### SC 2-1-1 WEBSITE VISITS

**91,141**

Total SC 2-1-1 Website Visits

*\*not specific to location*

### TOP CALLER NEEDS

VITA Program Site	1151
Electric Service Payment Assistance	184
Rent Payment Assistance	125
Food Pantries	123
Community Shelters	104
Transitional Housing/Shelter	103
WIC	76
Low Income/Subsidized Private Rental Housing	73
Water Service Payment Assistance	65
Home Rehabilitation Programs	64

Housing Search and Information	62
Aging and Disability Resource Centers	56
Holiday Programs	47
Family Planning	42
Homeless Motel Vouchers	35
Job Finding Assistance	35
Homeless Permanent Supportive Housing	33
Rental Deposit Assistance	32
Rapid Re-Housing Programs	29
Utility Deposit Assistance	29

## TOP PROVIDERS REFERRED

(Represents 72% of all referrals made)

VITA – Appointment Made	992	Housing Authority of Anderson County	46
AIM	357	South Carolina Housing Search	46
The Salvation Army of Anderson County	287	Sunbelt Human Advancement Resources – Anderson County Community Services Office	43
Catholic Charities of the Piedmont Deanery	185	United Ministries	43
VITA – General Information	169	AIM Ramps & Minor Repairs	39
DHEC Centralized Scheduling Call Center	146	Rebuild Upstate	39
United Housing Connections	118	Greenville County Redevelopment Authority	36
Good Neighbor Cupboard	81	Our Daily Rest	36
South Carolina Appalachian Council of Governments Area Agency on Aging	78	The LOT Project	36
Family Promise of Anderson County	50	The Regroup Center of SC	31

## CALLER DEMOGRAPHICS & LOCATIONS



### ANDERSON COUNTY

**TOTAL CALLS: 2,670**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	1,538	0-17	12	African American	634	Anderson	1,553
Male	562	18-39	544	White/Caucasian	1,143	Belton	232
Not Provided	570	40-59	732	Other	113	Pendleton	195
		60+	666	Not Provided	780	Other	690
		Not Provided	716				

*\*Due to the way demographics are collected, these figures are for Community Resource Calls only*

# SC 2-1-1 ANNUAL REPORT: NOV 2017 - NOV 2018

## UNITED WAY OF OCONEE COUNTY



### COMMUNITY RESOURCES

**1,438**

Calls

**1,972**

Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,315**

New Downloads

*\*not specific to location  
\*statistics begin Jan 1, 2018*



### SC 2-1-1 WEBSITE VISITS

**91,141**

Total SC 2-1-1 Website Visits

*\*not specific to location*

### TOP CALLER NEEDS

VITA Program Sites	489
Electric Service Payment Assistance	116
Rent Payment Assistance	77
Food Pantries	62
Transitional Housing/Shelter	50
Aging and Disability Resource Centers	45
Homeless Motel Vouchers	37
Home Rehabilitation Programs	36
Low Income/Subsidized Private Rental Housing	32
Community Shelters	29

Holiday Programs	26
Housing Search and Information	24
Homeless Permanent Supportive Housing	21
Utility Deposit Assistance	19
Food Vouchers	17
Food Stamps/SNAP	16
Appliances	15
Diapers	15
Emergency Shelter	15
General Clothing Provision	15

## TOP PROVIDERS REFERRED

(Represents 70% of all referrals made)

VITA – Appointment Made	367	Anderson County Rural Development, USDA	34
Oconee Presbyterian Service Fund	230	Christ Central Mission – Oconee	28
VITA – General Information	123	United Ministries	28
Catholic Charities of the Piedmont Deanery	70	We Care Community Service Center	28
Salvation Army of Oconee County	67	South Carolina Regional Housing Authority – Oconee	27
St. Mark's United Methodist Church	64	Golden Corner Food Pantry	25
Sunbelt Human Advancement Resources – Oconee County Community Services Office	58	Our Daily Rest	24
United Housing Connections	54	South Carolina Department of Social Services – Oconee County	21
AIM – Anderson Interfaith Ministries	52	FreeCycle	18
South Carolina Appalachian Council of Governments Area Agency on Aging	45	South Carolina Housing Search	18

## CALLER DEMOGRAPHICS & LOCATIONS



### OCONEE COUNTY

**TOTAL CALLS: 1,438**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	851	0-17	0	White/Caucasian	716	Seneca	840
Male	287	18-39	15	African American	217	Westminster	253
Not Provided	300	40-59	18	Other	42	Walhalla	152
		60+	7	Not Provided	463	Other	193
		Not Provided	26				

*\*Due to the way demographics are collected, these figures are for Community Resource Calls only*

# SC 2-1-1 ANNUAL REPORT: NOV 2017 - NOV 2018

## UNITED WAY OF PICKENS COUNTY



### COMMUNITY RESOURCES

**3,440**

Calls

**4,597**

Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,315**

New Downloads

*\*not specific to location  
\*statistics begin Jan 1, 2018*



### SC 2-1-1 WEBSITE VISITS

**91,141**

Total SC 2-1-1 Website Visits

*\*not specific to location*

### TOP CALLER NEEDS

VITA Program Sites	1517
Electric Service Payment Assistance	225
Rent Payment Assistance	141
Food Pantries	126
Transitional Housing/Shelter	74
Low Income/Subsidized Private Rental Housing	73
Aging and Disability Resource Center	55
Community Shelters	52
WIC	52
Home Rehabilitation Programs	44

Housing Search and Information	43
Water Service Payment Assistance	35
Emergency Shelter	33
Dental Care	32
Food Stamps/SNAP	30
Utility Deposit Assistance	30
Holiday Programs	29
Furniture	28
General Legal Aid	27
General Clothing Provision	26

## TOP PROVIDERS REFERRED

(Represents 75% of all referrals made)

VITA - Appointment Made	1258	5 Point Church Food Pantry	62
The Salvation Army of Pickens County	411	Easley Housing Authority	54
United Christian Ministries	407	SHARE Homeless Services	54
VITA – General Information	257	FreeCycle	47
Catholic Charities of the Piedmont Deanery	194	United Ministries	44
Pickens Presbyterian Church	123	Clemson Community Care	41
United Housing Connections	106	AIM – Anderson Interfaith Ministries	39
South Carolina Appalachian Council of Governments Area Agency on Aging	97	Interfaith Hospitality Network	37
DHEC Centralized Scheduling Call Center	90	South Carolina Legal Services – Greenville Office	37
The Dream Center of Pickens County	68	Greenville County Redevelopment Authority	36

## CALLER DEMOGRAPHICS & LOCATIONS



### PICKENS COUNTY

**TOTAL CALLS: 3,440**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	1888	0-17	11	White/Caucasian	1740	Easley	1807
Male	700	18-39	709	African American	486	Pickens	548
Not Provided	852	40-59	875	Other	3	Liberty	500
		60+	778	Not Provided	37	Other	585
		Not Provided	1067				

*\*Due to the way demographics are collected, these figures are for Community Resource Calls only*

## **Goal #1** Outreach Community Service Fairs PY 17

Agency	Date	County
Youth Job/Service Fair	3/28/2018	AOP
Women AIM High	10/19/2017	Anderson
TL Hanna Service Fair	4/19/2018	Anderson
TCTC Job Fair	1/4/2018	AOP
PumkinFest	10/12/2017	Pickens
Economic Development Meeting	6/25/2018	Oconee
Eastside Baptist Church	2/11/2018	Pickens
Easley Presbyterian Church	1/30/2018	Pickens
Bahavior Health Service Fair	2/27/2018	AOP



GOAL#2

# WORKLINK WORK READINESS TOOL FOR THE WIOA PROGRAM

## GOAL #2

<b>Worksite Location:</b>		<b>Work Experience Training Evaluation</b>			
Participant Name:		Worksite:			
Participant Job Title:		Worksite Supervisor/Reviewer:			
Start Date:		Review Date #1:		Review Date #2:	
<b>FOUNDATION SKILL</b>	<b>PERFORMANCE EXPECTATIONS</b>	<b>Performance Improvement Plan Needed</b> (1)	<b>Needs Development</b> (2)	<b>Proficient</b> (3)	<b>Exemplary</b> (4)
		See page 3 for more detailed grading descriptions			
<b>ATTENDANCE</b>	Understanding work expectations for attendance and adhering to them. Notifying supervisor in advance in case of absence.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>PUNCTUALITY</b>	Understanding work expectations for punctuality. Arriving on time for work, taking and returning from breaks on time, and calling supervisor prior to being late.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>WORKPLACE APPEARANCE</b>	Dressing appropriately for position and duties. Practicing personal hygiene appropriate for position and duties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TAKING INITIATIVE</b>	Participating fully in task or project from initiation to completion. Initiating interaction with supervisor for next task upon completion of previous one.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>QUALITY OF WORK</b>	Giving best effort, evaluating own work, and utilizing feedback to improve work performance. Striving to meet quality standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COMMUNICATION SKILLS</b>	Speaking clearly and communicating effectively – verbally and non-verbally. Listening attentively. Using language appropriate for work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>RESPONSE TO SUPERVISION</b>	Accepting direction, feedback, and constructive criticism with positive attitude and using information to improve work performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TEAMWORK</b>	Relating positively with co-workers. Working productively with individuals and teams. Respecting diversity in race, gender, and culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>PROBLEM-SOLVING/ CRITICAL-THINKING</b>	Exercising sound reasoning and analytical thinking. Using knowledge and information from job to solve workplace problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>WORKPLACE CULTURE POLICY AND SAFETY</b>	Demonstrating understanding of workplace culture and policy. Complying with health and safety rules. Exhibiting integrity and honesty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Would you hire this person?</b>	<b>Comment:</b>				
<b>Youth Provider:</b>					
<b>Grant Period:</b>					
<i>Employers may add as many or few additional skills as they see fit based on the position.</i>	<b>TOTAL SCORE</b> _____ (add 4-box total; average score = total/# of skills)	# checked X 1 Total: _____	# checked X 2 Total: _____	# checked X 3 Total: _____	# checked X 4 Total: _____
<b>To meet work readiness skill attainment:</b>  <b>(1)*</b> employee must have an overall average score that is “proficient” (3.0) or employee must meet “proficient” standard in 80% of the total categories listed. <b>(2)</b> supervisor MUST verify that performance on job was satisfactory. <b>(3)</b> employee must not have been fired from this work experience.  <i>*Examples: If there are 10 skill categories, participant must have a minimum score of 30 (3 x 10) out of a possible 40 or be proficient in at least 8 of the 10 categories. If an employer chose 15 skills to measure, participants would need minimum score of 45 (3 X15) out of a possible 60 or be proficient in at least 12 of the 15 categories.</i>		<b>Employee had satisfactory work performance and has met minimum total score:</b>  Employer Signature: _____ Employee Signature _____  Date: _____ (see page 2 for comments)			

**Employer Initials:** \_\_\_\_\_

## TIPS FOR IMPLEMENTING WORK READINESS TOOL

- | Occupation/Technical Skills  | Academic Skills  | Leadership Skills  | Business Skills   |
|--|--|--|---|
| -- Occupation-specific skills<br>-- Industry-sector skills<br>-- Industry-wide skills<br>-- Understanding all aspects of an industry | -- Written communication<br>-- Reading and reviewing<br>-- Mathematics and data analysis<br>-- STEM: science, technology, engineering, and mathematics<br>-- Basic computer skills | -- Leadership<br>-- Creative thinking/innovation<br>-- Project management<br>-- Teaching and instructing | -- Customer service skills<br>-- Telephone skills<br>-- Planning and organizing<br>-- Scheduling & coordinating<br>-- Using computer applications |

- Sources:** Tool content and design is based on three general sources encompassing public study, private research, and practical local application.
- (1) US Dept. of Labor – ETA’s “ Building Blocks for Competency Models” [http://www.careeronestop.org/CompetencyModel/pyramid\\_definition.aspx](http://www.careeronestop.org/CompetencyModel/pyramid_definition.aspx)
- (2) Employer research collaboration of The Conference Board, Partnership for 21<sup>st</sup> Century Skills, Corporate Voices, & Society for HR Management includes online-accessible reports: “New Graduates’ Workforce Readiness”, “Are They Really Ready to Work?”, and “The Ill-Prepared US Workforce”.
- (3) Sample tool design is based most closely on the Massachusetts Work-Based Learning Plan (<http://www.skillslibrary.com/wbl.htm>). The Seattle King County’s Learning and Employability Profile, and other tools from the 2009 Summer Youth Employment Initiative under the American Recovery and Reinvestment Act were also utilized. For more info, see: “Tips on Measuring Work Readiness” [www.workforce3one.org/view/5000910643776065645/info](http://www.workforce3one.org/view/5000910643776065645/info)

## EVALUATION GRADING SCALE

### ATTENDANCE

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Excessive absences consistently impact work performance. Additional training is needed.	Below 90% attendance, but participant seeks out opportunities to make up missed work.	Maintains 90% attendance and notifies supervisor ahead of time prior to absence.	100% attendance or missed one day with valid reason that did not occur during first two weeks.

### PUNCTUALITY

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Excessive lateness consistently impacts work performance. Additional training is needed.	Inconsistent in arriving to work, returning from breaks on time, and calling supervisor prior to lateness.	Arrives to work & returns from breaks on time with rare exception. If late, calls supervisor ahead of time.	Perfect or near perfect in arriving for work and returning from breaks on time. Model for other workers.

### WORKPLACE APPEARANCE

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Has not yet demonstrated appropriate appearance and/or personal hygiene for position and duties.	Inconsistent in demonstrating appropriate appearance and/or personal hygiene for workplace.	Dresses appropriately and practices hygiene for position and duties with rare exception.	Consistent display of professional appearance and hygiene serves as a model for other workers.

### TAKING INITIATIVE

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Reluctant to begin tasks without significant staff intervention. Needs frequent reminders. Additional training may be needed.	Inconsistently begins or remains on task. Needs occasional prompting. Often satisfied with bare minimum performance.	Begins and remains on task until completion with rare exception. Can work independently. Initiates interaction for next task.	Consistently begins/remains on task until completion, and initiates interaction for next task. Can work independently, and leads others.

### QUALITY OF WORK

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Has not yet given best effort. Rarely evaluates work and utilizes feedback. Completes work inconsistently. Additional training may be needed.	Uneven work quality. Sometimes evaluates own work and utilizes feedback, but inconsistent in meeting quality standards.	Quality of work meets expectations. Evaluates own work, and utilizes employer feedback to improve performance.	Quality of work often exceeds expectations. Consistently gives best effort. Evaluates own work and utilizes employer feedback.

### COMMUNICATION SKILLS

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Seldom speaks clearly or listens attentively. Repeatedly uses inappropriate language for the workplace. May need additional training and support.	Inconsistent in communicating in manner and language appropriate for workplace. Inconsistent in effort to speak clearly or listen attentively.	Demonstrates positive oral and non-verbal communication with rare exception. Listens attentively and uses language appropriate for workplace.	Consistently demonstrates positive oral/non-verbal communication skills. Speaks clearly and listens attentively, Can effectively present to a group if needed.

### RESPONSE TO SUPERVISION

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Reluctant to accept feedback and constructive criticism from supervisor. Responds with poor verbal or non-verbal communication. Additional training may be necessary.	Inconsistent in accepting direction, feedback, and constructive criticism from supervisor. Shows potential for improvement.	Accepts direction and constructive criticism with positive attitude with rare exception. Uses feedback to improve work performance.	Consistently accepts direction and constructive criticism with positive attitude. Uses feedback to improve work performance, and provides new and useful ideas to employer.

### TEAMWORK

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Has not yet demonstrated appropriate group behaviors. Improvement needed in treating others with respect. Rarely contributes to group efforts. Additional training may be necessary.	Inconsistent in promoting positive group behaviors amongst coworkers, and in contributing to group efforts. Shows potential for improvement.	Works well with co-workers, is respectful, and contributes to group efforts with rare exception. Respects diversity within the workplace.	Consistently facilitates positive group dynamics. Demonstrates leadership that plays a significant role in success of group efforts. Promotes larger group unity.

### PROBLEM-SOLVING/CRITICAL THINKING

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Makes little or no effort to use knowledge learned from the job to solve workplace problems.	Inconsistent in using sound reasoning to solve work problems. Shows potential for improvement.	Uses sound reasoning, and job knowledge to solve workplace problems. Shows initiative in improving skills.	Consistently applies sound reasoning to solve work problems. Identifies potential problems before they can occur.

### WORKPLACE CULTURE, POLICY AND SAFETY

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Has not demonstrated understanding of workplace policies/ethics. Has not completed applicable training on workplace .	Inconsistent in demonstrating understanding of workplace culture, policies, and safety rules.	Demonstrates understanding of workplace policies. Completed safety training if applicable, and adheres to rules. Exhibits honesty and integrity.	Shows clear understanding of work policies and safety rules. Exhibits honesty and integrity. Has completed applicable safety trainings and has led coworkers.

### GENERAL KEY

Perf. Improvement Plan Needed	Needs Development	Proficient	Exemplary
Is not yet demonstrating the skills required for the position and needs to have a formal plan for improving skills. May need additional training.	Inconsistent in demonstrating and developing skills for the position, but development is needed.	Demonstrates the skills required for the position with rare exception, and shows initiative in improving skills.	Consistently demonstrates skills required for the position. Often exceeds expectations and has emerged as leader that improves overall team.

***This general key is adaptable for employers to copy, paste in boxes on page 1, and modify accordingly for job-specific skills.***

<b>Palmetto Youth Connections PY 13 7/1/13-6/30/14</b>				
<b>Work-Readiness Basic/Soft Skills Baseline</b>	<b>PY 13</b>			
<b>Basic/Soft Skills Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>ATTENDANCE</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>5</b>
<b>PUNCTUALITY</b>		<b>2</b>	<b>6</b>	<b>6</b>
<b>WORKPLACE APPEARANCE</b>			<b>8</b>	<b>6</b>
<b>INITIATIVE</b>		<b>4</b>	<b>4</b>	<b>6</b>
<b>QUALITY OF WORK</b>		<b>2</b>	<b>6</b>	<b>6</b>
<b>COMMUNICATION SKILLS</b>		<b>4</b>	<b>5</b>	<b>5</b>
<b>RESPONSE TO SUPERVISOR</b>		<b>2</b>	<b>5</b>	<b>7</b>
<b>TEAMWORK</b>		<b>1</b>	<b>5</b>	<b>8</b>
<b>PROBLEM SOLVING/CRITICAL THINKING</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>5</b>
<b>WORKPLACE CULTURE POLICY AND SAFETY</b>		<b>1</b>	<b>6</b>	<b>7</b>
<b>WOULD YOU HIRE THIS PERSON? YES 09</b>				
<b>WOULD YOU HIRE THIS PERSON? NO 04</b>				
<b>NO RESPONSE (NR) 01</b>				
<b>Data Collected from WorkLink Work Readiness</b>				
<b>Tool for WIA SYEP 2010 Summer Work Experience</b>				
<b>Completed by 9 Employers for 14 participants.</b>				
<b>Satisfactory Work Performance = Score of 3.0</b>				

Palmetto Youth Connections PY 17 7/1/17-6/30/18				
Work-Readiness Basic/Soft Skills				
Basic/Soft Skills Score:	1	2	3	4
ATTENDANCE		6	10	9
PUNCTUALITY		6	9	10
WORKPLACE APPEARANCE		1	15	9
INITIATIVE	1	6	7	11
QUALITY OF WORK		3	10	12
COMMUNICATION SKILLS		1	15	9
RESPONSE TO SUPERVISOR		3	10	12
TEAMWORK		1	10	14
PROBLEM SOLVING/CRITICAL THINKING		4	14	7
WORKPLACE CULTURE POLICY AND SAFETY		2	10	13
WOULD YOU HIRE THIS PERSON? YES 18				
WOULD YOU HIRE THIS PERSON? NO 05				
NO RESPONSE (NR) 02				
	PY 17			
Mandate Work Base-Learning 20% Expenditure	Goal Met = 25.69%			
Data Collected from WorkLink Work Readiness				
Tool for WIOA Work Experience Training Opportunity				
Completed by 11 Employers for 25 participants.				
Satisfactory Work Performance = Score of 3.0				

# GOAL#3 PYC - PY 17 DASH BOARD

Data Through:  
06/30/2018

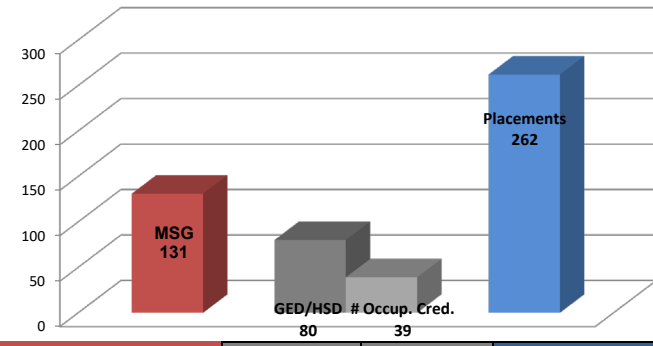
Demographics at Registration

	Anderson	Oconee	Pickens	Total	
Male	23	15	16	54	43%
Female	28	16	26	70	57%
	51	31	42	124	
Younger Youth (18 & Under)	15	14	29	58	54%
Older Youth (Over 18)	36	17	13	66	46%
	51	31	42	124	
High School Drop Out	51	31	42	124	All
Basic Skills Deficient	35	25	22	82	66%
Unemployed	27	19	23	69	56%

Caseload Breakdown

	Anderson	Oconee	Pickens	Total
Carr	0	40	0	40
Active	0	19	0	19
Follow-Up	0	21	0	21
Cobb	0	0	51	51
Active	0	0	29	29
Follow-Up	0	0	22	22
Smith	36	0	0	36
Active	20	0	0	20
Follow-Up	16	0	0	16
Wengard	33	0	0	33
Active	17	0	0	17
Follow-Up	16	0	0	16
Active	37	19	29	85
Follow-Up	32	21	22	75
Total	69	40	51	160

YTD Outcomes



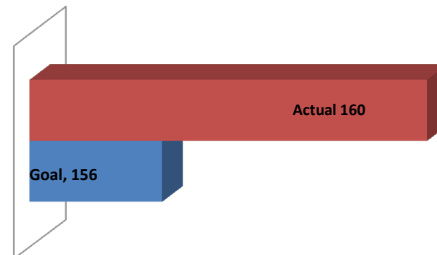
80HS/32G/13P/2PS/4TM    76GED/ 4HSD    36HS/2CNS/1PT    6 Post Sec/256 Employment

PY 17 WIOA Performance

PY 17 WIOA 3rdQ Performance			Baseline	
			Not Meeting	<90%
			Meeting	>90%
			Exceeding	>100%
	Goal	% of Goal	Actual	
EMP/EDU/TRAINING Q2:	75.10%	98.10%	73.70%	
EMP/EDU/Training Q4:	67.60%	122.20%	82.60%	
Credential Rate:	68.10%	134.10%	91.30%	
Med Earning	NA	NA	\$3,533	
MSG	NA	NA	56.60%	

PY17 Enrollments

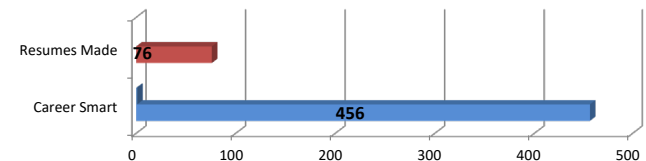
	Goal	Actual
Carryover	60	36
1st Quarter (Jul-Aug-Sep)	18	37
2nd Quarter (Oct-Nov-Dec)	32	31
3rd Quarter (Jan-Feb-Mar)	30	43
4th Quarter (Apr-May-Jun)	16	13
Total	156	160



WorkKeys Information

	PY16	PY 17	Total
Platinum	0	4	4
Gold	8	13	21
Silver	19	24	43
Bronze	0	4	4
Total	27	45	72

WorkReady Services





GOAL#4

#### Goal #4 Outreach/Work Experience/Businesses Contacted PY17

PY 14 Total = 92 PY 16 Total=254  
PY 15 Total = 144 PY 17 Total=262

Agency	Date	New	WorkSite=11
Youth Advocat Program	12/6/2017		
YMCA	6/17/2018		
Williamston Library	2/3/2018		
Williamston Haven of Rest	7/11/2017		
Westwind Inc.	4/6/2018		
Westminster Wilderness Way Thrift Store	3/8/2018		
Westminster Library	5/4/2018		
West Union Wilderness Way Thrift Store	2/8/2018		
West Pelzer City Hall	7/18/2017		
Walker Animal Clinic	8/3/2017		
Walhalla Library	5/3/2018		
Walgreens	6/29/2018		
Vocation Rehabilitation	5/2/2018		
Voc Rehab Oconee/Pickens	11/1/2017		
Voc Rehab Anderson	1/17/2018		
Verizon	3/5/2018		
Vector Marketins/Cuco	4/6/2018		
Urban League	2/6/2018		
Upstate Warrior Solutions	11/19/2017		
Upstate Staffing	3/5/2017		
Upstate Staffing	4/6/2017		
Upstate Printing	7/14/2016		
Upstate Medical	10/11/2016		

Agency	Date	New	WorkSite=11
Upstate Federal Credit Union	6/2/2017		
Upstate Driving School	12/4/2017		
Upper Cervical Care	12/9/2016		
United Way of Anderson	6/22/2017		
United Way (OSCA Meeting)	12/13/2016		
United Way	1/12/2017		
United Housing Connectins	2/27/2017		
United Christian Ministries	1/26/2017		
United Christian Ministries	3/23/2017		
Unified Regional Business Services	2/9/2017		
Tti	9/9/2016		
Trident Tech	2/9/2017		
Tribble Center	5/2/2017		
TRI Tech USA	9/13/2016		
Three River Behavioral Health	3/20/2017		
The Village Timepience	6/2/2018		
The Timken Company	4/6/2017		
The Parenting Place	9/13/2017		
The Parenting Place	5/2/2017		
The Lot Project	5/7/2017		
The Dream Center	1/26/2017		
The Arc of Oconee	5/2/2017		
Teach Boys & Girls Success	3/20/2017		
TCTC/CCE Department	6/12/2017		
TCTC	1/17/2017		
TCTC	4/6/2017		
Tamassee DAR School	3/4/2017		

Agency	Date	New	WorkSite=11
Taco Bell	4/6/2017		
Sylvan Learning Center	5/12/2018		
Stephen Rice Alstate Agency	7/22/2016		
<b>Caris Health Care</b>	8/22/2016		
Staffworks	8/21/2016		
Staff One	8/14/2016		
St. Jude Medical	4/1/2018		
SR&I	10/5/2017		
Spartan Logistics	4/6/2017		
Southern Wesleyan University	1/12/2017		
Southern Risk Insurance	9/14/2016		
Solicitor's Office Anderson	12/2/2016		
SMF, Inc	4/6/2017		
Siemens Software	8/1/2017		
Shine Soup Kitchen	1/12/2017		
Shine	1/26/2017		
Sharing Inc.	11/3/2017		
Share	11/13/2017		
Share	1/22/2017		
Seneca Voc Rehab	11/12/2016		
Seneca Library	7/30/2016		
Seneca HS	6/1/2017		
Section 8 housing Easley	6/21/2017		
Sealed Air Corp	3/3/2017		
SCWorks Easley	9/1/2016		
SCVR	4/16/2018		
School District of Pickens County Main Office	1/12/2017		

Agency	Date	New	WorkSite=11
School Behavior Heath Forum	10/14/2016		
SCDEW	2/9/2017		
SC Works Anderson	9/7/2016		
SC Works (Orientation)	11/17/2016		
SC Voc Rehab	2/9/2017		
SC DOT	12/13/2016		
SC Department of Education	3/10/2017		
SC Assistive Technology Resource Center	3/10/2017		
Sargent Metal	9/12/2016		
Sargent Metal	4/6/2017		
Sapa Extrusion North America	4/6/2017		
<b>Anderson Library</b>	4/6/2017		
Samaritan Health Clinic	1/26/2017		
Samaritan Health Clinic	3/3/2017		
Salvation Army, Oconee	12/5/2016		
Salvation Army Thrift Store	1/17/2018		
Salvation Army	1/10/2017		
Salem Library	5/2/2017		
Safe Harbor	3/22/2017		
S. Main Mercy Center	6/1/2017		
Roger C. Peace Rehab	3/10/2017		
Rocky Knoll Church	7/7/2016		
Ripple of One	7/21/2016		
Richard Kay Superstore	12/8/2016		
<b>Walhalla Library</b>	4/6/2017		
Reliable Sprinkler	9/5/2016		
<b>West Pelzer Town Hall</b>	11/16/2016		

Agency	Date	New	WorkSite=11
Rebuild Upstate	2/23/2017		
Real Connections	10/27/2017		
Rape Crisis	9/7/2017		
Quick Trip	11/19/2017		
Publix	3/4/2018		
Protection and Advocacy	5/2/2017		
Prologistix	3/11/2017		
Pre-Trial Intervention	10/11/2018		
PreDestined Teen Outreach	6/22/2017		
Pickens Recreation	6/9/2018		
Pickens Library	8/7/2017		
Pickens High School	5/2/2018		
Heaven of Rest Anderson	6/24/2018		
Pickens DSS	7/23/2017		
Pickens County United Way	4/26/2018		
Pickens County First Steps	1/29/2018		
Pickens County Career Center	4/18/2018		
Pickens Behavioral Health	1/12/2018		
Pickens Alston Wilkes	1/11/2018		
Pickens Adult Learning	7/12/2017		
Phillips Staffing	4/15/2018		
Pendleton Library	2/15/2018		
Pelzer food bank	4/19/2018		
Pelzer City Hall	8/25/2017		
Pelzer Adult Learning	7/5/2017		
Peak Workforce Solutions	3/12/2018		
Paxon	2/9/2018		

Agency	Date	New	WorkSite=11
Pasui Family Dental	7/20/2017		
<b>Pelzer Adult Education</b>	2/8/2018		
Park Sterling Bank	4/6/2018		
Park State Bank	1/17/2018		
Parenting Ed Pickens County	8/1/2017		
Parenting Ed	9/5/2017		
Paragon Hotel Company	4/6/2018		
Palmetto Podiatry	7/5/2017		
Palmetto Insurance	9/15/2017		
Palmetto HS Guidance	1/12/2018		
Orr St Haven of Rest	7/10/2018		
Opperman	2/10/2018		
Open Arms Thrift Store	7/16/2017		
Open Arms Bargain Hut	10/25/2017		
OCSA	9/13/2017		
Oconee Wellness Center	1/10/2018		
Oconee Humane Society	7/12/2017		
Oconee Food Pantry	1/10/2018		
Oconee County United Way	11/10/2017		
<b>Oconee Restoration Thrift Store</b>	7/6/2017		
NHC Health Care	4/6/2018		
New Foundations	12/6/2017		
National Guard	2/27/2018		
MTC Federal Credit Union	3/16/2018		
Mt Zion Baptist Church	9/10/2017		
Mountian Lakes Community Care	1/10/2018		
Mountain Lakes Dental Access	4/11/2018		

Agency	Date	New	WorkSite=11
Mountain Lakes Access	11/15/2017		
Mountain Lake Access Health	1/15/2018		
Miracle Mile Haven of Rest	7/5/2017		
Miracle Hill	1/12/2018		
Michelin	10/12/2017		
<b>Open Arms Thrift Store</b>	9/8/2017		
McLaughlin Body Company	3/19/2018		
Marines Recruitment Office	10/17/2017		
Maher & Maher	2/9/2018		
Lutheran Homes of SC	3/21/2018		
Lowe's	3/1/2017		
Low Ray of Anderson	12/5/2017		
Liz Cox-Art Educator	5/4/2018		
Literacy Learning Center	6/10/2018		
Lift Tek- Oconee	9/4/2017		
Liberty Wilderness Way Thrift Store	2/15/2018		
Liberty Thrift Store	1/10/2018		
Liberty Library	8/18/2017		
Liberty HS	5/2/2018		
Liberty High School	6/23/2018		
Lakeside Driving School	11/5/2017		
Lakeside Chiropractic	12/11/2017		
Kudzu Staffing	1/11/2018		
Kudzu Staffing	4/6/2018		
Kudzu Medical Staffing	10/10/2017		
Kroger Bakery	7/9/2017		
Kings Asphalt	1/26/2018		



Agency	Date	New	WorkSite=11
Kenny Rhondes Insurance	6/3/2018		
Kelly Family Pharmacy	4/3/2018		
Judge David Phillips	3/25/2018		
JPS- Anderson	9/3/2017		
Heaven of Rest Williamston	5/8/2018		
ITRON	9/2/2017		
Imagine Upstate	6/18/2018		
HUD Pickens County	1/12/2018		
HTI- Seneca	3/15/2018		
Hospice Thrift Store	1/20/2018		
Hospice of the Upstate	12/8/2017		
Hope Women's Center	11/2/2017		
Hope Fellowship	5/6/2018		
Homes of Hope	2/16/2018		
Homeless Coalition Anderson	1/12/2018		
Home Technologies	12/1/2017		
Home Instead Senior Care	10/9/2017		
Hill Electric Co	4/6/2018		
Hill Electric	3/18/2018		
Helping Hands Thrift Store	4/16/2018		
Heaths Haven	10/8/2017		
Health Dept	10/4/2017		
Headstart	6/11/2018		
Haven of Rest Honea Path	5/1/2018		
Haven of Rest Belton	7/8/2017		
Hand Center	8/16/2017		
Hamilton Career Center	3/18/2018		

Agency	Date	New	WorkSite=11
Greenville Hospital System	3/10/2017		
Golden Corner Food Pantry	12/13/2017		
Furman University	3/10/2018		
Free Clinic	3/2/2018		
Foothills Community Health	1/13/2018		
First Steps Counseling Svcs.	2/3/2018		
First Quality	10/12/2017		
Family Promise of Anderson	2/9/2018		
Family Literacy Anderson	9/8/2017		
Family Connections	3/10/2018		
Faith Harvest Ministries	5/12/2018		
Fairplay Wilderness Way Thrift Store	2/6/2018		
E-Technologies	4/3/2018		
Environmental Serv. System	4/6/2018		
Easley Salvation Army	3/14/2018		
Easley Library	8/11/2017		
Easley High School	6/11/2018		
DJJ	9/28/2017		
Dipple Plumbing/Heating	4/12/2018		
Dave Turner Tutoring	11/9/2017		
D R Horton	5/4/2018		
CVS	9/27/2017		
Cross Roads Family Practice	6/3/2018		
Crescent High School	3/1/2018		
Communities in Schools	4/8/2018		
Clerk of Court	3/9/2018		
Clemson Univeristy	5/10/2018		

Agency	Date	New	WorkSite=11
Clemson Community Care	2/10/2018		
CC's Car Wash	12/12/2017		
Caris Healthcare	3/2/2018		
Building Connections	1/4/2018		
Buck Mickel Center	2/18/2018		
Borg Warner	10/12/2017		
BJ Skelton Career Center	3/17/2018		
Humane Society	2/3/2018		
Big Brother/Big Sisters	10/14/2017		
Behavior Health of Pickens	9/13/2017		
Basics Ministries	1/11/2018		
Barry Lawson Enterprises	5/16/2018		
Army Recruitment Office	10/17/2017		
Anderson 1&2 Career Center	3/18/2018		
An Med Health	11/5/2017		
Air Force Recruitment Office	10/17/2017		
Ables Driving School	10/24/2017		
Oconee County Library	10/5/2017		
Oconee County Service Association	9/20/2017		
Shriner's Hospital Interim Health Care	3/21/2018		
SC Youth Advocate Program	3/22/2018		
SC Mentor Able SC	3/23/2018		
Pickens County Advocacy Center	4/20/2018		
Easley High School Guidance	2/28/2018		