

**WORKFORCE DEVELOPMENT BOARD  
YOUTH COMMITTEE MEETING  
AGENDA**

Tuesday, January 21, 2020

**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> (10/08/2019)*   | Kristi King-Brock              |
| III. Palmetto Youth Connections Report (10/01-12/31/19)  | Karen Craven                   |
| IV. <b><u>New Business:</u></b>  |                                |
| PY 19 PYC Grant Expenditures (09/1/19- <b><u>12/31/2019</u></b> )  | Karen Craven                   |
| PY 18 Annual/Final Youth Performance   | Kristi King-Brock              |
| PY 19 -1st Qtr. Youth Performance  | Kristi King-Brock              |
| PY 19 PYC New Enrollment Report  | Kristi King-Brock              |
| 2019 AOP BIS Actual Awards   | Kristi King-Brock              |
| 2019 AOP BIS Video & Update  | Rick Murphy/Trent Acker        |
| WL Strategic Plan Update/Data*   | Sharon Crite/Kristi King-Brock |
| Recognition of Youth Committee Member  | Kristi King-Brock              |
| V. <b><u>Other Business:</u></b>   |                                |
| <b>2020 Youth Committee Meeting Schedule:</b>  | Kristi King-Brock              |
| <b>(<u>Tuesday's @ 10am</u> – <u>March 3rd</u>, May 5<sup>th</sup>, August 4<sup>th</sup>, and October 13th)</b> |                                |
| VI. <b><u>Adjourn</u></b>  | Kristi King-Brock              |

\*Vote Needed

**Next Youth Committee Meeting, Tuesday - March 03, 2020 - 10:00am - 11:00am**  
**Location: SC Works Center Clemson**

**WORKFORCE DEVELOPMENT BOARD**

**Youth Committee Meeting Summary**

**October 8, 2019 @ 10:00am**

**SC Works Clemson Comprehensive Center, Training Room**

**Members Present**

Kristi King-Brock

Allen Fain

Elaine Bailey

Sheila Ford

Tim Mays

Crystal Noble

Robert Halfacre (via telephone)

**Members Absent:**

Jeromy Arnett

Jennifer Lannom

Amy Bradshaw

Melanie McLane

Rick Murphy

Berdina Hill

Melissa Rosier

**Staff Present:**

Trent Acker

Sharon Crite

Jennifer Kelly

**Guests Present:**

Karen Craven

Renee Alexander

**I. Welcome and Introductions**

Ms. Kristi King-Brock called the meeting to order at 10:04am welcoming everyone in attendance and announced the meeting was being recorded for processing of minutes.

**II. Approval of 5-7-2019 Meeting Minutes**

The minutes from the 5/7/19 meeting were emailed with the meeting notice and included in the meeting packet. Ms. King-Brock called for corrections/amendments to the minutes.

**ACTION TAKEN: Elaine Bailey made a motion to approve the 5/7/2019 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 Final PY'18 Monthly Update Report. This report reflects July 1, 2018 to June 30, 2019.

- PYC ended PY18 with 37 carryover participants, 121 new enrollments with a total of 158 active enrollments.
- They served 36 in Work Experience (including carryover and new participants).
- There were 156 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 in third quarter:
    - 2<sup>nd</sup> quarter- 77.3%
    - 4<sup>th</sup> quarter- 81.7%
  - Credential rate: 3rd quarter- 78.3%
  - In Program Measurable Skills Gain (baseline data)- 3rd quarter- 78.3%
- For PY19, Anderson served 75 participants, 41 in Oconee, and 40 in Pickens. This reflects participants enrolled in WIOA and in follow-up.

Ms. Craven gave the committee a copy of the PYC PY'18 Dashboard, reflecting data for the time frame of July 1, 2018 to June 30, 2019. In PY'18, PYC served:

- 34% males and 66% females.
- 57% Younger Youth and 43% Older Youth.
- 100% were high school dropouts.
- 71% basic skills deficient participants, which means the participant scored at or below 8.9 in reading or math.
- 79 were unemployed.

Ms. Craven referred the committee to the caseload breakdown, stating as of June 30, 2019: 156 participants are being served through PYC, including both active and follow-up.

- PYC has 75 Anderson County residents, 41 Oconee County residents, and 40 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 were 154 Measurable Skills Gains, which includes 81 GED and 8 High school diplomas, 44 literacy/numeracy gains, 1 in-program skills gains and 20 post-secondary progress gains. There have been 2 occupational skills credentials (1 of which was CNA and 2 were Medical Billing and Coding). For placement rates through the end of June, 314 were positively placed (12 in post-secondary and 301 in employment).
- Ms. Craven pointed to the PY'18 WIOA performance, and noted that all areas (Employment/Education/Training Q2 & Q4, and Credential Rate) are passing their measures.
- Ms. Craven stated that there were 4 Platinum, 15 Gold, 39 Silver, and 5 Bronze WIN certificates, for a total of 63 in PY'18. These students earned the WIN certificate after enrollment into PYC.
- Ms. Craven stated that Ann Marie Baker taught 336 Career Smart classes, of which there were 55 resumes created.

Ms. Craven also reviewed the Palmetto Youth Connections PY19 Monthly Update Report. This report reflects July 1, 2019 to September 30, 2019.

- PYC currently has 27 carryover participants, 36 new enrollments with a total of 63 active enrollments.
- There are currently 5 in Work Experience (including carryover and new participants).
- There are 181 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 for 4th Quarter:  
2nd quarter- 82%  
4th quarter- 86.9%
  - Credential rate: 4th quarter- 78.6%
  - In Program Measurable Skills Gain- 4th quarter (baseline)- 76.3%
- To date, Anderson has served 83 participants, 48 in Oconee, and 50 in Pickens.

Ms. Craven gave the committee a copy of the PYC PY'1 Dashboard, reflecting data from July 1, 2019 to September 30, 2019. In PY19, PYC has served:

- 47% males and 53% females.
- 42% Younger Youth and 58% Older Youth.
- 100% are high school dropouts.
- 97% basic skills deficient participants, which means the participant scored at or below 8.9 in reading or math.
- 22 are unemployed.

Ms. Craven stated that basic skills deficient participants have increased due to the change in the TABE (Test for Adult Basic Education) test. In January, the test moved from version 9/10 to 11/12. The new test is meant to reflect the current GED test, but has been more difficult for students to pass. The TABE now indicates that students that were passing 9<sup>th</sup> grade or higher levels on the 9/10 version no longer score at the same levels on the 11/12. Ms. Craven stated that the correlation of student's ability does not translate well on the new version of the test. Mr. Allen Fain, Director of the Pickens County Adult Learning Center, stated that the grade level is no longer shared with students as a result of this. The TABE test has 6 levels, and if the student tests at level 4, they are considered ready to take the practice GED test. If the student tests at level 5, they are no longer required to take a post-test. The State has allowed those that score a level 6 to exempt passing the GED test; however, Pickens County is not currently offering the exemption, but will allow the students to go ahead take the GED test.

Ms. Craven referred the committee to the caseload breakdown, stating currently 181 participants are being served through PYC, including both active and follow-up.

- PYC has 83 Anderson County residents, 48 Oconee County residents, and 50 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 5 Measurable Skills Gains, which includes 5 in-program skills gains. There has been 1 occupational skills credential (Medical Billing and Coding). For placement rates through the end of September, 79 were positively placed (5 in post-secondary and 74 in employment).
- Ms. Craven pointed to the PY'19 WIOA performance, and noted that all areas (Employment/Education/Training Q2 & Q4, and Credential Rate) are passing their measures.
- Ms. Craven stated that there were 0 Platinum, 1 Gold, 4 Silver, and 1 Bronze WIN certificates, for a total of 6 in PY'19.
- Ms. Craven stated that Ann Marie Baker taught 78 Career Smart classes, of which there were 13 resumes created.

Mr. Fain clarified for committee members that students may pursue a diploma over a GED if they choose. They must participate in online courses and complete approximately 60 hours of seat time per credit hour. Typically, only those with 3 credits or less are encouraged to pursue the diploma over the GED.

Ms. Craven also explained that wages are calculated based on the median wage of all participants that have earnings within the specified quarter after exit. WIOA performance measures are based on 2nd and 4th quarter earnings.

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

##### **a. Ratify Elect Vote (8/12/19) – Youth Participant Award – Anderson Co.**

Ms. Craven gave a brief background on the Youth participant selected to receive the Anderson County award for WIOA Youth Alumnus. Chelsea Scott's success story is included in the packet on pages 5-7.

**ACTION TAKEN: Elaine Bailey made a motion to ratify the electronic vote for the Youth Participant Award emailed out on 8/12/2019, seconded by Crystal Noble. The motion carried unanimously.**

##### **b. PY'18 Grant Expenditures (7/1/18-6/30/19)**

Ms. Craven reviewed the final expenditure budget report for PY'18, which can be found on page 8 in the packet, stating that as of the end of June, the budget was 93.1% expended, meeting the Board goal of 93%. Ms. Craven pointed to line item 6507 (Work Experience) as a reminder that PYC has been tasked with spending 20% youth funds on Work-Based learning; PYC exceeded the goal at 35+%. That amount equates to 5,818 work experience hours. Ms. Craven also referred to line item 6530 (Individual Training Accounts). As of June 30, there were 20 students in advanced training, and 11 students in post-secondary education.

**c. PY'19 Grant Expenditures (7/1/19-8/31/19)**

Ms. Craven reviewed the first quarter expenditure budget report for PY'19, which can be found on page 9 in the packet, stating that as of August 31, the budget was 13.3% expended, which is slightly behind the goal of 16.7%. Ms. Craven stated that expenditures will catch up as additional youth are enrolled into the PYC program. Ms. Craven pointed to line item 6507 (Work Experience), stating that 8.1% of this line item has been expended. Ms. Craven also referred to line item 6530 (Individual Training Accounts). As of August 31, there was 1 student that completed CPR in preparation for enrollment into the Patient Care Technician class at Tri-County Technical College.

**d. PY18 SCDEW Monitoring Report/Update (4th Qtr Performance)**

Trent Acker, Executive Director for WorkLink, reviewed the Financial and Programmatic Monitoring Report, found on pages 10-22, received from SC DEW for Program Year 2018. Overall, the report reflected a clean audit of both program and financial aspects of the Youth and adult programs available in the WorkLink region. WorkLink did challenge one citation regarding IEPs that can be reviewed on page 16, and asked for Technical Assistance regarding this item.

Sharon Crite, Youth Service Manager and Education Outreach Coordinator, drew the committee's attention to page 19, and the recommendation regarding Youth enrollments. Ms. Crite stated that she was not concerned about this particular measure based on the fact that the Youth Service Provider is following the guidance received from the State on how to correctly classify training and the vision of the Youth Committee for the PYC program.

Mr. Acker referred the committee to the WorkLink update that was received from the State for 4<sup>th</sup> Quarter. This report is sent out quarterly as a status update to show how WorkLink is progressing throughout the year. Mr. Acker stated that the youth met the 70% fund utilization rate as seen on page 21, the 80% obligation rate as seen on page 22, and the 20% expenditure requirement for Work-based learning on page 23. The youth are meeting all performance measures as seen on page 24. Mr. Acker noted that there are three ways to fail performance, by indicator, by fund stream, or by individual measure. Also, on page 25, Mr. Acker stated that the youth participation levels are incorrect, and have notified the State for a correction.

**e. PY'18 PYC Final Enrollment Update**

Ms. King-Brock referred to page 28 and stated that PYC had 121 new enrollments and a total 158 enrollments for PY18. PYC exceeded their PY18 goal by 2.

**f. PY'19 PYC Enrollment Update**

Ms. King-Brock referred to page 29 and stated that PYC had 15 new enrollments and a total 55 enrollments for PY19.

**f. Youth Supportive Service Change (DMV FEE) Pending Re-Entry Grant\***

WorkLink partnered with Anderson County to apply for a Re-Entry Navigator grant through the State Workforce Development Board. As a result of this application discussion, Anderson County Detention Center often assists those being released with reinstatement fees. With WIOA law changes, supportive services can now include covering the costs of reinstatement fees for a license suspension; however, it does not cover court fees. The Youth program does not often see youth that require this service, but in the event that Re-Entry grant is awarded to the WorkLink area, Youth falling between the ages of 18-24 may benefit from this supportive service as well. Mr. Acker stated that the anticipated announcement of awards will occur at the end of October.

**ACTION TAKEN: Tim Mayes made a motion to allow reinstatement fees not to exceed \$500 for the youth pending WorkLink receives the Re-Entry Navigator grant, seconded by Allen Fain. The motion carried unanimously.**

**g. PY'19 Eckerd Youth Budget Mod 1 & Client Flow Projection**

Ms. Renee Alexander, Operations Director for Eckerd Workforce Development Services, reviewed the proposed Budget Modification for the Youth budget. This modification request can be seen on page 31. In summary the overall youth budget amount of \$600,000 will remain the same. Eckerd is requesting to move \$11,300 from Work Experience Stipends, \$2,000 from Tuition Costs, and \$116.87 from Indirect Costs. Those funds will be moved as follows: \$300 to Instructional Supplies (Books), \$2,000 to Individual Training Accounts, \$1,000 to Participant Graduation Fees, and \$10,116.73 to Client Training Support Materials. The PY19 client flow projections seen on page 32 will be updated from estimated 40 carryover to actual carryover of 27 participants. This shows an increase from 116 in new enrollments to 129. Overall, the program plans to serve 156 participants, which is no change from the original planned amount.

**ACTION TAKEN: Elaine Bailey made a motion to accept the budget and client flow modification as seen in the packet, seconded by Crystal Noble. The motion carried unanimously.**

**V. Other Business**

**2020 Youth Committee Meeting Dates**

The Youth Committee schedule will be as follows: January 21, March 3, May 5, August 4, and October 13. Meetings will be held on Tuesdays at 10am at the SC Works Clemson Center.

**VI. Adjourn**

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

*Respectfully submitted by: Meredith Durham*



**ECKERD YOUTH ALTERNATIVES, INC.**

100 N. Starcrest Drive, Clearwater, FL 33765

**INVOICE**

Worklink Investment Board	Contract Number:	19Y495E2
1376 Tiger Blvd.	Invoice Number:	1058-06
Clemson, SC 29631	Invoice Month:	December 2019
<b>Attn: Jennifer Kelly</b>	Period Covered:	July 1, 2019 - June 30, 2020
email: jkelly@worklinkweb.com	Total Amount Due:	\$ 50,355
<b>Eckerd Goal:</b>		<b>DECEMBER</b>
		<b>50.0%</b>
		<b>100.0%</b>

Line Item	Budget MOD#1	1058-6	Cumulative Cost YTD	Remaining Balance	Percent Spent YTD	Obligation Numbers Est	
<b>Staff Salary Total</b>	\$ 292,686	\$ 23,607.71	\$ 142,035.47	\$ 150,650.79	48.5%		
<b>Fringe Benefit Total</b>	51xx \$ 81,546	\$ 5,687.65	\$ 37,886.77	\$ 43,658.97	46.5%		
<b>TOTAL STAFF COSTS</b>	\$ 374,232	\$ 29,295.36	\$ 179,922.24	\$ 194,309.76	48.1%	-	
<b>Operating Costs:</b>							
Facilities	6185 \$ 9,600	\$ 2,400.00	\$ 4,800.00	\$ 4,800.00	50.0%	-	
Communications (Phone, Fax, Internet, etc)	6270 \$ 5,040	\$ 411.72	\$ 2,407.16	\$ 2,632.84	47.8%	37.70	
Network (internet)	6265 \$ 480	\$ 27.20	\$ 136.45	\$ 343.55	28.4%	-	
Postage	6005 \$ 1,300	\$ 62.10	\$ 489.89	\$ 810.11	37.7%	-	
Staff Travel	6105 \$ 5,735	\$ 277.24	\$ 2,538.33	\$ 3,197.11	44.3%	-	
Other Travel	6115/6120 \$ 1,500	\$ -	\$ -	\$ 1,500.00	0.0%	-	
Staff Background Checks	5100 \$ 154	\$ 67.50	\$ 67.50	\$ 86.50	43.8%	-	
Staff Training	5110 \$ 1,500	\$ -	\$ -	\$ 1,500.00	0.0%	-	
Office/Desktop Supplies and Materials	6000 \$ 1,200	\$ 253.45	\$ 773.74	\$ 426.26	64.5%	-	
Copying	6730 \$ 1,200	\$ 55.58	\$ 159.05	\$ 1,040.95	13.3%	-	
Software Licenses	6095 \$ 1,650	\$ -	\$ 1,523.75	\$ 126.25	92.3%	-	
Participant Verifications	6516 \$ 1,500	\$ 204.80	\$ 240.91	\$ 1,259.09	16.1%	-	
Participant Outreach	6735 \$ 300	\$ -	\$ -	\$ 300.00	0.0%	-	
<b>TOTAL OPERATING COSTS</b>	\$ 31,159	\$ 3,759.59	\$ 13,136.78	\$ 18,022.66	42.2%	37.70	
<b>Training Costs:</b>							
Work Experience Stipends	6507 \$ 36,700	\$ 2,281.12	\$ 8,996.62	\$ 27,703.38	24.5%	-	
Tuition Cost (Adult Education)	6520 \$ 15,518	\$ 3,404.00	\$ 6,044.00	\$ 9,474.40	38.9%	-	
Participant Graduation Fees	6595 \$ 3,500	\$ 135.00	\$ 180.00	\$ 3,320.00	5.1%	-	
Credential Exam Fees	6525 \$ 13,000	\$ 3,543.40	\$ 6,372.57	\$ 6,627.43	49.0%	-	
Instructional Supplies (Books)	6546 \$ 2,000	\$ -	\$ 636.00	\$ 1,364.00	31.8%	-	
Individual Training Accounts	6530 \$ 19,577	\$ -	\$ 1,244.00	\$ 18,333.37	6.4%	-	
<b>TOTAL TRAINING COSTS</b>	\$ 90,296	\$ 9,363.52	\$ 23,473.19	\$ 66,822.58	26.0%	-	
<b>Supportive Services Costs :</b>							
Child Care	6660 \$ -	\$ -	\$ -	\$ -	0.0%	-	
Transportation	6485 \$ 15,000	\$ 1,400.00	\$ 5,920.00	\$ 9,080.00	39.5%	-	
Client Incentives	6585 \$ 30,363	\$ 2,250.00	\$ 15,260.45	\$ 15,102.31	50.3%	-	
Client Training Support Materials	6545 \$ 2,300	\$ -	\$ 30.00	\$ 2,270.00	1.3%	-	
Client Emergency Assistance & Expungen	6596 \$ 375	\$ -	\$ -	\$ 375.00	0.0%	-	
<b>TOTAL SUPPORTIVE SERVICES COSTS</b>	\$ 48,038	\$ 3,650.00	\$ 21,210.45	\$ 26,827.31	44.2%	-	
<b>Training/Professional Fees/Profit:</b>							
General Liability Insurance	6305 \$ 3,600	\$ 251.22	\$ 1,601.46	\$ 1,998.54	44.5%	232.96	
<b>TOTAL FEES / PROFIT COSTS</b>	\$ 3,600	\$ 251.22	\$ 1,601.46	\$ 1,998.54	44.5%	232.96	
<b>4.1 INDIRECT COST:</b>	13%	\$ 52,675	\$ 4,035.35	\$ 24,709.16	\$ 27,965.86	46.9%	35.19
<b>Contract Total</b>		\$ 600,000	\$ 50,355.04	\$ 264,053.28	\$ 335,946.72	44.0%	\$ 306

Work Experience:	DEC	Cumulative	YTD% Spent
Staff WEX Salaries:	6,577.22	36,983.15	6.16%
Staff WEX Fringe:	1,841.13	11,079.43	1.85%
Stipends:	2,281.12	8,996.62	1.50%
<b>TOTAL</b>	<b>10,699.47</b>	<b>57,059.20</b>	<b>9.51%</b>
Percentage Spent:	1.78%	9.51%	

**Program year 2018 - Annual Performance Summary (Quick Reference)**

<b>WorkLink</b>					<b>Pee Dee</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	104.6%	124.8%	107.0%	112.2%	Employment Rate Q2	105.2%	98.4%	93.5%	99.0%		
Employment Rate Q4	112.6%	112.2%	115.4%	113.4%	Employment Rate Q4	113.3%	109.9%	106.2%	109.8%		
Median Earnings	110.6%	118.8%	N/A	114.7%	Median Earnings	105.0%	112.2%	N/A	108.6%		
Credential Rate	132.6%	166.7%	115.4%	138.2%	Credential Rate	100.6%	124.5%	106.9%	110.7%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	115.1%	130.6%	112.6%		Overall Program Score	106.0%	111.2%	102.2%			
<b>Upper Savannah</b>					<b>Lower Savannah</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	106.1%	103.6%	112.7%	107.5%	Employment Rate Q2	111.6%	97.1%	106.1%	105.0%		
Employment Rate Q4	112.5%	114.6%	114.9%	114.0%	Employment Rate Q4	113.3%	108.4%	114.5%	112.1%		
Median Earnings	110.4%	125.0%	N/A	117.7%	Median Earnings	125.1%	126.1%	N/A	125.6%		
Credential Rate	145.7%	144.0%	110.1%	133.3%	Credential Rate	107.1%	102.9%	112.8%	107.6%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	118.7%	121.8%	112.6%		Overall Program Score	114.3%	108.6%	111.1%			
<b>Upstate</b>					<b>Catawba</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	106.0%	116.5%	113.7%	112.1%	Employment Rate Q2	108.9%	107.5%	109.5%	108.6%		
Employment Rate Q4	104.1%	111.8%	118.8%	111.6%	Employment Rate Q4	114.4%	124.2%	115.7%	118.1%		
Median Earnings	107.3%	100.7%	N/A	104.0%	Median Earnings	119.5%	118.6%	N/A	119.0%		
Credential Rate	130.4%	126.5%	112.6%	123.2%	Credential Rate	140.7%	159.1%	103.7%	134.5%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	112.0%	113.9%	115.1%		Overall Program Score	120.9%	127.3%	109.6%			
<b>Greenville</b>					<b>Santee-Lynches</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	102.6%	99.3%	87.1%	96.3%	Employment Rate Q2	111.5%	89.9%	92.3%	97.9%		
Employment Rate Q4	116.3%	100.9%	107.1%	108.1%	Employment Rate Q4	117.3%	111.6%	99.9%	109.6%		
Median Earnings	109.8%	162.4%	N/A	136.1%	Median Earnings	104.6%	118.5%	N/A	111.6%		
Credential Rate	84.4%	122.0%	103.5%	103.3%	Credential Rate	133.7%	115.8%	100.6%	116.7%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	103.3%	121.1%	99.2%		Overall Program Score	116.8%	109.0%	97.6%			
<b>Midlands</b>					<b>Waccamaw</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	95.2%	101.1%	98.4%	98.2%	Employment Rate Q2	108.1%	112.0%	107.2%	109.1%		
Employment Rate Q4	100.1%	107.5%	120.1%	109.3%	Employment Rate Q4	119.0%	104.6%	111.6%	111.7%		
Median Earnings	108.9%	105.0%	N/A	107.0%	Median Earnings	127.2%	137.2%	N/A	132.2%		
Credential Rate	109.4%	121.0%	96.0%	108.8%	Credential Rate	122.2%	135.2%	84.3%	113.9%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	103.4%	108.6%	104.9%		Overall Program Score	119.1%	122.2%	101.0%			
<b>Trident</b>					<b>Lowcountry</b>						
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score		
Employment Rate Q2	104.2%	105.5%	107.6%	105.7%	Employment Rate Q2	90.5%	77.3%	88.8%	85.5%		
Employment Rate Q4	106.8%	113.3%	118.1%	112.8%	Employment Rate Q4	104.0%	93.6%	85.5%	94.3%		
Median Earnings	108.3%	100.2%	N/A	104.2%	Median Earnings	107.0%	128.4%	N/A	117.7%		
Credential Rate	134.5%	163.0%	81.9%	126.5%	Credential Rate	142.0%	157.8%	105.3%	135.0%		
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A		
Overall Program Score	113.5%	120.5%	102.5%		Overall Program Score	110.9%	114.3%	93.2%			
<p>The assessment reflects performance across programs and negotiated indicators. To pass performance a Local Workforce Development Area (LWDA) must:</p> <ul style="list-style-type: none"> <li>• Have an Overall Program Score (across all indicators) of at least 90%</li> <li>• Have an Overall Indicator Score (across Adult, Dislocated Worker and Youth programs) of at least 90%</li> <li>• Have an individual indicator percentage of at least 50%</li> </ul>											
Color Coding	<table border="1"> <tr> <td align="center"><b>Pass</b></td> </tr> <tr> <td align="center"><b>Fail</b></td> </tr> </table>									<b>Pass</b>	<b>Fail</b>
<b>Pass</b>											
<b>Fail</b>											

**Program year 2019 - 1st Quarter Performance Summary (Quick Reference)**

**Rolling -4**

<b>WorkLink</b>					<b>Pee Dee</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	107.3%	120.6%	109.7%	112.5%	Employment Rate Q2	107.4%	104.0%	89.4%	100.3%
Employment Rate Q4	111.0%	119.2%	110.6%	113.6%	Employment Rate Q4	112.9%	110.3%	102.2%	108.4%
Median Earnings	110.4%	119.8%	N/A	115.1%	Median Earnings	100.5%	113.7%	N/A	107.1%
Credential Rate	152.4%	154.3%	115.7%	140.8%	Credential Rate	108.7%	104.7%	95.3%	102.9%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	120.3%	128.5%	112.0%		Overall Program Score	107.4%	108.2%	95.6%	
<b>Upper Savannah</b>					<b>Lower Savannah</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	104.9%	96.0%	105.9%	102.3%	Employment Rate Q2	110.9%	98.9%	110.1%	106.6%
Employment Rate Q4	108.2%	116.7%	113.6%	112.9%	Employment Rate Q4	113.7%	106.6%	108.7%	109.7%
Median Earnings	104.7%	130.7%	N/A	117.7%	Median Earnings	142.5%	120.7%	N/A	131.6%
Credential Rate	126.8%	108.2%	93.0%	109.3%	Credential Rate	110.0%	126.5%	114.4%	117.0%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	111.2%	112.9%	104.1%		Overall Program Score	119.3%	113.2%	111.0%	
<b>Upstate</b>					<b>Catawba</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	105.6%	112.7%	114.6%	111.0%	Employment Rate Q2	109.0%	112.7%	105.7%	109.2%
Employment Rate Q4	107.1%	109.6%	126.8%	114.5%	Employment Rate Q4	116.2%	117.8%	110.9%	114.9%
Median Earnings	117.2%	115.4%	N/A	116.3%	Median Earnings	127.7%	110.4%	N/A	119.0%
Credential Rate	117.1%	112.1%	116.3%	115.2%	Credential Rate	128.5%	149.6%	95.4%	124.5%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	111.8%	112.5%	119.2%		Overall Program Score	120.3%	122.6%	104.0%	
<b>Greenville</b>					<b>Santee-Lynches</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	105.7%	103.0%	96.0%	101.6%	Employment Rate Q2	110.0%	89.9%	97.3%	99.1%
Employment Rate Q4	109.3%	98.7%	101.9%	103.3%	Employment Rate Q4	119.7%	112.8%	101.0%	111.2%
Median Earnings	118.4%	162.4%	N/A	140.4%	Median Earnings	105.9%	122.0%	N/A	113.9%
Credential Rate	84.0%	93.6%	96.2%	91.3%	Credential Rate	142.0%	126.5%	98.4%	122.3%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	104.4%	114.4%	98.0%		Overall Program Score	119.4%	112.8%	98.9%	
<b>Midlands</b>					<b>Waccamaw</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	92.6%	102.0%	96.3%	97.0%	Employment Rate Q2	106.6%	116.7%	105.4%	109.6%
Employment Rate Q4	101.1%	106.1%	119.7%	109.0%	Employment Rate Q4	115.2%	111.6%	107.7%	111.5%
Median Earnings	109.6%	105.0%	N/A	107.3%	Median Earnings	121.0%	162.2%	N/A	141.6%
Credential Rate	108.7%	138.3%	91.8%	112.9%	Credential Rate	112.3%	123.5%	82.7%	106.2%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	103.0%	112.8%	102.6%		Overall Program Score	113.8%	128.5%	98.6%	
<b>Trident</b>					<b>Lowcountry</b>				
Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score	Indicator/Program	Title I Adult % of Goal	Title I DW % of Goal	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	104.9%	101.9%	109.0%	105.3%	Employment Rate Q2	87.5%	75.5%	94.1%	85.7%
Employment Rate Q4	108.2%	109.9%	119.7%	112.6%	Employment Rate Q4	107.1%	98.7%	82.2%	96.0%
Median Earnings	109.8%	104.5%	N/A	107.2%	Median Earnings	119.9%	133.7%	N/A	126.8%
Credential Rate	125.8%	182.9%	80.8%	129.8%	Credential Rate	147.8%	172.8%	97.9%	139.5%
Measurable Skill Gains	N/A	N/A	N/A	N/A	Measurable Skill Gains	N/A	N/A	N/A	N/A
Overall Program Score	112.2%	124.8%	103.2%		Overall Program Score	115.6%	120.2%	91.4%	

The assessment reflects performance across programs and negotiated indicators. To pass performance a Local Workforce Development Area (LWDA) must:

- Have an Overall Program Score (across all indicators) of at least 90%
- Have an Overall Indicator Score (across Adult, Dislocated Worker and Youth programs) of at least 90%
- Have an individual indicator percentage of at least 50%

Color Coding

**Pass**

**Fail**

**Youth Service Provider  
Enrollment Status  
July 1, 2019 - June 30, 2020**

<b>ENROLLMENT REPORT PY 19</b>		<b>PYC</b>				
<b>*Special notes:</b>						
<b>Board Goal</b>		<b>156</b>				
<b>PY'19 Month</b>	<b>NEW WIOA Enrollments</b>	<b>Total Enrollments</b>	<b>Monthly Planned Enrollment</b>	<b>YTD % of Monthly Plan</b>	<b>YTD % of Total Planned</b>	<b>YTD % of Board Goal</b>
<b>Active Carryover</b>		<b>27</b>				
July	2	29	3	67%	2%	19%
August	13	42	3	433%	12%	27%
September	21	63	19	111%	28%	40%
October	20	83	19	105%	43%	53%
November	16	99	19	84%	56%	63%
December	11	110	3	367%	64%	71%
January		110	14	0%	64%	71%
February		110	15	0%	64%	71%
March		110	14	0%	64%	71%
April		110	14	0%	64%	71%
May		110	6	0%	64%	71%
June		110	0	#DIV/0!	64%	71%
<b>Totals</b>	<b>83</b>	<b>110</b>	<b>129</b>			

**Event: 2019 AOP BIS-Nov. 20-21, 2019**  
**Anderson Sports Entertainment Center**  
**Anderson, SC**

Transportation Assistance Request(s) by School District	Actual Award Paid WorkLink WIOA Youth Funds	# of Students Funded	# of Buses Funded	Actual Award Paid AOP BIS Funds
Anderson School District 1		805	17	\$ 2,099.04
Anderson School District 2	\$ 715.89	181	8	
Anderson School District 3	\$ 396.08	210	4	
Anderson School District 4	\$ 372.23	221	5	
Anderson School District 5 (1830.06)*	\$ 1,015.80	1029	28	\$ 814.26
Oconee County School District		808	20	\$ 3,878.59
Pickens County School District		1238	33	\$ 3,560.20
<b>Total Actual Award Paid = \$12,852.09</b>	\$ 2,500.00	4,492	115	\$ 10,352.09

\*ASD5 Split Funds WorkLink/AOPBIS

Prepared by Sharon G.-Crite 12/19/2019

**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 Empyra 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/WIN as a way to combat the issue	Work with One Stop Operations Committee to bolster awareness/implementation of WorkKeys/WIN.	<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/WIN 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.	

**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 /WIN 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>	<b>Work Readiness</b>

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>	<b>Work Readiness</b>
		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 2-1-1 YTD REPORT: NOVEMBER 2019

## UNITED WAY OF ANDERSON COUNTY



### COMMUNITY RESOURCES

**1,620**  
Calls

**2,173**  
Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,003**  
New Downloads

*\*not specific to location*



### SC 2-1-1 WEBSITE VISITS

**86,177**  
Total SC 2-1-1 Website Visits

*\*not specific to location*

## TOP CALLER NEEDS

Electric Service Payment Assistance	198	Transitional Housing/Shelter	44
Rent Payment Assistance	156	Emergency Shelter	32
Food Pantries	95	General Legal Aid	26
Community Shelters	88	Aging and Disability Resource Centers	25
VITA Program Sites	86	Day Shelters	21
Homeless Shelter	60	Mortgage Payment Assistance	21
Water Service Payment Assistance	60	Crisis Shelter	19
Low Income/Subsidized Private Rental Housing	58	Dental Care	17
Housing Search and Information	56	Holiday Programs	16
Home Rehabilitation Programs	54	Furniture	13

## TOP PROVIDERS REFERRED

Anderson Interfaith Ministries, Inc (AIM)	494	South Carolina Appalachian Council of Governments Area Agency on Aging	37
Salvation Army of Anderson County	255	Housing Authority of Anderson	36
Catholic Charities of the Piedmont Deanery	146	Haven of Rest Ministries	30
Family Promise of Anderson County	81	Labor of The Field	27
United Housing Connections	80	The Salvation Army of Anderson County - Cold Weather Shelter	27
Good Neighbor Cupboard	69	Rebuild Upstate	25
2019 VITA Information	58	Anderson Free Clinic	24
The Regroup Center of SC	49	The Dream Center Opportunity Village	20
South Carolina Housing Search	43	Our Daily Rest	19
South Carolina Legal Services - Greenville Office	40	Haven of Rest Ministries	18

## CALLER DEMOGRAPHICS & LOCATIONS



### ANDERSON COUNTY

**TOTAL CALLS: 1,620**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	860	0-17	3	White/Caucasian	498	Anderson	1075
Male	296	18-39	389	African American	285	Belton	133
Not Provided	464	40-59	408	Other	30	Pendleton	87
		60+	249	Not Provided	807	Other	325
		Not Provided	571				

# SC 2-1-1 YTD REPORT: NOVEMBER 2019

## UNITED WAY OF OCONEE COUNTY



### COMMUNITY RESOURCES

**767**  
Calls

**1,004**  
Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,003**  
New Downloads

*\*not specific to location*



### SC 2-1-1 WEBSITE VISITS

**86,177**  
Total SC 2-1-1 Website Visits

*\*not specific to location*

## TOP CALLER NEEDS

Electric Service Payment Assistance	87	Low Income/Subsidized Private Rental Housing	15
Rent Payment Assistance	68	Utility Deposit Assistance	15
Home Rehabilitation Programs	47	Emergency Shelter	14
Food Pantries	46	Aging and Disability Resource Centers	13
VITA Program Sites	41	Water Service Payment Assistance	13
Community Shelters	28	Day Shelters	12
Transitional Housing/Shelter	20	Rental Deposit Assistance	12
Homeless Shelter	19	Food Vouchers	11
General Legal Aid	18	Furniture	11
Housing Search and Information	16	Holiday Programs	10

## TOP PROVIDERS REFERRED

Oconee Presbyterian Service Fund	197
Catholic Charities of the Piedmont Deanery	91
St. Mark's United Methodist Church	67
Salvation Army of Oconee County	50
The Regroup Center of SC	32
VITA Scheduling Information	31
Golden Corner Food Pantry	31
Rebuild Upstate	28
Anderson County Rural Development, USDA	26
Miracle Hill Ministries	23

United Housing Connections	22
South Carolina Legal Services - Greenville Office	21
We Care Community Service Center	20
Christ Central Mission - Oconee	19
Family Promise of Anderson County	16
South Carolina Regional Housing Authority - Oconee	16
South Carolina Appalachian Council of Governments Area Agency on Aging	13
Our Daily Rest	12
South Carolina Housing Search	11
Foothill Care Center	10

## CALLER DEMOGRAPHICS & LOCATIONS



### OCONEE COUNTY

**TOTAL CALLS: 767**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	403	0-17	4	White/Caucasian	286	Seneca	449
Male	139	18-39	171	African American	79	Westminster	113
Not Provided	225	40-59	175	Other	12	Walhalla	110
		60+	147	Not Provided	390	Other	95
		Not Provided	270				

# SC 2-1-1 YTD REPORT: NOVEMBER 2019

## UNITED WAY OF PICKENS COUNTY



### COMMUNITY RESOURCES

**3,155**  
Calls

**2,562**  
Referrals Made



### SC 2-1-1 APP DOWNLOADS

**1,003**  
New Downloads

*\*not specific to location*



### SC 2-1-1 WEBSITE VISITS

**86,177**  
Total SC 2-1-1 Website Visits

*\*not specific to location*

## TOP CALLER NEEDS

VITA Program Sites	476	General Legal Aid	30
Electric Service Payment Assistance	217	Emergency Shelter	27
Rent Payment Assistance	136	Aging and Disability Resource Centers	25
Food Pantries	99	Water Service Payment Assistance	22
Community Shelters	61	Day Shelters	17
Low Income/Subsidized Private Rental Housing	56	Dental Care	16
Home Rehabilitation Programs	44	Mortgage Payment Assistance	15
Homeless Shelter	43	Online Tax Preparation/E-Filing Sites	13
Housing Search and Information	42	Utility Deposit Assistance	13
Transitional Housing/Shelter	36	Clothing	11

## TOP PROVIDERS REFERRED

The Salvation Army of Pickens County	434
2019 VITA Scheduling Information - Pickens County	414
United Christian Ministries	375
Catholic Charities of the Piedmont Deanery	158
Pickens Presbyterian Church	97
United Housing Connections	80
Clemson Community Care	58
The Dream Center of Pickens County	56
South Carolina Appalachian Council of Governments Area Agency on Aging	48
Volunteer Income Tax Assistance - Newberry County Literacy Council	47

5 Point Church Food Pantry	45
Easley Housing Authority	43
South Carolina Legal Services - Greenville Office	38
Miracle Hill Ministries	37
South Carolina Housing Search	35
Family Promise of Pickens County	33
Rebuild Upstate	32
Interfaith Hospitality Network	25
Gleaning House Ministries	23
The Regroup Center of SC	22

## CALLER DEMOGRAPHICS & LOCATIONS



### PICKENS COUNTY

**TOTAL CALLS: 3,155**

GENDER		AGE RANGE		ETHNICITY		CALLER CITY	
Female	1287	0-17	7	White/Caucasian	1022	Easley	1468
Male	531	18-39	577	African American	253	Pickens	538
Not Provided	1337	40-59	571	Other	83	Liberty	412
		60+	516	Not Provided	1797	Other	737
		Not Provided	1484				



# GOAL#2

## WORKLINK WORK READINESS TOOL FOR THE WIOA PROGRAM

Worksite Location:		Work Experience Training Evaluation			
Participant Name:		Worksite:			
Participant Job Title:		Worksite Supervisor/Reviewer:			
Start Date:		Review Date #1:		Review Date #2:	
FOUNDATION SKILL	PERFORMANCE EXPECTATIONS	Performance Improvement Plan Needed (1)	Needs Development (2)	Proficient (3)	Exemplary (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> _____ <i>(add 4-box total; average score = total/# of skills)</i>	# checked X 1 Total: _____	# checked X 2 Total: _____	# checked X 3 Total: _____	# checked X 4 Total: _____
<p style="text-align: center;"><b>To meet work readiness skill attainment:</b></p> <p>(1)* 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.</p> <p>(2) supervisor MUST verify that performance on job was satisfactory.</p> <p>(3) employee must not have been fired from this work experience.</p> <p><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></p>			<p><b>Employee had satisfactory work performance and has met minimum total score:</b></p> <p>Employer Signature: _____</p> <p>Employee Signature _____</p> <p>Date: _____ (see page 2 for comments)</p>		

**Review Comments/Goals/Other:**

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

**TIPS FOR IMPLEMENTING WORK READINESS TOOL**

- **FLEXIBILITY: This work readiness tool is modifiable to best meet employer’s needs.** Ten foundation skills have already been listed. Employers may measure all or most of these skills and are also encouraged to add any additional workplace and career skills.
- **SAMPLE SKILLS:** Listed below are examples of potential additional skills.

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

- **PREPARATION: Employers should review tool with the youth on or prior to the first day of the work experience.** Depending on the number of youth at a worksite and the employer’s discretion, this can be done as part of an employer-led group orientation or individually with each young worker. At the conclusion, each youth should have a clear understanding of their job description and expectations, what work readiness skills they will be measured on, and how often they will be measured.
- **FREQUENCY: It is recommended that employers conduct more than one evaluation.** Benefits of administering bi-weekly or “mid-point” assessments include the ability for employers to: offer youth constructive feedback; formally recognize positive work performances; address small issues before they become larger ones; and formally communicate youth performance with local program staff to ensure added support. An additional benefit is that local areas may be able to document the work readiness progress if a participant who has already proven to be proficient in work readiness leaves the program prior to its end.
- **FIRST EVALUATION:** The first evaluation can also be used as a helpful diagnostic and developmental tool that is maximized when delivered within the first two or three weeks. For participants experiencing challenges and have received a “1” in any category, a performance improvement plan should outline a set of goals in the comment section. In the past, some employers have had youth first assess their own performance and use any gaps in assessments to promote positive communication.
- **GRADING SCALE:** A grading scale of foundation skills has been listed on page 3 for employer convenience. To add any additional skills, employers can copy the language in the “general key” and modify as they see fit.
- **SUPPORT: Local area program staff are available to make evaluation process as simple and seamless as possible.** Through employer orientations, worksite monitoring, and on-going communication, summer youth program staff are available to address any outstanding questions or concerns by the employer. They may also be available to assist with job descriptions, and provide additional supportive work readiness training to participants. Sharon Crite, Youth Services Coordinator can be reached at 864-646-1828.

**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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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**

<b>Perf. Improvement Plan Needed</b>	<b>Needs Development</b>	<b>Proficient</b>	<b>Exemplary</b>
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 18 7/1/18-6/30/19</b>				
<b>Work-Readiness Basic/Soft Skills</b>				
<b>Basic/Soft Skills Score:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>ATTENDANCE</b>	5	2	6	7
<b>PUNCTUALITY</b>		3	7	10
<b>WORKPLACE APPEARANCE</b>	2		11	7
<b>INITIATIVE</b>	3	2	4	11
<b>QUALITY OF WORK</b>	3		7	10
<b>COMMUNICATION SKILLS</b>	3	1	6	10
<b>RESPONSE TO SUPERVISOR</b>	2		7	11
<b>TEAMWORK</b>	2	2	7	9
<b>PROBLEM SOLVING/CRITICAL THINKING</b>	4		9	7
<b>WORKPLACE CULTURE POLICY AND SAFETY</b>	3		4	13
<b>WOULD YOU HIRE THIS PERSON? YES</b>	<b>13</b>			
<b>WOULD YOU HIRE THIS PERSON? NO</b>	<b>05</b>			
<b>NO RESPONSE (NR)</b>	<b>02</b>			
	<b>PY 18</b>			
	<b>Goal Met</b>			
	<b>= 22.2%</b>			
<b>Mandate Work Base-Learning 20% Expenditure</b>				
<b>Data Collected from WorkLink Work Readiness</b>				
<b>Tool for WIOA Work Experience Training Opportunity</b>				
<b>Completed by 11 Employers for 20 participants.</b>				
<b>Satisfactory Work Performance = Score of 3.0</b>				

GOAL#3 PYC - PY 18 DASH BOARD

Data Through:  
6/30/2019

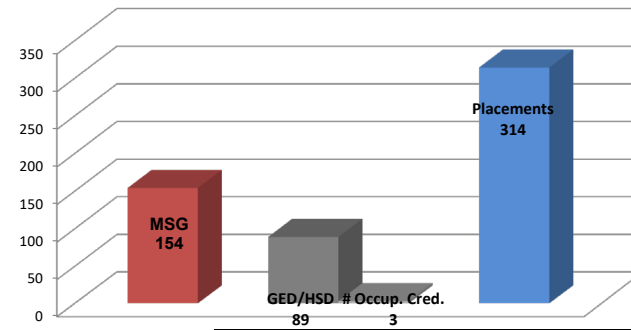
**Demographics at Registration**

	Anderson	Oconee	Pickens	Total	
Male	22	9	10	41	34%
Female	36	22	22	80	66%
	58	31	32	121	
Younger Youth (18 & Under)	30	19	20	69	57%
Older Youth (Over 18)	28	12	12	52	43%
	58	31	32	121	
High School Drop Out	58	31	32	121	All
Basic Skills Deficient	49	21	17	87	71%
Unemployed	43	19	17	79	65%

**Caseload Breakdown**

	Anderson	Oconee	Pickens	Total
<b>Baker</b>	0	41	0	41
Active	0	22	0	22
Follow-Up	0	19	0	19
<b>Cobb</b>	0	0	40	40
Active	0	0	14	14
Follow-Up	0	0	26	26
<b>Smith</b>	37	0	0	37
Active	18	0	0	18
Follow-Up	19	0	0	19
<b>Wengard</b>	38	0	0	38
Active	22	0	0	22
Follow-Up	16	0	0	16
<b>Active</b>	40	22	14	76
<b>Follow-Up</b>	35	19	26	80
<b>Total</b>	75	41	40	156

**YTD Outcomes**



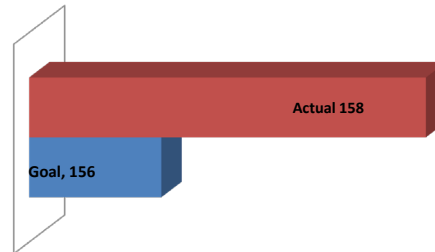
81GED, 8HSD, 44L/N, 1PS, 20SPTM      8 HSD/81 GED      3      303 Employed/11 PS

**WIOA Reported WorkLink Youth Performance**

WIOA 3rd Q Performance	Baseline	Pass	Fail
Overall Program Score	111.40%		
	Goal	% of Goal	Actual
EMP/EDU/TRAINING Q2:	76.60%	100.90%	77.30%
EMP/EDU/Training Q4:	69.00%	118.40%	81.70%
Credential Rate:	68.10%	115.00%	78.30%
Med Earning	NA	NA	\$2,914
MSG	NA	NA	65.50%

**PY18 Enrollments**

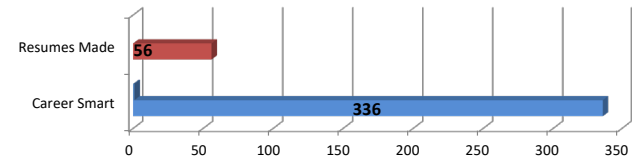
	Goal	Actual
Carryover	50	37
1st Quarter (Jul-Aug-Sep)	26	34
2nd Quarter (Oct-Nov-Dec)	32	38
3rd Quarter (Jan-Feb-Mar)	36	42
4th Quarter (Apr-May-Jun)	25	7
<b>Total</b>	<b>156</b>	<b>158</b>



**WIN Information**

PY 18	
Platinum	4
Gold	15
Silver	39
Bronze	5
<b>Total</b>	<b>63</b>

**WorkReady Services**



# GOAL#4



Agency	Date	PY16 Total=254	PY17Total=262
Anderson District 5 Homeless Liason	8/20/2018		
Anderson Federal Credit Union	1/27/2019		
Anderson Free Clinic	6/9/2019		
<b>Anderson Library</b>	<b>12/5/2018</b>		
Anderson Rotary Club	1/7/2019		
<b>Anderson United Way</b>	<b>2/3/2019</b>		
Anderson United Way	2/2/2019		
Anderson/Oconee Behavior Health	8/3/2018		
Areotek Staffing	1/14/2019		
Army Recruitment	2/1/2019		
Army Recruitment Office	#####		
Arthrex	10/8/2018		
Ashmore Brothers Asphalt	1/10/2019		
AT&T	7/12/2018		
Autech Industries- Williamston	1/22/2019		
Barry Lawson Enterprises	5/16/2019		
Behavior Health Oconee	8/14/2018		
Blue Ridge Electric	10/7/2018		
Bob Roche Realtor	1/5/2019		
Boone Appliance Parts	#####		
Borg Warner	#####		
Bosch	8/13/2018		
Botanical Gardens	4/13/2019		
Briggs	1/14/2019		
C&L Services	1/6/2019		
Calvary Church of God	7/7/2018		
Central Library	3/5/2019		
Central Rec Center	3/5/2019		
Cromer Food	1/11/2019		
Crossover Community Church	2/15/2019		
Daniel High School	5/20/2019		
Danyel's Turf	12//17/18		
Dipple Plumbing/Heating	8/22/2018		
Direct TV	10/9/2018		
Disabilites and Spec Needs	4/15/2019		
DJJ Anderson	3/28/2019		
DJJ Pickens	11/2/2018		
<b>Dream Center</b>	<b>11/7/2018</b>		
Dream Center Thrift Store	3/23/2019		
Drug and Alcohol Treatment Centers	12/9/2018		
Easley High School	6/11/2018		
Easley High School Guidance	2/28/2018		
Easley HS	5/20/2019		
<b>Easley Library</b>	<b>1/8/2019</b>		
Easley Salvation Army	3/14/2019		
EI Engineering	#####		
Environmental Serv. System	4/6/2019		
Fairplay Wilderness Way Thrift Store	2/6/2019		
Family Promise of Pickens County	5/23/2019		
Firestone	#####		
First Quality	#####		
First Quality	#####		
First Steps Counseling Svcs.	2/3/2019		
Foothills Community Health	#####		
Free Clinic	3/2/2019		
Freedom Center Church	2/15/2019		
Generac	1/13/2019		
Georgia Works SETA	3/4/2019		
Golden Corner Food Pantry	3/15/2019		
Greenville Hospital Social Work Dept.	3/25/2019		
Growing Leaders	8/1/2018		
<b>Haven of Rest</b>	<b>4/2/2019</b>		

Agency	Date	PY16 Total=254	PY17Total=262
Haven of Rest	1/2/2019		
Haven of rest- Belton	3/3/2019		
Haven of rest Honea Path	3/3/2019		
Haven of rest- Miracle Mile	3/3/2019		
Haven of Rest Anderson	3/3/2019		
Head Lee Nursery- Oconee County	4/20/2019		
Head Start Program	3/27/2019		
Health Dept	10/4/2018		
<b>Heath's Haven</b>	<b>5/6/2019</b>		
Helping Hands Thrift Store	3/6/2019		
Homeless Coalition Anderson	1/12/2019		
Hospice Thrift Store	1/20/2019		
House of Shaloom	4/9/2019		
Housing Authority	3/15/2019		
HTI- Seneca	8/15/2018		
HUD Pickens County	1/12/2019		
KC's Automotive	#####		
Keller Williams Reality	1/5/2019		
Keller Williams Realty	2/23/2019		
Kings Asphalt	1/18/2019		
Kroger Bakery	1/12/2019		
Kudzu Staffing	1/12/2019		
Lake Hartwell State Park	3/19/2019		
Lakeside Chiropractic	#####		
Liberty HS	5/20/2019		
Liberty Library	4/16/2019		
Liberty Mutual	1/8/2019		
Lighthouse Behavior Health	3/26/2019		
Low Ray of Anderson	5/24/2019		
Marriot	10/6/2018		
MaryKay	5/18/2019		
McGee	12/8/2018		
Mergon	#####		
Michelin	8/12/2018		
Miliken	#####		
Miller's Construction	1/12/2019		
Mountain Lakes Access Health	1/22/2019		
<b>Nationwide Insurance</b>	<b>5/8/2019</b>		
NCWorks SETA	3/4/2019		
New Foundations	12/6/2018		
NHC	1/22/2019		
NHC Health Care	4/6/2018		
Norris Mechanical	1/21/2019		
Nurse Family Parter	9/9/2018		
Oconee Chamber of Commerce	4/14/2019		
Oconee County Service Association	9/20/2018		
Oconee County Spe Ed	3/22/2019		
Oconee County United Way	#####		
Oconee Food Pantry	1/10/2018		
<b>Oconee Humane Society</b>	<b>2/2/2019</b>		
<b>Oconee Machine &amp; Tool</b>	<b>5/10/2019</b>		
Oconee Service association	2/9/2019		
<b>Oconee United Way</b>	<b>1/22/2019</b>		
Oconee Wellness Center	1/10/2018		
OCSA	9/13/2018		
Omni	3/4/2019		
<b>Open Arms Bargain Hut</b>	<b>11/5/2018</b>		
Open Arms Thrift Store	7/16/2018		
Opperman	2/11/2019		
Orr St Haven of Rest	7/10/2018		
Palmetto HS Guidance	1/12/2019		
Peak Workforce	#####		

Agency	Date	PY16 Total=254	PY17Total=262
Pelzer Food Bank	4/19/2019		
Phillips Staffing	4/15/2019		
Pickens County Career Center	6/4/2019		
Pickens County EMS Services	7/18/2018		
Pickens County United Way VITA	1/6/2019		
Pickens DSS	4/25/2019		
Pickens Free Clinic	5/12/2019		
Pickens High School	5/21/2019		
<b>Pickens Library</b>	<b>1/7/2019</b>		
Pickens Recreation	6/9/2019		
PreDestined Teen Outreach	4/8/2019		
Pre-Trial Intervention	#####		
Probation Parole and Pardon Services	#####		
Prosource	1/15/2019		
Pumpkin Town Festival	10/1/2018		
Ryobi	9/16/2018		
S. Main Mercy Center	6/1/2019		
Safe Harbor	3/22/2019		
Salem Library	5/2/2019		
Salvation Army	1/10/2019		
Salvation Army Thrift Store	1/17/2019		
Salvation Army, Oconee	12/5/2018		
Samaritan Health Clinic	1/26/2019		
Sanders Machine	1/20/2019		
Sargent Metal	9/12/2018		
SC Youth Advocacy	3/21/2019		
SC Youth Advocate Program	3/22/2019		
School Behavior Heath Forum	#####		
Sealed Air Corp	3/3/2019		
Seattle Washington SC Referral	3/11/2019		
Self Memorial	8/2/2018		
Seneca HS	6/1/2019		
<b>Seneca Library</b>	<b>12/8/2018</b>		
Senior Solutions	#####		
Share	#####		
Shine	1/26/2019		
Shriner's Hospital	3/25/2019		
Shriner's Hospital Interim Health Care	#####		
Siemens Software	8/1/2018		
Social Security Administration	#####		
Solicitor's Office Anderson	12/2/2018		
Spectrum	11/8/2018		
Springbrook Beh health	3/23/2019		
Staff Works	2/13/2019		
Stephen Rice Allstate agency	#####		
SWITCH	4/9/2019		
Tamassee DAR School	3/19/2019		
TCTC - Job Expo	1/18/2019		
TCTC College Fair	2/10/2019		
TCTC IBEST Manufacturing	8/18/2018		
TCTC Job Fair	1/3/2019		
TCTC/CCE Department	#####		
Tennessee Works SETA	3/3/2019		
T-Form Plastics	1/19/2019		
The Carolina Center	3/22/2019		
The Dream Center	6/7/2019		
The Legacy of Anderson	2/3/2019		
The Parenting Place	5/2/2019		
The Salon	1/23/2019		
Total Fitness	1/18/2019		
<b>Town of West Pelzer</b>	<b>11/7/2018</b>		
<b>Tribble Center</b>	<b>5/7/2019</b>		



Name of Business	County	Telephone Number	Contact
<b>Pickens County</b>			
<b>United Way</b>	Pickens	8648507094	Jeremy Price
<b>Foothills Playhouse</b>	Pickens	8648551817	Lisa Spears
<b>Easley Baptist Hospital</b>	Pickens	8644427200	Sandy Whitten
<b>Open Arms Bargain Hut</b>	Pickens	8644376084	Wayne Hughley
<b>Miracle Hill Thrift Store</b>	Pickens	8648558298	
<b>Dream Center</b>	Pickens	8643064577	
<b>West End Elementary</b>	Pickens	8643972500	Angie Rodgers
<b>Pickens Elementary</b>	Pickens	8643972300	
<b>State Farm Insurance</b>	Pickens	8648599495	
<b>Easley Combined Utilities</b>	Pickens	8648594013	
<b>Upstate Pharmaceutical</b>	Pickens	8643064205	
<b>Credit Central</b>	Pickens	8643061944	
<b>Coyote Coffee</b>	Pickens	8648501287	
<b>Amber Island Tattoo</b>	Pickens	8648594994	Moto
<b>Easley Animal Hosptial</b>	Pickens	8648593518	
<b>Paw Prints Animal Hospital</b>	Pickens	8644429000	
<b>University Cottages</b>	Pickens	8647843400	Kathy Turner
<b>Hampton Inn</b>	Pickens	8643433636	
<b>Ambler Elementary</b>	Pickens	8643971200	
<b>Pickens Library</b>	Pickens	8648985747	
<b>Easley Library</b>	Pickens	8648507077	
<b>Tuesday Morning</b>	Pickens	8648596246	
<b>Habitat for Humanity</b>	Pickens	8643800342	Bruce Sova
<b>Allstate Insurance</b>	Pickens	8646501588	Stephen Rice
<b>Anderson County</b>			
<b>Anderson United Way</b>	Anderson	8642263438	
<b>Caris Healthcare</b>	Anderson	8642253139	Cicely Gambrell
<b>Boulevard Tattoo</b>	Anderson	8642247922	
<b>Powell Insurance</b>	Anderson	8647120711	Joy Brown
<b>Piedmont Honda</b>	Anderson	8643054173	
<b>SAS Shoes</b>	Anderson	8642248122	
<b>Anderson Library</b>	Anderson	8642604500	Susan Manelli
<b>Haven of Rest</b>	Anderson	8642258880	Tammy
<b>Upstate Printing</b>	Anderson	8642250049	Lee Pearson
<b>Northlake Condos</b>	Anderson	8642310607	Kim Austin
<b>Town of West Pelzer</b>	Anderson	8649476231	Paula Payton
<b>Anderson 1&amp;2 Adult Ed</b>	Anderson	8649479311	Janice Walpole
<b>Oconee County</b>			
<b>Oconee Adult Education</b>	Oconee	8648864429	Steve Moore
<b>Heath's Haven</b>	Oconee	8647104085	Lisa Field
<b>Tribble Center</b>	Oconee	8648856055	Tina Whitner
<b>Nationwide Insurance</b>	Oconee	8648823781	David Chudyl
<b>Oconee Humane Society</b>	Oconee	8648824719	Shawn Pearson
<b>Wahalla Library</b>	Oconee	8643645701	Quientell Walker

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