

Waccamaw Workforce Development Board Meeting

July 16, 2019

Waccamaw Workforce Development Board Meeting



Georgetown SC Works Center
1230 Highmarket Street
Georgetown, SC 29440

Tuesday, July 16, 2019
9:30 a.m.

A G E N D A

Call to Order

Verlon Wulf

- Welcome and Introduction of Guests
- Determination of Quorum
- **Approval of May 21, 2019 Minutes

Finance Report

Cathy Archer

**Adult and DW Transfer of Funds

Cathy Archer

Performance Report

Amy Ross

Contractor Program Update

Sherell Robinson, Ross

One Stop Operator Update

Todd Gurley, Ross

**Regional Plan Approval

Ayla Hemeon

WIOA Update

Ayla Hemeon

Other Business

Verlon Wulf

Adjournment

****Denotes Action Items**

WACCAMAW WDB

Board Minutes



Minutes
Waccamaw Workforce Development Board
Waccamaw Regional Council of Governments
May 21, 2019
9:30 AM

Members Present

Burke	Kim
Carter	Etta
Edwards	David
Espinal	Frank
Greene	Jason
Harper	Jan
Mitchell	Greg
Poston	Henry
Thompson	Lance
Wulf	Verlon

Members Absent

Battle	Christopher
Evans	Wallace
Geathers	Rochelle
Pressley	Wilhelmina
Roberts	Andy
Skalican	Peg
Tucker	Brian

Waccamaw Regional COG Staff Present:

Cathy Archer, Rusty Gaskins, Ayla Hemeon, Tomas Langley, Marsha Platt, Hannah Poston, Amy Ross, Sarah Smith

Other Guests Present:

Todd Gurley, Waccamaw Region One Stop Operator

- **Call to Order:**

Mr. Verlon Wulf, Chairman, called the meeting to order at 9:30 a.m.

- **Welcome and Introduction of Guests:**

Mr. Wulf welcomed members, staff, and guests. He had Board members, staff, and guests introduce themselves.

- **Determination of Quorum:**

Mr. Wulf determined that there was a quorum and started the meeting.

- **Approval of March 19 and April 23, 2019 Minutes:**

Mr. Wulf moved on to the approval of the March and April 2019 Minutes.

Mr. Greg Mitchell motioned to approve the minutes from the March 19, 2019 and April 23, 2019 meetings.

Mr. Henry Poston seconded the motion and it was passed unanimously by the Board.

- **Finance Report**

Ms. Cathy Archer, WIOA Fiscal Coordinator, presented financial reports, first on the funding status as of April 30, 2019. Program funds on April 30, 2019 were \$1.5M with the future obligations totaling \$619K.

Ms. Archer reported that the obligations target rate from DEW was 67% and we are on track to meet the year end required rate of 80%. The fund utilization rate (FUR) are also on target, as are the PCR and WBL rate.

Ms. Archer reviewed the 10 year trend of program funding history.

Total adults served this year is 470. Total DW served this year is 52. Total Youth participants this year is 327.

- **Performance Report**

Ms. Amy Ross, Performance and Compliance Manager, provided the performance for January 1, 2019 – April 30, 2019. Enrolled 246 new adults; enrolled 30 new dislocated workers; enrolled 166 new youth.

Ms. Ross displayed the Center Traffic Totals for January 1, 2019 – April 30, 2019.

Ms. Ross also displayed the final performance numbers from the State for third quarter PY18. All goals are pass based on the pass/fail Preliminary Performance Reports.

- **One Stop Operator Update**

Mr. Todd Gurley gave an update on what has been going on in the three One Stop Centers since he last spoke with the Board.

At the end of April, a State instruction letter 18-11 was received from SC DEW to recertify the One Stop Center. Mr. Gurley reminded the Board of the 16-9 letter, including 50 documents to prove that the Waccamaw Region meets the objectives and criteria of functioning One Stop Centers, completed 2 years ago to get the One Stop Certification. 18-11 is similar to 16-9, with the addition of the requirement that all staff go through Next Step Training. 18-11 is due on June 30, 2019.

Each Center has incorporated virtual greeters (kiosks) in the front office. Each are eye level computers allowing customers to sign in, make appointments, message career coaches, and more. The virtual greeters were awarded to the Centers via a grant that was applied for.

On May 13, SC DEW announced that it will proportionally cost share a full time front desk position at all comprehensive centers. All partners would have to cost share and agree to the position. At this time, all of the major partners have agreed to the position. Although virtual greeters have been implemented to most of the State's Centers, a Front Desk position is still needed for those who are unable to use or unsure about new technology.

Georgetown Center had a few leaks in the roof, which has been taken care of. Conway Center has a sewer issue and is being worked on. Two cubicles are still needed at the Conway Center and will be installed in June.

Three Ross managers, including the President, will be meeting with and interviewing the Workforce Staff, as well as viewing the facilities, on May 28-30.

- **Local Plan Approval**

Ms. Hemeon presented the Local Plan. The current Local Plan is for 2016-2020. A new local plan is updated every 4 years, with modifications completed every 2 years. Since the Local Plan will be updated next year, few modifications were made.

Mr. Poston motioned to approve the Local Plan modifications.

Ms. Kim Burke seconded the motion and it was passed unanimously by the Board.

- **WIOA Update**

Ms. Hemeon also presented the WIOA update. The monitoring report was received at the beginning of April with only a few issues, financial and programmatic, that have since been resolved. Overall, the monitoring went well.

Training for WIOA Career Coach Staff was requested from the State in November 2018, however, there were some staff changes in the State causing a delay in receiving feedback. In February, someone reached out from the State regarding the training, and it will be scheduled after July 1.

After several revisions, the final MOUIFA for PY19 has been sent out to all partners. Once it is signed and returned, it will be complete.

Ms. Hemeon also mentioned that Ross has posted the job positions for the WIOA Staff mainly to see who is interested.

- **Other Business**

Horry-Georgetown Technical College provided 70 more jobs.

- **Adjourn**

There being no further business, Mr. Wulf asked for a motion to adjourn the meeting. The meeting adjourned at 10:18 a.m.

WACCAMAW WDB

Board Reports



Waccamaw Regional Council of Governments Workforce Development

PY 2018 – Financial Reporting



WDB Meeting – July 16, 2019
Prepared by Cathy Archer
carcher@wrcog.org

Waccamaw Workforce Development Board
WIOA Program Year 2018
Funding Status as of May 31, 2019

Program Funds	PY 2018 Funds	PY 2019 Funds	Fund Transfers	Total Available	PY 18 Funds Expended	Future Obligations	Unobligated Balance
Adult	\$1,078,650	\$0	\$0	\$1,078,650	\$796,649	\$77,640	\$204,361
Dislocated Worker	922,847	0	0	922,847	465,809	417,083	39,955
Youth	1,072,379	1,042,355	0	2,114,734	622,271	203,599	1,288,864
Program Funds	\$3,073,876	\$1,042,355	\$0	\$4,116,231	\$1,884,729	\$698,322	\$1,533,180
Other Funds:							
18MWT11	81,000	81,000	0	81,000	0	81,000	0
18RRWT15	40,163	0	0	40,163	0	40,163	0
Total -Other Funds	\$121,163	\$81,000	\$0	\$121,163	\$0	\$121,163	\$0

Fund	% Expended (PY 17/18)	% Obligated (PY18)	Part Cost Rate	WBL %
Adult	81.7%	81.1%	53.7%	
Dislocated Worker	66.3%	95.7%		
Youth	70.2%	77.0%		20.1%
Target Rate	64.0%	73.0%	30.0%	20.0%

Program year for PY18 Youth funds is 4/1/2018 – 6/30/2020
Program year for PY18 A/DW funds is 7/1/2018 – 6/30/2020
Program year for PY19 Youth funds is 4/1/2019 – 6/30/2021

Waccamaw Workforce Development Board
WIOA Program Funds – Historical Trend

Program Year	Adult Program	Dislocated Worker Program	Youth Program	TOTALS
2010	\$ 1,046,221	\$ 1,265,858	\$ 1,058,744	\$ 3,370,823
2011	936,037	1,238,775	943,024	3,117,836
2012	908,591	1,356,849	909,988	3,175,428
2013	849,851	1,187,717	915,711	2,953,279
2014	1,031,984	1,016,783	921,831	2,970,598
2015	912,665	950,969	906,283	2,769,917
2016	1,150,174	1,121,801	1,145,593	3,417,568
2017	1,159,910	1,064,934	1,156,410	3,381,254
2018	1,075,893	920,559	1,069,109	3,065,561
2019	1,040,358	1,054,699	1,042,355	3,137,412
TOTALS	\$ 10,111,684.00	\$ 11,178,944.00	\$ 10,069,048.00	\$ 31,359,676.00

Waccamaw Workforce Development
Financial Dashboard – Adult & Dislocated Worker - Program Year 2018
For Period July 1, 2018 through May 31, 2019

Cost Category	ADULT PROGRAM				DW PROGRAM			
	Total Budget	Reported Expenditures YTD	Budget Variance (Over) / Under	% YTD	Total Budget	Reported Expenditures YTD	Budget Variance (Over) / Under	% YTD
Program Delivery Staff Expenses	\$ 541,423.10	\$ 412,526.89	\$ 128,896.21	76%	\$ 393,728.11	\$ 384,086.33	\$ 9,641.78	98%
Facilities Cost	-	-	-		-	-	-	
Operating Expenses	52,113.04	12,897.00	39,216.04	25%	32,923.91	11,469.80	21,454.11	35%
Other Program Costs	-	-	-		-	-	-	
Participant Training Costs	589,111.86	542,816.06	46,295.80	92%	485,368.98	181,908.56	303,460.42	37%
Participant Supportive Services	283,840.00	231,591.05	52,248.95	82%	55,500.00	22,811.31	32,688.69	41%
Other Participant Costs	-	-	-		-	-	-	
Totals	\$ 1,466,488.00	\$ 1,199,831.00	\$ 266,657.00	82%	\$ 967,521.00	\$ 600,276.00	\$ 367,245.01	62%

TOTAL ADULTS SERVED		
Carryover	New	Total
224	291	515

TOTAL DW SERVED		
Carryover	New	Total
22	33	55

Waccamaw Workforce Development

Financial Dashboard – Youth - Program Year 2018

For Period July 1, 2018 through May 31, 2019

Cost Category	Total Budget	Reported Expenditures YTD	Budget Variance (Over) / Under	% YTD
IN-SCHOOL YOUTH:				
Program Delivery Staff Expenses	\$ -	\$ -	\$ -	
Facilities Cost	-	-	-	
Operating Expenses	23,598.00	12,499.00	11,099.00	53%
Other Program Costs	-	-	-	
Participant Training	-	-	-	
Work Experience & Internships	-	-	-	
Tutoring Costs	-	-	-	
Youth Summer Employment	-	-	-	
Youth Incentives	-	-	-	
Participant Supportive Services	-	-	-	
Sub-Total ISY	\$ 23,598.00	\$ 12,499.00	\$ 11,099.00	53%
OUT-OF-SCHOOL YOUTH:				
Program Delivery Staff Expenses	\$ 502,208.07	\$ 463,344.31	\$ 38,863.76	92%
Facilities Cost	-	-	-	0%
Operating Expenses	59,464.42	17,210.77	42,253.65	29%
Other Program Costs	-	-	-	0%
Participant Training	257,896.10	225,634.95	32,261.15	87%
Work Experience / Internships / OJTs / Apprenticeships	210,626.95	107,045.16	103,581.79	51%
Youth Summer Employment	-	-	-	0%
Youth Incentives	67,520.00	20,160.00	47,360.00	30%
Participant Supportive Services	169,520.47	122,721.03	46,799.44	72%
Other Participant Costs	-	-	-	0%
Sub-Total OSY	\$ 1,267,236.01	\$ 956,116.22	\$ 311,119.79	75%
Totals	\$ 1,290,834.01	\$ 968,615.22	\$ 322,218.79	75%

TOTAL ISY SERVED		
Carryover	New	Total
1	0	1

TOTAL OSY SERVED		
Carryover	New	Total
161	204	365

- PY17 Youth program budget: 99% OSY; 1% ISY
- YTD PY18 - 100% OSY; 0% ISY
- WIOA requirement = 75% OSY
- WBL Rate PY18 = 20.1%
- WIOA requirement = 20%

Waccamaw Workforce Development
Financial Dashboard – SC Works - Program Year 2018
For Period July 1, 2018 through May 31, 2019

SC Works Centers				
Cost Category	Total Budget	Reported Expenditures YTD	Budget Variance (Over) / Under	% Expended
Program Delivery Staff Expenses	\$ 435,547.31	\$ 246,447.39	\$ 180,099.92	57%
Professional Services	135,000.00	116,286.96	18,713.04	86%
Equipment Expenses	-	-	-	0%
Advertising / Outreach Expense	19,699.75	17,931.34	1,768.41	91%
Memberships & Subscriptions	1,284.67	192.00	1,092.67	15%
Facilities Lease / Bldg Usage Fee	26,688.00	21,220.37	14,467.63	80%
Premises Expenses	49,898.10	23,574.06	26,324.04	47%
Office & Operating Supplies	36,434.17	17,701.41	18,732.76	49%
Security Services	64,620.00	57,324.39	7,295.61	89%
IT Services	40,950.00	37,482.64	3,467.36	92%
Telephones & Data	10,725.00	4,432.44	6,292.56	41%
Total	\$ 820,847.00	\$ 542,593.00	\$ 278,254.00	66%
Local Services Income (Cost-Sharing Reimbursements)	\$ 119,400.00	\$ (13,740.00)	\$ 133,140.00	-2%
NET TOTAL EXPENDITURES	\$ -	\$ 528,853.00	\$ 411,394.00	64%

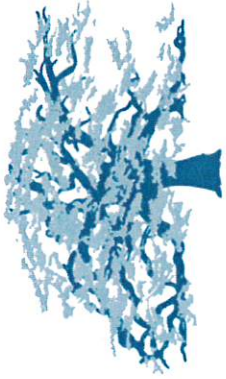


Waccamaw Workforce Development Board

**** FINANCE ACTION ITEM ****

Adult / DW Funds Transfer

Grant authority to the WRCOG (Executive Director approval) for the purpose of transferring PY 2019 Adult and Dislocated Worker program funds as needed during the year in order to serve enrolled participants and to meet SCDEW expenditure guidelines (not to exceed 100% of program funds as authorized under WIOA Title 1B)



WACCAMAW

R E G I O N A L
COUNCIL OF GOVERNMENTS

ONE REGION MOVING FORWARD TOGETHER

Workforce Development Board WIOA Performance Report

July 16, 2019

Amy Ross
Performance & Compliance Manager

aross@wrcog.org

Enrollment: Program Year 2018

July 1, 2018 – June 30, 2019

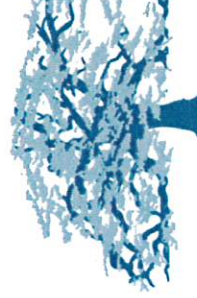
Population	Carry-over	YTD New	Total Served
Adult	224	291	515
Dislocated Worker	22	33	55
Youth	161	204	365



WACCAMAW
REGIONAL
COUNCIL OF GOVERNMENTS

New Enrollments By County: PY 2018 July 1, 2018 – June 30, 2019

County	Adults		DW		Youth	
	New		New		New	
Horry	174		22		104	
Georgetown	74		9		64	
Williamsburg	43		2		36	
TOTALS	291		33		204	



Center Traffic Totals

PY 2018

Running Total - All Counties 38496

Coastal							
	WP	Vets	TAA	REA	UI	WIOA	DSS
July	316	86	13	45	383	304	6
August	374	116	12	80	476	514	46
September	208	68	5	31	692	164	40
October	426	135	8	94	1731	470	92
November	411	122	10	96	1079	460	130
December	327	93	3	89	980	450	123
January	474	124	13	62	1115	604	148
February	310	83	5	69	587	495	120
March	393	41	0	86	363	465	109
April	292	53	0	86	298	514	131
May	233	44	0	64	373	554	123
June	257	49	0	74	361	431	78
TOTALS PY18	4021	1014	69	876	8438	5425	1146
							20989

Georgetown							
	WP	Vets	TAA	REA	UI	WIOA	DSS
July	330	20	0	0	206	232	0
August	271	37	0	0	281	341	0
September	120	8	0	0	251	104	0
October	192	18	0	0	720	258	0
November	204	12	0	0	465	232	0
December	168	11	0	0	496	211	0
January	262	14	0	0	547	358	0
February	178	14	0	0	358	265	0
March	249	9	0	0	261	237	0
April	163	15	0	0	199	252	0
May	117	13	0	0	172	303	0
June	135	7	0	0	217	271	0
TOTALS PY18	2389	178	0	0	4173	3064	0
							9804

Kingstree							
	WP	Vets	TAA	REA	UI	WIOA	DSS
July	381	11	0	0	181	161	0
August	348	11	0	0	170	181	0
September	243	14	0	0	172	112	0
October	487	28	0	0	163	163	0
November	341	10	0	0	146	153	0
December	294	9	0	0	153	120	0
January	441	16	0	0	145	143	0
February	296	10	0	0	88	158	0
March	284	9	0	0	120	165	0
April	272	19	0	0	141	116	0
May	256	10	3	0	123	168	0
June	339	6	0	0	135	188	0
TOTALS PY18	3982	153	3	0	1737	1828	0
							7703

WP: Wagner Peyser Services

VETS: Veteran Employment & Training Services

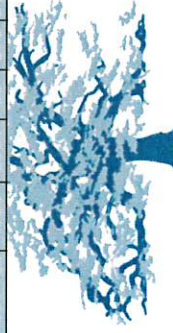
TAA: Trade Adjustment Assistance

REA: Reemployment and Eligibility Assessment

UI: Unemployment Insurance

WIOA: Workforce Innovation and Opportunity Act

DSS: Department of Social Services



WACCAMAW
REGIONAL
COUNCIL OF GOVERNMENTS

% of Adult Clients Who Received Training in PY18

LWDA	Total Served	Adult Funded Training	
		Received Training	Received Training %
Waccamaw	515	<u>361</u>	70.1%
Lower Savannah	565	<u>380</u>	67.3%
Pee Dee	581	<u>321</u>	55.2%
Greenville	234	<u>122</u>	52.1%
Santee-Lynches	289	<u>142</u>	49.1%
WorkLink	336	<u>156</u>	46.4%
State Totals	5448	<u>2505</u>	46.0%
Lowcountry	233	<u>95</u>	40.8%
Upper Savannah	238	<u>96</u>	40.3%
Upstate	428	<u>165</u>	38.6%
Midlands	952	<u>362</u>	38.0%
Trident	688	<u>213</u>	31.0%
Catawba	389	<u>92</u>	23.7%

% of DW Clients Who Received Training in PY18

LWDA	Total		DW Funded Training	
	Served	Received Training	Received Training %	
Lowcountry	11	<u>5</u>		45.5%
Lower Savannah	43	<u>18</u>		41.9%
Upper Savannah	18	<u>6</u>		33.3%
Pee Dee	61	<u>20</u>		32.8%
Waccamaw	35	<u>11</u>		31.4%
Midlands	93	<u>27</u>		29.0%
Upstate	28	<u>8</u>		28.6%
Trident	150	<u>42</u>		28.0%
State Totals	613	<u>168</u>		27.4%
WorkLink	26	<u>7</u>		26.9%
Greenville	37	<u>7</u>		18.9%
Catawba	111	<u>17</u>		15.3%

% of Youth Who Received Training in PY18

LWDA	Total	Youth Funded Training	
	Served	Received Training	Received Training %
Greenville	213	<u>121</u>	56.8%
Waccamaw	368	<u>185</u>	50.3%
Midlands	537	<u>203</u>	37.8%
Santee-Lynches	179	<u>64</u>	35.8%
Trident	290	<u>93</u>	32.1%
State Totals	3076	<u>923</u>	30.0%
Lowcountry	101	<u>29</u>	28.7%
Pee Dee	277	<u>79</u>	28.5%
Upper Savannah	111	<u>20</u>	18.0%
Lower Savannah	454	<u>77</u>	17.0%
Catawba	276	<u>43</u>	15.6%
Upstate	114	<u>4</u>	3.5%
WorkLink	156	<u>5</u>	3.2%

WIOA Adult Performance

PY 18 Quarter 3

Performance Measure	Group	Goal	Actual	% of Goal
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Employment Rate Q2	Adults	76.8	86.5	112.6%
Employment Rate Q4	Adults	73.0	85.7	117.4%
Median Earnings	Adults	4,621	6,141	132.9%
Credential Rate	Adults	51.9	65.9	127.0%
Measurable Skill Gains	Adults	baseline	57.5	N/A
Overall Program Score				122.5%

Color Coding

<p>Exceeds Goal</p> <p>Actual Performance is greater than 100.0% of the goal</p>
<p>Meets Goal</p> <p>Actual Performance is between 90.0% and 100.0% of the goal</p>

Did Not Meet Goal	Actual Performance is under 90.0% of the goal
Baseline	Indicator is in Baseline status until PY'20

WIOA DW Performance

PY 18 Quarter 3

Performance Measure	Group	Goal	Actual	% of Goal
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Employment Rate Q2	DW	80.1	82.6	103.1%
Employment Rate Q4	DW	76.0	83.3	109.6%
Median Earnings	DW	6,410	7,335	114.4%
Credential Rate	DW	48.6	65.0	133.7%
Measurable Skill Gains	DW	baseline	51.4	N/A
Overall Program Score				115.2%

Color Coding

Exceeds Goal Actual Performance is greater than 100.0% of the goal
Meets Goal Actual Performance is between 90.0% and 100.0% of the goal

Did Not Meet Goal Actual Performance is under 90.0% of the goal
Baseline Indicator is in Baseline status until PY'20

WIOA Youth Performance

PY 18 Quarter 3

Performance Measure	Group	Goal	Actual	% of Goal
Employment, Education or Training Placement Rate Q2	Youth	76.6	82.3	107.4%
Employment, Education or Training Placement Rate Q4	Youth	69.0	77.6	112.5%
Median Earnings	Youth	baseline	2,973	N/A
Credential Rate	Youth	68.1	62.9	92.4%
Measurable Skill Gains	Youth	baseline	67.5	N/A
Overall Program Score				
				104.1%

Color Coding

Exceeds Goal Actual Performance is greater than 100.0% of the goal
Meets Goal Actual Performance is between 90.0% and 100.0% of the goal

Did Not Meet Goal Actual Performance is under 90.0% of the goal
Baseline Indicator is in Baseline status until PY'20

WACCAMAW WDB

PeeDee Regional Plan for Approval



**Workforce Innovation and Opportunity Act
Regional Plan
July 1, 2018 – June 30, 2020**

Planning Region Name: Pee Dee Region

Local Areas within the Planning Region: Pee Dee, Santee-Lynches, Waccamaw

Local Area Administrators and Contact Information:

Pee Dee

Joette R. Dukes, CGFO
Workforce Development Director
Pee Dee Regional Council of Governments
P.O. Box 5719
Florence, SC 29502
Phone: (843) 669-3138, TTY: 711
Fax: (843) 679-3743
E-mail: j-dukes@peedeecog.org

Santee-Lynches

Areatha Clark
Workforce Development Director
Santee-Lynches Regional Council of Governments
31 East Calhoun Street
Sumter, SC 29150
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aclark@slcog.org

Waccamaw

Ayla Hemeon
Workforce Development Director
Waccamaw Regional Council of Governments
1230 Highmarket Street
Georgetown, SC 29440
Direct: 843-436-6137 TTY: 711
Fax: 843-527-2302
ahemeon@wrcog.org

Attachment A: Regional Plan Requirements

The regional plan serves as an action plan to develop, align, and integrate service delivery strategies and resources among multiple local areas within a region. Local boards and chief elected officials in each planning region are required to submit modifications of four-year regional plans every two years.

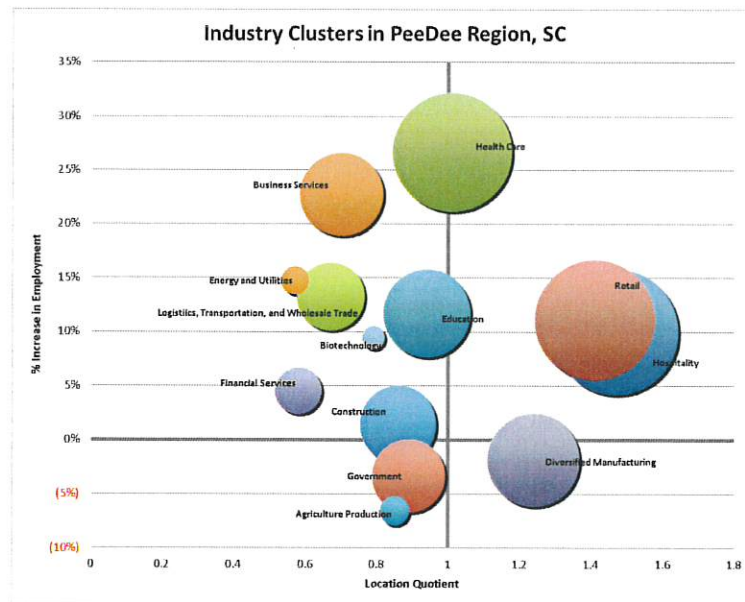
NOTE: Local Boards must use previously approved plans (regional and local) as the starting point and add or revise information as appropriate, based on the guidance below. Any changes and additions to the plans must be HIGHLIGHTED IN YELLOW.

Regional plans must incorporate the local plans for each local area within the planning region. The regional modification must include:

1. A new analysis of regional labor market data and economic conditions if changes have occurred since 2016. The analysis must include existing and newly emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and newly emerging in-demand industry sectors and occupations.

No significant changes since 2016, but added Unemployment rates 2016-2018.

Data reports and additional data and information shared by the state and other sources were analyzed to determine in-demand industry sectors and occupations. Explored were current sector priorities and Health Care was selected as the priority sector to focus on and begin planning efforts to create the pipeline needed to meet the employment needs of employers within the region. The data chart below supports Health Care as being the most in-demand, fastest growing sector for the region:



An analysis of industry comparisons and clusters clearly support the healthcare sector as an existing as well as emerging in-demand industry sector. This analysis included an analysis of the Pee Dee Region data report, which documented significant job growth and occupations that would be attainable by the targeted populations of agencies, and needs of employers in the region. There is a prevalence of healthcare as a demand industry in all parts of the region. Healthcare is the only industry with growth in

all three local workforce areas. The other industries are more prevalent in some areas than others and are very concentrated in singular parts of the region, e.g. Hospitality. Initial validation can be provided by healthcare representation on Local Boards, along with Technical colleges’ validation of the demand for healthcare training in the region, and all three local workforce areas’ validation of healthcare growth and demand across the region. Based on the analysis of all data, healthcare is expected to grow significantly across all areas in this region. Expected growth figures and an industry summary are below for the healthcare industry:

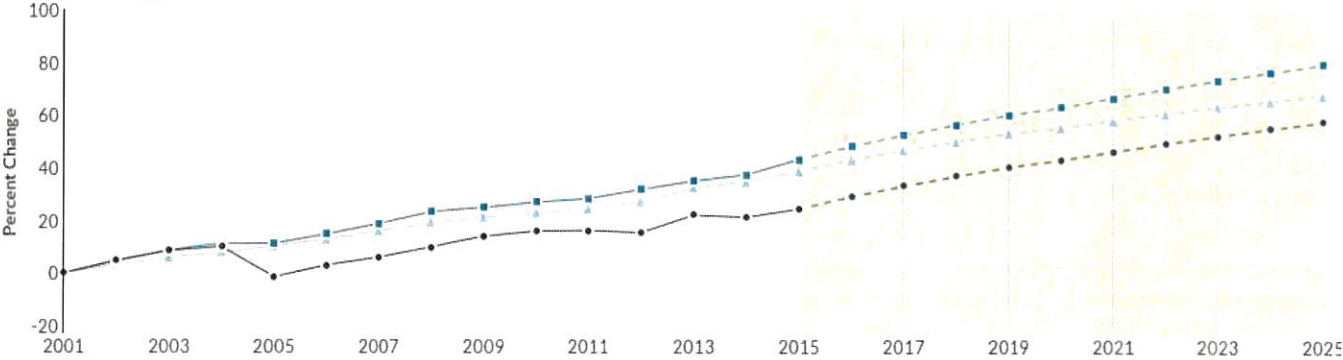
Expected Growth

- **Health Care (12,364)**
 - Hospitals (Local Government) (356)
 - Offices of Physicians (2,138)
 - General Medical and Surgical Hospitals (1,675)
 - Home Health Care Services (1,378)
 - Nursing Care Facilities (719)
 - Continuing Care Retirement Centers (674)
 - Services for the Elderly and Persons with Disabilities (603)
 - Kidney Dialysis Centers (482)
 - Offices of Dentists (435)
 - Pharmacies and Drug Stores (391)
 - Hospitals (Local Government) (987)
 - Vocational Rehabilitation Services (294)

Industry Summary for Health Care



Regional Trends



	2015 Jobs	2025 Jobs	Change	% Change
A Region	46,229	58,565	12,336	26.7%
B State	252,171	315,875	63,704	25.3%
C Nation	20,004,648	24,165,708	4,161,060	20.8%

- **The knowledge and skills necessary to meet the employment needs of the employers in the region, including those in in-demand industry sectors and occupations;**

Data for the Pee Dee Region provided typical entry level education requirements for various healthcare occupations. For example, Registered Nurses require an Associate's Degree while personal care aides require certification/licenses. Such occupations require some type of certification to meet the requirements demanded in the healthcare industry.

In general, the majority of people hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (34%). However, the next group of employees being hired do have some college or an Associate's Degree (31%). Approximately 19% of those being hired have less than a high school diploma or equivalent while 16% have a bachelor's degree or higher. The top 15 certifications employers look for when hiring in our region are listed below. The number represents how many times the certification show up in job postings.

TOP CERTIFICATIONS	Jan-Jun 2016
Driver's License	5,125
Commercial Driver's License	4,715
Certified Registered Nurse	3,400
Basic Life Support	1,769
Certification in Cardiopulmonary Resuscitation	1,448
HAZMAT	1,206
Advanced Cardiac Life Support	937
Continuing Education	907
Occupational Safety & Health Administration Certification	892
Food safety programs	783
Licensed Practical Nurse	714
Certified in Nursing Administration	466
Certified Purchasing Manager	441
Hospice and Palliative Care	433
DOT Medical card	416
Physical Therapist Certification	381

Source: SC Works LMI

The list below also identifies the top 10 soft skills that employers are looking for in employees. All of these soft skills are being addressed through various workshops held

through WIOA, SC Works, the technical colleges, the school districts, workforce collaborations and more.

TOP SOFT SKILLS
Oral and written communication skills
Integrity
Team-oriented, teamwork
Marketing
Microsoft Office
Customer service oriented
Detail oriented
Creativity
Problem solving
Self-starting / Self-motivated

Source: SC Works LMI

- An analysis of the current workforce in the region, including employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment; and

Analysis of unemployment rates reflects that the unemployment rate in the Pee Dee Region has been higher than the State for the past 10 years (2005-2015).

Pee Dee WIOA Region

Annual Unemployment Rate (Unadjusted)

Pee Dee WIOA Region				South Carolina		
Year	Employment	Unempl	Rate	Employment	Unempl	Rate
2018	410,886	17,768	4.1%	2,243,656	79,553	3.4%
2017	401,106	21,771	5.1%	2,207,404	98,617	4.3%
2016	395,977	25,500	6.1%	2,175,584	114,978	5.0%
2015	388,923	30,420	7.3%	2,122,573	134,504	6.0%
2014	382,094	31,967	7.7%	2,074,277	142,505	6.4%
2013	375,254	38,285	9.3%	2,022,444	166,924	7.6%
2012	369,514	46,549	11.2%	1,983,506	200,607	9.2%
2011	365,679	53,758	12.8%	1,945,900	229,623	10.6%
2010	363,549	55,536	13.3%	1,915,045	240,623	11.2%
2009	370,542	54,226	12.8%	1,910,670	242,075	11.2%
2008	386,749	33,904	8.1%	1,996,409	145,823	6.8%
2007	391,709	27,451	6.5%	2,005,686	120,205	5.7%
2006	390,138	31,077	7.4%	1,973,337	135,760	6.4%
2005	379,052	33,472	8.1%	1,929,233	139,366	6.7%

Source: SC Department of Employment & Workforce; Pee Dee WIOA Region Community Profile

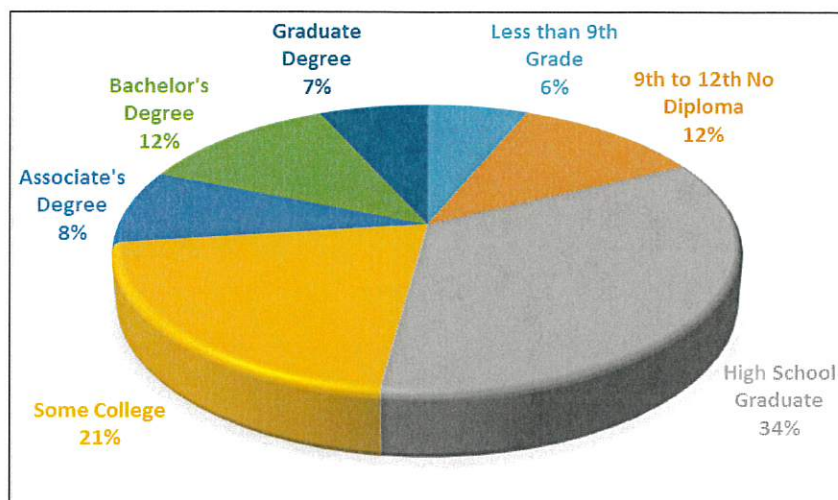
The number of Area Job Openings in the region has also fluctuated over the past year, but continues to be significantly less than the number of unemployed individuals in the region. Thus the need to create additional employment opportunities within the region.

Pee Dee WIOA Region			
Number of Unemployed per Job Openings Distribution			
The table below shows the workforce development regions with the highest ratio of preliminary estimated number of unemployed (not seasonally adjusted) to number of advertised online job openings in South Carolina for July, 2016 (Jobs De-duplication Level 2).			
Area Name	Number of Unemployed in July, 2016 (not Seasonally Adjusted)	Job Openings in July, 2016	Number of Unemployed per Job Opening in July, 2016
Pee Dee WIOA Region	26,579	23,382	1.14

Source: Bureau of Labor Statistics, SC Dept of Employment & Workforce; Job Online
advertised jobs data

Labor Market projections reflect an 11.96% positive change in projected employment from 2012 to 2022 across all jobs. The healthcare sector in particular has a projected positive percent change of 27.5% (11,636 jobs) for this time period.

Educational Attainment data indicates that approximately 18% of persons 25 years of age and older have received less than a high school diploma while roughly 34% have graduated from high school. Approximately 21% have received some college education and 8% have received their Associate's Degree. Graduate trends for the region reflect more residents with a Bachelor's Degree (12%) than any other higher level post-secondary degree (7%).



Source: US Census Bureau; Pee Dee WIOA Region Community Profile

Barriers

The Pee Dee Region has many residents who face one or more barriers to employment. Different population groups may need more tailored services to address their training and employment needs.

Data shows that 9,353 individuals were released in SC in 2015 and approximately 23.67% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 31.8 years old, 53% did not have a HS/GED, and 72 % were reading at less than 8th grade level.

EX-Offenders		
Pee Dee WIOA Region	2,214	23.67%
State Total	9,353	

Source: Department of Corrections

At 17 percent, the Pee Dee Region holds the highest percentage of people with disabilities and the highest labor force participation rates (LFPR) for individuals with disabilities at 3.1%. Also, for 5-17 year old range, cognitive abilities hold the highest percentages. Mobility (ambulatory difficulty) is the highest percentage for all regions in the 18-64 year old range.

Disability			
	Pee Dee Total	With a Disability	Percent with a Disability
Total civilian noninstitutionalized population	927,071	157,322	17%

Source: 2010-2014 American Community Survey 5-Year Estimates

Data shows that 202,062 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 24.05% of SC's population who live in poverty.

Poverty			
	Pee Dee WIOA Region	Total SC	% of Population
Income in the past 12 months below poverty level:	202,062	840,141	24.05%

Source: 2010-2014 American Community Survey 5-Year Estimates

Approximately 25% of SC's homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1319 are males and there are 462 families represented. 70% of these individuals are unsheltered and 47% are adults with substance abuse disorder. This is a very difficult group to reach since they often do not have any means of transportation, communication (ex. Cell phone) or permanent address where they can be reached.

Homeless 2015		
	# of homeless	% of state's homeless
Pee Dee WIOA Region	1,319	24.7%
South Carolina	5,354	

The data were collected by the CoCs and analyzed by the Master of Public Administration Program at the College of Charleston.

- **An analysis of workforce development activities in the region, including available education and training opportunities. This analysis must indicate the strengths and weaknesses of workforce development activities necessary to address the education and skill needs of job seekers, including individuals with barriers to employment, and the employment needs of employers in the region.**

Strengths

A strength of the region's workforce development activities is the many collaborations in place to help individuals with barriers to find employment that will lead to a self-sufficient wage.

For example, for ex-offenders, WIOA in Georgetown County has a partnership with the Georgetown Re-Entry Program. SCDEW has a partnership with SC Department of Corrections that allows Workforce Consultants to visit Palmer Pre-Release Center in Florence County, Lee Correctional Institution in Lee County and Evans Correctional Facility in Marlboro County on a monthly basis to provide workforce services to incarcerated individuals prior to re-entry. Such services include assistance with resumes and applications, introduction to WIOA,

SCWOS and federal bonding. Ex-offenders who have gone through a vigorous training program through the prison system have then been enrolled in WIOA where they have been on a Work Experience and then rolled over into an On-the-Job Training opportunity. Many of these ex-offenders have been successfully hired and are doing well. DJJ is a partner on the boards' Youth Committees and its members offer expertise and collaboration on serving youth offenders.

One way that the region is assisting *individuals with disabilities* is through the Disabilities Committees created under the WIOA federal law. These committees are made up of Workforce Development Board Members and other experts in the community such as Vocational Rehab, Disabilities and Special Needs and other officials. Since October is Disability Awareness Month, the Disabilities Committee of the Pee Dee Workforce Development Board plans to especially promote the services of its SC Works Partners who serve individuals with disabilities through events offered to the public, partner staff, and employers to raise awareness. Also, Vocational Rehabilitation is an active, vibrant partner in each local area, providing professional services to this population, to include job readiness training centers, comprehensive evaluation centers, substance abuse treatment centers and staff that serves clients at various itinerant sites such as SC Works, local high schools, and community mental health centers. SC Commission for the Blind offers individualized services for the blind and visually impaired and businesses that hire these individuals throughout the region.

Collaborations have been formed with public agencies such as the Department of Social Services, as well as private, non-profit organizations to help create employability skills boot camps that involve workshops, assessments, mock interviewing and referrals to other partner agencies that may be able to help those who are *low income*. Low-income is defined as an annual income less than 200 percent of the federal poverty level. DSS is a viable partner and provides employment and training services to recipients of SNAP and TANF, such as resume assistance, soft skills development, job search assistance and referrals to employers and partner organizations. Project Hope is especially helpful in the Pee Dee WIOA Region as it provides funding for training and employment in the allied health field for low-income individuals, veterans, and youth aging out of foster care.

To assist the *homeless*, agencies have come together to provide housing, basic needs, employability skills training which eventually lead to a job. Partnering together has proven to be a successful means to helping homeless individuals gain employment. In the Pee Dee Workforce Development Area, Lighthouse Ministries serves as the catalyst to accomplish this collaboration for supportive service needs in Florence County. The possibility of placing technology in the locations where homeless individuals, including homeless veterans, can access SC Works Online Services is being explored.

As noted, data indicates that in the region, approximately 18% of persons 25 years of age and older have received less than a high school diploma while roughly 34% have graduated from high school. Individuals without a HSD/GED are encouraged to enroll in Adult Education.

Unfortunately, many individuals with a high school diploma are tested to be *basic skills deficient*, but there are many opportunities available through Adult Education for upgrading which in many cases is coupled with WorkKeys skills' development. A win-win!

Five technical colleges are located in the Pee Dee WIOA Region (Northeastern, Florence-Darlington, Horry Georgetown, Central Carolina and Williamsburg) and along with the adult educations in each county, we have many institutions available to provide the necessary and required training to address the education and skill needs of job seekers. The Southeastern Institute of Manufacturing & Technology (SiMT), at FDTC, offers current, quality programs to employers in the Advanced Manufacturing sector, a key sector for the region. Its reputation extends beyond the region and state. The Central Carolina Advanced Manufacturing Technology Training Center in Sumter County houses mechatronics labs, robotics, computer sciences training programs, and an entire suite for a prominent commercial tenant for training prospective employees in automotive tire manufacturing. Horry Georgetown Technical College is in the process of building two new advanced manufacturing centers to house programs designed to fit the needs of industrial companies such as Mercedes, Boeing, Peddinghause and Conbraco. The new buildings will house equipment for machine tool technology, welding and advanced welding, robotics, mechatronics, and other types of programs. The necessary supportive services designed to eliminate barriers to employment are in place and each local area has entered into memorandums of understanding with various partner agencies to facilitate job seeker access to those services. In addition, collaborative agreements are in place between employers and technical college institutions that allows for clinical training opportunities, etc. to be conducted at employer worksites to ensure that the proper training is provided to meet employer demands.

Also, Business Partner Meetings are held in all three of the local areas which connect employers and workforce agencies, i.e., WIOA, SC Works, Vocational Rehab, technical colleges, DSS, etc. These meetings are designed to enable some of the workforce agencies to provide information to employers on the types of services available to them such as OJTs, Work Experience, internships, apprenticeships and more; as well as provide them a pool of applicants qualified for open positions.

Weaknesses

Although, there are opportunities available in each local area to provide education and training opportunities, address the education and skill needs of job seekers and the employment needs of employers, more conversation is needed on how to replicate some of these programs regionally. The three local areas are aware of this and have started discussing how to "regionalize" some of these programs.

- 2. A description of plans for the development and implementation or expansion of sector initiatives for in-demand industry sectors or occupations for the region. Regions should consider:**

- Current in-demand industry sectors and occupations within the region;
- The status of regional collaboration in support of the sector initiatives;
- Current sector-based partnerships within the region;
- Data-driven sector priorities within the region;
- The extent of business involvement in current initiatives; and
- Potential public-private partnerships in the region to support sector strategies.

The healthcare sector has been identified as the primary targeted industry based on the following factors:

- Analysis of the Pee Dee Region data report, which documented significant job growth, occupations that would be attainable by the targeted populations of the agencies, and needs of employers in the region;
- Prevalence of healthcare as a demand industry in all parts of the region. Health care is the only industry with growth in all three local workforce areas. Other industries identified are more prevalent in some areas than others and are very concentrated in singular parts of the region, e.g. Hospitality;
- Initial validation by healthcare representative on Local Boards;
- Technical colleges' validation of the demand for healthcare training in the region; and
- All three local workforce areas' validation of healthcare growth and demand across the region.

Current in-demand industry sectors and occupations that are common across the Pee Dee Region include healthcare, Advanced/Diversified Manufacturing and the Hospitality Industry. Since the healthcare industry is so prominent in all three of our local areas, the Region has chosen to first focus on that sector and then eventually explore advanced/diversified manufacturing and hospitality at a later date.

The Pee Dee region is now working with a new consulting firm for Regional Sector Strategies. The platform for this consulting company is grounded through the Next Gen Sector Partnership Model (Next Generation Sector Partnerships) (www.nextgensectorpartnerships.com). Its focus is on Industry-led, community-supported partnerships that strengthen regional economies and connect people to jobs. A Core team from the region attended the 2019 South Carolina Sector Partnership Academy January 31 - February 1, 2019. The Academy was an opportunity to gain practical strategies for building sustainable partnerships with business and industry. On Tuesday, May 28, 2019, a regional sector support team meeting of community partners will be held in Florence to learn more about the Next Gen Sector Partnership model and what has worked in other SC regions and states across the country, discussing key elements of success, in preparation for the region's healthcare sector launch in Summer 2019.

Collaboration is significant and ongoing between the technical colleges and the local areas. Creating a region-wide partnership will be a goal within the first year of regional planning. In

addition, partnerships and collaboration with the hospital system have begun in the Santee-Lynches Local Area and can be expanded at a regional level. The Pee Dee Workforce Board has recently collaborated with the two technical colleges in its area to survey healthcare employers about the entry level jobs that are in-demand. Surveys of this type can be replicated across the region and action plans will be developed to ensure that a pipeline of workers is being trained to meet the employers' needs.

An exciting new public-private partnership in the Waccamaw Local Area that may lay the groundwork to support sector strategies, is being led by the Black River United Way in collaboration with the Georgetown County Economic Development. "Grass Roots" organizations that are involved in delivering workforce services to unemployed/underemployed populations gathered to discuss the needs and barriers of this population. The "Grass Tops," or Employers, in the local area have met to share their current employment needs and the educational and skills requirements of potential employees. These groups' next step will be to develop strategies that will bridge the gap between the unemployed served by the Grass Roots organizations and the employers offering career opportunities in the area. The local hospitals are currently involved in this initiative and will provide valuable input in the development of strategies to create a pipeline of workers for the healthcare sector.

In the Santee-Lynches Local Area an Education Summit that brought together Economic Development entities, WIOA, and non-profits was held. It was noted that now a time to shift the focus inward and really zero in on our number one asset: our people. This will be an opportunity that awaits the local area by working more strategically and cohesively to develop a regional plan to elevate career and workforce readiness levels within the local area. Statistics were shared and presenters offered bold testimonials of success—thus the foundation was laid. At the completion of The Education Summit, an 18-month timeline was proposed. Following the Education Summit, a Post-Education Summit Steering Team has been formed with the goal to address employers' short term hiring needs; document, analyze, and publish regular data on local hiring trends, employer skill requirements and labor supply; strengthen education alignment to promote a pipeline of skilled workers; create enthusiasm for local career opportunities & provide roadmap for accessing them and leverage private dollars to bring in more state and federal funds. This partnership, as well as, its efforts to locate and leverage private dollars for workforce projects, will serve as a model for the region in identifying potential public-private partnerships that will support sector strategies.

Finally, there are multiple foundations throughout the region that are either rooted in the healthcare sector and/or are interested in the improvement of life in the region. These entities and others like them may be approached to partner and support sector strategies that are developed. For example, The Drs. Bruce and Lee Foundation aims to advance the general welfare of people in the Florence, SC, area, and the surrounding region by providing economic support to qualified and nonprofit organizations. In furtherance of its mission, the foundation supports a board range of charitable purposes including, but not limited to medical, health,

human services, education, arts, religion, civic affairs and the conservation, preservation and promotion of cultural, historical and environmental resources programs. Also, The Marion County Healthcare Foundation's mission is to aid, support, manage, conduct and provide healthcare services, promote health and wellness and improve the quality of life in Marion County and surrounding communities.

3. A description of regional service strategies that may be established as a result of the regionally coordinated delivery of services, including the use of cooperative service delivery agreements, when appropriate. Regions should consider:
- Existing service delivery strategies that will be expanded, streamlined, or eliminated;
 - New service strategies necessary to address regional education and training needs;
 - Strategies to address geographic advantages;
 - Approaches to improve services to individuals with disabilities, veterans, youth, or other hard-to-serve populations;
 - Strategies to connect the unemployed with work-based learning opportunities; and
 - Strategies to integrate existing regional planning efforts among core partners.

An existing service delivery strategy in each local area that could very easily and smartly be regionalized is the Integrated Business Services Team concept. Each local area's team is operating successfully. The makeup of the separate teams may be different, but all team members are involved in the delivery of business services to their community. A Regional Team will maximize the purpose of integrating by reducing duplication, ensuring that employers have a single, coordinated point of contact and ensuring services are delivered efficiently. By meeting and working together, best practices can be shared and duplicated across the region. Serving more employers will remain a key focus of the teams as the SWDB implemented business engagement metrics that were met by each local area in PY'15.

The Regional Integrated Business Services Team has been established. Its most relevant accomplishment is in its approach to serving McLeod Health, a healthcare Mecca providing employment opportunities and renowned healthcare services in each of the Local Areas. McLeod Health shares all of its job openings with the Local Areas and SC Works staff may refer its clients to fill these positions. In the Pee Dee Area, the Business Services staff also posts these jobs in SCWOS as a service to the employer.

An examination of the Eligible Training Provider List (ETPL) of each local area in the region reflects that the region's education and training needs are similar and that the geographic makeup and size of the region is advantageous to its citizens. WIOA participants are crossing the "borders" on a regular basis as they may travel to a technical college outside of their local area because a college in an adjacent area offers a curriculum that is most appropriate or a schedule that is more conducive to the participant's life schedule and graduation plan. New service strategies may be developed among the regional educational entities as they are introduced to the regional approach promoted by WIOA. As participants have the need to travel throughout the region to their particular training venue, the need for transportation services increases. This need may be a catalyst for a regional transportation strategy as it is

communicated to transportation providers that routes are needed that can “transfer” students from one local area’s bus route to a route in another county or local area.

Veterans are an extremely important customer to the workforce system and to the region, especially as Shaw Air Force Base is located here, Myrtle Beach Air Force Base closed in the 1990s and Myrtle Beach is a very popular retirement destination. Also, the largest military base in the world, Fort Bragg, is located across the state border in Fayetteville, NC and the Pee Dee Region is adjacent to NC. New strategies may develop as best practices to reaching and serving this population can be shared among veteran specialists. SCDEW’s Veteran staff, Veterans Business and Workforce Consultants, are co-located in the SC Works Centers in the Region and are an integral part of business services.

A strategy to serve young adults in Williamsburg County, Job Readiness Boot Camp, is a best practice that is under consideration for regionalization. The youth developed resumes, worked on interviewing skills, participated in a customer service training and problem solving activities. The activity culminated in a work experience opportunity for the youth participants. Providing work-based learning opportunities for youth is the best way to teach employability skills, teamwork, and soft skills and regionalization promotes the discovery of strategies that can be replicated. The GED Incentive Program in the Pee Dee Area has resulted in over 600 GED’s since 2008. This is another program that can be easily replicated in the region. The software that is central to the success of the program is Aztec Learning Systems and a regional licensing agreement may be explored.

Adult Education is a core WIOA partner. Within the region, Adult Ed is participating in the SC Works Centers at varying levels. The priority of services policy that includes priority to individuals with basic skills deficiency increases the need for increased coordination with Adult Education. In the Waccamaw and Santee Lynches Local Areas, Adult Education provides services on-site three days a week in a center. Each center, its customers and the workforce system as a whole would benefit from a replication of this practice. This approach will be touted at partner meetings and as other Adult Educations learn of the benefits of partnering to this degree, more such arrangements may result. In the Pee Dee and Santee-Lynches Local Areas, several WIOA youth contractors have co-located at Adult Education sites and both partners benefit from the arrangement- TABE testing and post-testing is easily accessible and the availability of work experience opportunities and WIOA incentives can motivate students. Also, Vocational Rehabilitation is a core WIOA partner. Similar to Adult Education’s role in the centers, VR provides services in the centers across the region on a varying basis and there are certainly times that the services VR is providing aren’t conducive to delivery in the center environment. In Waccamaw, a VR representative serves in the center once a week. WIOA provides the stimulus for strategic conversations to take place about sharing resources and most efficiently serving shared customers. Partnerships in one local area may be perfectly replicated in another local area and the customer will be the main benefactor.

Georgetown Jobs Connection is a “one stop jobs program” that combines the assets of the non-profit agencies in the Georgetown community led by Helping Hands, A Father’s Place, Goodwill, and the Waccamaw Local Area. This program gives those in poverty (specifically the

unemployed and the underemployed) a “hand up” toward achieving independent productive lives. Participants in the program undergo a week long Boot Camp in which they participate in employability skills development activities. They are WorkKeys tested and take a Career Interest Inventory that assists in their selection of a career path. Participants are then routed towards the entity that can best assist them with employment attainment, be it WIOA, VR, or other entities that can best meet their particular needs. This model of public/non-profit partnership can be replicated throughout the region.

4. **A description of any administrative cost arrangements that currently exist or that will be established within the region, including the pooling of funds for administrative costs, as appropriate. Regions should consider:**
- **Current or proposed resource leveraging agreements.**
 - **Establishing a process to evaluate cost sharing arrangements.**

No significant changes since 2016.

Currently, no administrative cost arrangements exist between the three local areas of the region. However, as a result of the planning process and the Sector Strategy planning, the local areas would consider pooling administrative costs to:

- Hire a consultant to facilitate the development of future Workforce Board Strategic Plan(s) and/or a Regional Plan. A consultant may also be helpful in assisting the region to implement facets of the Regional Plan currently under development.
- Accomplish Workforce Development Board training. The region could split the costs of the consultant, venue costs, and travel expenses of board members.
- Facilitate the achievement of One Stop Certification Standards for all centers in the region.
- Procure IT services or supplies for the SC Works Centers in the region.
- Hire facilitators to assist the Local Area Directors in navigating through the Sector Strategies Report and implementing selected strategies.

Certainly, once a decision is made to share administrative costs in some manner, a process will be established to evaluate the cost sharing arrangements. Standardized procurement procedures would be used in the selection of consultants, facilitators and/or trainers.

5. **A description of how transportation and other supportive services are coordinated within the region, as appropriate. Regions should consider:**
- **How the provision of transportation or other supportive services could be enhanced regionally;**
 - **What organizations currently provide or could provide supportive services; and**
 - **Establishing a process to promote coordination of the delivery of supportive services.**

In July of 2017, the Waccamaw and Pee Dee Workforce Development Areas received \$100,000 grants from the State Workforce Development Board to coordinate and implement transportation services for employment and/or training activities. The Waccamaw Workforce Development Area, in partnership with Coast RTA, implemented transportation services for

the Bucksport and Loris communities. Both of these areas are in a very rural portion of Horry County. This project provided public transit services to approximately 876 residents of Bucksport and 2,396 residents of Loris. Coast RTA implemented an express route through the two communities providing transportation services to their headquarters/terminal center in Conway, allowing participants to commute to their destinations for employment or training. The Pee Dee Workforce Development Area in partnership with Pee Dee RTA, provided transportation originating in Marion County and ending at the doors of major employers along I-95 in Dillon County. Over the life of the grant 150 unique individuals rode PDRTA to and/or from work at either Harbor Freight or Perdue Farms. Since the awarding of the grants, transportation service has been instituted or expanded in rural Darlington and Marlboro Counties and conversations regarding the establishment of a public-private partnership to provide transportation in Dillon County are ongoing.

The provision of transportation and other supportive services could be better coordinated and enhanced through a regional agreement with transportation providers (e.g. transportation authorities) and other providers of support services (e.g. department of social service offices, etc.). This option will be investigated. Currently, the Regional Transportation Authorities (RTAs) provide limited coverage, primarily in the larger metropolitan areas or from rural areas to technical colleges, such as Florence-Darlington, Central Carolina and Williamsburg Technical Colleges, USC Sumter and Morris College. Waccamaw Local Area is negotiating with RTA to provide transit from a centralized point to a busy industrial park. In the Pee Dee Local Area, a couple of the Adult Educations have cooperative arrangements with RTAs for their students. In addition to free rides to the Adult Education sites, as a result of being enrolled in Adult Education, the students can access the system and travel throughout the metro area. Due to the scarcity of public transportation resources, there are many private transportation companies and some community action agencies providing limited transportation services to their clients. Just as WIOA provides supportive services and/or training costs to its clients, Department of Social Services (DSS) and Vocational Rehabilitation do, as well. Co-enrollment of participants in multiple programs allows for the sharing of resources as one entity may cover training costs and another federal/state program covers the supportive services costs, or vice versa. Due to the sharing of resources between multiple agencies, the Pee Dee Local Area has lifted its moratorium on the wholesale provision of supportive services to participants.

An opportunity that would enhance the provision of transportation services in the region would be arrangements with faith-based organizations to utilize their buses/vans during the week when many sit idle. Churches may be interested in serving their communities in this way. Of course, faith-based organizations could also be approached to provide other supportive services such as meals, access to clothes closets, food closets, etc. Churches are aware of needs in their communities, but may not know how to get involved. Marketing plans and materials and MOUs could be shared between the local areas.

The region will investigate the establishment of a process to promote the coordination of the delivery of supportive services. Efforts would most likely have to be initiated locally to gain buy-in and support. Regional meetings would then be coordinated to bring the various

agencies together to develop and implement a regional approach to providing such services. A regional process would certainly be assisted by a shared participant management system which would allow core partners and others invested in the lives of the participants to know where there may be gaps of services. The region is active in sharing SCWOS with core partners and securing access for staff.

6. **A description of how workforce development services are coordinated with economic development services and providers within the region. Regions should consider:**
- **Current economic development organizations engaged in regional planning; and**
 - **Education and training providers involved with economic development.**

No significant changes since 2016.

Within the Pee Dee Region, there are several examples of workforce development services coordinating with economic development services and providers within the region:

- WE (Work Experience) is an economic development program that offers paid work experience opportunities for Central Carolina Technical College Industrial & Engineering Technology students. It was unveiled on January 22, 2015 and due to its success, repeated in February, 2016. The program is a partnership between Central Carolina Technical College, Santee-Lynches Workforce Development Board, their four-county Economic Development boards, industries in Clarendon, Kershaw, Lee and Sumter counties, and the Industrial & Engineering Technology students. A group of 19 students were selected to participate in WE the first year. These students represent the top students in the fields of Welding, Engineering Graphics Technology, Mechatronics and CNC Machine Tool programs. Funded by the Workforce Development Board, this program gave students the opportunity to gain valuable work experience over the course of 200 hours to make them more competitive in the job market. Nearly 20 local industries participated in this program and were able to better attract and target local skilled students to fill available positions. This also helped to develop a pipeline of prospective employees for high-technology careers. This initiative brought together business, industry, government and education to provide the foundation for improving the number one economic development asset – workforce talent - a qualified workforce.
- Education Summit- On July 13, 2016, Sumter Economic Development, The Link, and Team Sumter hosted an Education Summit. Team Sumter is a catchphrase for all of the agencies (Economic Development, Workforce Development, Education, Private Business and Industry, etc.) who have to come together to expand the education and workforce systems in Sumter County. The Link is Sumter and Lee County's Economic Development Entities combined. Going forward, a Post-Education Summit Steering Team has been formed of these same partners with the goal to address employers' short term hiring needs; document, analyze, and publish regular data on local hiring trends, employer skill requirements and labor supply; strengthen education alignment

to promote a pipeline of skilled workers; create enthusiasm for local career opportunities & provide roadmap for accessing them and leverage private dollars to bring in more state and federal funds.

- NESAs- The Pee Dee and Waccamaw Local Areas are partners with Northeastern Strategic Alliance (NESA), a regional economic development organization that serves a nine-county region in the northeast corner of South Carolina. NESA's primary objective is to significantly enhance the quality of life for residents of the region by creating additional jobs and capital investment within the existing industry base, recruiting new companies and expanding tourism-related development. NESA is often called upon to partner on various workforce projects, including grant writing, providing LMI and region specific data regarding workforce, industry and county data.
- Three Councils of Governments (COGs) administer the WIOA programs in the Region- Santee-Lynches, Pee Dee and Waccamaw. COGs are quasi-governmental agencies, created by legislation in 1969, that foster inter-governmental cooperation and innovative partnerships for the communities within the regions they serve. They are a link between county governments, municipalities and residents. In other words, at their core, they are "regional" and their focus is on the economic development of their subsequent service area. Some of the broad activities that they are involved in include Planning, Workforce Development and Economic Development, to include the Community Development Block Grant (CDBG) program and US Department of Economic Development Administration (EDA) programs. It is often that COG staff from different departments are working on aspects of the same project, therefore, coordinating economic development activities and ensuring that all applicable organizations in the community are at the table.
- One way that Pee Dee and Santee-Lynches Local Areas ensure that economic development organizations have hands-on involvement in workforce efforts is by inviting the county economic development directors to participate on a committee to review Incumbent Worker Funds (IWT) applications. This relationship has served both local areas well over the years and keeps the organizations aware of the Boards' purpose and goal to provide business services that will strengthen the available industry and new industry prospects. Economic Development directors also assist with the promotion and outreach of the IWT program to employers in need of such funding. Also, on each Workforce Development Board, economic development agencies are vital members. These entities are able to add important information to the discussion about the local labor market, needs of current employers and the desires of prospective employers.
- When Marion County Economic Development officials expressed renewed interest in bringing the SC Manufacturing Certification classes (SCMC) to Marion for its citizens, workforce development staff went to work. SCMC originated as a statewide program designed to prepare participants for careers in advanced manufacturing by giving them a skill set that is needed to be successful in today's advanced manufacturing

environment. In partnership with Marion County Economic Development, FDTC, and workforce staff, recruitment efforts were successful and on February 22 2016, the very first SCMC class for Marion County began. The program included hands-on-skill training, computer basics, print reading, gaging, shop math and production simulations. SC Works staff offered encouragement throughout the class, and upon completion, assisted graduates in finding employment.

- **iMPACT** is an acronym for "Igniting Marion's Power: Attaining Countywide Transformation." iMPACT is a grass roots economic development effort that Marion County, in the Pee Dee Local Area, has embraced to bring economic prosperity to a county that historically has the highest unemployment figures in the state. It consists of individuals volunteering from across the spectrum of county and regional concerned citizens: SC Works, WDB, colleges, the faith-based community, county elected officials, the mayor and councilpersons. The committee's first successful event on November 16, 2014, featured a Career Fair/ Small Business Expo and over 800 people attended! The second event was entitled "Professional Excellence Seminars" and offered workshops on starting a business, writing a business plan, dressing for success, finding employment, WorkKeys, etc. A third event was a fundraiser for Pee Dee Regional Transportation Authority (RTA) to supplement funding to continue a route to Myrtle Beach, in the Waccamaw Local Area, for Marion County citizens to work in the hospitality industry there.
- Each of the local areas in the region partners with Department of Commerce's Regional Workforce Advisors (RWA) to educate students, parents and industries about career clusters, lucrative career opportunities available to students with associates degrees and certificates from technical colleges. In fact, in the Santee-Lynches Local Area, the Regional Workforce Advisor is co-located with the COG. Recently, the RWAs in partnership with the local Boards brought BOEING to the region. BOEING visited with area school students and held community meetings about careers in aerospace. The RWAs are wonderful education and training partners involved with economic development. Also, in the Santee-Lynches area, a Health Careers Expo was held for students to learn about viable careers in healthcare. Advanced Manufacturing/STEM Expos have also been sponsored in the region by RWAs.
- The local technical colleges are excellent partners in Economic Development activities, particularly the Continuing Education divisions, as these divisions are working hand-in-hand with the local industry and are best suited to promptly develop trainings that meet their immediate needs. With the colleges, the local areas may co-sponsor Job Fairs, Student Success Days, meetings and surveys of employers, WorkKeys profiling and testing services, etc. The Southeastern Institute of Manufacturing & Technology (SiMT), at FDTC, offers current, quality programs to employers in the Advanced Manufacturing sector, a key sector for the region and SiMT is a critical partner in economic development activities in the region.
- Apprenticeship Carolina is an Economic Development partner and is very respondent to the region's call to meet with local employers about establishing apprenticeships in

their businesses and share about the cost savings benefits offered by the State and through WIOA.

- Often education and training providers, such as the technical colleges, readySC, and SC Works Business Services Consultants are at the table with economic development organizations when they are working to secure a new company to the local area or region or to assist an existing company with an expansion. These providers are able to provide information on the various training programs currently available to meet the needs of the company, as well as, to obtain information from employers in order to develop training curricula/programs that may not exist but will be needed to meet the demands of said employers.

- 7. A description of the region's plan regarding coordination of local performance negotiations. Each local area will continue to negotiate performance goals with the State and will remain ultimately responsible for ensuring performance meets or exceeds the agreed upon goals.**

No significant changes since 2016.

Each local area will continue to negotiate performance goals with the State and will remain ultimately responsible for ensuring performance meets or exceeds the agreed upon goals. If the State requires that the region coordinates its local performance standards, every effort will be made to comply. Certainly, each of the local areas can learn from one another regarding strategies and efforts to meet or exceed its own local standards and this conversation will take place among the local areas. WIOA brings with it several new performance standards and it will be to the advantage of the region to strategize together.

Regional Plan Signatures

Local Workforce Development Boards:

Pee Dee Workforce Development Board
Les Echols Chair

Signature Date

Santee-Lynches Workforce Development Board
George General Chair

Signature Date

Waccamaw Workforce Development Board
Verlon Wulf Chair

Signature Date

Local Grant Recipient Signatory Officials:

Pee Dee Workforce Development Area
Johnny B. Brown Executive Director

Signature Date

Santee-Lynches Workforce Development Area
Chris McKinney Executive Director

Signature Date

Waccamaw Workforce Development Area
Sarah P. Smith Executive Director

Signature Date