



**SANTEE-LYNCHES LOCAL PLAN**  
**Workforce Innovation &**  
**Opportunity Act (WIOA)**  
**Program Years 2024 - 2027**  
**(2024-2028)**

**Workforce Innovation and Opportunity Act  
Local Plan**

**July 1, 2024 – June 30, 2028**

**Local Workforce Development Area:** Santee-Lynches Local Workforce Development Area

**Counties within the Local Workforce Development Area:** Clarendon, Kershaw, Lee, Sumter

**Local Workforce Development Area Administrator and Contact Information:**

Areatha Clark  
Deputy Executive Director and Chief of Workforce Development  
Santee-Lynches Regional Council of Governments  
3219 Broad Street  
Sumter, SC 29150  
Phone: (803) 774-1405, TTY: 711  
Fax: (803) 774-1030  
Email: [aclark@slcog.org](mailto:aclark@slcog.org)

## Attachment B: Local Plan Requirements

The local plan serves as a four-year action plan to develop, align, and integrate local workforce development area (LWDA) service delivery strategies with those that support the state's strategic and operational goals. In partnership with the chief elected officials (CEOs), each local workforce development board (LWDB) must develop and submit a local plan to identify and describe the policies, procedures, and activities that are carried out in the LWDA, consistent with the strategic vision and goals outlined in the WIOA State Plan and the respective regional plan.

In alignment with South Carolina's Unified State Plan (resulting from South Carolina's Act 67 of 2023), the Program Years (PYs) 2024 – 2027 WIOA State Plan vision is to achieve and sustain South Carolina's workforce potential. The plan focuses on the following priorities:

1. Develop and create an effective customer-driven workforce system through the alignment of programs and policies, the use of leading-edge technology, and high-quality staff.
2. Prepare jobseekers for priority occupations through relevant training and skills acquisition, and match jobseekers to open employer positions.
3. Improve the education and workforce infrastructure network to decrease obstacles to work in order to improve recruitment and retention of workers, which is necessary to maintain economic development competitiveness.
4. Create alignment between the workforce development system and the South Carolina agencies and organizations directing implementation of the Infrastructure Investments and Jobs Act of 2021 (IIJA), Inflation Reduction Act of 2022 (IRA), and CHIPS and Science Act of 2022 funding.

The following guiding principles must be considered priorities and included in responses throughout the LWDA's PYs 2024 – 2027 Local Plan:

- Partnership and collaboration,
- Increased access to resources and services through the use of technology, and
- Innovation and cost efficiencies.

The local plan must include:

Section I:	Workforce and Economic Analysis
Section II:	Strategic Vision and Goals
Section III:	LWDA Partnerships and Investment Strategies
Section IV:	Program Design and Evaluation
Section V:	Operations and Compliance

## Section I: Workforce and Economic Analysis

An analysis of regional labor market data and economic conditions, to include existing and emerging in-demand industry sectors and occupations, and the employment needs of employers in those existing and emerging in-demand industry sectors and occupations. The analysis must include the following:

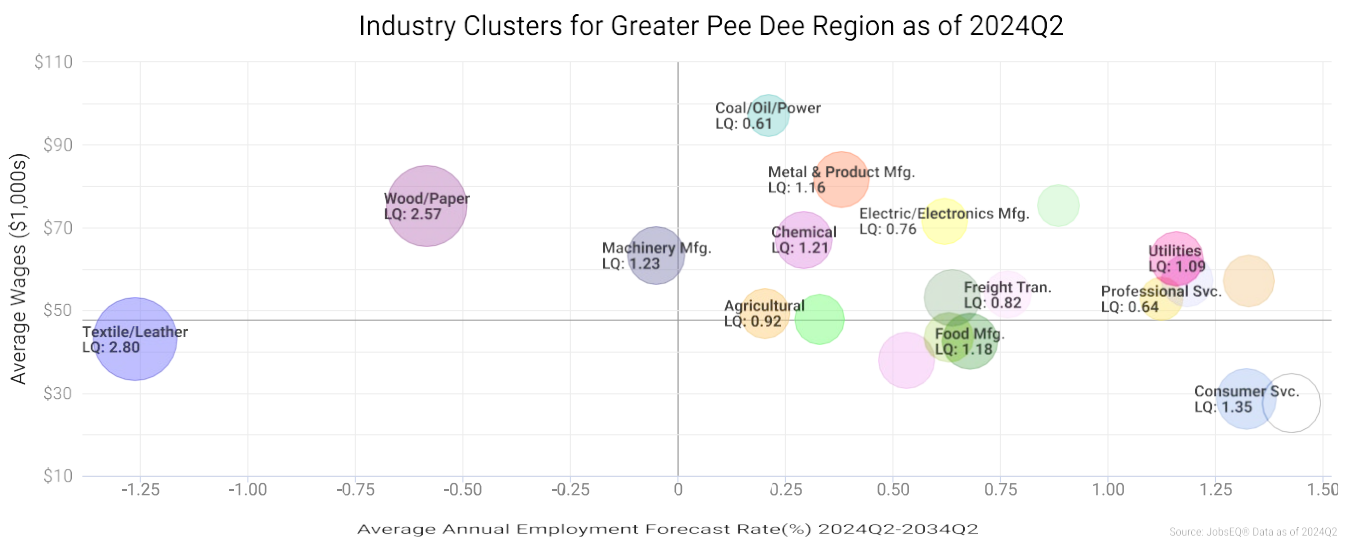
- The knowledge and skills necessary to meet the employment needs of the employers in the region, including those in in-demand industry sectors and occupations;
- An analysis of the current workforce in the region, including employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment; and
- 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.

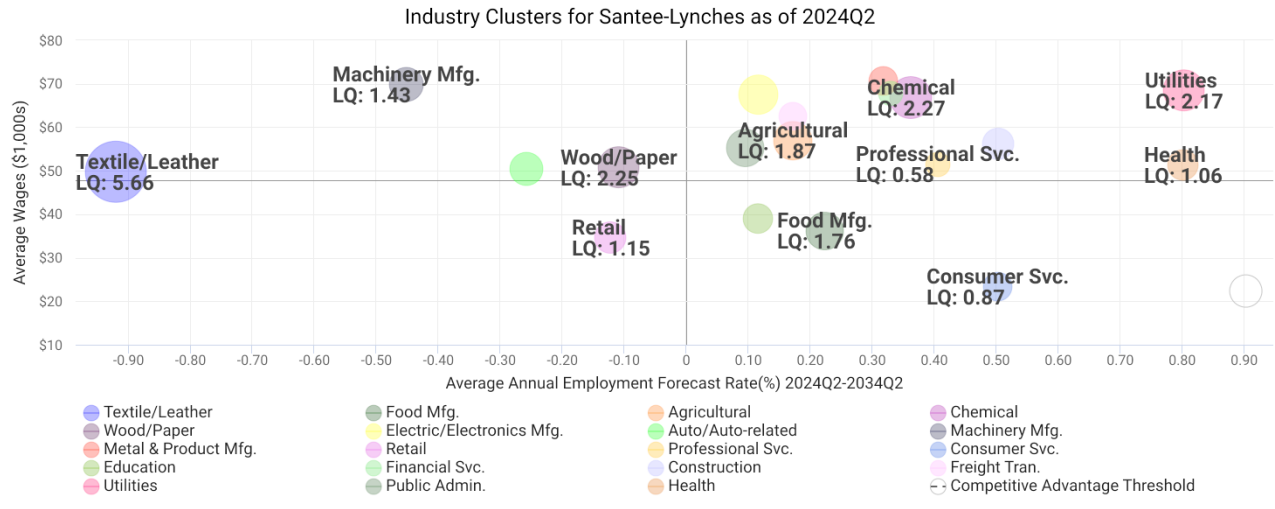
Data reports and labor market information continue to be the driving force for workforce planning in the Santee-Lynches region. Additional data and information shared by the state and other sources are analyzed to determine current as well as emerging in-demand industry sectors and occupations that the Board should target for workforce and economic growth within the local area.

Data reviewed and analyzed included the following data:

- Industry Clusters
- Existing and emerging in-demand industry sectors and occupations
- Employment needs of employers
- Knowledge and skills necessary to meet employment needs
- Current workforce of the local area
- Education and training opportunities

### Industry Clusters





## Existing and Emerging In-demand Industry Sectors and Occupations

### Industry Snapshot

The largest sector in the Pee Dee - Complete Region (WIOA) is Healthcare and Social Assistance, employing 57,744 workers. The next largest occupation groups in the region is Retail Trade, employing 57,034 workers. The third largest sector is Accommodation and Food Services (employing 54,999 workers). For the Santee-Lynches Local Workforce area, Analysis of industry comparisons and clusters still clearly supports the healthcare sector as an existing as well as emerging in-demand industry sector. For the Santee-Lynches Workforce Area, Healthcare and Social Assistance employs 11,269 workers with an average wage of \$54,178. Retail Trade employs 10,145 workers with an average wage of \$32,448. Third, Manufacturing employs 9,639 workers with an average wage of \$62,726. This analysis included an analysis of the Greater Pee Dee Region and Santee-Lynches Local Workforce Area data reports, which documented job growth in occupations that would be attainable by the targeted populations of agencies and the needs of employers in the region. 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 the local workforce area's validation of healthcare growth and demand across the local region. Additionally, for South Carolina, Health Care and Social Assistance is the leader in employing individuals at 321,458 workers, followed by Retail Trade (278,059 workers) and Manufacturing (268,304 workers).

Greater Pee Dee Region, 2024Q2<sup>1</sup>

NAICS	Industry	CURRENT		5-YEAR HISTORY			1-YEAR FORECAST					
		Empl	Avg Ann Wages	LQ	Empl Change	Trend	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	57,744	\$57,324	0.97	5,131		1.9%	6,408	2,571	3,071	766	1.3%
44	Retail Trade	57,034	\$33,927	1.45	3,178		1.2%	8,087	3,274	4,525	288	0.5%
72	Accommodation and Food Services	54,999	\$24,787	1.58	18		0	10,526	4,176	5,628	722	1.3%
31	Manufacturing	37,504	\$66,592	1.18	-1,471		-0.8%	3,775	1,391	2,386	-2	0
61	Educational Services	27,547	\$48,746	0.86	-454		-0.3%	2,736	1,169	1,413	154	0.6%
23	Construction	23,577	\$57,050	0.99	1,305		1.1%	2,303	745	1,274	283	1.2%
56	Administrative and Support and Waste Management and Remediation Services	22,969	\$39,727	0.94	-696		-0.6%	2,844	1,044	1,570	231	1.0%
92	Public Administration	21,743	\$51,914	1.17	548		0.5%	2,133	799	1,195	139	0.6%
81	Other Services (except Public Administration)	17,813	\$30,899	1.05	356		0.4%	2,210	829	1,198	183	1.0%
48	Transportation and Warehousing	16,426	\$49,934	0.83	3,394		4.7%	1,923	722	1,061	140	0.9%
54	Professional, Scientific, and Technical Services	12,991	\$68,418	0.45	1,513		2.5%	1,235	389	660	186	1.4%
71	Arts, Entertainment, and Recreation	9,613	\$25,742	1.18	521		1.1%	1,577	566	854	157	1.6%
52	Finance and Insurance	9,345	\$77,454	0.59	-389		-0.8%	855	296	476	83	0.9%
42	Wholesale Trade	8,625	\$64,880	0.58	375		0.9%	923	321	540	62	0.7%
53	Real Estate and Rental and Leasing	8,064	\$51,667	1.14	231		0.6%	878	342	431	105	1.3%
11	Agriculture, Forestry, Fishing and Hunting	4,649	\$49,916	0.95	-619		-2.5%	571	269	300	2	0
51	Information	3,316	\$67,933	0.43	-288		-1.7%	314	105	183	26	0.8%
55	Management of Companies and Enterprises	2,531	\$88,614	0.41	-105		-0.8%	239	80	134	26	1.0%
22	Utilities	2,161	\$98,493	1.05	-104		-0.9%	194	70	119	5	0.3%
21	Mining, Quarrying, and Oil and Gas Extraction	390	\$84,953	0.27	165		11.6%	41	12	24	5	1.2%
99	Unclassified	1	\$57,688	0	1		n/a	0	0	0	0	0.6%
-	Total - All Industries	399,040	\$47,782	1.00	12,609		0.6%	46,992	17,860	25,536	3,596	0.9%

Source: JobsEQ®  
Data as of 2024Q2  
Note: Figures may not sum due to rounding.  
1. All data based upon a four-quarter moving average  
Exits and transfers are approximate estimates based upon occupation separation rates.

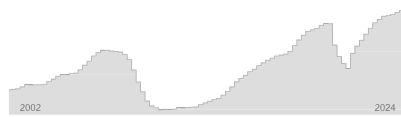
Santee-Lynches, 2024Q2<sup>1</sup>

NAICS	Industry	CURRENT		5-YEAR HISTORY			1-YEAR FORECAST					
		Empl	Avg Ann Wages	LQ	Empl Change	Trend	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	11,269	\$54,178	1.05	117		0.2%	1,189	501	598	90	0.8%
44	Retail Trade	10,145	\$32,448	1.43	668		1.4%	1,371	581	803	-13	-0.1%
31	Manufacturing	9,639	\$62,726	1.68	-1,488		-2.8%	957	357	613	-13	-0.1%
72	Accommodation and Food Services	6,478	\$19,198	1.03	5		0	1,178	490	661	27	0.4%
61	Educational Services	5,425	\$45,047	0.94	-537		-1.9%	508	230	278	0	0
92	Public Administration	4,995	\$55,777	1.49	30		0.1%	462	183	274	5	0.1%
23	Construction	4,892	\$57,571	1.14	148		0.6%	444	154	264	26	0.5%
56	Administrative and Support and Waste Management and Remediation Services	4,359	\$39,661	0.98	160		0.8%	507	198	297	12	0.3%
81	Other Services (except Public Administration)	3,995	\$27,865	1.31	47		0.2%	474	185	268	20	0.5%
54	Professional, Scientific, and Technical Services	2,185	\$66,862	0.42	329		3.3%	195	65	111	18	0.8%
48	Transportation and Warehousing	2,086	\$60,329	0.58	150		1.5%	234	92	134	8	0.4%
52	Finance and Insurance	1,688	\$70,955	0.59	230		3.0%	145	53	86	6	0.3%
11	Agriculture, Forestry, Fishing and Hunting	1,551	\$59,056	1.76	-190		-2.3%	192	90	100	2	0.1%
42	Wholesale Trade	1,070	\$66,777	0.40	80		1.6%	106	40	67	-1	-0.1%
71	Arts, Entertainment, and Recreation	750	\$21,111	0.51	-91		-2.3%	117	44	66	6	0.8%
53	Real Estate and Rental and Leasing	542	\$53,242	0.42	2		0.1%	53	23	29	2	0.3%
51	Information	359	\$63,219	0.26	-50		-2.6%	30	11	20	-1	-0.3%
55	Management of Companies and Enterprises	280	\$142,625	0.25	-3		-0.2%	25	9	15	1	0.4%
22	Utilities	267	\$75,801	0.72	6		0.4%	27	9	15	4	1.5%
21	Mining, Quarrying, and Oil and Gas Extraction	114	\$119,191	0.43	59		15.6%	13	4	7	2	1.7%
-	Total - All Industries	72,091	\$47,810	1.00	-328		-0.1%	8,027	3,219	4,603	205	0.3%

Source: JobsEQ®  
Data as of 2024Q2  
Note: Figures may not sum due to rounding.  
1. All data based upon a four-quarter moving average  
Exits and transfers are approximate estimates based upon occupation separation rates.

## Industry Snapshot (Greater Pee Dee Region)

### EMPLOYMENT



### WAGES



2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	57,744	\$57,324	0.97		6,408	1.3%
Retail Trade	57,034	\$33,927	1.45		8,087	0.5%
Accommodation and Food Services	54,999	\$24,787	1.58		10,526	1.3%
Manufacturing	37,504	\$66,592	1.18		3,775	0.0%
Educational Services	27,547	\$48,746	0.86		2,736	0.6%
Construction	23,577	\$57,050	0.99		2,303	1.2%
Administrative and Support and Waste Management and Remediation Services	22,969	\$39,727	0.94		2,844	1.0%
Public Administration	21,743	\$51,914	1.17		2,133	0.6%
Other Services (except Public Administration)	17,813	\$30,899	1.05		2,210	1.0%
Transportation and Warehousing	16,426	\$49,934	0.83		1,923	0.9%
Remaining Component Industries	61,686	\$66,887	0.64		6,827	0.9%
<b>Total - All Industries</b>	<b>399,040</b>	<b>\$47,782</b>	<b>1.00</b>		<b>46,992</b>	<b>0.9%</b>

JobsEQ 2024Q2

## Industry Snapshot (Santee-Lynches)

### EMPLOYMENT



### WAGES

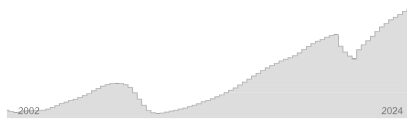


2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	11,269	\$54,178	1.05		1,189	0.8%
Retail Trade	10,145	\$32,448	1.43		1,371	-0.1%
Manufacturing	9,639	\$62,726	1.68		957	-0.1%
Accommodation and Food Services	6,478	\$19,198	1.03		1,178	0.4%
Educational Services	5,425	\$45,047	0.94		508	0.0%
Public Administration	4,995	\$55,777	1.49		462	0.1%
Construction	4,892	\$57,571	1.14		444	0.5%
Administrative and Support and Waste Management and Remediation Services	4,359	\$39,661	0.98		507	0.3%
Other Services (except Public Administration)	3,995	\$27,865	1.31		474	0.5%
Professional, Scientific, and Technical Services	2,185	\$66,862	0.42		195	0.8%
Remaining Component Industries	8,707	\$73,231	0.59		942	0.5%
<b>Total - All Industries</b>	<b>72,091</b>	<b>\$47,810</b>	<b>1.00</b>		<b>8,027</b>	<b>0.3%</b>

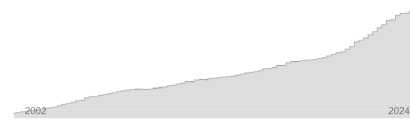
JobsEQ 2024Q2

## Industry Snapshot (South Carolina)

### EMPLOYMENT



### WAGES



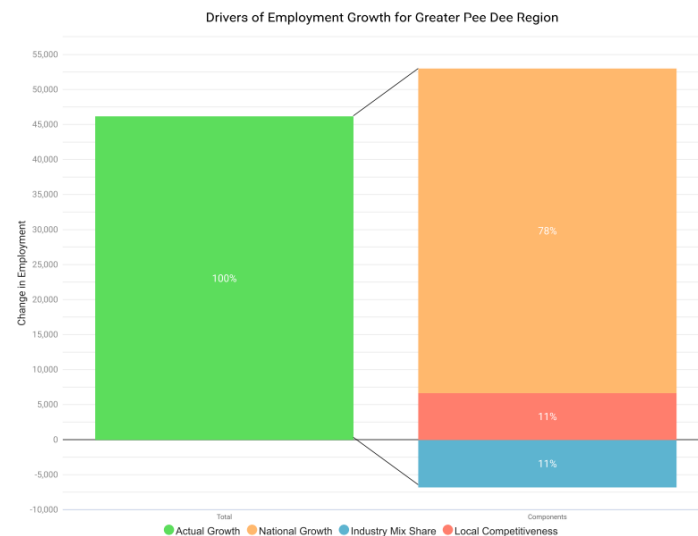
2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	321,458	\$61,210	0.88		36,591	1.6%
Retail Trade	278,059	\$37,461	1.16		39,844	0.6%
Manufacturing	268,304	\$74,484	1.38		29,214	0.8%
Accommodation and Food Services	249,710	\$25,124	1.17		47,784	1.3%
Educational Services	182,001	\$53,082	0.92		18,595	0.8%
Administrative and Support and Waste Management and Remediation Services	173,356	\$46,280	1.15		21,983	1.3%
Professional, Scientific, and Technical Services	148,453	\$90,976	0.83		14,919	2.0%
Construction	140,432	\$67,118	0.96		14,053	1.4%
Public Administration	120,108	\$60,522	1.05		12,051	0.9%
Other Services (except Public Administration)	110,914	\$36,788	1.07		14,101	1.3%
Remaining Component Industries	455,079	\$76,714	0.73		52,463	1.4%
<b>Total - All Industries</b>	<b>2,447,874</b>	<b>\$57,933</b>	<b>1.00</b>		<b>296,245</b>	<b>1.2%</b>

JobsEQ 2024Q2

Based on the analysis of all data, healthcare is expected to grow across the greater Pee Dee Region, Santee-Lynches Local Workforce Area and South Carolina.

### Drivers of Employment Growth (Greater Pee Dee Region)

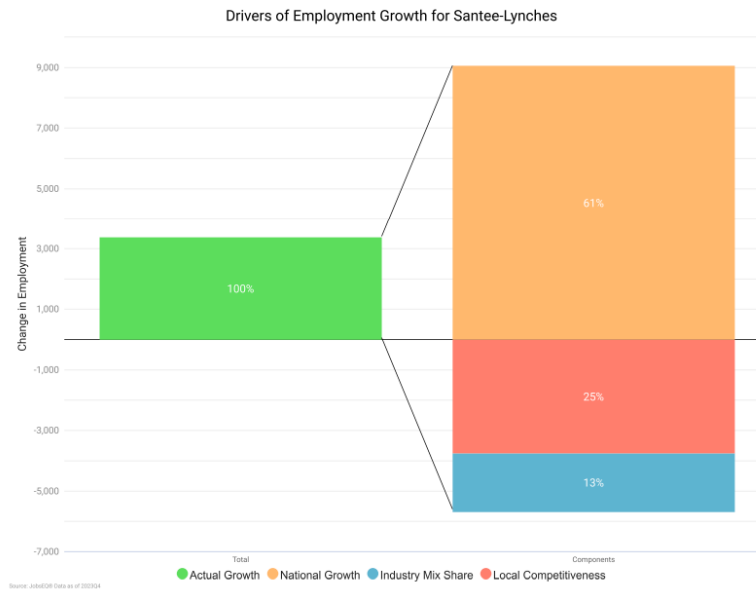
Based on the most recent available data and over the ten years ending 2023, employment in Total - All Industries for the Greater Pee Dee Region added 46,206 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a gain of 6,651 jobs, meaning this industry was more competitive than its national counterpart during this period.





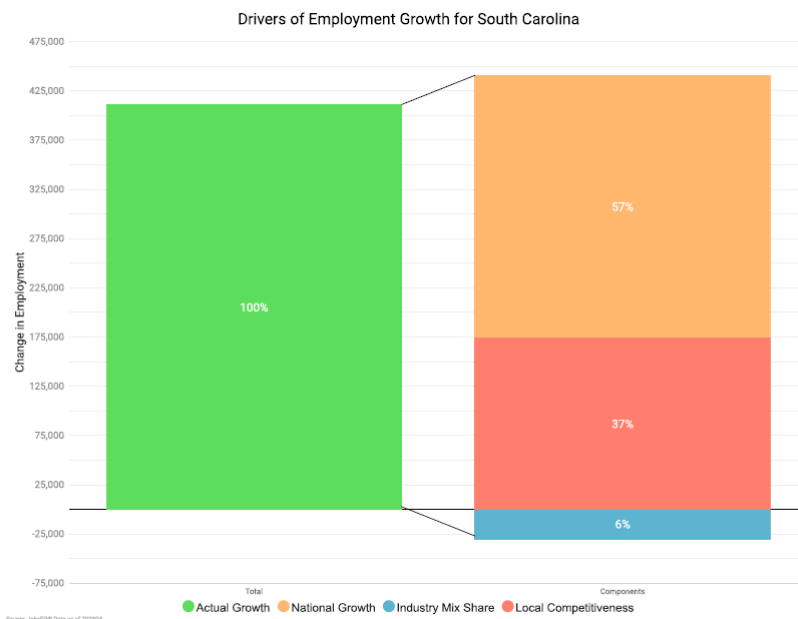
### Drivers of Employment Growth (Santee-Lynches)

Also based on most recent available data and over the ten years ending 2023, employment in Total - All Industries for the Santee-Lynches added 3,383 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a loss of 3,731 jobs, meaning this industry was less competitive than its national counterpart during this period.



### Drivers of Employment Growth (South Carolina)

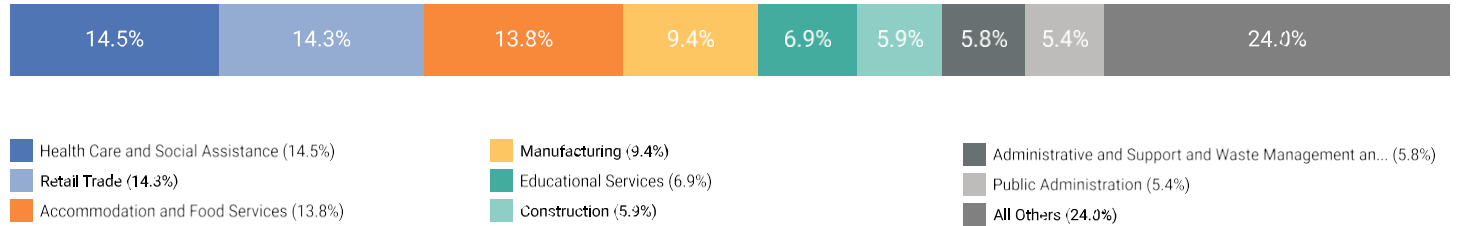
Lastly, based on most recent available data and over the ten years ending 2023, employment in Total - All Industries for South Carolina added 412,801 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a gain of 175,199 jobs—meaning this industry was more competitive than its national counterpart during this period.



### Employment Growth (Greater Pee Dee Region)

Additional data shows that the largest sector in the Greater Pee Dee Region is Health Care and Social Assistance, employing 57,744 workers. The next-largest sectors in the region are Retail Trade (57,034 workers) and Accommodation and Food Services (54,999). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Accommodation and Food Services (LQ = 1.58), Retail Trade (1.45), and Manufacturing (1.18).

Total Workers for Greater Pee Dee Region by Industry

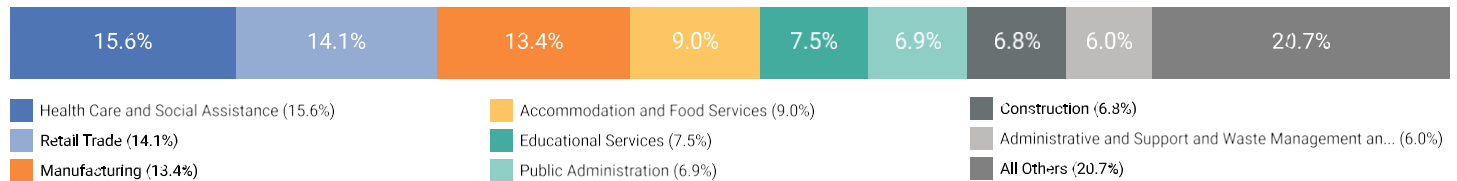


Source: JobsEQ®  
Data as of 2024Q2  
Note: Figures may not sum due to rounding.

### Employment Growth (Santee-Lynches)

Likewise, the largest sector in the Santee-Lynches is Health Care and Social Assistance, employing 11,269 workers. The next-largest sectors in the region are Retail Trade (10,145 workers) and Manufacturing (9,639). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Agriculture, Forestry, Fishing and Hunting (LQ = 1.76), Manufacturing (1.68), and Public Administration (1.49).

Total Workers for Santee-Lynches by Industry

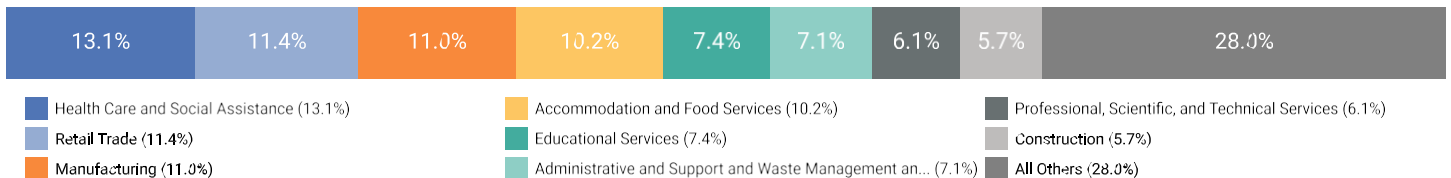


Source: JobsEQ®  
Data as of 2024Q2  
Note: Figures may not sum due to rounding.

### Employment Growth (South Carolina)

The largest sector in South Carolina is Health Care and Social Assistance, employing 321,458 workers. The next-largest sectors in the region are Retail Trade (278,059 workers) and Manufacturing (268,304). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 1.38), Utilities (1.28), and Accommodation and Food Services (1.17).

Total Workers for South Carolina by Industry

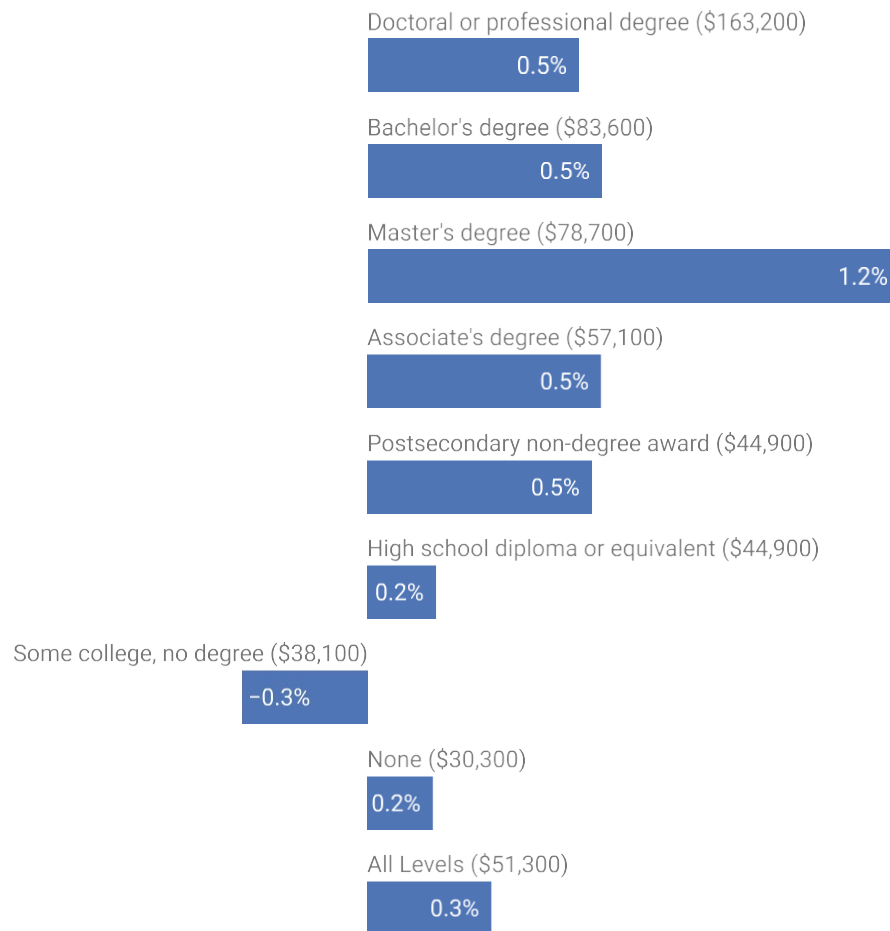


Source: JobsEQ®  
Data as of 2024Q2  
Note: Figures may not sum due to rounding.

- **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;**

Expected growth rates for occupations vary by the education and training required. While all employment in the Santee-Lynches is projected to grow 0.3% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.5% per year, those requiring a bachelor’s degree are forecast to grow 0.5% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.5% per year.


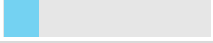

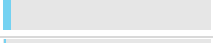


### Annual Average Projected Job Growth by Education Levels



Source: JobsEQ®  
Data as of 2024Q2

Most individuals hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (24,629 active job ads). The next level of education required for active job ads is bachelor's degree (10,165). The top 6 educational requirements reflected in job postings are reflected below. Most of the openings require a high school diploma. For the Pee Dee Region, this is the highest percentage of individuals in the region who have only a high school but would meet the minimum qualifications for employment. The data also shows that a very large percentage of the population did not disclose their education level, or it doesn't fall within these top categories. The absence of such information could impact such individuals applying for these jobs that do require a specific minimum education level.

## Openings by Education Levels (Greater Pee Dee Region)

Education Levels		Active Job Ads
Minimum Education Level		
High school diploma or equivalent	24,405	
Bachelor's degree	10,127	
Associate's degree	4,013	
Master's degree	2,067	
Doctoral or professional degree	583	
Unspecified/other	60,418	




Source: [JobsEQ®](#)

Data reflect online job postings that were active from 12/01/2023 to 12/01/2024

Data for the Santee-Lynches Workforce Area 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 between the age of 25-64 by employers in the Santee-Lynches workforce area tend to have a high school diploma or equivalent with no college studies (33.7%). However, the next group of employees being hired do have some college (23.3%) or an associate degree (10.7%). Approximately 11.1% have less than a high school diploma or equivalent while 21.2% have a bachelor's degree or higher. The top five educational requirements reflected in recent job postings are reflected below. Most of the job openings require at a minimum, a high school diploma. A high school diploma is the highest level of education possessed by the largest segment of Santee-Lynches, so most adults in the Santee-Lynches workforce area would meet the minimum qualifications for employment.

## Openings by Education Levels (Santee-Lynches)

Education Levels		Active Job Ads
Minimum Education Level		
High school diploma or equivalent	5,715	
Bachelor's degree	2,665	
Associate's degree	971	
Master's degree	598	
Doctoral or professional degree	117	
Unspecified/other	14,692	

Source: [JobsEQ®](#)

Data reflect online job postings that were active from 12/01/2023 to 12/01/2024

The top 10 certifications employers look for when hiring in the greater Pee Dee region and Santee-Lynches Local Workforce Area are listed below. The number represents how many times the certification shows up in active job postings/job ads.

### Openings by Certifications (Greater Pee Dee Region)

Certificate Name	Active Job Ads	
Driver's License	4,423	
Basic Life Support (BLS)	4,397	
Registered Nurse (RN)	3,342	
Certification in Cardiopulmonary Resuscitation (CPR)	2,266	
Advanced Cardiac Life Support Certification (ACLS)	1,703	
Licensed Practical Nurse (LPN)	969	
Commercial Driver's License (CDL)	696	
Certified Nursing Assistant (CNA)	618	
The American Registry of Radiologic Technologists (ARRT) Certification	476	
First Aid Certification	475	

Source: [JobsEQ®](#)

### Openings by Certifications (Santee-Lynches)

Certificate Name	Active Job Ads	
Basic Life Support (BLS)	968	
Registered Nurse (RN)	868	
Driver's License	856	
Certification in Cardiopulmonary Resuscitation (CPR)	675	
Advanced Cardiac Life Support Certification (ACLS)	371	
Licensed Practical Nurse (LPN)	241	
Certified Nursing Assistant (CNA)	204	
Secret Clearance	193	
Commercial Driver's License (CDL)	188	
Class A Commercial Driver's License (CDL-A)	140	

Source: [JobsEQ®](#)  
 Asterisked requirements reflect limited historical data; [see the online Help](#) for more details.  
 Data reflect online job postings that were active from 12/10/2023 to 12/10/2024  
 See JobsEQ online Help for important Technical Notes.

The lists below also identify the top 10 soft skills that employers are looking for in employees. The requirement for these skills is included in job ad postings. All these soft skills are being addressed through various workshops held through WIOA, SC Works, the technical colleges, the school districts, workforce collaborations and more.

### Openings by Soft Skills (Pee Dee Region)

Soft Skills		Active Job Ads
Skill Name		
Communication (Verbal and written skills)	43,516	
Customer Service	22,521	
Cooperative/Team Player	22,480	
Organization	13,103	
Detail Oriented/Meticulous	10,574	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	10,540	
Supervision/Management	9,142	
Self-Motivated/Ability to Work Independently/Self Leadership	9,104	
Interpersonal Relationships/Maintain Relationships	8,664	
Problem Solving	8,461	

Source: JobsEQ

### Openings by Soft Skills (Santee-Lynches)

Soft Skills		Active Job Ads
Skill Name		
Communication (Verbal and written skills)	9,337	
Cooperative/Team Player	5,265	
Customer Service	4,475	
Organization	2,494	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	2,455	
Problem Solving	2,229	
Self-Motivated/Ability to Work Independently/Self Leadership	2,196	
Detail Oriented/Meticulous	2,185	
Supervision/Management	2,123	
Interpersonal Relationships/Maintain Relationships	1,929	

Source: JobsEQ

## Openings by Hard Skills (Greater Pee Dee Region)

Hard Skills		Active Job Ads
Skill Name		
Microsoft Office	5,951	
Ability to Lift 41-50 lbs.	5,524	
Ability to Lift 51-100 lbs.	5,245	
Microsoft Excel	5,190	
Sales	3,518	
Cash Handling (Cashier)	3,140	
Retail Sales	3,100	
Ability to Lift 21-30 lbs.	2,930	
Manufacturing	2,510	
Microsoft Outlook	2,385	

Source: JobsEQ

## Openings by Hard Skills (Santee-Lynches)

Hard Skills		Active Job Ads
Skill Name		
Microsoft Office	1,339	
Ability to Lift 41-50 lbs.	1,309	
Manufacturing	1,247	
Microsoft Excel	1,228	
Ability to Lift 51-100 lbs.	1,215	
Cash Handling (Cashier)	734	
Retail Sales	715	
Mathematics	643	
Teaching/Training, School	582	
Ability to Lift 21-30 lbs.	567	

Source: JobsEQ

### Employment Needs of Employers/Business/Knowledge and Skills Necessary to Meet the Needs

Job openings in the Santee-Lynches local area has risen from 10,000 to 11,600 active jobs for a year's time, while it has remained consistent for the Pee Dee region with approximately 45,000 jobs openings. Such data speaks of the opportunities for available jobs not only in the local area but with a little travel within the region, opportunities are much greater for the employee as well as the employer. In addition, data reflects that for the residents of the Santee-Lynches local area as well as the Pee Dee region as a whole, the highest number that are hired (over 41%) possess a high school diploma/GED. However, the data also shows that the number of projected openings that require less than a high school diploma/GED is far greater than the total hires of those with this level of education. Projected openings

and total hires are running hand in hand for those who possess a high school diploma/GED for the local area as well as for the region.

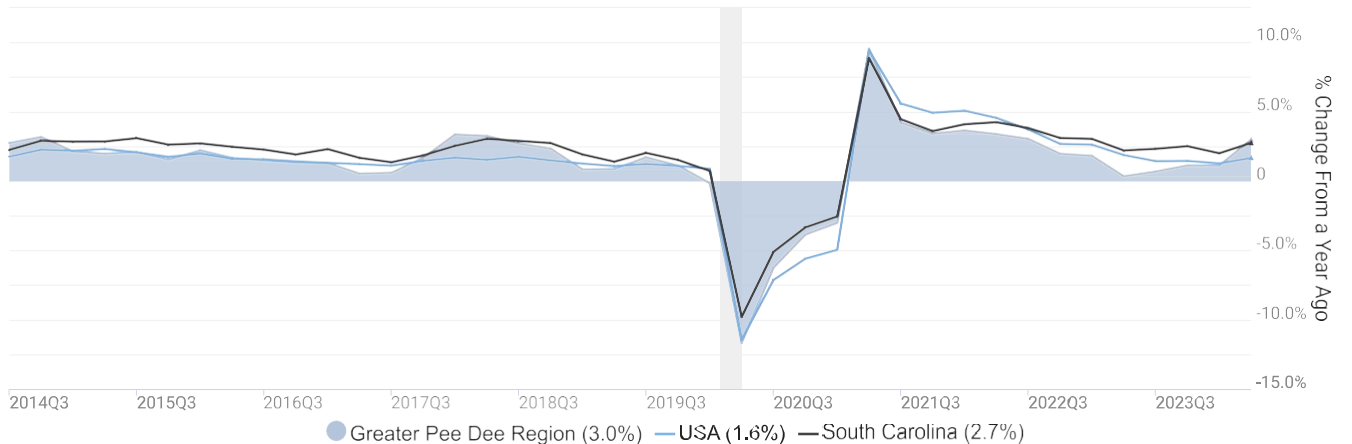
- **An analysis of current workforce development activities in the region, including available education and training opportunities, employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment; and**

The number of Area Job Openings in the local workforce area has fluctuated slightly over the past year but continues to be significantly less than the number of unemployed individuals in the area. The region has a civilian labor force of 94,186 with a participation rate of 55.1%. Of individuals 25 to 64 in the Santee- Lynches, 21.2% have a bachelor’s degree or higher which compares with 35.8% in the nation. The median household income for Santee-Lynches is \$54,349 and the median house value is \$149,890. Therefore, it is important that additional employment opportunities are created within the local workforce area.

**Employment (Greater Pee Dee Region) - Current Workforce**

As of 2024Q2, total employment for the Greater Pee Dee Region was 399,040 (based on a four-quarter moving average). Over the year ending 2024Q2, employment increased 3.0% in the region.

Employment for Greater Pee Dee Region



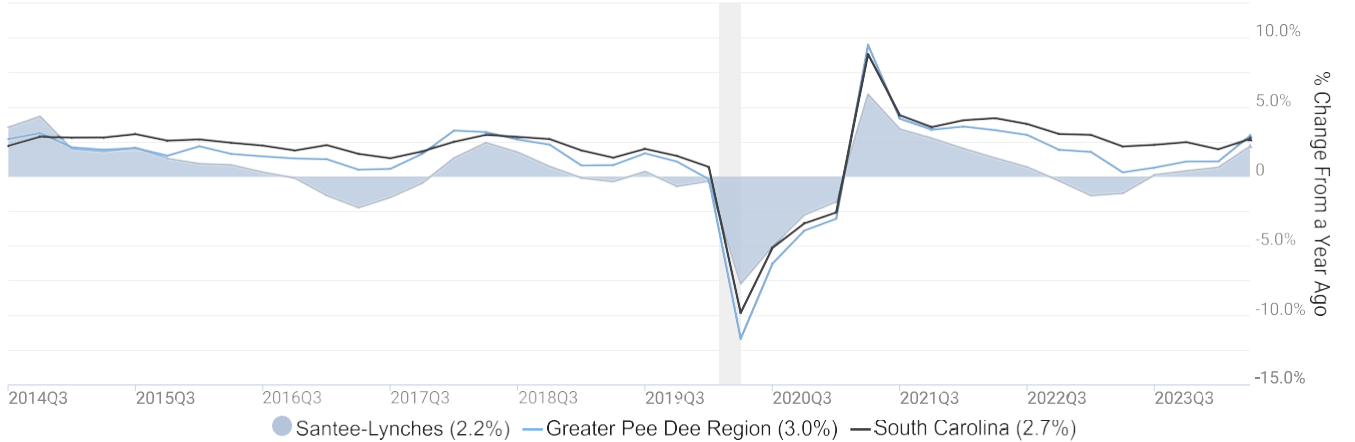
Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1. Source: JobsEQ®. Data as of 2024Q2. The shaded areas of the graph represent national recessions.

**Employment (Santee-Lynches) – Current Workforce**

As of 2024Q2, total employment for the Santee-Lynches was 72,091 (based on a four-quarter moving average). Over the year ending 2024Q2, employment increased 2.2% in the region.



### Employment for Santee-Lynches

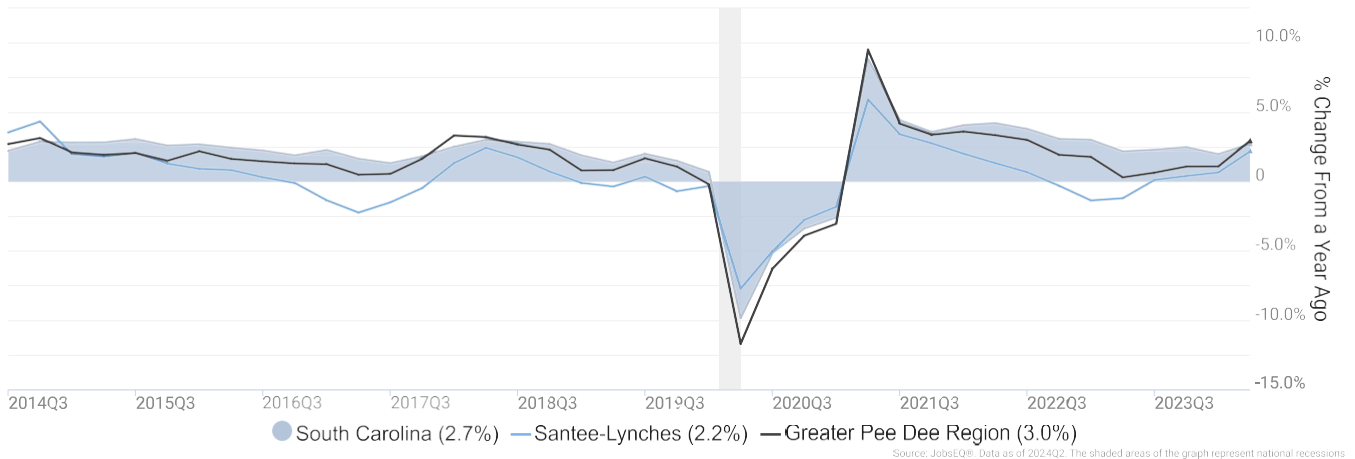


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1 with preliminary estimates updated to 2024Q2.

### Employment (South Carolina) – Current Workforce

As of 2024Q2, total employment for South Carolina was 2,447,874 (based on a four-quarter moving average). Over the year ending 2024Q2, employment increased 2.7% in the region.

### Employment for South Carolina

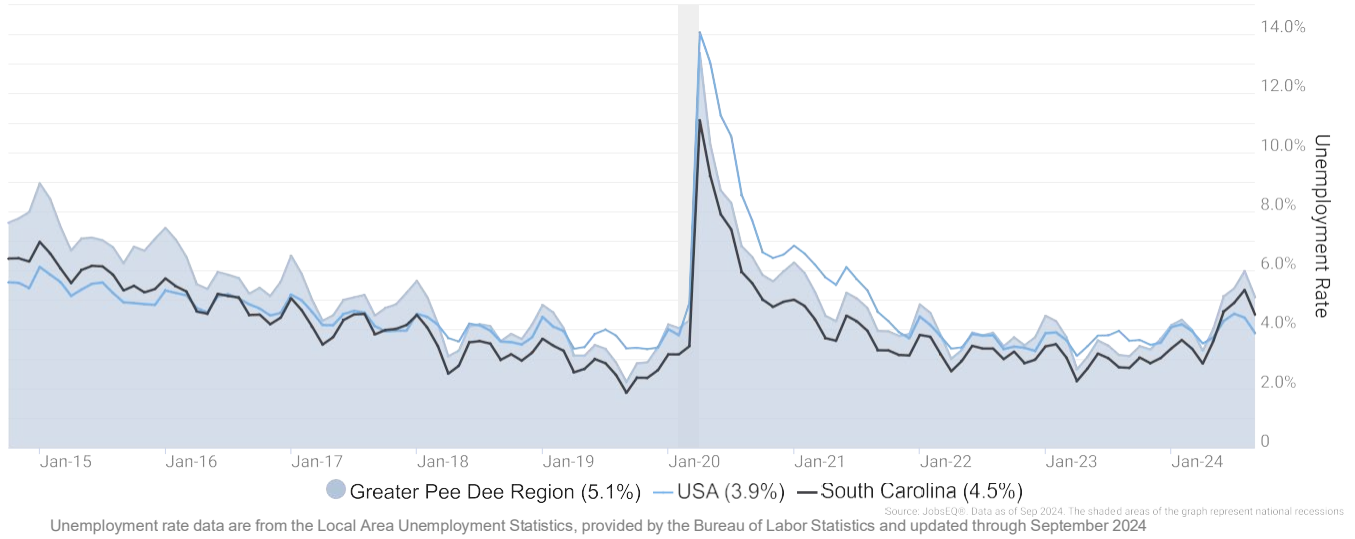


Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1 with preliminary estimates updated to 2024Q2.

### Unemployment Rate (Greater Pee Dee Region)

The unemployment rate for the Greater Pee Dee Region was 5.1% as of September 2024. The regional unemployment rate was higher than the national rate of 3.9%. One year earlier, in September 2023, the unemployment rate in the Greater Pee Dee Region was 3.1%.

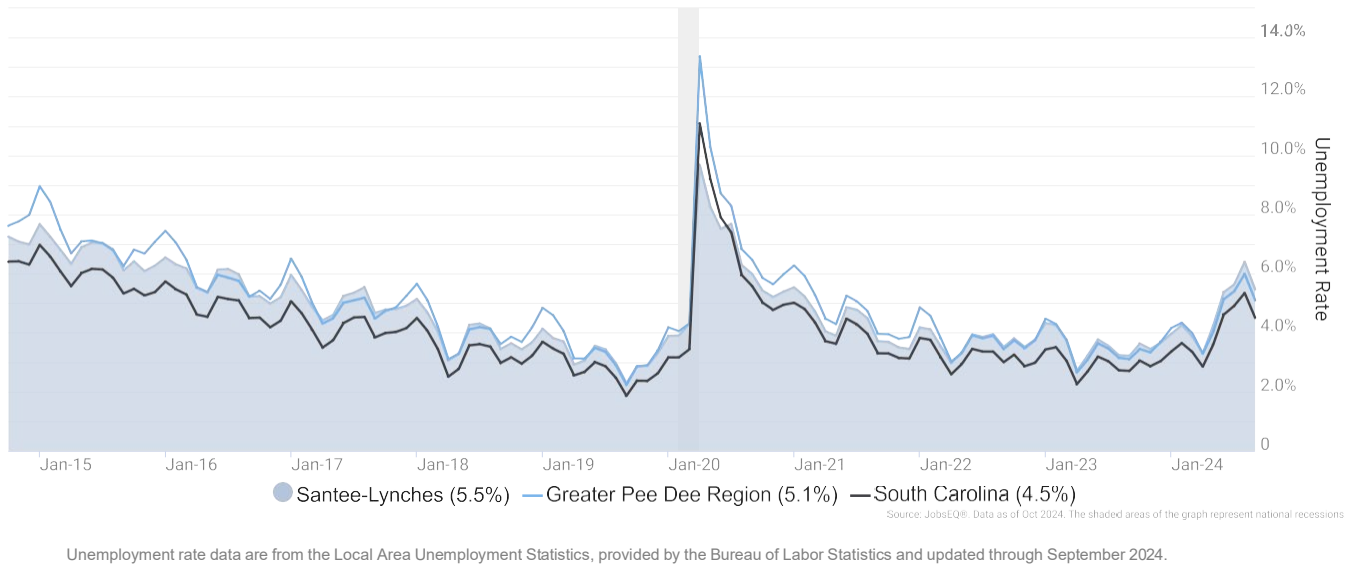
### Unemployment Rate for Greater Pee Dee Region



### Unemployment Rate (Santee-Lynches)

The unemployment rate for the Santee-Lynches was 5.5% as of September 2024. The regional unemployment rate was higher than the national rate of 3.9%. One year earlier, in September 2023, the unemployment rate in the Santee-Lynches was 3.2%.

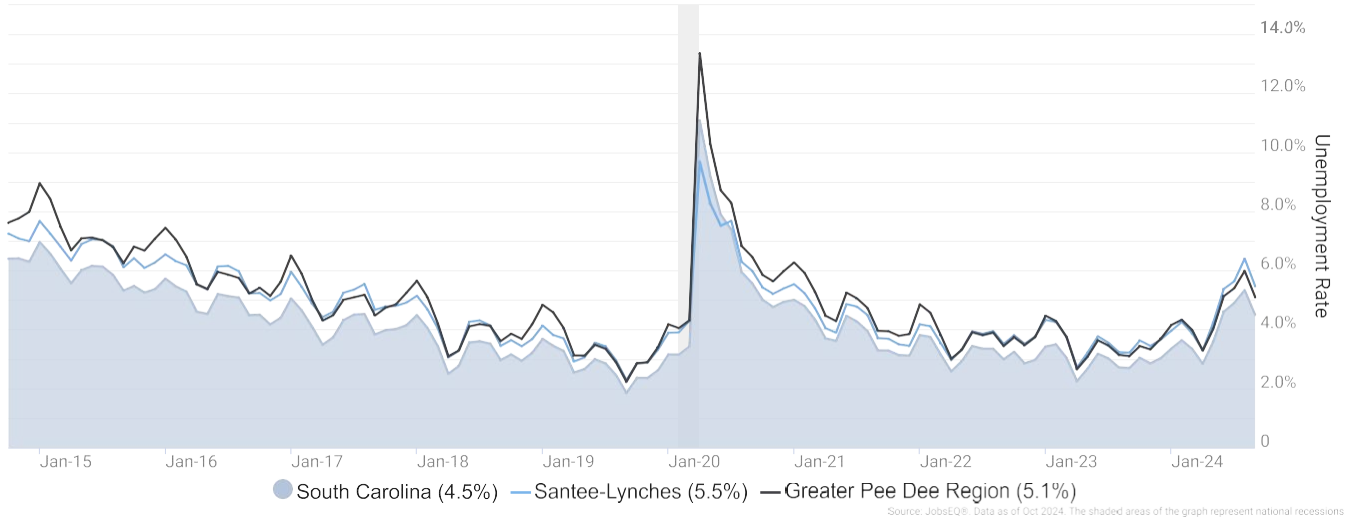
### Unemployment Rate for Santee-Lynches



### Unemployment Rate (South Carolina)

The unemployment rate for South Carolina was 4.5% as of September 2024. The regional unemployment rate was higher than the national rate of 3.9%. One year earlier, in September 2023, the unemployment rate in South Carolina was 2.7%.

### Unemployment Rate for South Carolina

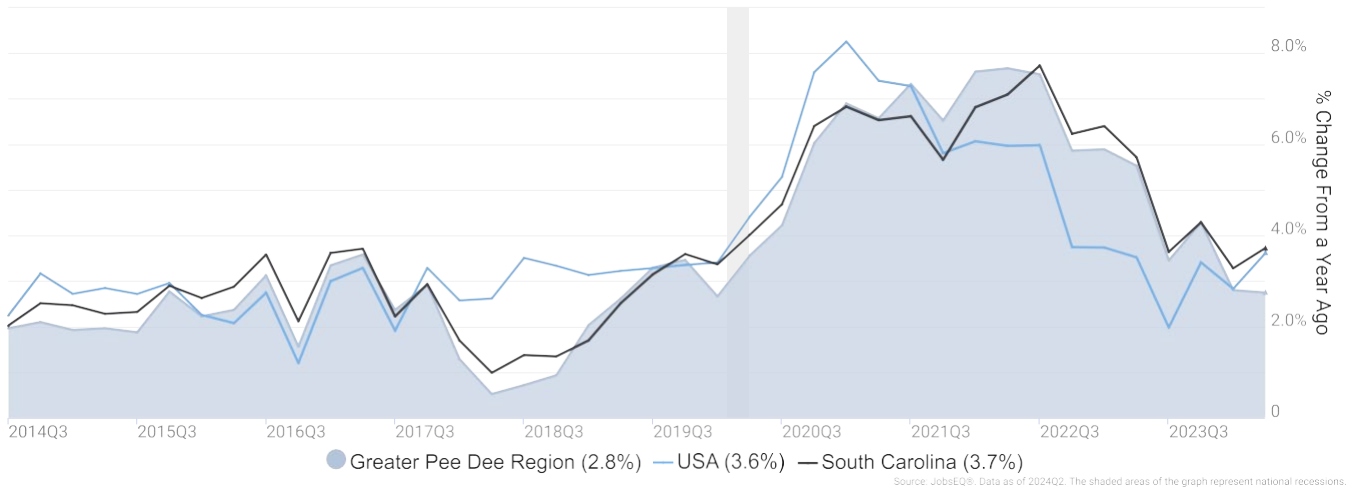


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through September 2024.

### Wage Trends (Greater Pee Dee Region)

The average worker in the Greater Pee Dee Region earned annual wages of \$47,782 as of 2024Q2. Average annual wages per worker increased 2.8% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$72,405 in the nation as of 2024Q2.

#### Average Annual Wages for Greater Pee Dee Region

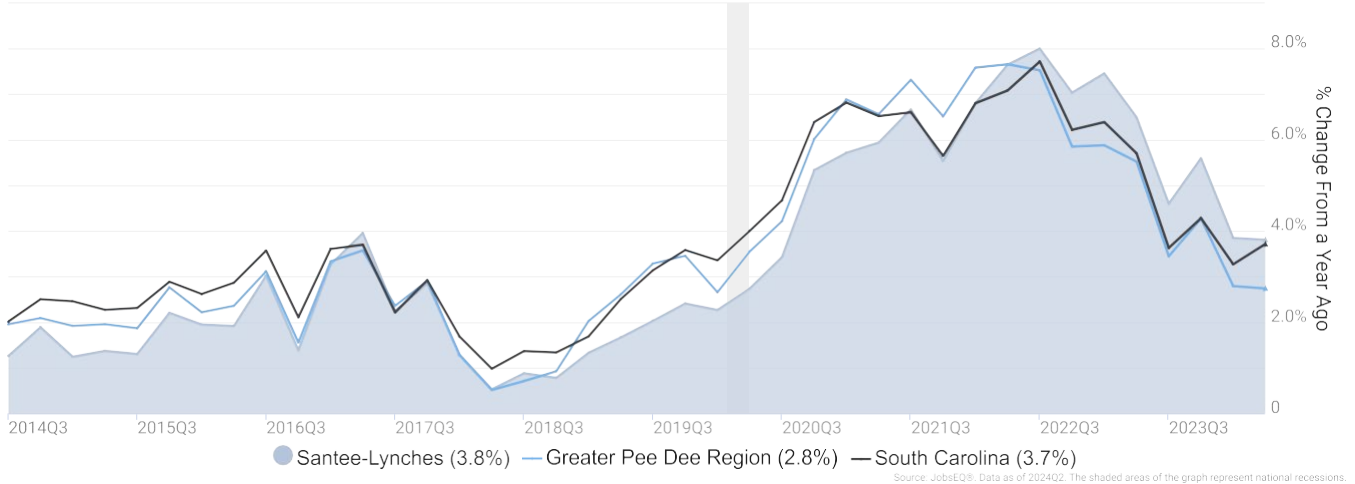


Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1 with preliminary estimates updated to 2024Q2.

### Wage Trends (Santee-Lynches)

The average worker in the Santee-Lynches earned annual wages of \$47,810 as of 2024Q2. Average annual wages per worker increased 3.8% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$72,405 in the nation as of 2024Q2.

### Average Annual Wages for Santee-Lynches

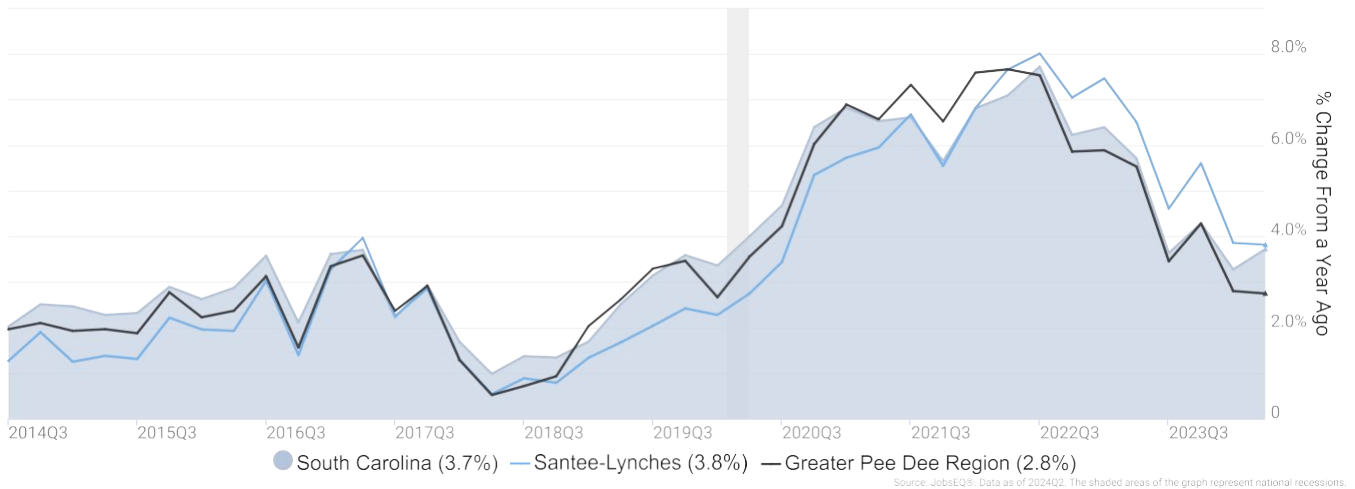


Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1 with preliminary estimates updated to 2024Q2.

### Wage Trends (South Carolina)

The average worker in South Carolina earned annual wages of \$57,933 as of 2024Q2. Average annual wages per worker increased 3.7% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$72,405 in the nation as of 2024Q2.

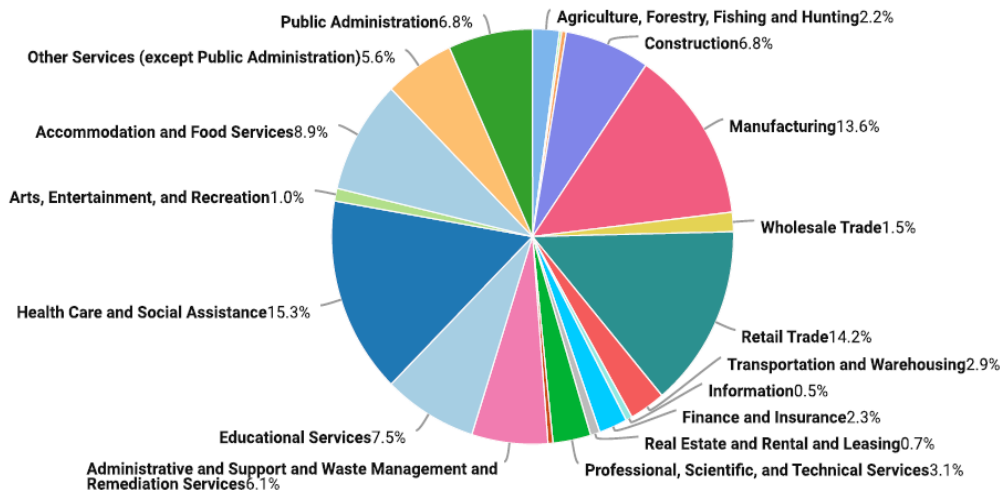
### Average Annual Wages for South Carolina



Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2024Q1 with preliminary estimates updated to 2024Q2.

There are three Sectors in the Santee-Lynches workforce area with the highest percentage of total workers. They are Health Care and Social Assistance (15.3%), Retail Trade (14.2%) and Manufacturing (13.6%).

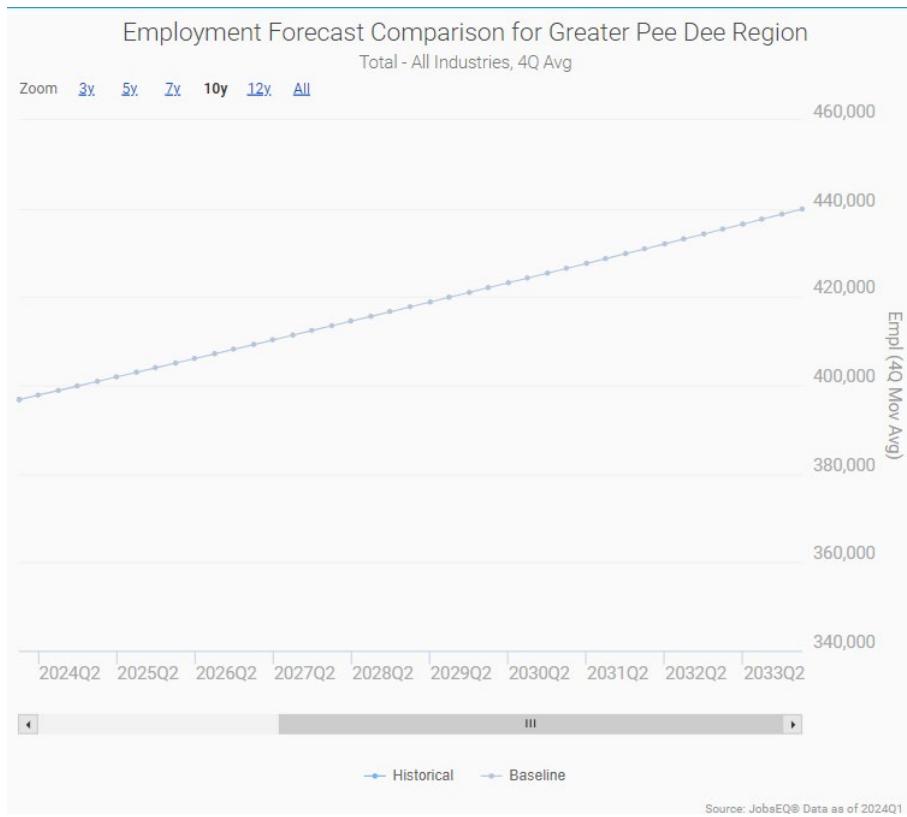
### Total Workers for Santee-Lynches by Industry



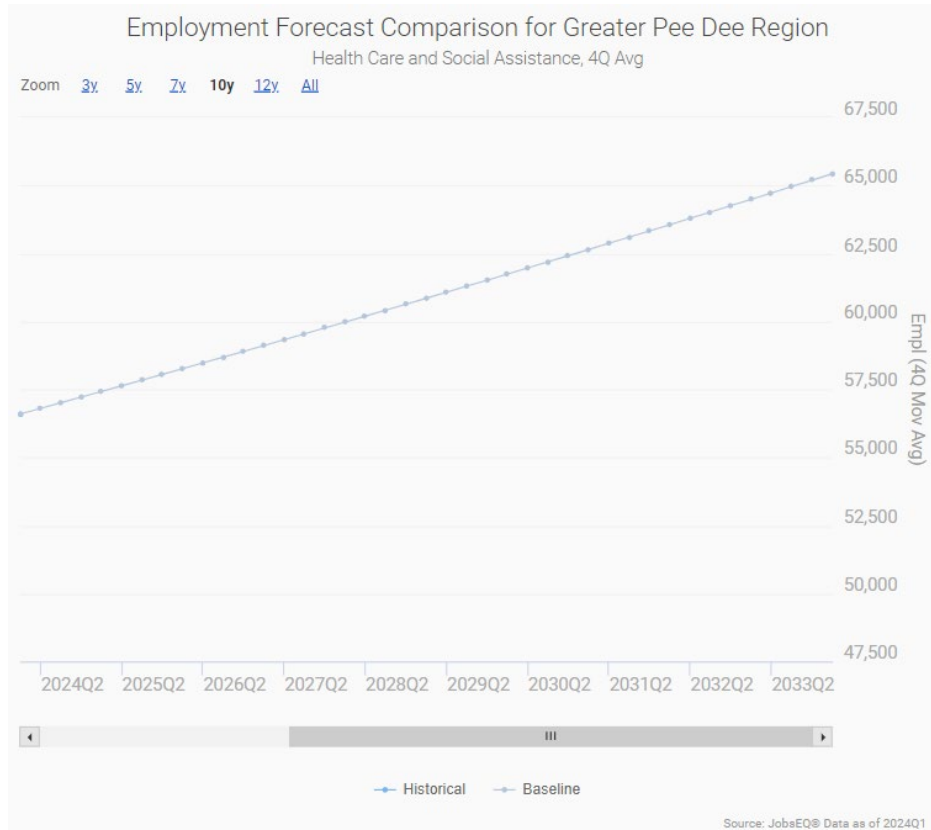
Source: JobsEQ® Data as of 2024Q1

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2023Q4 with preliminary estimates updated to 2024Q1.

Labor Market projections reflect a 10.85% positive change in projected employment from 2024 to 2034 across all jobs in the Pee Dee - Complete Region (WIOA).



The healthcare sector has a projected positive percent change of 15.18% (8,624 jobs) projected by 2034.



Educational Attainment data indicates that approximately 10.9% (Greater Pee Dee region) of individuals 25 years of age and older have received less than a high school diploma while 34.6% (Greater Pee Dee region) have graduated from high school. Approximately 21.2% (Greater Pee Dee region) have received some college education and 11% have received their associate’s degree. Graduate trends for the region reflect more residents with a bachelor’s degree (14.4%) than any other higher level post-secondary degree (7.9%). For Santee-Lynches, 11.1% don’t have a high school diploma while 33.7% do.

	Percent		Value	
	Greater Pee Dee Region	Santee-Lynches	Greater Pee Dee Region	Santee-Lynches
<b>Educational Attainment, Age 25-64</b>				
No High School Diploma	10.9%	11.1%	53,799	12,018
High School Graduate	34.6%	33.7%	171,385	36,632
Some College, No Degree	21.2%	23.3%	105,227	25,311
Associate's Degree	11.0%	10.7%	54,562	11,649
Bachelor's Degree	14.4%	13.1%	71,246	14,259
Postgraduate Degree	7.9%	8.1%	39,028	8,815

Source: JobsEQ®

### Barriers

The Greater Pee Dee Region and Santee-Lynches Local Workforce Area both have 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 5,186 individuals were released in SC thus far in 2024 and approximately 31.16% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 38 years old, 57% did not have a HS/GED

<b>EX-Offenders</b>	
Pee Dee WIOA Region	1,616
State Total	5,186
% of state total	31.16%

Source: SC Department of Corrections

At 8.2%, the Pee Dee Region holds a high percentage of people with disabilities and the highest labor force participation rates (LFPR) for individuals with disabilities at approximately 34.3%, while the State's average is 40.9%. Also, for 18–34 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.

<b>Disability</b>			
	Pee Dee Total	With a Disability	Percent with a Disability
Total Civilian Noninstitutionalized Population	997,377	81,467	8.2%

Source: American Community Survey 2018-2022

Likewise, Santee-Lynches' percent with a disability is 8.2%. Individuals with a Disability, age 18-64, Labor Force Participation Rate and size is 35.4% compared to the Greater Pee Dee region at 34.3%, and the State at 40.9%.

<b>Disability</b>			
	Santee-Lynches Total	With a Disability	Percent with a Disability
Total Civilian Noninstitutionalized Population	218,698	17,891	8.2%

Source: American Community Survey 2018-2022

Data shows that 167,755 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 23.4% of SC's population who live in poverty.

<b>Poverty</b>			
	Pee Dee WIOA Region	SC Total	% of
Population Income in the past 12 months below poverty level:	167,755	717,849	23.4%

Source: American Community Survey 2018-2022

As for Santee-Lynches, Data shows that 36,340 people have incomes below the poverty level. The Pee Dee region represents 5.1% of SC's population who live in poverty.

<b>Poverty</b>			
	Santee-Lynches	SC Total	% of Population
Income in the past 12 months below poverty level:	36,340	717,849	5.1%

Source: American Community Survey 2018-2022

Approximately 28% of SC’s homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1165 homeless individuals are males. 17% of these individuals are unsheltered and 32% are adults with a 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.

<b>Homeless (January 2024)</b>	
Pee Dee WIOA Region	1,165
South Carolina	4,053
% of state's homeless	27.6%

The data was collected by US Interagency Council of Homelessness

Approximately 28% of SC’s homeless population are located in the Greater Pee Dee Region. Data also shows that the majority of the 1165 homeless individuals are males. 17% of these individuals are unsheltered and 32% are adults with a 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.

<b>Homeless (January 2024)</b>	
Pee Dee WIOA Region	1,165
South Carolina	4,053
% of state's homeless	27.6%

The data was collected by US Interagency Council of Homelessness

Approximately 21% of Youth aged 16-24 are not in school In the Pee Dee Region. There is a large portion of this population are considered hard-to-serve due to possessing multiple barriers such as: high school dropout, pregnant/parenting teen, offender, runaway youth, homeless, etc.

<b>Youth Not in School (16-24)</b>	
# of Youth Not in School Pee Dee WIOA Region	1,784
# of Youth Not in School South Carolina	8,424
% of state’s youth not in school	21.2%

Source: JobsEQ®  
American Community Survey 2018-2022

Approximately 4.2% of Youth aged 16-24 are not in school In the Santee-Lynches Local Workforce Area. There is a large portion of this population are considered hard-to-serve due to possessing multiple barriers such as: high school dropout, pregnant/parenting teen, offender, runaway youth, homeless, etc.



Youth Not in School (16-24)	
# of Youth Not in School Santee-Lynches	353
# of Youth Not in School South Carolina	8,424
% of state's youth not in school	4.2%

Source: JobsEQ®  
American Community Survey 2018-2022

❖ Available Education and Training Opportunities for the Pee Dee Region

Greater Pee Dee Region for Total - All Programs (00.0000)

Title	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
Horry-Georgetown Technical College	2,288	0	0	2,288
Coastal Carolina University	0	1,885	286	2,171
Florence-Darlington Technical College	702	0	0	702
Central Carolina Technical College	682	0	0	682
Francis Marion University	0	522	157	679
Northeastern Technical College	481	0	0	481
Coker University	0	197	47	244
Miller-Motte College-Conway	205	0	0	205
University of South Carolina-Sumter	175	0	0	175
Williamsburg Technical College	155	0	0	155
Kenneth Shuler School of Cosmetology-Florence	135	0	0	135
Morris College	0	76	0	76
Strand College of Hair Design	63	0	0	63
LeGrand Institute of Cosmetology Inc	20	0	0	20
Academy for Careers and Technology	15	0	0	15
Personal Touch Beauty and Barber College	3	0	0	3
Galen Health Institutes-Myrtle Beach	0	0	0	0
<b>Total</b>	<b>4,924</b>	<b>2,680</b>	<b>490</b>	<b>8,094</b>
Source: JobsEQ® Data as of the 2022-2023 academic year unless noted otherwise; related occupation data as of 2024Q2. Note: Figures may not sum due to rounding.				

❖ Available Education and Training Opportunities for the Pee Dee Region

Santee-Lynches for Total - All Programs (00.0000)

Title	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
Central Carolina Technical College	682	0	0	682
University of South Carolina-Sumter	175	0	0	175
Morris College	0	76	0	76
LeGrand Institute of Cosmetology Inc	20	0	0	20
<b>Total</b>	<b>877</b>	<b>76</b>	<b>0</b>	<b>953</b>

Source: JobsEQ®  
 Data as of the 2022-2023 academic year unless noted otherwise; related occupation data as of 2024Q2.  
 Note: Figures may not sum due to rounding.

There are multiple opportunities in the Greater Pee Dee region and Santee-Lynches Local Workforce Area for individuals to obtain training to upgrade their skills for open employment opportunities in both areas. Although Santee-Lynches is more limited in terms of training providers, individuals are able to travel outside of the local region for additional training opportunities as well as take advantage of approved private providers in the region.

❖ Strengths and Weaknesses

Strengths:

A strength for the Santee-Lynches local area is having three Post-Secondary Institutions located in the local area: Central Carolina Technical College, the University of South Carolina Sumter and Morris College. Central Carolina, in particular, is part of the South Carolina Technical College System and provides a range of technical, industrial and academic courses to meet the needs of job seekers, including those with barriers, as well as employers. Many have chosen the technical college route because it could offer a relatively quick route to a competitive and desirable occupation – thus providing a pipeline of workers in a relatively quick manner. The technical college also has the ability to create and/or tailor programs to meet the needs of area industry such as for infrastructure, energy and advanced manufacturing. Postsecondary education within the Region offers an opportunity for residents to break out of the poverty cycle. The Region's location in the central portion of South Carolina also provides opportunities for residents to study at various public and private colleges/universities within driving distance.

Another strength is the collaboration established with various agencies in the region to assist those individuals with barriers to finding employment and/or training opportunities that lead to self-sufficient employment. Partnering agencies include SC Vocational Rehabilitation (individuals with disabilities), SC

Department of Juvenile Justice (youth offenders), Midlands Fatherhood Coalition (single fathers who are ex-offenders), the Sumter Dream Team (ex-offenders), SC Legal, etc. We work with these agencies to create and/or provide training opportunities such as Work Experience, Internships as well as On-the-Job Training and direct placement into employment. Such training opportunities provide the individual the opportunity to learn new and/or additional skills needed to enter into unsubsidized employment. Assisting with Federal Bonding through our partner SCDEW also provides a mechanism for some of these individuals to return to work. A larger collaboration is with our integrated business services agencies. Having such a strong partnership with these agencies not only ensures that employer needs are met in a timely manner, but it also ensures that a larger percentage of the population in the local area has access to training and employment opportunities created by the agencies represented at the table. The pooling of funding from the various agencies allows for more opportunities and more customers to be served – both job seekers and employers.

Having an Adult Education Center in each of the four counties in the local area is a strength considering the drop-out rate (14.2% - 25 years of age and older) in the local area. There are many innovative programs set up to address this barrier. In addition, additional opportunities offered through the Sumter County Adult Education Center to expose those without a high school diploma/GED to occupations, such as manufacturing, that are in-demand in the Santee-Lynches local area. WIN has been another resource provided by the Adult Education Centers that quickly links job seekers to area employers.

Another strength is the relationship built with Economic Developers in our region. They have become more involved and are working strategically to assist the Local Workforce Development Board as well as SC Works Committee meet their goals. Mr. Brian Rauschenbach, Economic Development Project Manager Sumter/Lee Counties is a working partner to our SC Works Committee and Ms. Paige Clack, representative for Kershaw County Economic Development is a member of the local Workforce Development Board.

The Greater Pee Dee Sector Strategy Regional Team has worked diligently to communicate with specific businesses and industries identified in the region. Data assistance, financial mapping of employment and training funding streams, unified business engagement framework and the operationalization of Sector Strategies and Career Pathways in the SC Works Centers has been a major focus. Aligning workforce and economic development activities on a regional level and forming industry-led sector partnerships is serving as a vehicle for aligning programs and training with the needs of the region.

Weaknesses:

Although there are opportunities in the Santee-Lynches local area for education and training, the lack of a well-trained workforce remains. Development and implementation of strong region-wide advocacy initiatives promoting job training and education attainment as pathways to both employment and increased compensation is crucial to changing this. Additionally, finding avenues from replicating successful programs from other local areas such as Waccamaw and Pee Dee would also be warranted to address this need. Regional Sector strategies is one mechanism for beginning the address the issue.

Transportation to training and/or employment opportunities continues to be weakness for this local area as well. Having the needed dialogue with the appropriate entities (transportation providers, employers, training entities, etc.), as well as seeking other funding opportunities outside of WIOA, is a first step to address this issue. This task must be accomplished locally as well as regionally.

## Section II: Strategic Vision and Goals

**A description of the LWDB's strategic vision to support regional economic growth and self-sufficiency, including:**

The Santee-Lynches Workforce Development Board's vision is to Build a Great Workforce and Build Great Communities. This vision includes Improving the quality of life for all citizens by investing in a Qualified Workforce supporting economic development within the Santee-Lynches local area. This vision will be implemented through working with key stakeholders in the local area and region to develop and deliver quality educational training opportunities and career pathways to develop a pipeline of workers and a skilled workforce.

Santee-Lynches LWDA, along with the other eleven (11) local areas are always seeking ways to collaborate. A retreat was held in 2024 in Greenville to collaborate and discuss innovative ways to work together, to include sharing in costs. Each area also brought to the table best practices that were shared for ideas and replication in the other areas.

### Goals for preparing an educated and skilled workforce

Goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment include:

- Through the Santee-Lynches CEDS Action plan: Grow our skilled workforce and expand educational attainment thru:
  - Enabling employers to find qualified prospective employees by:
    - Conducting both current and future labor and skills needs assessments for interested industries
    - Conducting “hire-me” events for industries seeking large numbers of new employees
    - Developing employment expos to connect candidates to employers in specific fields
    - Marketing employment opportunities to family members of personnel currently assigned to region military installations
    - Attracting talented individuals to the region by expanding marketing and recruitment activities to neighboring regions and statewide colleges
  - Enabling job-seekers to maximize their employability by:
    - Developing employment expos to connect candidates to employers in specific fields
    - Expanding internship and apprenticeship opportunities using initiatives such as the Workforce Experience (WE) Internship Program
    - Expanding On-The-Job (OJT) training through the Workforce Innovation Opportunity Act (WIOA) and supplemental sources encouraging employers to hire candidates and train them for positions.
  - Enhancing preparation of students for today's and tomorrow's workplace by:
    - Establishing Manufacturing and Technology Expos targeted at middle and high school students in each county
    - Reinforcing working partnerships between educational providers and businesses to emphasize the skills necessary for the workplace
    - Providing soft skills training, career exploration field studies, and job shadow opportunities for students at middle and high school levels
    - Reviewing curriculum alignment between K-12 and post-secondary offerings

- Supporting Science, Technology, Engineering, and Mathematics (STEM) clubs, camps, and extracurricular activities designed to increase the excitement of young people in STEM fields
    - Marketing skilled trade education and professions as attractive career opportunities
  - Providing opportunities for the region's high-school graduates to pursue higher education by:
    - Continuing the Central Carolina Scholars Program for graduates of Santee-Lynches area high schools
    - Identifying resources to improve and/or expand facilities at the region's public institutions of higher education
    - Fostering partnerships with private sector institutions to enable employees to pursue additional education while employed
- Establishing a talent development system that provides life-long learning opportunities that prepare youth and adults of the Santee-Lynches workforce area for the jobs in our local area and within the Pee Dee region.
- Partnering with local school districts in gaining understanding of workforce requirements and preparing teachers for the burgeoning workforce.
- Developing a comprehensive system that prepares unemployed or workforce re-entry adults for employment and upgrade the skills of the existing workforce for the changing workplace, ensuring alignment in supply and demand working through/with key stakeholders.
- Developing a comprehensive system that prepares at-risk youth for employment and for obtaining the skills necessary for entry into employment and/or post-secondary education.
- Continuing Regional planning to allow for expanded availability of training and employment opportunity outside of the local area.
- Supporting broad based discussion of issues and opportunities.
- Continuing to provide an unbiased assessment of the progress being made to educate youth and adults, analyzing, interpreting, and disseminating information to the public.
- Actively participating in an advisory role to support well thought out local and regional initiatives.
- Utilizing the technical skills of the COG's staff to support customized local initiatives to address needs and to support implementation of new programs of training identified by business and industry.
- Promoting the importance of a regional training facility to re-train current workers in the new technologies required by new or expanding existing industries.
- Advocating for strong sustainable local Pre-K programs and kindergarten/preschool programs to ensure an optimum environment for early childhood education.
- Advocating and promoting design of special training services to address the needs of adults and youth that are unprepared academically to participate in state-of the-art technology training programs.
- Creating pathways for Youth, including youth with barriers to employment, to future develop a strong future workforce. This would include further developing curriculum in advanced technologies, Science, Technology, Engineering and Math (STEM) and reaching beyond STEM to embrace STEAM.

#### Board's Strategy for Working with Core and Required Partners

Strategic efforts have been implemented to connect local agency partners to businesses and job seeker customers utilizing the following modules: Adult Ed partners providing on-site assessment/training along with referral services; Job Corp recruitment events are regularly held on-site; Wagner-Peyser and

Veteran partners are co-located in the comprehensive and one affiliate site to provide seamless employment related services; Trade Staff are also housed within the comprehensive and one affiliate site. Coordinated space has been made available for Migrant and Seasonal Farm worker staff and SC Vocational Rehabilitation staff within the comprehensive site as well as for the Department of Social Services staff. In addition, the SC Works Integrated Business Services Team (to include partners such as DSS, Voc. Rehab, Wateree Community Actions, Goodwill Industries, ResCare, Adult Education, etc.) meet and coordinate efforts on a regular basis to ensure that employers are served in a seamless manner.

The local board's special committee of stakeholders continues to identify additional partners/stakeholders that are willing to partner to seek out and create educational and training opportunities for those adults and youth who are not eligible to be served through the WIOA program. A new partnership that has been created is with Healthy Transitions: Roads of Independence to serve youth with disabilities and other barriers to assist them with becoming self-sufficient and gainfully employed.

The local area continues to work with business partners to hold "Employer on the Floor" events and specialized mini job fairs to enable qualified candidates to meet with local employers to fill open positions. In addition, business partners volunteer their time to participate in workshops and employability preparedness exercises to enhance job seeker marketability. Most of the required and Core partners assist with these employer efforts and others.

Efforts continue at the COG level to partner with the Sumter Economic Development Board, Team Sumter and The Link to strengthen education alignment to promote a pipeline of skilled workers. Such efforts can also be replicated in the remaining counties in the local area as well as the Pee Dee region and can be accomplished thru:

- Initial Targeted Pathways:
  - Dual-Enrollment in Workforce Programs/Courses
    - Primary Entry for High School Students into Workforce Pathways
    - Provides Mechanism to increase Student Semester Credit Hours for Post-Secondary Institutions
    - Secures Pipeline into Post-Secondary Workforce Programs
- K-12 Engagement

The Local Workforce Board will continue to utilize its partnership with the K-12 education system through its membership on the Board. There are opportunities to partner with them, along with the Regional Workforce Advisor to create more STEM and STEAM Opportunities. This includes expanding events such as the eSTEAM festival that highlights science, tech, engineering, art, and math, showcasing these areas and their future career potential. The expansion of Manufacturing Expos to include other sectors is another effort that can be made for the region.

Santee-Lynches LWDA will continue to meet with all Core partners on a quarterly basis to ensure a continued common vision and to maximize the leveraging of resources available to customers in the local area. We will continue to seek out additional partners to assist in these efforts.

A description of how the LWDB will utilize technology to increase access to resources and services

The Santee-Lynches LWDA created a QR code to access SC Works Services. It is publicized in the SC Works Centers. SC Works Orientation is provided on the computers in the resource center and online on the COG's website. Staff also push digital learning trainings on SC Works Online Services (SCWOS)

to customers and employers. The local area, through its contractor Eckerd Connects, continues to administer the Virtual Work Experience platform to assist youth with gaining valuable work experience through a non-traditional method. This online program also allows for youth to participate who would otherwise have transportation or childcare barriers to working in a traditional on-site work experience opportunity. Soft skills training is also provided online for all Adult and Dislocated Workers through a program called Workforce 21<sup>st</sup> Century. Customers are also encouraged to participate in online workshops such as Dress for Success, Resume Assistance, SCWOS 101, etc. These workshops are also held in person. Access is also still provided to the Local Area to a virtual job fair platform for businesses who wish to use that platform.

### **Section III: LWDA Partnerships and Investment Strategies**

- 1. A description of the planning process undertaken to produce the local plan. The description must include how the CEOs, LWDB, and core and required partners were involved in the development of the plan.**

The planning process first included management staff's review of the process, data gathering and analysis primarily through JobsEQ (CHMUR) and completing an initial draft of the plan. Local board and input from chief elected officials (CEOs) were also obtained. Review of the current Comprehensive Economic Development Strategy (CEDs) document was also reviewed and important goals and data was added to the plan from it. A draft copy of the plan was also sent to key stakeholders for their input and/or additions. The core partners received a copy of the plan for review and comment and to provide additional information for the plan. Telephone and email conversations were held with several of the partners (to include Adult Education Directors, Vocational Rehabilitation local management staff and DSS staff) who reached out regarding integration of their programs locally and aligning common goals. All core partners acknowledged receipt and feedback from the partners mentioned was incorporated into the plan. An executive summary with highlighted changes was created on the plan to assist the board and CEOs with the review process. The entire plan was made available for a 10-day public comment period on the Santee-Lynches Regional COG's website at [www.santeelynchescog.org](http://www.santeelynchescog.org). Any comments received will be incorporated as an attachment to the local plan and provided to the Chief Elected Officials and the local board as information.

- 2. A description of the workforce development system in the LWDA, including the following:**

- Identification of the programs that are included in the system; and**

The Santee-Lynches LWDA partners with the following partners and programs to provide services and opportunities through the SC Works system:

**Eckerd Connects Workforce Development** (WIOA Adult and Dislocated Worker Programs)

**SC Department of Employment and Workforce** (Wagner-Peyser Employment Services Programs, Veteran Employment and Training Programs, Trade Adjustment Assistance Programs, Unemployment Compensation Program)

**Clarendon, Kershaw, Lee & Sumter Adult Education** (Adult Education and Family Literacy Act Programs)

**SC Vocational Rehabilitation Department** (Rehabilitation Programs for Individuals with Disabilities)

**Central Carolina Technical College** (Post-Secondary Education Programs (Perkins))

**SC Commission for the Blind** (Rehabilitation Programs for the Blind and Visually Impaired)  
**Waterlee Community Actions, Inc.** (Community Services Block Grant Employment and Training Activities)  
**SC Indian Development Council** (Native American Programs)  
**City of Sumter Housing Authority** (HUD Employment and Training Activities)  
**Job Corps, US Department of Labor** (Job Corps Programs)  
**Northeastern Technical College** (Migrant and Seasonal Farmworker Programs)  
**Palmetto Goodwill** (Senior Community Service Employment Programs)  
**Goodwill Industries of Upstate/Midlands SC, Inc.** (Senior Community Service Employment Programs)  
**SC Department of Social Services** (Temporary Assistance for Needy Families (TANF) Programs and Supplemental Nutrition Assistance Program (SNAP) Employment & Training)  
**Eckerd Connects Workforce Development** (WIOA Youth Programs)

A Memorandum of Understanding (MOU) is entered into with each Partner, who has agreed to:

- A. Provide access to its programs or activities through the SC Works delivery system;
- B. Use a portion of funds made available to the partner’s program, to the extent consistent with the Federal law authorizing the partner’s program and with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR Part 200 and as supplemented by specific Federal agency Parts and CFRs, to:
  - (1) Provide applicable career services; and 33
  - (2) Work collaboratively with the State and Local Board to establish and maintain the SC Works delivery system. This includes jointly funding the one-stop infrastructure costs through partner contributions that are based upon:
    - A reasonable cost allocation methodology by which infrastructure costs are charged to each partner in proportion to use and relative benefits received; and
    - Federal cost principles.
- C. Enter into an MOU with the Local Board relating to the operation of the SC Works system;
- D. Participate in the operation of the SC Works system consistent with the terms of the MOU, requirements of authorizing laws, the Federal cost principles, and all other applicable legal requirements.
- E. Actively participate in the strategic planning process for the local SC Works system;
- F. Serve on the Business Services team and participate in industry or sector partnerships, as applicable; g) Participate in SC Works Partner meetings, as appropriate;
- G. Coordinate and integrate activities so that individuals seeking assistance will have access to information and services that lead to positive employment outcomes; and
  - i. At a minimum, provide electronic access to programs, activities and services: Services provided through electronic means will supplement and not supplant those provided through the physical SC Works delivery system. The term “electronic” includes Web sites, social media, internet chat features, and telephone. The SC Works system provides services to customers based on individual needs, including the seamless delivery of multiple services to each customer. There is no required sequence of services.

- **How the LWDB will support strategies for service alignment among the entities carrying out workforce development programs in the LWDA.**

The local Board will support strategies outlined in the State Plan to support service alignment among the entities carrying out core programs and other workforce development programs by:



- Increasing participation in work-based learning (WBL) activities.
- Increasing the formal assessment of soft-skills and provision of soft-skills training.
- Increasing resource investment into direct services for job seekers through results oriented discretionary grants.
- Increasing co-enrollment across partner programs.
- Developing and implementing cross-partner front-line staff training to enhance service delivery to businesses and job seekers.
- Streamlining intake systems and referral processes.
- Implementing strategies that increase access to reliable transportation, affordable housing and access to identification and vital records.
- Increasing the number of regional, industry-led, sector partnerships.
- Identifying the challenges and opportunities in rural communities.
- Sharing best practices across partner programs in order to increase awareness of partner services, promote a workforce environment of growth and continuous improvement, and encourage a system viewpoint.
- Improving strategic outreach to employers.

In addition, the local board works diligently to:

- Promote the usage of SC Works Online System (SCWOS) by job seekers and employers.
- Integrated Business Services Team and working across programs to provide employer services.
- Continued quarterly training for all participating partners to educate and keep all partners aware of all services provided in the SC Works Delivery System.
- Promote services (including partner services) on all social media platforms utilized in the local area.

**3. A description of the strategies and services that will be used in the LWDA to achieve the following:**

- **Expand access to employment, training, education, and supportive services for eligible individuals, including individuals with barriers to employment;**

The Santee-Lynches LWDA collaborates as a part of system design with core and other partners to expand access to employment, training, education, and supportive services to eligible individuals, including those individuals with barriers to employment. Additional partnerships have been created with entities other than core partners. Partnerships beyond the required entities include local colleges and universities, i.e. Morris College Advisory Board, University of SC-Sumter Student Services, Chamber of Commerce Ambassadors Representation, SHRM Collaboration, Shaw Air Force Base Airman and Family Readiness partnership.

Partnerships formed include working with business and industry and legal representatives, such as SC Legal, to assist hard to serve customers with legal issues that may prevent them from obtaining employment. The local area continues to foster a partnership (S.T.E.P.) developed at the COG and created to provide housing assistance to those enrolled in a WIOA training component.

These partnerships have allowed for improved services to customers at the SC Works Centers as well as onsite at other entities such as Shaw Air Force Base.

Strategies obtained from a partnership with Able South Carolina continue to be utilized for Capacity Building for Inclusion in order to improve the utilization and quality of services offered to youth and adults with disabilities in our communities, as well as the knowledge and attitudes of employers regarding disabilities. Specialized training regarding working with individuals with disabilities and other relevant topics and connections to helpful local, state and national disability employment tools and resources has been provided to SC Works Staff and Partners on a quarterly basis. In addition, training is provided to employers at their request on the benefits of building a diverse workforce through hiring and retention of employees with disabilities and other relevant disability employment topics. Plans are to continue training sessions for SC Works Staff and Employers in the region as feasible.

- **Improve access to activities leading to a recognized post-secondary credential, including an industry-recognized certificate or certification that is portable and stackable;**

Working as a region (Greater Pee Dee) to implement regional sector strategy initiatives is integral to improving access to activities leading to a recognized post-secondary credential, including an industry-recognized certificate or certifications that are portable and stackable. Development of a Career Pathway navigation tool to inform the public about the opportunities within certain sectors, such as healthcare or manufacturing, and how to access opportunities for training and advancement in the region would be an optimum means of promoting the importance of obtaining industry recognized credentials. Continued partnerships with our core partners and local training providers, to include the local technical colleges will be key to improving access to these training opportunities.

The Local Area has also expanded its reach by approving more private training providers for the local Eligible Training Providers List. This includes approving more training programs offered in a non-traditional setting or via on-line platforms.

- **Facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations;**

A variety of strategies are employed to engage employers in workforce development programs. The Santee-Lynches local area has been very diligent in building its Business Services team. Due to having a very lean staff, we've worked even harder to build an Integrated Business Services Team (IBST). Our Integrated Business Services Team (IBST) plays a big role in making the connection with employers in the local area to provide the services that they need. The team meets monthly to bi/monthly to discuss the needs of business and industry and how those needs can be met. The team determines the best plan for implementation to assist in meeting the needs of area employers. Since several of agencies represented offer Work Experience and/or On-the-Job Training (OJT), those are often tools presented to the employer as a means for meeting their needs while saving them dollars to train new employees. This approach also allows for those customers who may not possess all the skills that the employer requires up front an opportunity to obtain employment. Employers continue to request and make weekly visits to the center to recruit candidates for open positions. Some employers have standing dates for every month and these dates were put on a calendar and shared with the public on a continuous basis.

A second approach used to engage businesses is Employer on the Floor events hosted by SC Works Business Services staff. This is an opportunity for an employer to come to the center and interview customers on-site who have been vetted by staff to meet the requirements stipulated by the employer. This has netted hundreds of customers gaining immediate employment and the employer filling open positions in an expeditious manner.

A third approach is the hosting of local and regional job fairs. As many as 80 employers (small, intermediate, and large) have participated in the job fairs. These job fairs are hosted each year and nets approximately 800-1200 customers seeking employment. Due to the pandemic, the local area has created innovative methods to serve employers and job seekers through drive-through and parking lot job fairs. We will continue to offer these as options throughout the year to ensure the safety of job seekers and employers and as another means of providing services to the community. The Local Area continues to provide its in-person Job Fair in Sumter. We are looking to expand again to an annual job fair in Kershaw County in the Summer of 2025.

Re-Entry job fairs have been implemented in the Greater Pee Dee region targeting ex-offenders. The Santee-Lynches Local Area hosted this annual regional job fair in October 2019. These events will continue on a rotating basis each year between the local workforce development areas in the Pee Dee Region. Discussions are being held to restart these specialized regional job fairs in 2025.

Another approach used to engage businesses is IBST working together to educate businesses on the services available to them in the region. They have created resources that provides a summary of all the agencies involved in IBST and the business services that they provide. The team works hard to educate each other so that no matter which agency goes out to meet with the employer, they are able to offer the most appropriate service to the employer. This also eliminates or reduces multiple visits by multiple agencies to the same employer. The team continues to work together to engage as many businesses as possible in the local area. Virtual options for information sharing is also being developed to provide individual and groups of employers with valuable business service information.

An approach that will be taken to engage small employers and employers in in-demand sectors and occupations would be hosting special events such as employer on the floor events and mini job fairs. For small employers, one (1) to three (3) small businesses would be hosted at one time to enable focus to be on that employer(s) and to alleviate competition with large employers. Beginning in PY'20 the concept for sector specific events/job fairs was developed and implemented. Sector specific job fairs have been held in the past and are something that is being considered for Spring 2025 with emphasis on the manufacturing sector. The local area will continue to hold these sector specific job fairs bi-annually and will include sectors such as healthcare, transportation/logistics, and retail/service – all in-demand occupations/sectors in the Santee-Lynches LWDA. The Local Area's Youth Provider (Eckerd Connects) also engages with small businesses and other employers in in-demand sectors and occupations to build relationships to connect our out-of-youth with employment opportunities such as work experience and Youth OJT. Mini job fairs held in the centers in include small businesses.

The Local Area at the COG level is considering applying for the Community Economic Development (CED) program. This is a federal grant program that expands employment for individuals with low income in communities facing persistent poverty and high unemployment by investing in community development corporations (CDCs) that create and expand businesses and job opportunities. We are seeking to target small businesses for this effort.

Workforce Staff (in particular, the Business Services Lead) is tasked to focus on industry and business outreach, workforce development, economic development, project management and planning. This has also become integral in developing stronger relationships with local economic developers. Working with the economic developers provides direct line of communication to determine early in the process when perspective employers are seeking to locate to the region allows for a stronger plan to be developed that aids in determining whether a viable workforce currently exists to meet the needs of that employer or if necessary, determining if short-term training programs could be developed with the area's technical college and/or other training providers to assist with meeting identified needs.

- **Support a local workforce development system that meets the needs of businesses in the LWDA;**

Again, IBST plays an important role in determining and meeting the needs of business and industry in the local area. The team meets on a monthly/bi-monthly basis to strategize on how best to find qualified candidates and appropriate services (i.e. Work Experience, OJT, Apprenticeships, etc.) that will help meet the needs of area employers. Efforts are also in place for Business Services Leads for the state to meet on at least a quarterly basis. Virtual meetings are now being developed to ensure continued service delivery during the pandemic.

This team also works very closely together for new business engagement. A team approach is used to target and initiate contact with employers to determine their needs and how we can best meet those needs. Employers are also connected to other partner agencies (i.e. Ready SC and Apprenticeship Carolina) when their level of need exceeds the capacity of the IBST.

As stated above, the Local Area is considering applying for a CED grant that expands employment for individuals with low income in communities facing persistent poverty and high unemployment by investing in community development corporations (CDCs) that create and expand businesses and job opportunities. The Business Services Lead is developing a listing of small businesses to target for this effort along with other employers.

- **Improve coordination between workforce development programs and economic development; and**

Business Services staff meet with Chamber of Commerce Staff and Economic Developers to coordinate efforts with area employers and to determine the needs of such employers so that they are addressed by the appropriate entity. Santee-Lynches continues to build relationships with the local area's economic developers to develop stronger regional economic partnerships. Workforce Development Staff work congruently with Government Services staff at the COG on economic development efforts. Economic Development and Chamber of Commerce Partners have also agreed to promote our business services to their employers and partners through email and telephone communications.

Santee-Lynches Regional Council of Governments and the Local Board is partnering with The Link to maintain a subscription to JobsEQ through Chmura Analytics. Chmura Economics & Analytics provides services related to economic consulting, economic development, workforce development, economic impact studies, publications, and software development. We are constantly engaged with the economic development staff for each of our four counties and are working to develop project proposals that will successfully leverage federal economic development grant funds to improve the infrastructure, workforce, and other critical factors that industries look for when making their site selections.

The Sumter Link, along with the Local Area, Educational Entities, Industries, Economic and Community Developers and STEM Organizations now hosts an annual eSTEAM event that brings together enthusiasts in Science, Technology, Engineering, Arts, and Math. The purpose is to expose participants to advances and opportunities in these ever-growing areas. eSTEAM endorses STEAM related careers and advancements in Sumter and surrounding counties and showcases STEAM exhibits and areas of interest for K-12 and secondary education, cultivate experiences that promote modern manufacturing while incorporating the arts. In 2024, over 6,000 individuals attended from within and outside of the region.

- **Strengthen linkages between the SC Works delivery system and unemployment insurance programs.**

The Santee-Lynches local workforce staff have built a solid relationship with the core partner agency that facilitates unemployment insurance programs. This partnership allows for seamless service delivery within the centers. SC Works staff have been trained to provide the necessary resources and materials to customers seeking UI benefits. A strong relationship is built with the UI Hub in Sumter that also provides assistance and support with meeting the needs of UI customers. The SC Works Centers in the local area are the main focal points for customers to file for UI benefits. Computers are available in the resources centers and there is a special telephone set up in the Comprehensive Center that is specifically used by the customer for making contact with the UI hotline when they are unable to manage their claim or address issues online.

Service Delivery thru SCDEW's RESEA program, working through our comprehensive center, also strengthens the relationship of the SC Works Delivery System and unemployment insurance programs. The RESEA specialist meets initially with the individual at the comprehensive center, provides the required UI assistance needed and assists the customer with job searches and resume assistance. This process has proven to be very successful and enables the customer to receive all the UI and/or partner services that they need to aid them with immediately returning to work. It also provides for them more opportunities to participate in Employer on the Floor Events, as well as obtain information on offsite employer events and job fairs. This partnership also lends way for several of the UI customers who need additional assistance to be referred for WIOA services.

**4. A description of how the strategies discussed in Question 3 above will be aligned with the priorities outlined in the WIOA State Plan, specifically, address the following:**

- **Developing and implementing cross-partner staff training to enhance service delivery to job seekers and business;**

On a quarterly basis, cross-partner staff training is being held in the Local Area to enhance service delivery to job seekers and businesses. Coordinated by the SC Works Operator/Center Manager, training is provided in a variety of categories, to include EO training, training on various partner services, etc. The Local Area is planning to provide CPR training for all partners in the Spring of 2025. This is another means of ensuring the wellbeing of the clients that we serve. These system wide staff training opportunities allow team members from all levels of an organization within the SC Works System to familiarize themselves with the service delivery offerings of each partner agency. We also train on general operating procedures that should be standardized and extend across the system, such as customer service training, HIPAA training and active shooter training. These training sessions are now being held in person each quarter.

Implementation of the new SC Works Learning System through Noverant Online is underway. Local Area staff is working in coordination with the SC Works Operator/Center Manager to enroll all SC Works Staff and Partners into this platform.

- **Increasing the percentage of participants that obtain high-value credentials;**

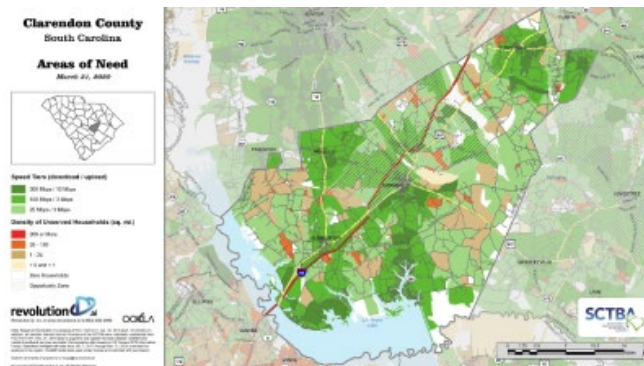
WIOA Funding has drastically decreased over the past 5-10 years. Which means that we must utilize and coordinate with our partners to co-enroll participants to assist with the cost of training. This allows for more individuals to attend training when funding is pooled together from multiple partner agencies. Cross referral has become a very important factor in this. The SC Department of Social Services has

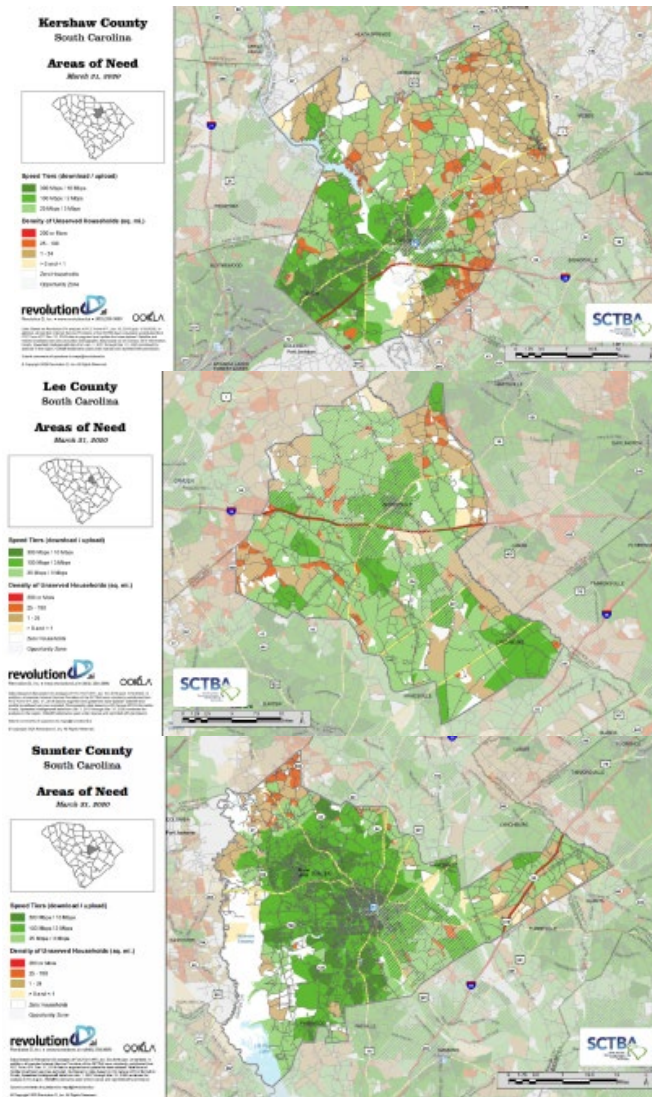
been very active with the cross referral of participants with WIOA and the sharing in some of the costs. The SC Vocational Rehabilitation Dept has also been actively engaged with cross-referrals and the sharing of costs – primarily supportive services. Working with a variety of training providers, private and public plays a key role in this as well. Working directly with the technical colleges and referring individuals there who may qualify for financial aid assistance, heightens the chances of these individuals obtaining high value credentials. Also, in the Local Area, at least two of the School Districts (Sumter and Clarendon) have a partnership agreement in place with Central Carolina and/or USC Sumter with their Early College and Dual Enrollment programs. Both are pathways into those colleges. Coordination with the local Career Centers attached to the high schools in the region ensures another pathway to high value credentials. All of the aforementioned opportunities help to eliminate barriers to earning credentials that lead to self-sustaining employment and careers. Incorporating Work-based learning/apprenticeship opportunities will also be key to the success of this state and local initiative. Working with Apprenticeship Carolina, the local high schools, local employers and the local workforce development board, will also be key to building a pipeline in the region.

- **Increasing access to education and training necessary for individuals to use Broadband to advance their personal goals and increase South Carolina’s technology workforce competitiveness;**

The Local Area works closely with our partners to increase access to education and training through the use of Broadband. Opportunities are provided through our SC Works Centers for individuals who do not have access to computers or who do not have internet access. Central Carolina Technical College will provide free access to individuals enrolled in their programs. Private Training Providers who offer online programs such as Coding Clarified (An Online Training Provider) may offer options for customers to have access to computers to complete their training program if they qualify through their special programs. Customers also have access to our affiliate sites at the local libraries, Adult Education Goodwill Joblink Centers in the region to access Broadband.

In the Santee-Lynches LWDA Broadband internet networks are yet another critical component of the regional infrastructure. The maps below show variation in broadband capacity throughout the region. Of particular concern are the areas shaded in red, orange, brown, and beige, which represent locations that have no access to high-speed internet service.





The COG has undertaken several projects to promote regional economic resilience including a study of broadband internet service in the region, a study of industry gaps in the region, the ["Green Infrastructure" plan](#), and the [2020-2025 Regional Hazard Mitigation Plan](#). The COG's main Economic Resilience efforts are comprised of **Planning and Implementation Activities** and **Providing Critical Information**.

- **Improving strategic outreach and service delivery to employers to effectively match job seekers with employers;**

Quarterly partner meetings is a great avenue to outreach (which facilitates con-enrollment opportunities) and sharing opportunities to match job seekers and employers. Our SC Works partners also take advantage of flyers, brochures, etc. provided by all to give to their customers of all services available in the community and through the centers. The Integrated Business Services Team is another means for making this connection. Information is shared by email among that group when opportunities arise in real time and additional opportunities are shared in their quarterly meetings. @orkshops provided by the SC Works staff also assist with making the connection with both populations. Attending community events and serving on local boards such as the Industrial Associations, etc. provides outreach opportunities to Employers and subsequently job seekers.

- **Increasing awareness of resources to mitigate obstacles to employment;**

Providing workshops, partner information to customers, community events and other opportunities to meet with the public helps to mitigate obstacles to employment. Having our partners available at these public events or to provide workshops to share information on their programs heightens awareness of resources on a real time basis.

- **Implementing a multifaceted outreach strategy to rural and underserved communities to ensure that individuals living in these rural areas of South Carolina have access to employment and training resources;**

Our SC Works and other Community partners share in providing services to rural areas in the region. Our local community agencies such as Wateree Community Actions and other such agencies are hubs in the community, especially rural communities, and are proponents of referring customers for employment and training resources to our SC Works Centers for assistance with employment and training resources. The provision of job and resource fairs in our rural counties is another effective means of providing access. Several events have been provided in the rural counties in the local area in 2024 that provided information on employment opportunities, community resources and educational opportunities at the technical college, etc. The Local Area also works very closely with our rural outreach staff in the SC Works Center as they work very closely with employers and providing employment opportunities for job seekers in rural areas.

- **Identifying resources and funding opportunities to provide services to jobseekers;**

Engaging our partners in our quarterly partner meetings allows for the partners to share information on their services, resources and any special funding that they may receive. Due to the close connections of our partners, information is shared on a regular basis – including in between quarterly meetings. Often times requests are made for partners to come speak to certain groups of individuals to share about their services and qualifications to receive funding.

Local Area Administrative Entity staff also continue to pursue other grant opportunities outside of WIOA. They work closely as well with the COG Board of Directors to identify pockets of funding that can be accessed that they may have access to as senators, house representatives or other members of local government. Members from both the Workforce Development and COG Boards are advocates in the community and at the state and federal levels for more funding.

- **Communicating opportunities to the workforce system; and**

SC Works Santee-Lynches has a strong presence on social media platforms. In addition, the COG also communicates opportunities to the workforce system on its social media platforms. Postings are often used to promote job opportunities and upcoming hiring events. The platforms are also used to promote partner engagement and services. Likewise, our community partners and training providers also promote opportunities for training and employment on their websites and social media platforms. We also take advantage of information from the SC Works Greater system to send out email blasts to customers to promote WIOA and SC Works Services. This has netted groups of individuals coming into the centers to inquire about such services. Many have been enrolled in the WIOA program. SC Works Staff as well as Local Area staff participation in community events, high school career fairs, etc. are all ways to communicate workforce system opportunities and have been very instrumental in getting the word out to a large number of residents.



- **Identifying and strategically targeting training providers in the state that are offering programs in the infrastructure, energy, and advanced manufacturing sectors.**

Training providers are available in both the public and private sectors to provide opportunities in infrastructure, energy and advanced manufacturing. The technical college is the largest provider available to provide such opportunities on a consistent basis – especially in infrastructure and advanced manufacturing in the Santee-Lynches LWDA. Although they are not an eligible training provider due to reporting and staff challenges, they are a feeder for such programs. WIOA does provide supportive services assistance for participants who attend CCTC as an added incentive to eliminate barriers to participation. Efforts are made to promote services at all provider locations on a regular basis. Central Carolina Technical College’s Advanced Manufacturing Training Center is the hub for a lot of these opportunities to occur. Presentations at Board meetings, quarterly partner training and other public speaking engagements has been the means for providing outreach and targeting this training provider and others. The promotion of Apprenticeships and On-the-Job Training is also a means for meeting the needs in these sectors.

**5. A description of how the LWDB will work with core, required, and other partners, including economic development, to implement the strategies and services discussed in Question 3.**

The Santee-Lynches service delivery system will provide an integrated continuum of customer service which will result in:

- As a One-Stop center, Santee-Lynches SC Works centers will provide a model of integrated management of the One-Stop system through a partnership of coordination and collaboration;
- Working with employers to bridge the skill-gaps through development of training, work experience and work with outside training providers to develop curriculums for specialized job functions; and
- Engaging in partner development to provide additional options to customers obtaining positions in high-skilled fields.
- A career development system that will prepare workers to meet employer expectations through the provision of intensive services and training services supported by quality assessment, job readiness, job development, and Job placement services.
- The Santee-Lynches LWDB works with core and other partners, including economic development through:
  - Oversight of the Integrated Business Services Team (working directly with the Business Services Lead) and their collaboration with the partners represented (i.e. Vocational Rehabilitation, Adult Education, DSS, Wagner-Peyser, Veteran Services, and others).
  - The SLWDB partners with the SC Department of Commerce through its Regional Workforce Advisors to collaborate on business and education (Career fairs and career pathways, etc.) efforts.
  - The Board also partners with our economic development partners through partnering on employer events and our chambers of commerce and local economic development staff connecting staff with employers who are hiring in the region and need assistance with finding qualified candidates. Both entities also partner by communicating with area employers to provide information on employment and training programs offered through the SC Works system. Economic Developers also play a vital role in the Incumbent Worker Training (IWT) review process.

- Lastly, core and other partners, along with economic development partners are also represented on the local Workforce Development Board and play an integral part in the development and implementation of strategies and services provided in the region.

**6. A description of the Adult, DW, and Youth assessment processes of soft-skills and subsequent provision of soft-skills training, including descriptions of formal tools or resources utilized.**

Adults, Dislocated Workers and Youth participants all undergo an in-depth assessment process at eligibility and during the training approval process. It's our goal to gain an understanding of the job seekers goals, skills, interests and aptitudes to ensure that they are creating a plan that will lead them successfully to a career pathway where they can be both successful and self-sufficient. The following products and workshops are used to facilitate the assessment process.

Virtual Job Shadow is a platform where customers can explore careers, complete assessments, create a resume, set personal goals and complete virtual workshops to enhance soft skills. Our Career Coach team created a customized playlist for WIOA customers that targets specific skill areas that require enhancement as evidenced by responses revealed on a participant's IEP. The team also has the capability to create content and assessment that is completely customized, and targets skill areas identified by local employers or training providers. The versatility and flexibility of this soft skills solution will allow participants to engage in soft skills development activities once they are enrolled in WIOA.

The WIN Soft Skills Courseware consists of four modules: Communicating Effectively, Conveying Professionalism, Promoting Teamwork and Collaboration and Thinking Critically and Solving Problems. All customers engaged in the SC Works System have the ability to access the WIN Learning system. Each module is fully narrated and include a pre-test, instructional lesson and a post-test to measure learning gains. The system also includes activities and content for group collaborations providing practice and application of course material. The local area is committed to requiring that more job seekers are exposed to the valuable and challenging soft skills courses that are available for free through WIN.

Finally, our local region has found great value in hosting an in-depth, two-day workshop, called Career Smart, to our youth participants. Youth and young adults have benefited from soft skills curriculum, including topics like interviewing, dressing for success, critical thinking, social media awareness and financial literacy. This two-day workshop was traditionally offered monthly in a face-to-face setting. Since then, our local team has pivoted instructional delivery to be available online. The young adult population is accustomed to virtual learning and has really enjoyed the flexibility of the online workshop framework.

We plan to continue to offer a series of options for soft skills development to our local job seekers.

**7. A description of the strategies and services for employers that may include the implementation of initiatives such as Incumbent Worker Training (IWT) programs, On-the-Job Training (OJT) programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers and support the LWDB's strategic vision and goals.**

The Integrated Business Services Team (IBST) is a critical component of WIOA service delivery, providing direct values to employers, business associations or other such organizations. Customized business services may include the following services and activities:

- Customized Recruiting and Screening Services
  - Advertise Job Openings: Provide employers with the opportunity to post employment opportunities throughout the Workforce system. One stop staff must post job orders through the SC Works job order portal.
  - Provide Access to Space: Provide or secure space for businesses to interview candidates, hold recruiting events, conduct informational meetings, etc.
  - Customized Screening of Applicants: Thoroughly screen job seekers (based on employer skill requirements) and prepare them for interviews, saving businesses time and increasing the likelihood that businesses will return for more candidates in the future;
  - Conduct Job Fairs: Offer multiple employers the opportunity to meet WIOA enrolled and non-enrolled job seekers. The IBST may assign One Stops to participate in The Partnership-led job fairs and hiring events.
- Information and Technical Assistance
  - Provide Workforce Education: Educate businesses about services available through SC Works Partnership agencies, and how to access these services. In particular, this includes providing businesses in relevant industries with information from the linkages to services at the Sector Centers;
  - Advise on Workforce Issues: Providing informational services to businesses on a variety of workforce topics, including workforce-related and economic development tax incentives; unemployment insurance; labor market statistics; and other workforce-related information identified as providing value to businesses;
  - Provide Layoff Aversion, Downsizing Services and Outplacement: Work with employers making layoffs, and with employees being laid-off, to create reemployment plans. Dislocated Worker delegate agencies will provide these services directly. Rapid Response services are coordinated and conducted by the partnership, which may engage any Dislocated Worker agency to participate in employer onsite layoff workshops;
  - Provide Human Resource Consultation: Assistance with writing and/or reviewing job descriptions, orientations for new workers, analyzing employee turnover and customized labor market data.
- Employer Development Services
  - Educate businesses on various training offerings available through the Santee-Lynches Region;
  - Develop and deliver incumbent worker training programs to up-skill existing employees;
  - Provide retention services.
  - Work with employers to design strategies and provide support that helps employees stay on the job or advance after placement.
  -

One of the top priorities for the Santee-Lynches region is to ensure all facets of customers such as youth, adults and dislocated workers have accurate, up-to-date knowledge/information concerning Work-Based learning Programs. For youth, programs such as career assessments, work experience and On the Job

Trainings are designed to lead to career pathway choices. Our region/area will be adding additional worksites for work experience opportunities by partnering with other agencies and new/prior partner employers. This will require networking and partnering priorities to be established to address the constantly changing workplace and its requirements. Real world knowledge is required for the youth to have adequate preparation to be competitive in the workplace. Job seekers will be provided career assessments for job placement, , establish an increase in on going workshops to provide additional real-world skills training such as On the Job Training plus assisting job seekers to develop a priority to seek employment in high demand occupations. Individuals and group soft skills training is mandatory in ensuring employers are getting job seekers that are truly prepared to succeed in the workplace.

**8. A description of how the LWDB will coordinate local workforce investment activities with regional and economic development activities that are carried out in the LWDA, including how the LWDB will promote entrepreneurial skills training and microenterprise services.**

In the past, 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. The Post-Education Summit Steering Team created has been formed consisting 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. A long-term goal would be to replicate successful efforts in the other three counties in the local area.

The Local Board will continue to recognize the importance of innovation and promote building within the local area's education systems and the at-large community tools to encourage entrepreneurship. They will also encourage the development of start-up companies through the provision of technical assistance, identification of public and private capital sources, and implementation of a business incubator program (either virtual, actual, or a combination). The local board works with the local technical college and university to review entrepreneurial programs and to assist with marketing and promoting such programs to encourage enrollment by the public as well as students into such programs; especially when they are interested in starting their own business. Staff work very closely with representatives of the University of South Carolina - Sumter through their South Carolina Small Business Development Center (SBDC) that offers individuals confidential business consulting (i.e. business plan assistance, marketing of their company, record keeping, financial loan packaging, and general management tips and ideas) at no cost to the individual. Individuals and students are also encouraged to attend workshops and seminars that are provided for new and existing business owners, as well as entrepreneurs. Collaboration by the COG with SBA located at USC Sumter opens up additional avenues to assist those starting their own business.

## **Section IV: Program Design and Evaluation**

**1. A description of the SC Works delivery system in the LWDA, including the following:**

- **How the LWDB will ensure the continuous improvement of eligible providers of services through the system and that the providers will meet the employment needs of local employers, workers, and jobseekers;**

The continuous improvement of eligible providers is obtained through continuous outreach and communication to local business and industry to determine what their hiring needs are. Many of our Local Board members are key players in businesses with highly demanded occupations. Also, Sector Strategy research has identified sustained and growing industry in our area. Using this data allows us to pinpoint occupations and the needs of employers and thus in return, recruit for the appropriate training providers that provide the appropriate training programs if they do not currently exist within the local area and/or region. We will also continue to monitor the various training programs in the local area/region to ensure that they stay up-to-date and in line with in-demand occupations and if not, adjustments can be made accordingly. The local area has also shifted to approving some online programs such as IT and other online programs to assist with meeting the demand of business/industry while also operating within a pandemic.

The local board procures out Youth Services, WIOA Adult and Dislocated Worker Services and SC Works Operator Services. The Request for Proposal process identifies the need for program designs geared toward meeting the needs of job seekers and employers, performance expectations and continuous improvement expectations for the applicant who is awarded a contract. Contractor performance reports are reviewed at each Workforce Development Board meeting held bi-monthly as well as by specific committees (i.e. Youth Committee and SC Works Committee) held on at least a quarterly basis. Performance issues identified by staff as well as solutions for addressing the issues are shared with the appropriate committee and board. The contractor management staff is expected to provide the necessary corrective action plan to address the issues and such a plan is presented to the appropriate committee and workforce board for review, discussion, and approval. Administrative Entity staff also monitors all contractors (programmatically) twice per year and follow-up visits are made if deemed necessary. Financial monitoring is conducted monthly to ensure that financial issues are identified and addressed quickly. Monitoring reports are provided to identify any issues found and require a corrective action plan to be developed to immediately address issues identified. Desktop monitoring on a weekly to bi-weekly basis is also conducted and data entered into the SC Works Online System (SCWOS) is also reviewed for validation and accuracy. Technical assistance is provided on an on-going basis to contractors, staff providing services to job seekers and employers to ensure continuous improvement and above average service delivery.

- **How the LWDB will target rural communities, including how the LWDB will use technology and other means to facilitate increased access to services provided through the SC Works delivery system;**

Access to all SC Works services is available at our comprehensive center in Sumter and our affiliate site in Camden. There are affiliate sites set up in the Harvin-Clarendon County Library, Lee County Library, Darlington-Lee Adult Education Center. Partner and SC Works staff ensure that online services (i.e. job search assistance, resume assistance, etc.) are provided to customers on a daily basis, to include the provision of workshops (virtually and in person) by both parties. Each of these sites provide computer access to our SCWOS online system. Our affiliate sites are maintained based on the needs of the area and traffic flow, with Camden and Sumter showing the heaviest traffic flow. Additionally, technology linkages provide customers direct connection to employers, partners, labor market conditions and other essential community resources to ensure to a true "one-stop" service delivery environment. Two of our counties (Clarendon and Lee) are very rural counties and often transportation is an issue for customers who may require services offered by SC Works. Customers are provided information via telephone or in

person on the appropriate job search links, such as SCWOS, et al, that can be used 24 hours per day and/or when the comprehensive center/affiliate sites are not open or when transportation issues do not allow them to visit one the comprehensive center or affiliate sites. They are also provided information on links to partner resources that can be viewed and accessed online. SC Works staff also attend community events on a regular basis to provide information on its services and how they can be best accessed by customers based on their needs and county of residence. Virtual workshops are also now provided to provide information and service delivery.

Additional partnerships have been created with entities other than those required by WIOA. Partnerships beyond the required entities include Goodwill (Joblink), local colleges and universities, i.e. Central Carolina Technical College, Morris College, University of SC-Sumter, and Shaw Air Force Base Airman, Family Readiness and ABLE South Carolina. These partnerships have allowed for improved services to customers at the SC Works Centers as well as onsite at other respective locations.

- **How entities within the SC Works delivery system, including center operators and partners, will comply with the nondiscrimination provisions of WIOA and applicable provisions of the South Carolina Nondiscrimination Plan, the Americans with Disabilities Act of 1990 (ADA), and the ADA Amendments Act of 2008 (ADAAA) in regards to the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and**

All partners are required to sign a Memorandum of Understanding that outlines their participation and responsibilities within the SC Works system. The assurances attached to the agreement ensures that each partner complies with all nondiscrimination provisions of WIOA. Staff and Partner training is also made available on-site at the SC Works Centers (Camden and Sumter) and virtually. Able South Carolina, SC Vocational Rehabilitation Department and Commission for the Blind are all partners willing to provide training on site and virtually when needed. Staff have also been and continue to be trained on the SC Works Certification Management Standards to ensure that “there are consistent expectations for physical infrastructure and facilities which includes accessibility of each SC Works Center so that all job seekers and business customers can fully participate in the services offered” at the centers and virtually. There are also agreements in place with the affiliate sites (Clarendon-Harvin, and Lee County Libraries, Darlington-Lee Adult Education Center that complies with all nondiscrimination provisions. The Affiliate Sites are also required by law to be compliant, and their buildings must be equipped to serve those with disabilities. Staff reviews these sites on an annual basis to ensure continued compliance and offer assistance through our partner agency (SC Vocational Rehabilitation) if any issues are identified. Accessibility services and equipment are conspicuously displayed in our resource center at our Comprehensive site for customers who need this service. Our local EO officer also ensures that compliance is being met. Staff are also trained on ways to adjust settings on computers in the centers and affiliate sites to assist customers who are visually impaired. Updated software SC (JAWS and ZoomText) have been installed in the comprehensive center and affiliate site in Camden to assist visually impaired customers. Continued consultation with Able South Carolina and SC Vocational Rehabilitation aids in keeping the local area compliant.

The MOUs can be accessed at <http://www.santeelynychescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents. A copy is also uploaded with the Local Plan Document.

- **Identification of the roles and resource contributions of the SC Works partners.**

SC Works centers are operated through contracted services with Eckerd Connects Workforce Development. Contractor Staff provide day-to-day support for the centers as well as provide functional supervision to on-site partners. Partner programs (WIOA, DSS, Wagner-Peyser, Migrant Seasonal Farm Workers, SC Vocational Rehabilitation, Adult Education, SCSEP, and TAA) support infrastructure costs in the Comprehensive Center; WIOA, Wagner-Peyser, and SC Vocational Rehabilitation support infrastructure costs in the Affiliate Site. Such support is provided through cash payments and staff support/assistance. Affiliate Sites at the libraries provide support through the provision of free space for SC Works and Partner staff.

Roles and resource contributions are outlined in the Memorandum of Understanding and Resource Sharing agreement for each SC Works Partner – for those that are co-located, as well as for those that are not. While roles and contributions vary by partner, they all share in the same goal of putting individuals back to work through providing education/training opportunities, supportive services and employment opportunities through an integrated SC Works system. Specific services offered by each partner program can be found in the SC Works MOU/IFA. Referrals to various partners within the SC Works systems is also vital to ensure that customers (employer and job seeker) receive the necessary services and/or resources. Management staff work diligently with all partners to help strengthen the referral process.

All partners represented agree to:

- (a) Provide access to its programs or activities through the SC Works delivery system;
- (b) Use a portion of funds made available to the partner's program, to the extent consistent with the Federal law authorizing the partner's program and with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR Part 200 and as supplemented by specific Federal agency Parts and CFRs, to:
  - (1) Provide applicable career services; and
  - (2) Work collaboratively with the State and Local Board to establish and maintain the SC Works delivery system. This includes jointly funding the one-stop infrastructure costs through partner contributions that are based upon:
    - (i) A reasonable cost allocation methodology by which infrastructure costs are charged to each partner in proportion to use and relative benefits received; and
    - (ii) Federal cost principles;
- (c) Enter into an MOU with the Local Board relating to the operation of the SC Works system; and
- (d) Participate in the operation of the SC Works system consistent with the terms of the MOU, requirements of authorizing laws, the Federal cost principles, and all other applicable legal requirements.

All core and other partners pay an appropriate percentage of the costs of operating the centers in Sumter and Camden based on the FTE methodology. Several of the partners have also agreed to fund the front desk position at the comprehensive center. The following represents the percentage of proportionate share that each partner has agreed to pay:

	Proportionate Share %
SC Works Sumter	WIOA - .2311% ; Eckerd - .0402%; DSS -.1005%; VR - .0050%; DEW - .5528%; AE - .0151%; MSFW - .0503%; SCSEP - .0050%
SC Works Camden	WIOA - .1695%; Eckerd - .1356%; DSS - .1695%; VR - .0169%; DEW - .5085%

Please see copy of MOU/IFA for more specific information found at <http://www.santeelynchescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents. A copy is also uploaded with the Local Plan Document.

**2. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the LWDA.**

The Santee-Lynches local area strives to provide for a workforce system that is quality-focused, employer-driven, customer-centered and tailored to meet the needs of the local and regional economies. This system is designed to increase access to, and opportunities for the employment, education, training and supportive services that individuals need to succeed in the labor market, particularly those with barriers to employment.

In addition, the Santee-Lynches SC Works System and their partners must:

- A. Provide job seekers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages;
- B. Provide access and opportunities to all job seekers, including individuals with barriers to employment, such as individuals with disabilities, to prepare for, obtain, retain and advance in high-quality jobs and high demand careers;
- C. Enable businesses and employers to easily identify and hire skilled workers and access other support, including education and training for their current workforce;
- D. Participate in rigorous evaluations that support continuous improvement of SC Works Centers by identifying which strategies work better for different populations;
- E. Ensure that high-quality integrated data inform decisions are made by policy makers, employers and job seekers.

WIOA funds shall be used to provide a variety of career services, which shall be available to individuals who are adults and dislocated workers through the SC Works delivery system. The following services are offered under WIOA and other Partner Programs in person and some in a virtual capacity: (A) Basic Career Services, (B) Individualized Career Services, (C) Training Services and (D) Follow-up Services. These services can be provided in any order:

**A. Basic Career Services:**

- Eligibility Determination for WIOA Adult and Dislocated Worker programs;
- Outreach, intake and orientation to information and other services available through the SC Works delivery system;
- Initial assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skill gaps), and supportive service needs;
- Labor exchange services including: (provided by Wagner-Peyser Staff)



- Provision of referrals to and coordination of activities with other program and services, including those within the SC Works delivery system and, when appropriate, other workforce development programs;
- Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas.
- Provision of performance information and program cost information on eligible providers of training services by program and type of providers;
- Provision of information relating to the availability of supportive services or assistance, and appropriate referrals to those services and assistance
- Provision of information and assistance regarding filing claims under UI programs, including meaningful assistance to individuals seeking assistance in filing a claim.

#### **B. Individualized Career Services:**

- Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers.
- Development of an individual employment plan to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the list of and information about, eligible training providers;
- Group and/or individual counseling and mentoring;
- Career planning;
- Short-term pre-vocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct to prepare individuals for unsubsidized employment or training in some instances pre-apprenticeship programs may be considered as short-term prevocational services;
- Workforce preparation activities that help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in utilizing resources, using information, working with others, understanding systems and obtaining skills necessary for successful transition into and completion of postsecondary education, or training or employment;
- Financial literacy services;

#### **C. Training Services:**

- Occupational Skills Training
- Internships and work experience that are linked to careers;
- On-the-Job Training (OJT)
- Skills Upgrading and Retraining
- Entrepreneurial Training
- Job Readiness Training
- Customized Training
- Adult education and literacy activities provided in combination with services described above.

### **3. A description of how the LWDB will coordinate workforce development activities carried out in the LWDA with statewide rapid response activities.**

Staff have developed a great partnership with the State's Rapid Response Team and work very closely with them to ensure the affected employer and customers/employees obtain the services and assistance that they need during and after a layoff event. COG Administrative Entity Staff attends and participates in management meetings with the affected employer and subsequent Employee Orientations set up with

the employees. Staff also try to develop mechanisms for providing as many services on site (i.e. resume assistance, WIN testing, job search assistance, etc.) as possible prior to established layoff dates. If this is not possible, special sessions are set up with affected employees in the centers to provide such services on an individual basis or in a group setting. Staff remain available to the State Rapid Response Staff and employer to assist as needed until the process is complete.

**4. A description and assessment of the type and availability of youth workforce investment activities in the LWDA, including activities for youth with disabilities, which must include an identification of successful models of such activities.**

The current Youth service provider, Eckerd Connects, delivers comprehensive services designed to collectively support participants' successful transition into the workforce. Eckerd Connects is committed to assessing individuals to determine the best resources available to suit their needs through the provision of the following services:

- Objective assessment for the purpose of identifying appropriate services and career pathways for participants;
- Service strategies directly linked to indicators of performance and identify career pathways that include education and employment goals;
- Activities leading to the attainment of a secondary school diploma or recognized equivalent, or recognized postsecondary credential;
- Preparation for post-secondary educational/training opportunities, if appropriate;
- Strong linkages between academic instruction and occupational education that lead to recognized postsecondary credentials;
- Preparation for unsubsidized employment opportunities;
- Innovative linkages with business and industry that creates real-world connections between the classroom experience and the job site in demand-industry sectors or occupations;
- Effective connections to intermediaries with strong links to job market and local/regional employers, specifically the local SC Works system.
- Leadership development opportunities, which may include community service and peer-centered activities;
- Supportive services;
- Adult mentoring for the period of participation and subsequent period, for a total of not less than 12 months;
- Follow-up services for not less than 12 months after participation;
- Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate;
- Financial literacy education;
- Entrepreneurial skills training;
- Labor market and employment information about in-demand industry sectors or occupations such as career awareness, career counseling, career exploration;
- Preparation for and transition to postsecondary education and training.

The strength and success of Eckerd Connects lies within its partnerships and collaborations in the community. Each of the following organizations in the system brings a unique set of services and programs which can be utilized to assure the enrolled youth have an opportunity to successfully complete the program:

- Adult Education: GED & HS diploma training services, WIN, Basic Skills remediation, special needs accommodations and college fair participation. High Schools: HS diploma preparation, vocational training, apprenticeships, early intervention counseling for at-risk youth and career exploration.
  - Social Service and Community Organizations: Enrollment of TANF eligible clients, support of eligible DSS ABAWD clients, ABC voucher assistance to parenting youth, parenting training, academic grants and scholarships, ASVAB training, Special Needs Accommodations, assistance with intensive supervision of young offenders and treatment plans, leadership training and mentoring services.
  - Vocational Rehabilitation: Specialized Employability Skills training for participants with disabilities, Work Based learning opportunities to include Work experience, Occupational Skills training, Pre-employment transition services, guidance and counseling geared toward attainment of competitive employment. Eckerd staff work very closely with our local SC Vocational Rehabilitation counselors. In Kershaw County, there is a direct referral pipeline. Staff continues to work with Vocational Rehabilitation counselors in the other three counties to ensure a more consistent flow of referrals. Eckerd staff are currently partnering with the Project SEARCH initiative in another local and are on the advisory committee to start up the same program in a second local area. Project SEARCH provides real-life work experience to help youth with significant disabilities make successful transitions from school to adult life, which includes the world of work. Discussions have begun with Vocational Rehabilitation and local school districts to start this same initiative in the Santee-Lynches local area. While the local area was not able to launch Project SEARCH in the previous year as anticipated due to staff turnover and then the pandemic, the local area has reached out to our Vocational Rehabilitation partners (Log-term Supported Employment Provider) in Sumter and Camden to begin discussions to launch this initiative locally. We will work together to add to the team an Education Partner (working through our Regional Workforce Advisor), a Community Rehabilitation Partner (Goodwill industries), and a host business (yet to be determined). Once we are able to gain support from these partners, a local meeting will be held to provide an extensive overview to ensure support from all partners.
  - Technical Colleges: Short term occupational training, Externship/clinical opportunities, test preparation for National Certifications, entrance into post-secondary education and pre-college workshops.
  - Faith based Organizations: Emergency housing/shelter, Transportation services, Faith based counseling and mentorship, self-sufficiency training and college sponsorships.
- 5. A description of how the fourteen youth program elements are integrated in program design, including a description of partnerships which identifies the entities involved and the function(s) they are providing, and a description of formalized agreements in place for the provision of program elements not provided by the local program.**

WIOA affirms the Department of Labor's commitment to providing high-quality services for all youth and young adults, beginning with career explorations and guidance, continued support for educational attainment, opportunities for skills training in in-demand industries and occupation. Eckerd Connects strives to uphold this commitment by making the following program elements available to their participants:

- A. Tutoring, study skills training, and instruction and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities or for a recognized post-secondary credential);

Eckerd Connects maintains a strong relationship with all four Adult education providers in the Santee-Lynches local area. Participants will be encouraged to participate in a study skills training aligned to the career training they plan to enter. Participants will also learn study skills, form study groups with their peers, learn what to expect during their training programs, and will hear from participants who have completed such training.

- B. Alternative secondary school services, or dropout recovery services, as appropriate; Although Eckerd Connects has built strong relationships with the four school districts and Adult Education providers, as well as the Alternative Schools, they are not contracted to serve in-school youth. This was a decision made by the Santee-Lynches Local Workforce Board over 10 years ago – to align with DOL’s focus to provide services to at-risk out-of-school youth. However, Eckerd Connects staff maintains a relationship with the guidance counselors in the local area, who refer youth who are graduating from high school with a direct linkage to a workforce program that can assist them in their next step on their chosen career pathway. Eckerd Connects will also work with Alternative Secondary Schools through other funding mechanisms to provide remediation in math and reading so their youth will have a better chance at succeeding in school and in the workplace.

- C. Paid and unpaid work experiences (at least 20% of total funding) that have academic and occupational education as a component of the work experience, which may include the following types of work experience:

- Summer employment opportunities and other employment opportunities available throughout the school year;
- Pre-apprenticeship programs;
- Internships and job shadowing; and
- On-the-Job training opportunities;

Eckerd Connects has exceeded the required 20% expenditure level for work-based learning activities since Program Year 2015. Activities include On-the-Job Training, job shadowing, and work experience during the summer or year-round. These worksite partnerships with local businesses and agencies provide invaluable opportunities for youth participants to gain hands-on experience in a supportive and engaging work environment. Eckerd Connects will continue to strengthen these partnerships to ensure that at least 35%-60% of their youth enrolled each year will be able to participate in one of the above work-based learning activities.

- D. Occupational skills training, which includes priority consideration for training programs that lead to recognized post-secondary credentials that align with in-demand industry sectors or occupations in the local area;

Occupational Skills training provides participants with vocational training for careers that are in demand. This is primarily accomplished through working with Eligible Training Providers identified for the region and the surrounding technical colleges. Participants are assessed using various career interest inventories to determine the career pathway best suited for their interests and personalities. Successful completion

of an occupational skills training program should provide participants with the skills necessary to become a competitive candidate for employment in their chosen career fields.

- E. Education offered concurrently with and in the same context as workforce preparation activities and training;

This component reflects an integrated education and training model that includes workforce preparation activities, basic academic skills, and hands-on occupational skills training being taught within the same timeframe and connected to training in a specific occupation, occupation cluster, or career pathway.

- F. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors;

Eckerd Connects currently promotes responsibility, civic engagement, employability skills and networking through their Student Ambassador Program. This is a new initiative that was launched in the Santee-Lynches local area to provide a variety of Leadership Development activities which include: community and service-learning projects, peer mentoring, exposure to post-secondary education opportunities, and developing life skills such as budgeting, work maturity skills and parenting skills.

- G. Supportive services;

All youth will be assessed to determine their need for supportive services. Some examples of supportive services that will be made available include assistance with childcare, transportation assistance, assistance with exam fees, books, uniforms, etc. One of the most important resources Eckerd Connects provides to each youth is the introduction to the SC Works Center, where many community resources are co-located, and youth can receive services from a myriad of partners that can lead to self-sufficiency in one convenient location.

- H. Adult mentoring for the duration of at least 12 months that may occur both during and after program participation;

Mentors are solicited from within the local area and are encouraged to develop a relationship with the youth which is based on trust and will continue to promote positive life skills in the youth participant. The current mentoring program established has had its ebbs and flows of success over the past six years, but Eckerd Connects understands that the mentoring program will be an ongoing and integral part of Eckerd Connects' program design, as this service element will lead to the achievement of WIOA performance measures.

- I. Follow-up services for not less than 12 months after the completion of participation;  
Eckerd Connects will utilize a variety of techniques to provide ongoing support to our youth during the follow-up phase of the program. Career Coaches provide on-going contact through phone calls, random and regularly scheduled meetings, mailings, and even follow-up with employers.
  - i. Labor Market Information (LMI), Career Awareness, Career Exploration and/or Career Counseling

Eckerd Connects' Career Coaches are GCDF certified to provide labor market and employment information about in-demand industry sectors or occupations available in the local area and includes career awareness, career counseling, and career exploration services to help youth make informed

educational and occupational choices. Labor market information identifies employment opportunities, and provides knowledge of job market expectations, including education and skill requirements and potential earnings. Career awareness can be facilitated through increasing the youth's knowledge of the variety of careers and occupations available, their skills requirements, working conditions and training prerequisites, and job opportunities across a wide range of industry sectors. Career exploration is the process in which youth choose an educational path and training or a job which fits their interests, skills and abilities. Self-assessment tools can be instrumental in the process of career exploration. Career counseling provides advice and support in making decisions about what career paths to take.

Eckerd Connects will help youth establish a defined career pathway at the onset of program enrollment. Individual career pathways will help facilitate purposeful integration of education and training for each student and will be determined using information from SCOIS and/or ACT Profile. Career Coaches provide feedback from interest inventory results and provide intensive counseling to help participants decide on an appropriate career pathway. During career pathway selection, participants are encouraged to do labor market research using O\*Net to learn more about the exact job qualifications, requirements and average salaries.

#### K. Financial literacy education;

Eckerd Connects currently integrates financial literacy education into their Career Smart Workshop. Instruction is facilitated through interactive learning and delivered by GCDF certified staff. Eckerd Connects also collaborates with Safe Federal Credit Union to offer expertise and insight on financial literacy topics affecting youth entering the workforce. These topics include budgeting, buying a vehicle, managing a checking and savings account, responsibly using credit and debit cards and investing.

#### L. Entrepreneurial skills training;

Eckerd Connects staff is offering opportunities that provide the basics of starting and operating a small business. Instruction is incorporated into a curriculum that exposes participants to the following: business plan development, how to access business loans or grants, development of budgets, day-to-day operations, and marketing, etc.

#### M. Activities that help youth prepare for and transition to post-secondary education and training:

Eckerd Connects exposes out-of-school youth to resources that provide information they need to make informed decisions in respect to furthering their education and/or obtaining employment. Educational services, as well as employment services are made available. The educational component will be spearheaded by the partnership with Central Carolina Technical College, where college applications and financial aid workshops, college tours, and speakers are accessible to our youth.

#### N. Comprehensive Guidance and Counseling:

Eckerd Connects will provide comprehensive guidance and counseling to all WIOA enrolled youth. One of the objectives of this service is to monitor participant progress in fulfilling the Participant's Career Plan and IEP. This is an effort to help guide the student's success. Where progress is slow or in reverse, career coaches will be proactive in identifying the problem and solving the problem before the participant quits without achieving a recorded positive outcome. Career Coaches must have detailed knowledge of other community services within the participant's resident county and cultivate a wide network of contacts in order to make referrals as needed. Staff will provide counseling services to participants on a

monthly basis and shall begin at enrollment. Additional counseling sessions may be scheduled on an “as needed” basis.

- 6. If using the basic skills deficient definition contained in WIOA § 3(5)(B), describe the LWDA’s policy that further defines how to determine if a youth is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual’s family, or in society. (If the LWDA continues to use TABE for determining youth basic skills deficiency, a local policy is not required.)**

The Local Area continues to use TABE for determining youth basic skills deficiency. Our Adult Education Partners provides the assessments for all WIOA Participants.

- 7. A description of how the LWDB will coordinate relevant secondary and post-secondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services.**

The LWDB is very diligent about the leveraging of funds and entering into partnerships that would more efficiently and effectively provide services to our customers. There are partnerships in place with local Adult Education Centers to provide basic skills/GED, testing, etc. at no cost or a very nominal cost. Adult Education also provides their services on site at the Comprehensive Center at no cost to customers.

A partnership continues to be fostered with the local technical colleges to assist with providing post-secondary education programs. Funds are leveraged thru the provision of federal and state funding (Pell and Lottery) as well as scholarship funding received by the technical colleges.

The Santee-Lynches’ local area also partners with the SC Department of Commerce’s Regional Workforce Advisor (RWA) to educate students, parents and industries about career clusters, lucrative career opportunities available to students with associates degrees and certificates from technical colleges. Career Fairs are also coordinated by the RWA around in-demand sectors (i.e. healthcare, advance manufacturing, etc.) in the local area and region.

There is representation from the Technical College system on the local Workforce Development Board. Input from this representative helps with shaping programs and service delivery of programs by the technical college and other providers. The vice chairman of the Board is also a board member on Central Carolina Technical College’s Area Commission. This allows for the vice chairman to share and coordinate strategies from the local board’s perspective and provide insight back to the board on the local educational institution’s plans and goals in meeting employers’ needs for entry-level and advanced training that will improve the workforce in the local area. The SC Works Committee and Board also reviews all information on eligible training providers seeking to be added to the ETP list for Santee-Lynches. This allows valuable input into the process to ensure that the appropriate programs are being approved locally to provide pertinent training leading to self-sustaining employment. Partnering with the local Regional Workforce Advisor leads to joint efforts with educational institutions (such as career expos and sector specific expos and career fairs) and employers and reduces and/or eliminates duplication of efforts and services with these entities.

- 8. A description of how the LWDB will coordinate the WIOA Title I workforce investment activities with the provision of transportation, childcare, and other appropriate supportive services in the LWDA.**

Supportive Services that are made available to eligible WIOA participants include childcare, transportation, uniforms, shots/PPD/physical, tools, and state exams/certifications. The need for all supportive services must be documented in the Objective Assessment Summary, IEP and case notes in SCWOS. WIOA supportive services are to be offered to a participant after reasonable attempts to procure such services from other agencies (i.e. DSS, Voc. Rehab, etc.) have been exhausted and documented. The supportive service policy is reviewed with customers once the need is expressed for such services and before requested services are provided. Supportive service payments will be limited to the amount necessary to permit the WIOA participant to complete the applicable WIOA activity and such payment must be reasonable and assumable by the individual if/when the local area ceases to provide such payments.

All supportive services assistance payments issued will be issued on the basis of an established and documented need, identified as follows:

- One that was identified during the initial and/or comprehensive assessment and placed on the Individual Employment Plan (IEP); or
- One that is identified due to an emergency occurring after the individual becomes a WIOA Participant and is documented in a case note. The IEP must be revised to include the identified need.

**9. A description of plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the SC Works delivery system.**

The Santee-Lynches Memorandum of Understanding with SCDEW found at <http://www.santeelynchescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents and other partners clearly outlines plans, assurances, strategizing maximum coordination, service delivery and duplication of services. It also serves as a guide for continuous improvement.

The Wagner-Peyser partner is co-located in our comprehensive center in Sumter and the affiliate site in Camden. They also assist with the provision of services in our affiliate sites. In an environment where staff is lean, ongoing meetings and training of all staff is conducted to assist with service delivery, coordination of services and avoidance of duplication of services.

The DSS, Vocational Rehabilitation, Adult Education, Migrant Seasonal Farm Worker, and Eckerd Connects (Youth) are also co-located in our comprehensive center. Vocational Rehabilitation and Eckerd Connects (Youth) are also co-located at our affiliate site in Camden. On-going meetings and training for their staff will also assist with service delivery, coordination of services and avoidance of duplication of services.

The Santee-Lynches' local area's partnership with the SC Department of Commerce's Regional Workforce Advisors (RWA) also allows for training opportunities for all partner staff, facilitated by the RWA. Staff are often invited to participate in events for other organizations (i.e. workshops for school career and guidance counselors, employer forums, etc.).

**10. A description of how the LWDB will coordinate the WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the LWDB will carry out the review of local applications submitted under Title II consistent with WIOA requirements.**



The Santee-Lynches local area works very closely with the Adult Education partner. Relationships have been built with all four Adult Education Centers in the local area. All the Adult Education Centers provide WIN testing for our customers. Free GED and Tutoring services are being provided onsite currently at the comprehensive center in Sumter by the Sumter Adult Education Center. Off-site Adult Education partners also make available their services through partner referrals. SC Works participates in Job/Career Fairs hosted by the various Adult Education Centers to provide information on SC Works services to their students. SC Works staff also provides workshops on site and virtually at the Adult Education Centers when requested; as well as conducts orientation sessions on site and virtually at Adult Education for students identified as ready to transition into the workforce.

When applicable, the Local board will actively participate in the review process consistent with WIOA requirements as follows:

- Notification and information from the State regarding the upcoming Adult Education RFP process for the local board's review is sent to the local Board Chair and Workforce Administrator.
- It is understood that, upon receipt of all grant applications, SCDE - Office of Adult Education staff will screen all applications to determine eligibility to apply for funds. All applications deemed eligible will be sorted by LWDA and packaged for hard-copy or electronic transmittal to the Board Chair and LWDA Administrator.
- All eligible applications will be forwarded to a review committee of three (3) board members appointed by the local board. An outline of the proposal review process and timeline will also be provided. Applications will be reviewed and scored according to a scaling system developed at the State level.
- Any LWDB members with potential conflicts of interest will recuse themselves from the review process. For example, if a technical college representative is appointed to the review committee, they will not review proposals submitted by their local technical college.
- Review committee members may also be required to participate in an application review training session prior to conducting the review.
- Once the review process is complete, all forms and other supporting documentation will be forwarded to the Office of Adult Education for consideration in the grant competition process.
- It is also understood that SCDE - Office of Adult Education staff will review LWDB comments and feedback on Local Plan and one-stop alignment and consider the results of the review

**11. A description of how the LWDB will coordinate with partner programs to conduct affirmative outreach to include members of groups protected by the Equal Opportunity provisions of WIOA § 188, including individuals of various religions, racial and ethnic backgrounds, individuals of limited English proficiency, individuals with disabilities, and individuals of different age groups and sexes.**

The Local Board coordinates with partner programs to conduct outreach in the following manner:

Collaborations are made with community based and faith-based organizations to recruit individuals who can benefit from WIOA services. Core partners such as WIOA provides Career and Training Services for eligible Youth, Adult and Dislocated Workers, Vocational Rehabilitation provides individualized services for participants with disabilities leading to career pathway of successfully gained employment. Wagner-Peyser Employment Service program provides all job seekers access to job preparation and placement assistance, including individual skill assessments, career counseling, job matching assistance and skill development workshops designed for improving employability.

For the Santee-Lynches LWDA, Northeast Technical College is the sole entity (formerly Telamon Corporation) in South Carolina responsible for administering or supervising policy for Migrant and Seasonal Farmworkers Programs. There are a number of training facilities who provide training opportunities to individuals to prepare for employment and the local board has ongoing partnerships and communication with these institutions. SC Department of Social Services is the sole entity and designated State agency responsible for administering or supervising activities for Supplemental Nutritional Assistance Program (SNAP), Job Corps employs a holistic career development training approach which integrates the teaching of academic, vocational, employability skills and social competencies through a combination of classroom, practical and based learning experiences to prepare youth for stable, long-term sustainable jobs.

For Limited English Proficiency Individuals, Interpreter Services have been procured for use in the centers to provide these services. Partner agencies such as the SC Vocational Rehabilitation Department is also available to provide services as needed.

## **Section V: Operations and Compliance**

- 1. Copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local SC Works system. This includes agreements between the LWDB or other local entities with respect to efforts that will enhance the provision of services to individuals with disabilities, such as the cross-training of staff, technical assistance, the use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.**

See attached local workforce area documents for the Santee-Lynches workforce area.

- 2. A description of the entity responsible for the disbursement of grant funds as determined by the CEO(s).**

Per the Act, the chief elected officials in the local area shall serve as the grant recipient. The Santee-Lynches Chief Elected Officials have designated Santee-Lynches Regional Council of Governments as the WIOA grant recipient and to be responsible for disbursement of grant funds.

- 3. A description of the competitive process that will be used to award the sub grants and contracts for WIOA Title I activities.**

The competitive process that is used to award sub grants and contracts for WIOA Title I activities is implemented through a Request of Proposals (RFP) process. The RFP is sufficiently advertised on the COG's website, SCBO and other appropriate media outlets. A copy of the RFP would be emailed to entities on a bidders list of those who have requested proposals in the past and/or new organizations requesting to be added to the list. A Rating and Ranking Committee is created to review, rate and rank all proposals received that meet the minimum requirements to be considered responsive to the RFP. Individual proposals must score at least 75 points to be considered for funding. Criteria considered by the Rating and Ranking Committee is outlined in the RFP. The review process and criteria for awarding contracts is also outlined in the RFP. Contracts are awarded to the entity whose application is the most advantageous to the Santee-Lynches Local Workforce Board.

A Procurement Team has been established internally by the Santee-Lynches COG to analyze and ensure procurement policies and procedures are implemented effectively as well as provide guidance as needed. The procurement process taken and all documents is reviewed and approved (signed off on) before a contract can be entered into to ensure that all procurement requirements was met.

The Santee-Lynches Workforce Development Board issued an RFP for WIOA Youth Services for PY'24. Contracts for SC Works Centers Operation and WIOA Adult/DW were extended for PY'24. A copy of the RFP can be accessed at <http://www.santeelynchescog.org/workforce-development-board/>.

Mr. Ray Jackson, contracted through Eckerd Workforce, has served as Operator of SLRCOG SC Works centers in our local area since Program Year 2017. Mr. Jackson has been an integral catalyst in building new partnerships as well as improving upon Core Partner relationships and streamlining the overall progression of SC Works center operations.

**4. A description of agreed upon local performance goals.**

The following are agreed upon performance goals:

**Santee-Lynches Program Year 2024 and 2025 WIOA Negotiated Performance Goals**

<b>WIOA TITLE I – ADULT</b>	<b>Program Year 2024 Goal</b>	<b>Program Year 2025 Goal</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	78.0%	78.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	80.5%	80.5%
Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$7,000	\$7,000
Credential Attainment Rate	75.0%	75.0%
Measurable Skill Gains	68.5%	68.5%
<b>WIOA TITLE I – DISLOCATED WORKER</b>	<b>Program Year 2024 Goal</b>	<b>Program Year 2025 Goal</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	83.0%	83.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	80.0%	80.5%
Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$6,700	\$6,750
Credential Attainment Rate	80.0%	80.0%

Measurable Skill Gains	70.7%	70.7%
<b>WIOA TITLE I – YOUTH</b>	<b>Program Year 2024 Goal</b>	<b>Program Year 2025 Goal</b>
Education or Training Activities or Employment in the 2 <sup>nd</sup> Quarter After Exit	81.6%	82.0%
Education or Training Activities or Employment in the 4 <sup>th</sup> Quarter After Exit	84.8%	85.0%
Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$4,000	\$4,500
Credential Attainment Rate	74.2%	74.2%
Measurable Skill Gains	65.0%	65.5%

**5. A description of actions the LWDB will take toward becoming or remaining a high-performing workforce area, including the following:**

- **The effectiveness and continuous improvement criteria the LWDB will implement to assess their one-stop centers;**

State Workforce Development Board standards and established SC Works Certification Standards will be used to monitor the effectiveness and continuous improvement of SC Works Centers. Technical assistance will also be made readily available to providers of services. Customer feedback, through a customer service survey, is also encouraged in our centers to assist with process improvements and service delivery.

Reports are also provided to the various committees and the local board on a bi-monthly basis for oversight and recommendations for improvements.

- **A description of fiscal and program performance goals beyond the federal measures and how progress will be tracked and made publicly available;**

The Santee-Lynches Workforce Development Board has not established local fiscal or performance goals outside of the federal measures. However, the Board has put processes in place at the local level and with the contractor to ensure that we meet and/or exceed all State fiscal (expenditure and obligation rates) goals and program performance goals. The Administrative Entity and the Workforce Development Board will continue to utilize the State WDB Local Board Standards as one of the main tools for maintaining high performance within the workforce area.

In Addition, Administrative Entity Staff, along with contractor staff, meet with the Board Committees (SC Works and Youth Committees) and the entire Board bi-monthly to provide program performance update reports and financial performance updates. This information is captured in minutes for committee and board meetings and are publicized on the COG’s website. Providing these reports at

every meeting allows for feedback and direction from the Board to ensure that local and state goals are being achieved.

Santee-Lynches Regional Council of Governments has staff dedicated to the routine monitoring of programmatic and fiscal processes and results of the monitoring events are provided to Board Committees. Results of annual monitoring visits conducted by State staff are always shared at Board meetings and captured in meeting minutes that are publicized on the COG's website.

- **A description of the methodology used by the LWDB to allocate SC Works center infrastructure funds; and**

A description of the methodology used to allocate SC Works center infrastructure funds is outlined in the Infrastructure Funding Agreement (IFA) with the partners found at <http://www.santeelynychescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents. Co-located Partners will share in the costs of center operations and facilities. Costs are calculated based on full-time FTEs and actual costs and contributions are calculated on a quarterly basis. One-Stop infrastructure costs are also allocated taking into consideration the following: historical costs, the inflation of some costs, anticipated changes with service delivery, anticipated changes in locations if deemed necessary, planned partner staffing and contributions, and other factors deemed important to the process.

Each partner agrees to provide the resources necessary to fund their proportionate share of infrastructure and other costs. Shared costs are allocated on the basis of a partner's number of staff assigned to work in a facility (enjoying the benefits of being in the building) on a weekly basis and counted proportionately by day as defined below:

- **One Day - .20** (20% of a work week);
- **Two Days - .40** (40% of a work week);
- **Three Days - .60** (60% of a work week);
- **Four Days - .80** (80% of a work week); and
- **Five Days - 1** (100% of a work week).

Staff assigned to work only "half-days" in a facility on a weekly basis will be counted proportionately as defined below:

- **One Day - .10** (half of 20% of a work week);
- **Two Days - .20** (half of 40% of a work week);
- **Three Days - .30** (half of 60% of a work week);
- **Four Days - .40** (half of 80% of a work week); and
- **Five Days - .50** (half of 100% of a work week).

- **A description of the roles and contributions of SC Works partners, including cost allocation.**

A description of the roles and contributions of SC Works partners, including cost allocation, is outlined in the Infrastructure Funding Agreement (IFA) that can be found at <http://www.santeelynychescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents. The IFA and budget establishes a plan to fund the services and operating costs of the

Santee-Lynches LWDA. To compensate for the partner agency's fair share cost allocation, each partner agency agrees to provide the resources necessary to fund their proportionate share of costs as outlined in the Contribution Forms attached to the Infrastructure Funding Agreement through either cash or in-kind services. This process reflects how workforce partners will share in the coordination of programs and resources that provides integrated services that support a high-performing workforce area. The hiring of a One-Stop/SC Works Center Operator has aided in the coordination of services and resources to ensure optimum level of service delivery.

All partners represented agree to:

- (a) Provide access to its programs or activities through the SC Works delivery system;
- (b) Use a portion of funds made available to the partner's program, to the extent consistent with the Federal law authorizing the partner's program and with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR Part 200 and as supplemented by specific Federal agency Parts and CFRs, to:
  - (1) Provide applicable career services; and
  - (2) Work collaboratively with the State and Local Board to establish and maintain the SC Works delivery system. This includes jointly funding the one-stop infrastructure costs through partner contributions that are based upon:
    - (i) A reasonable cost allocation methodology by which infrastructure costs are charged to each partner in proportion to use and relative benefits received; and
    - (ii) Federal cost principles;
- (c) Enter into an MOU with the Local Board relating to the operation of the SC Works system; and
- (d) Participate in the operation of the SC Works system consistent with the terms of the MOU, requirements of authorizing laws, the Federal cost principles, and all other applicable legal requirements.

As stated above, all core and other partners pay an appropriate percentage of the costs of operating the centers in Sumter and Camden based on the FTE methodology. Several of the partners have also agreed to fund the front desk position at the comprehensive center. The following represents the percentage of proportionate share that each partner has agreed to pay:

	<b>Proportionate Share %</b>
SC Works Sumter	WIOA - .2311% ; Eckerd - .0402%; DSS -.1005%; VR - .0050%; DEW - .5528%; AE - .0151%; MSFW - .0503%; SCSEP - .0050%
SC Works Camden	WIOA - .1695%; Eckerd - .1356%; DSS - .1695%; VR - .0169%; DEW - .5085%

**6. A description of how adult and dislocated worker training services will be provided through the use of individual training accounts (ITAs), including the following:**

- **If contracts for training services will be used;**
- **How the use of training service contracts will be coordinated with the use of ITAs; and**

Santee-Lynches uses the voucher system to issue vouchers for participant Individual Training Accounts for both Adults and Dislocated Workers. Contracts for training services will not be issued at this time. If further guidance is provided that dictates that this method should be chosen, the local area will reconsider this option. In addition, contracts are utilized to provide On-the-Job Training (OJT) and Work Experience opportunities.

- **How the LWDB will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided.**

Labor market information and contractor information is shared with the customer early – prior to and during the enrollment process. Training provider performance information is also shared with customers. Customers are also advised to research the training program they are interested in to heighten customer awareness and success. Lastly, customers are provided a listing of approved training providers for the local area, their respective programs and corresponding performance information so that an informed decision can be made.

Implementation of a Training Provider Metrics System has enabled Santee-Lynches a means of evaluating the quality of the training being provided, ensuring proper vendors meet the needs of the participants in our region. Training Completion Rates, Entered Employment Rates, Training Related Employment Rates as well as Service Costs are evaluated and assessed in this system.

- 7. A description of the process used by the LWDB to provide a minimum 10 business day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of LWDA businesses, labor organizations, and institutions of education.**

A public notice of both the regional plan and local plan was made available on the Workforce Development section of the Santee-Lynches Regional COG website at <http://www.santeelynchescog.org/workforce-development-board/> for 10 business days. Both plans were posted on the COG's website and also electronically sent to each partner agency, the local board and chief elected officials for the four-county workforce area and region for feedback and/or additions to both plans. Representatives from business, labor organizations and education are all represented on the local Workforce Development Board and all directly received a draft copy of the plans along with an Executive Summary. Feedback and/or comments were solicited from all. Instructions were provided, along with a timeline for providing comments/feedback.

- 8. A description of how the LWDA SC Works centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by SC Works partners.**

SC Works Online System (SCWOS) is currently the main case management information system. Several partners (Wagner-Peyser, Trade, WIOA) in the local area have full access to SCWOS while other partners have limited access that allows them to coordinate their services with the types of services being provided by WIOA and other agencies to their co-enrolled customer. The Integrated Business Services Team also has access to SCWOS to assist with meeting employment needs.

- 9. A description of how the LWDB ensures compliance with the adult priority of service requirements under WIOA Title I.**

The attached Priority of Services Policy has been created by the Local board and describes how priority is to be given to individuals seeking adult program services:

Adults who receive services from WIOA-funded staff beyond self-service and information must be determined eligible, enrolled and considered a participant for WIOA Title I services.

WIOA regulations and local board policy requires that priority for receiving individualized career or training services must be given to individuals who are low-income, receiving public assistance, or basic skills deficient. The State and Local area define “basic skills deficient” as:

- Lacks a high school diploma or equivalent;
- or Scores 8.9 or below on the Test for Adult Basic Education (TABE) or <4 on the Reading for Information, Applied Mathematics, or Locating Information WIN Assessments,
- Is enrolled in Title II Adult Education for English as a second language.

Individualized career services and training services must be given on a priority basis, regardless of funding levels, to:

- **First Priority:** Veterans and eligible spouses who are low income, to include recipients of public assistance, or who are basic skills deficient;
- **Second Priority:** Individuals who are low income, to include recipients of public assistance, or basic skills deficient;
- **Third Priority:** Veterans and eligible spouses who are not low income, or are not recipients of public assistance and are not basic skills deficient; and
- **Last:** Individuals outside of the groups given priority.

The local board contracts with Eckerd Connects to provide WIOA services. Career Coaches review all documentation to determine eligibility for WIOA and most importantly priority for such services. During the monitoring process, eligibility files are reviewed to ensure that the priority of service policy is being followed and that individuals who meet the criteria for priority are adequately served in a timely manner. Eckerd Connects is also required to demonstrate a targeted recruitment effort of priority populations and recruitment efforts are evaluated as a part of the monitoring process.

All WIOA funded staff are provided a copy of the policy and are instructed to follow the policy. A copy of the policy can be found at <http://www.santeelynychescog.org/workforce-development-board/> under 2024-2028 Local Plan Documents

#### **10. A description of how the LWDB is serving priority populations, including those with barriers to employment, as required by WIOA.**

The Santee-Lynches Local Board is serving special populations and those with barriers through its WIOA funded programs and other partner agency programs. Such partnerships include the Sumter County Solicitor’s office, Midlands Fatherhood Coalition, DSS, Vocational Rehabilitation, Commission for the Blind, Department of Juvenile Justice, Foster Care Agencies, ABLE South Carolina, SC Legal, Federal contractors and private business/industry. Working with the Sumter County Solicitor’s office and the Sumter Dream Team, SC Works assists with providing job search assistance, resume assistance, job placement and referrals to partner agencies for ex-offenders. SC Works provides the same resources for single fathers from the Midlands Fatherhood Coalition. Federal Bonding services are also provided to the customers of both entities. Staff continue to work with other agencies such as Vocational Rehabilitation and DSS to provide services for those ready to transition to work – often through co-enrollment into programs such as WIOA (Adults, Dislocated Workers, and Youth). Our Youth program,



operated by Eckerd Connects, works with the SC Department of Juvenile Justice and Foster Care agencies through co-enrollment in WIOA. Many of these youth are offenders and/or pregnant/parenting youth seeking assistance with training and employment needs. The SC Commission for the blind comes on-site to the Comprehensive Center to assist visually impaired customers in need of their services and/or they assist with providing needed supportive services such as eye exams, glasses, etc.

**11. A description of the LWDA's fiscal, programmatic, and equal opportunity/nondiscrimination monitoring process.**

Fiscal Monitoring and some programmatic (participant file review) occurs on a monthly basis. Invoices are reviewed and validated upon receipt and before being sent to the Finance Department for processing and payment. Programmatic monitoring also occurs on a weekly basis through desktop monitoring as well as twice annually with on-site file review. Annual Fall and Spring Financial, Programmatic and Equal Opportunity Monitoring visits are scheduled yearly. Subsequent visits are scheduled if deemed necessary to follow-up on outstanding issues as applicable. Equal Opportunity/Nondiscrimination monitoring occurs monthly during a review of SCWOS Reports. It's also monitored quarterly as a part of the quarterly reporting process.

**12. Copies of current LWDB policies and definitions, including the following:**

- Supportive Services policy;
- OJT reimbursement policy;
- IWT policy, when using local funds; **No applicable – local funds are not utilized for IWT**
- Youth incentives policy;
- Local training cap policy;
- Youth BSD policy (if applicable);
- Local definition for youth who “require additional assistance”; and
- Adult and dislocated worker self-sufficiency definition(s) for training.

**13. Copies of current local workforce area documents, including the following:**

- Memorandum(a) of Understanding, including signature sheets;
- Resources Sharing Agreements, including signature sheets;
- All service provider grants, including statements of work and budgets;
- Statements of work for in-house operational staff (where applicable);
- Current or most recent Grant Application Request(s)/Request(s) for Proposals;
- LWDB By-Laws;
- LWDB and Committee meeting schedules;
- LWDB budgets; and
- Local monitoring schedules.

**Local Plan Signatures:**

**Local Workforce Development Board Chair:**

---

Printed Name

---

Signature

---

Date

**Local Grant Recipient Signatory Official:**

---

Print Name

---

Title

---

Signature

---

Date