



SANTEE-LYNCHES LOCAL PLAN
Workforce Innovation &
Opportunity Act (WIOA)

(2020-2023)

Amended 12/2022

**Workforce Innovation and Opportunity Act
Local Plan
July 1, 2020 – June 30, 2023**

Local Area: Santee-Lynches Workforce Development Area

Counties within the Local Area: Clarendon, Kershaw, Lee and Sumter

Local Area Administrator and Contact Information:

Areatha Clark
Deputy Executive Director and Chief of Workforce Development
Santee-Lynches Regional Council of Governments
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Attachment B: Local Plan Requirements

The local plan serves as a four-year action plan to develop, align, and integrate local area service delivery strategies with those that support the state’s strategic and operational goals. In partnership with the chief elected officials, each local board must develop and submit a local plan to identify and describe the policies, procedures, and activities that are carried out in the local area, consistent with the strategic vision and goals outlined in the State Plan and the respective regional plan. The following guiding principles should be considered priorities and included in responses throughout the document:

- Partnership and collaboration
- Increased access to resources and services through the use of technology
- The impact of COVID-19 on the local area’s workforce and strategies to facilitate rapid reemployment
- Innovation and cost efficiencies

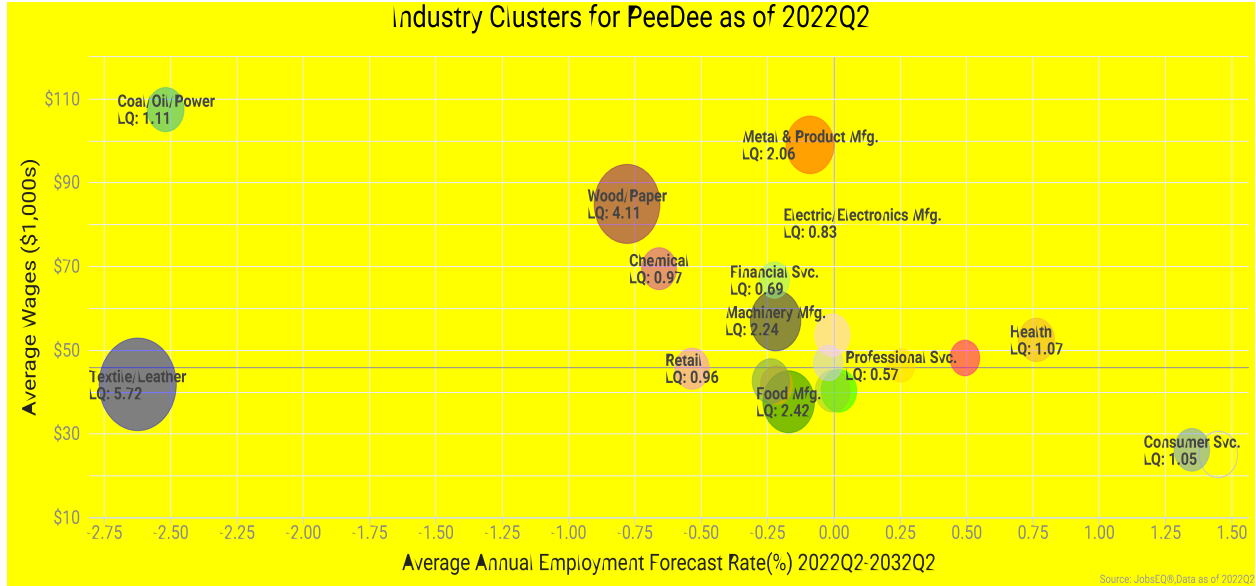
The local plan must include:

Section I:	Workforce and Economic Analysis
Section II:	Strategic Vision and Goals
Section III:	Local Area 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 shall include:

- 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 has always been 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 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:

- 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

Existing and Emerging In-demand Industry Sectors and Occupations

Industry Snapshot

The largest sector in the Pee Dee - Complete Region (WIOA) is Retail Trade, employing 56,097 workers. The next-largest occupation groups in the region is Accommodation and Food Services, employing 53,139 workers. The third largest sector is Health Care and Social Assistance (52,992 workers). Analysis of industry comparisons and clusters still clearly supports the healthcare sector as an existing as well as emerging in-demand industry sector. This analysis included an analysis of the Pee Dee Region data report, which documented significant job growth and occupations that would be attainable by the targeted populations of agencies and needs of employers in the region. There is a prevalence of healthcare as a demand industry in all parts of the region. Healthcare is the an industry with growth in all three local workforce areas. The other industries are more prevalent in some areas than others and are very concentrated in singular parts of the region (e.g. Hospitality).

Initial validation can be provided by healthcare representation on Local Boards, along with Technical colleges' validation of the demand for healthcare training in the region, and all three local workforce areas' validation of healthcare growth and demand across the region.

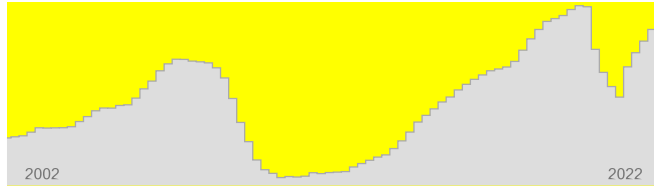
Greater Pee Dee Region, 2022Q2¹

NAICS	Industry	Empl	Current	5-Year History		1-Year Forecast					
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
44	Retail Trade	56,097	\$29,032	1.43	3,242	1.2%	7,492	2,995	4,472	25	0.0%
72	Accommodation and Food Services	53,139	\$23,626	1.64	181	0.1%	10,274	3,698	5,124	1,452	2.7%
62	Health Care and Social Assistance	52,992	\$53,386	0.95	3,436	1.3%	5,777	2,285	2,777	715	1.3%
31	Manufacturing	38,541	\$61,295	1.23	783	0.4%	3,863	1,364	2,610	-111	-0.3%
61	Educational Services	26,879	\$45,048	0.87	-1,878	-1.3%	2,777	1,121	1,398	259	1.0%
56	Administrative and Support and Waste Management and Remediation Services	22,248	\$35,130	0.89	1,200	1.1%	2,787	973	1,583	231	1.0%
23	Construction	22,223	\$49,946	0.97	2,050	2.0%	2,313	678	1,451	184	0.8%
92	Public Administration	20,750	\$46,509	1.16	309	0.3%	2,017	740	1,192	85	0.4%
81	Other Services (except Public Administration)	17,393	\$26,635	1.04	327	0.4%	2,125	785	1,137	204	1.2%
48	Transportation and Warehousing	15,262	\$47,135	0.80	3,275	4.9%	1,787	647	1,033	107	0.7%
54	Professional, Scientific, and Technical Services	12,127	\$62,701	0.43	600	1.0%	1,179	360	689	129	1.1%
52	Finance and Insurance	10,456	\$71,534	0.67	1,108	2.3%	978	320	613	45	0.4%
71	Arts, Entertainment, and Recreation	8,428	\$23,520	1.16	-87	-0.2%	1,468	469	676	323	3.8%
42	Wholesale Trade	8,259	\$59,332	0.57	155	0.4%	893	300	566	27	0.3%
53	Real Estate and Rental and Leasing	7,824	\$44,832	1.15	98	0.3%	861	317	451	93	1.2%
11	Agriculture, Forestry, Fishing and Hunting	5,142	\$41,161	0.98	-565	-2.1%	626	248	373	5	0.1%
51	Information	3,473	\$60,414	0.45	-242	-1.3%	358	107	219	32	0.9%
55	Management of Companies and Enterprises	2,315	\$77,170	0.40	55	0.5%	212	71	137	4	0.2%
22	Utilities	2,273	\$91,911	1.16	160	1.5%	186	68	141	-23	-1.0%
21	Mining, Quarrying, and Oil and Gas Extraction	290	\$63,569	0.22	-170	-8.8%	31	9	21	2	0.6%
99	Unclassified	38	\$30,084	0.06	38	n/a	5	2	3	0	1.3%
Total - All Industries		386,149	\$43,999	1.00	14,074	0.7%	45,959	16,453	25,545	3,960	1.0%

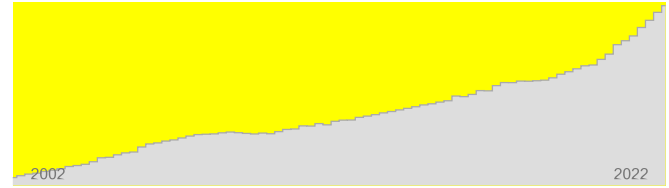
Source: [JobsEQ®](#)
Data as of 2022Q2

Industry Snapshot (Pee Dee Region)

EMPLOYMENT



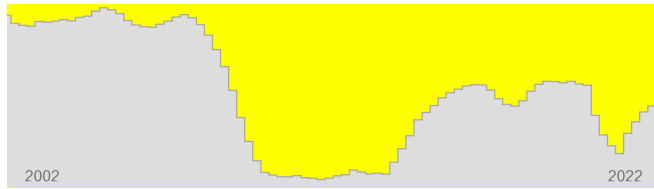
WAGES



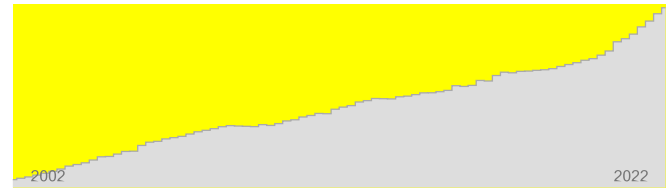
2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Retail Trade	56,097	\$29,032	1.43		7,492	0.0%
Accommodation and Food Services	53,139	\$23,626	1.64		10,274	2.7%
Health Care and Social Assistance	52,992	\$53,386	0.95		5,777	1.3%
Manufacturing	38,541	\$61,295	1.23		3,863	-0.3%
Educational Services	26,879	\$45,048	0.87		2,777	1.0%
Administrative and Support and Waste Management and Remediation Services	22,248	\$35,130	0.89		2,787	1.0%
Construction	22,223	\$49,946	0.97		2,313	0.8%
Public Administration	20,750	\$46,509	1.16		2,017	0.4%
Other Services (except Public Administration)	17,393	\$26,635	1.04		2,125	1.2%
Transportation and Warehousing	15,262	\$47,135	0.80		1,787	0.7%
Remaining Component Industries	60,625	\$56,930	0.66		6,797	0.8%
Total - All Industries	386,149	\$43,999	1.00		45,959	1.0%

Industry Snapshot (Santee-Lynches)

EMPLOYMENT



WAGES

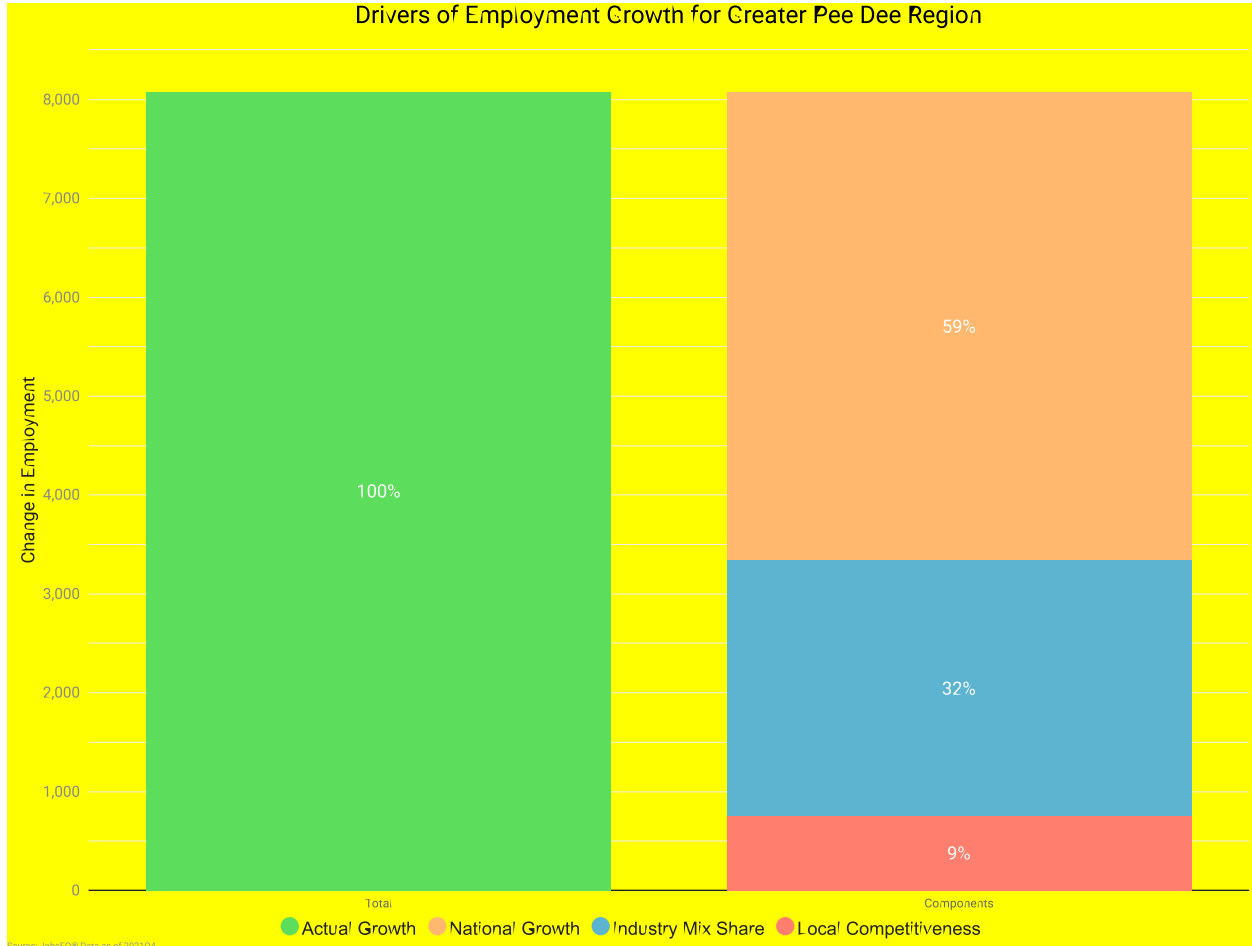


2-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Health Care and Social Assistance	10,888	\$46,869	1.05		1,134	0.9%
Retail Trade	10,568	\$28,002	1.44		1,321	-0.8%
Manufacturing	10,077	\$57,740	1.73		1,010	-0.3%
Accommodation and Food Services	6,168	\$17,696	1.02		1,130	1.8%
Educational Services	5,402	\$39,608	0.94		517	0.2%
Public Administration	4,855	\$49,747	1.45		439	-0.2%
Construction	4,791	\$52,131	1.12		462	0.1%
Administrative and Support and Waste Management and Remediation Services	4,690	\$35,265	1.01		552	0.3%
Other Services (except Public Administration)	3,896	\$23,355	1.25		456	0.7%
Professional, Scientific, and Technical Services	2,013	\$60,051	0.38		181	0.4%
Remaining Component Industries	8,553	\$56,263	0.51		926	0.3%
Total - All Industries	71,901	\$42,787	1.00		7,980	0.3%

Based on the analysis of all data, healthcare is expected to grow across all areas in this region.

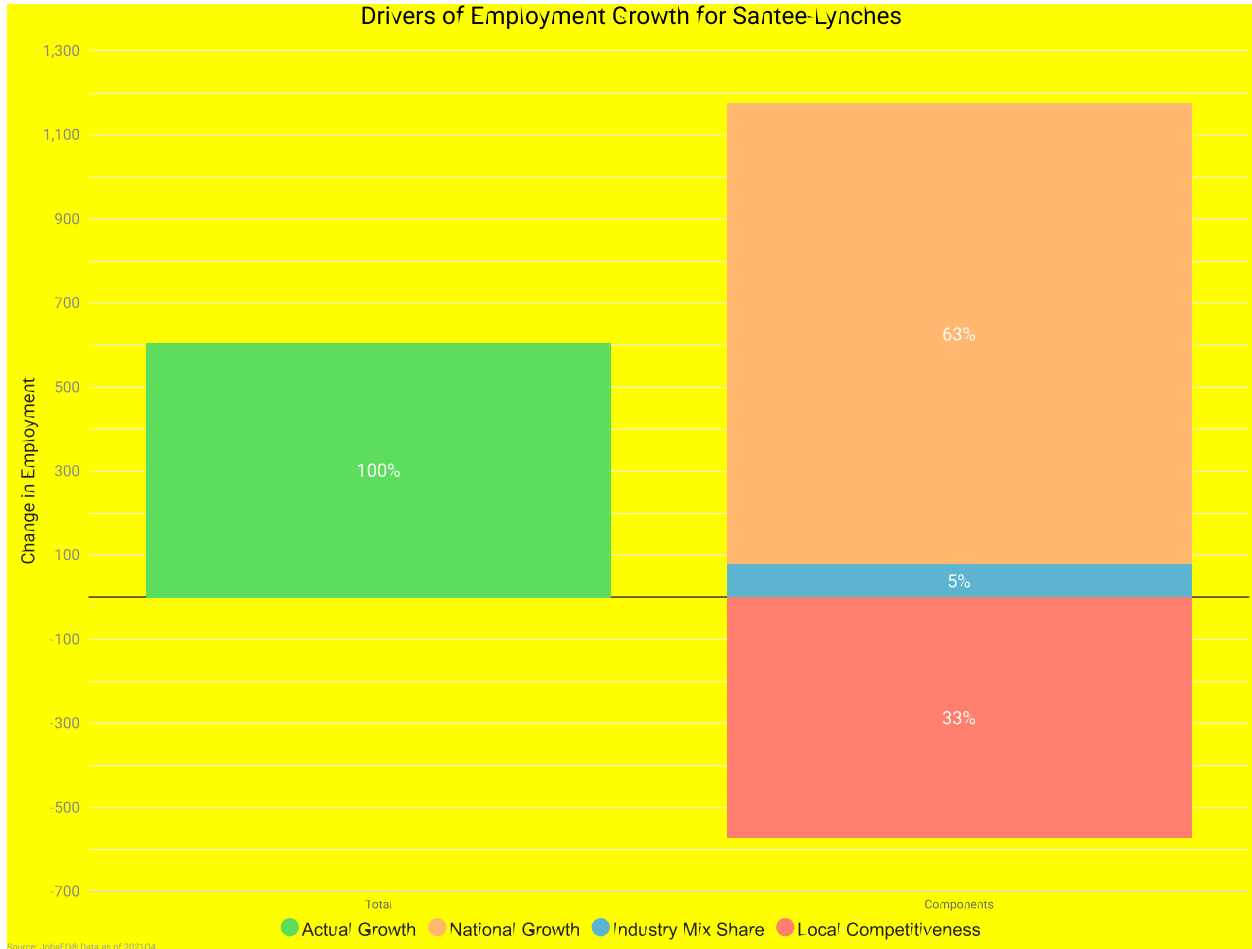
Drivers of Employment Growth (Pee Dee Region)

Over the ten years ending 2021, employment in Health Care and Social Assistance for the Greater Pee Dee Region added 8,079 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 753 jobs—meaning this industry was more competitive than its national counterpart during this period.



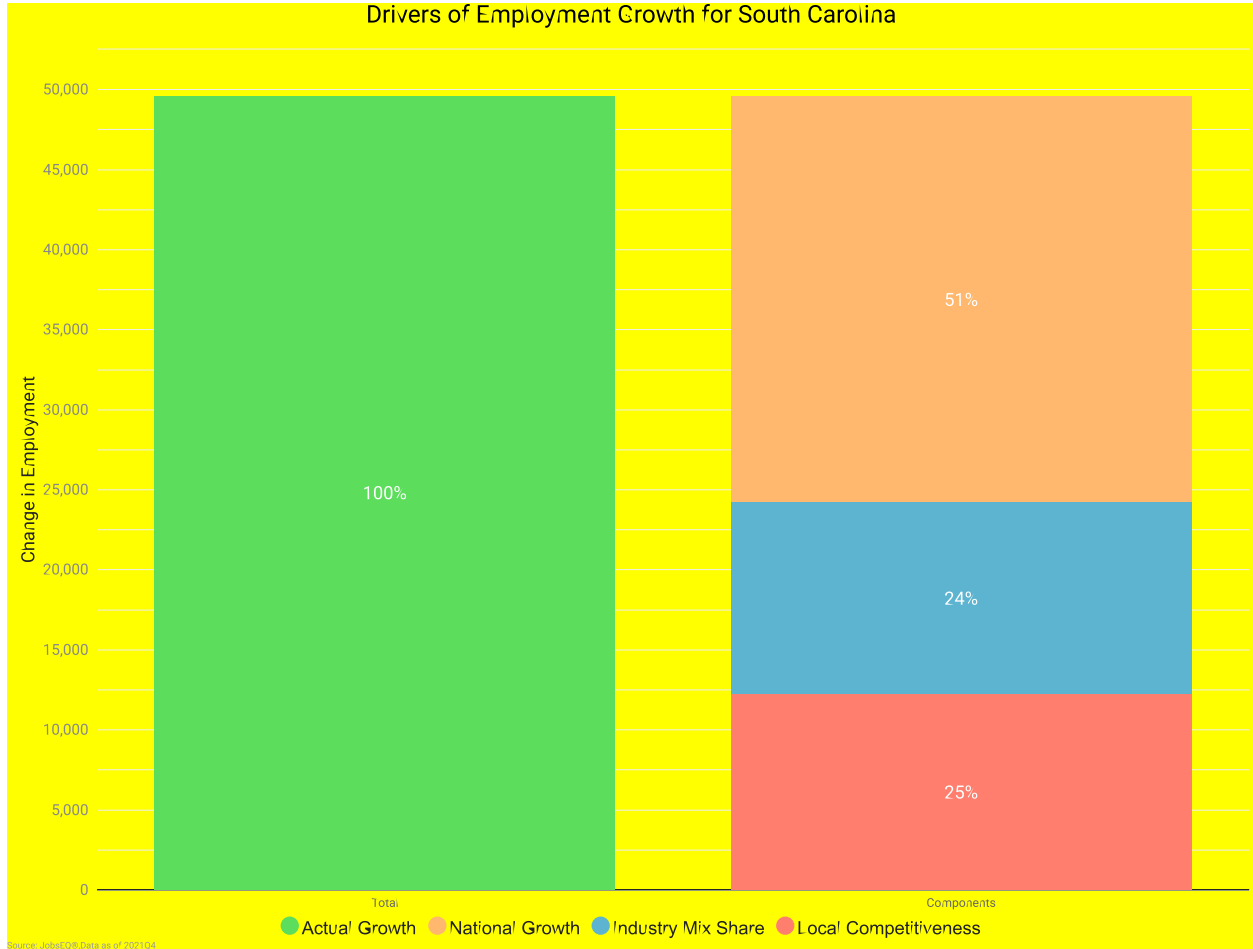
Drivers of Employment Growth (Santee-Lynches)

Over the ten years ending 2021, employment in Health Care and Social Assistance for the Santee-Lynches added 606 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 571 jobs—meaning this industry was less competitive than its national counterpart during this period.



Drivers of Employment Growth (South Carolina)

Over the ten years ending 2021, employment in Health Care and Social Assistance for South Carolina added 49,611 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 12,266 jobs—meaning this industry was more competitive than its national counterpart during this period.



Employment Growth Santee-Lynches

The largest industry in the Santee-Lynches workforce area is Health Care and Social Assistance, employing 10,888 workers. The next-largest sectors in the region are Retail Trade (10,568 workers) and Manufacturing (10,077). Over the next 1 year, the fastest growing occupation group in the Santee-Lynches is expected to be ~~Arts, Entertainment and Recreation Occupations~~ Accommodation and Food Services with a +1.8% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Accommodation and Food Services Occupations (+109 jobs) and Healthcare Support Occupations (+96). See updated charts below.

Santee-Lynches, 2022Q2¹

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	10,888	\$46,869	1.05	150		0.3%	1,134	469	570	96	0.9%
44	Retail Trade	10,568	\$28,002	1.44	1,238		2.5%	1,321	563	840	-81	-0.8%
31	Manufacturing	10,077	\$57,740	1.73	-569		-1.1%	1,010	357	682	-29	-0.3%
72	Accommodation and Food Services	6,168	\$17,696	1.02	-96		-0.3%	1,130	428	593	109	1.8%
61	Educational Services	5,402	\$39,608	0.94	-1,068		-3.5%	517	225	280	12	0.2%
92	Public Administration	4,855	\$49,747	1.45	-26		-0.1%	439	173	278	-12	-0.2%
23	Construction	4,791	\$52,131	1.12	354		1.5%	462	146	312	4	0.1%
56	Administrative and Support and Waste Management and Remediation Services	4,690	\$35,265	1.01	268		1.2%	552	205	333	14	0.3%
81	Other Services (except Public Administration)	3,896	\$23,355	1.25	-11		-0.1%	456	175	254	27	0.7%
54	Professional, Scientific, and Technical Services	2,013	\$60,051	0.38	99		1.0%	181	60	114	7	0.4%
48	Transportation and Warehousing	1,962	\$55,413	0.55	-101		-1.0%	220	83	133	5	0.2%
52	Finance and Insurance	1,644	\$71,480	0.56	198		2.6%	143	50	96	-3	-0.2%
11	Agriculture, Forestry, Fishing and Hunting	1,627	\$45,470	1.67	-235		-2.7%	194	78	118	-2	-0.1%
42	Wholesale Trade	1,035	\$58,847	0.39	90		1.8%	106	37	71	-3	-0.3%
71	Arts, Entertainment, and Recreation	700	\$19,014	0.52	-51		-1.4%	114	39	56	20	2.8%
53	Real Estate and Rental and Leasing	541	\$44,417	0.43	20		0.7%	53	22	31	0	0.0%
51	Information	462	\$47,864	0.32	32		1.4%	43	14	29	0	0.0%
55	Management of Companies and Enterprises	277	\$92,490	0.26	50		4.0%	24	8	16	-1	-0.3%
22	Utilities	245	\$69,052	0.67	19		1.6%	22	7	15	0	-0.2%
21	Mining, Quarrying, and Oil and Gas Extraction	55	\$75,027	0.23	-199		-26.3%	6	2	4	0	0.9%
99	Unclassified	5	\$39,822	0.04	5		n/a	1	0	0	0	0.4%
Total - All Industries		71,901	\$42,787	1.00	165		0.0%	7,980	3,055	4,743	182	0.3%

Source: JobsEQ®
Data as of 2022Q2
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.

Employment Growth Pee Dee Region

For the Pee Dee Region, Health Care and Social Assistance is the 3rd largest industry, employing 52,992 workers. The largest is Retail Trade followed by Accommodations and Food Services.

Greater Pee Dee Region, 2022Q2¹

NAICS	Industry	CURRENT			5-YEAR HISTORY			1-YEAR FORECAST				
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99	Unclassified	38	\$30,084	0.06	38		n/a	5	2	3	0	1.3%
Total - All Industries		386,149	\$43,999	1.00	14,074		0.7%	45,959	16,453	25,545	3,960	1.0%

Source: JobsEQ®
 Data as of 2022Q2
 Note: Figures may not sum due to rounding.
 1. All data based upon a four-quarter moving average
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Employment Growth South Carolina

For South Carolina, Health Care and Social Assistance is the largest industry, employing 292,146 workers. The second largest is Retail Trade followed by Manufacturing.

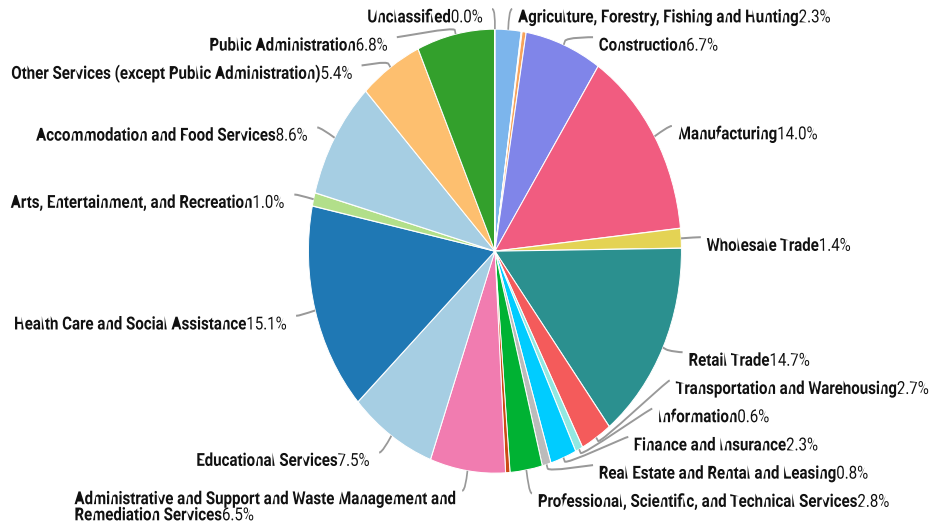
South Carolina, 2022Q2¹

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	292,146	\$58,393	0.88	18,326		1.3%	32,995	12,617	15,330	5,049	1.7%
44	Retail Trade	266,300	\$31,869	1.13	7,879		0.6%	36,130	14,230	21,244	656	0.2%
31	Manufacturing	258,760	\$66,108	1.38	16,328		1.3%	28,578	9,191	17,587	1,800	0.7%
72	Accommodation and Food Services	230,550	\$23,346	1.19	5,389		0.5%	44,553	16,046	22,231	6,276	2.7%
56	Administrative and Support and Waste Management and Remediation Services	181,473	\$41,166	1.21	5,325		0.6%	23,633	7,952	12,935	2,746	1.5%
61	Educational Services	172,532	\$49,665	0.94	957		0.1%	18,255	7,199	8,981	2,075	1.2%
23	Construction	132,147	\$59,038	0.96	10,227		1.6%	14,141	4,037	8,638	1,466	1.1%
54	Professional, Scientific, and Technical Services	128,133	\$82,208	0.76	19,168		3.3%	13,330	3,817	7,299	2,214	1.7%
92	Public Administration	115,032	\$53,076	1.07	1,167		0.2%	11,415	4,105	6,612	698	0.6%
81	Other Services (except Public Administration)	105,839	\$31,601	1.06	3,527		0.7%	13,470	4,784	6,929	1,757	1.7%
48	Transportation and Warehousing	95,950	\$50,622	0.84	17,336		4.1%	11,895	4,079	6,511	1,305	1.4%
52	Finance and Insurance	79,906	\$88,017	0.85	7,767		2.1%	7,881	2,450	4,696	735	0.9%
42	Wholesale Trade	78,828	\$82,553	0.91	5,003		1.3%	9,105	2,868	5,420	817	1.0%
71	Arts, Entertainment, and Recreation	40,337	\$24,668	0.93	3,014		1.6%	7,036	2,246	3,235	1,556	3.9%
53	Real Estate and Rental and Leasing	40,225	\$58,487	0.98	3,814		2.0%	4,413	1,629	2,319	466	1.2%
51	Information	32,268	\$84,134	0.69	1,507		1.0%	3,539	1,000	2,040	498	1.5%
55	Management of Companies and Enterprises	24,485	\$99,236	0.70	5,326		5.0%	2,503	752	1,450	300	1.2%
11	Agriculture, Forestry, Fishing and Hunting	20,833	\$35,828	0.66	-1,156		-1.1%	2,637	1,006	1,514	117	0.6%
22	Utilities	15,731	\$97,164	1.34	-1,867		-2.2%	1,339	468	978	-107	-0.7%
21	Mining, Quarrying, and Oil and Gas Extraction	2,020	\$77,638	0.26	404		4.6%	245	60	146	39	1.9%
99	Unclassified	311	\$60,024	0.08	311		n/a	39	13	21	5	1.5%
Total - All Industries		2,313,805	\$52,745	1.00	129,753		1.2%	283,042	98,706	153,249	31,087	1.3%

Source: JobsEQ®
 Data as of 2022Q2
 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.

There are three Sectors in the Santee-Lynches workforce area with the highest percentage of total workers. They are Health Care and Social Assistance (15.1%), Retail Trade (14.7%) and Manufacturing (14%).

Total Workers for Santee-Lynches by Industry

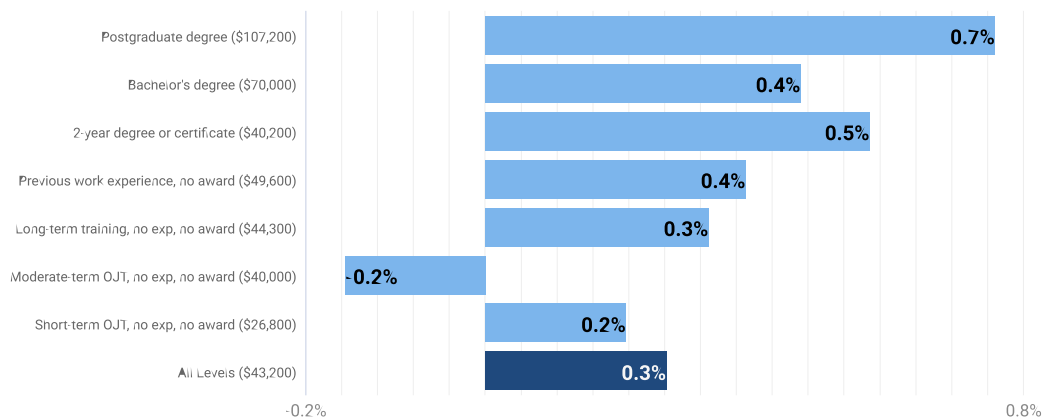


Source: JobsEQ® Data as of 2022Q2

- 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 0.7% per year, those requiring a bachelor's degree are forecast to grow 0.4% 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 Training Required



Source: JobsEQ® Data as of 2022Q2

Most individuals hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (34.3%). The next group of employees being hired do have some college, but no degree (22.2%). Approximately 12% of those being hired have less than a high school diploma or equivalent while 13.7% have a bachelor's degree or higher. The top 10 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.

Openings by Education Levels (Pee Dee Region)

Education Levels		Total Ads
Minimum Education Level		
High school diploma or equivalent	23,338	
Bachelor's degree	8,502	
Associate's degree	3,718	
Master's degree	1,851	
Doctoral or professional degree	348	
Unspecified/other	65,516	

Source: [JobsEQ®](#)

Data for the Santee-Lynches Workforce Area provided typical entry level education requirements for various healthcare occupations. For example, Registered Nurses require an Associate 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 (34.3%) (34.8%). However, the next group of employees being hired do have some college or an Associate Degree (34.4%) (33.6%). Approximately 11.5% 13.5% have less than a high school diploma or equivalent while 19.8% 48.1% have a bachelor's degree or higher. The top five educational requirements reflected in recent job postings are reflected below. Most of the 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		Total Ads
Minimum Education Level		
High school diploma or equivalent	5,191	
Bachelor's degree	2,540	
Associate's degree	857	
Master's degree	660	
Doctoral or professional degree	86	
Unspecified/other	14,796	

Source: [JobsEQ®](#)

The top 25 certifications employers look for when hiring in our region are listed below. The number represents how many times the certification shows up in job postings.

Openings by Certifications (Pee Dee Region)

Certifications	Active Job Ads
Certificate Name	
Basic Life Support (BLS)	3,776
Registered Nurse (RN)	3,187
Driver's License	2,921
Certification in Cardiopulmonary Resuscitation (CPR)	1,884
Advanced Cardiac Life Support Certification (ACLS)	1,313
Commercial Driver's License (CDL)	1,152
Class A Commercial Driver's License (CDL-A)	1,056
Licensed Practical Nurse (LPN)	988
Certified Nursing Assistant (CNA)	981
Medical Assistant Certification (MA)	409
First Aid Certification	393
The American Registry of Radiologic Technologists (ARRT) Certification	377
Secret Clearance	367
Pediatric Advanced Life Support (PALS)	328
Emergency Medical Technician (EMT)	239

Certifications

Certificate Name	Active Job Ads
HAZMAT	230
Transportation Worker Identification Credential (TWIC)	209
Certified Public Accountant (CPA)	205
Licensed Professional Counselor (LPC)	165
National Phlebotomy Association Certified Phlebotomist	144
Certified Clinical Medical Assistant (NHA)	132
Forklift Certified	130
Medical Technologist (MT)	108
Trauma Nursing Core Course (TNCC)	108
Neonatal Resuscitation Program (NRP)	103

Source: [JobsEQ®](#)

Openings by Certifications (Santee-Lynches)

Certifications

Certificate Name	Active Job Ads
Registered Nurse (RN)	792
Basic Life Support (BLS)	780
Certification in Cardiopulmonary Resuscitation (CPR)	680
Driver's License	556
Class A Commercial Driver's License (CDL-A)	384
Commercial Driver's License (CDL)	362
Certified Nursing Assistant (CNA)	322
Licensed Practical Nurse (LPN)	283
Secret Clearance	281
Advanced Cardiac Life Support Certification (ACLS)	194
Medical Assistant Certification (MA)	141
Emergency Medical Technician (EMT)	91
Licensed Professional Counselor (LPC)	81

Certifications

Certificate Name	Active Job Ads
Transportation Worker Identification Credential (TWIC)	71
Pediatric Advanced Life Support (PALS)	68
Cisco Certified Network Associate (CCNA)	64
Certified Public Accountant (CPA)	60
CompTIA Security+ CE (Continuing Education) Certification	59
HAZMAT	58
The American Registry of Radiologic Technologists (ARRT) Certification	49
Project Management Professional (PMP)	42
Registered Medical Assistant	36
Certified Clinical Medical Assistant (NHA)	34
National Phlebotomy Association Certified Phlebotomist	33
Forklift Certified	31

Source: [JobsEQ](#)

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)

Skill Name	Active Job Ads	
Communication (Verbal and written skills)	38,732	
Customer Service	22,727	
Cooperative/Team Player	17,962	
Organization	11,205	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	9,801	
Detail Oriented/Meticulous	8,246	
Supervision/Management	7,996	
Self-Motivated/Ability to Work Independently/Self Leadership	7,931	
Interpersonal Relationships/Maintain Relationships	7,911	
Ability to Work in a Fast Paced Environment	7,738	

Openings by Soft Skills (Santee-Lynches)

Skill Name	Active Job Ads	
Communication (Verbal and written skills)	8,429	
Customer Service	4,527	
Cooperative/Team Player	4,026	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	2,309	
Organization	2,240	
Problem Solving	1,877	
Ability to Work in a Fast Paced Environment	1,832	
Self-Motivated/Ability to Work Independently/Self Leadership	1,811	
Supervision/Management	1,757	
Interpersonal Relationships/Maintain Relationships	1,635	

Source: [JobsEQ®](#)

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

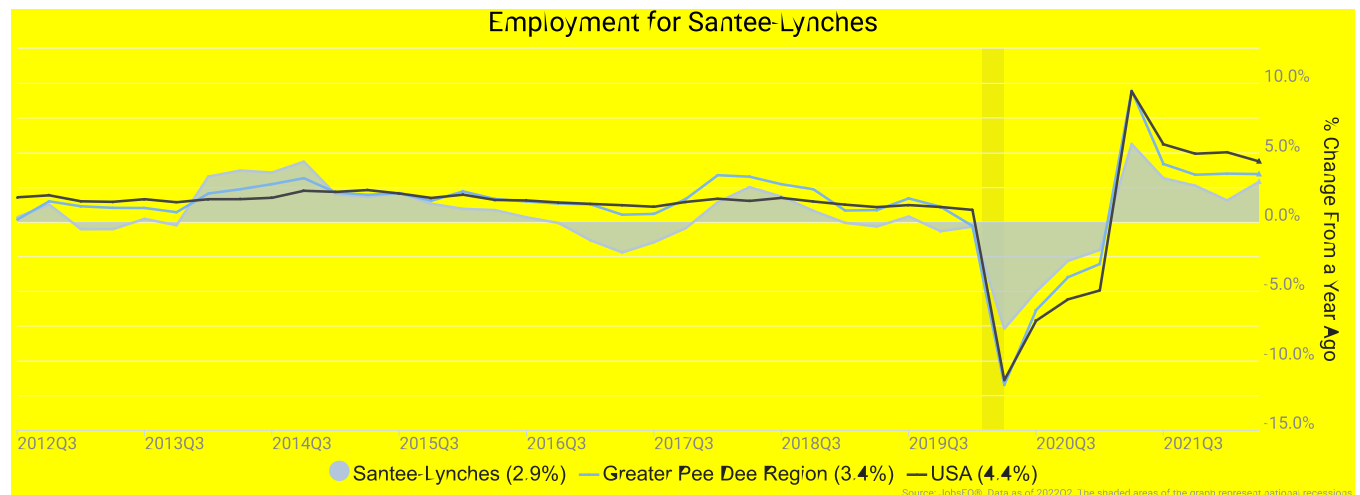
Job openings in the Santee-Lynches local area has remained consistent at over 1200 available jobs for a year's time, while it has remained consistent for the Pee Dee region with jobs openings ranging from a little over 6,000 to over 11,000 jobs. Such data speaks of the opportunities for available jobs 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 40%) 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**

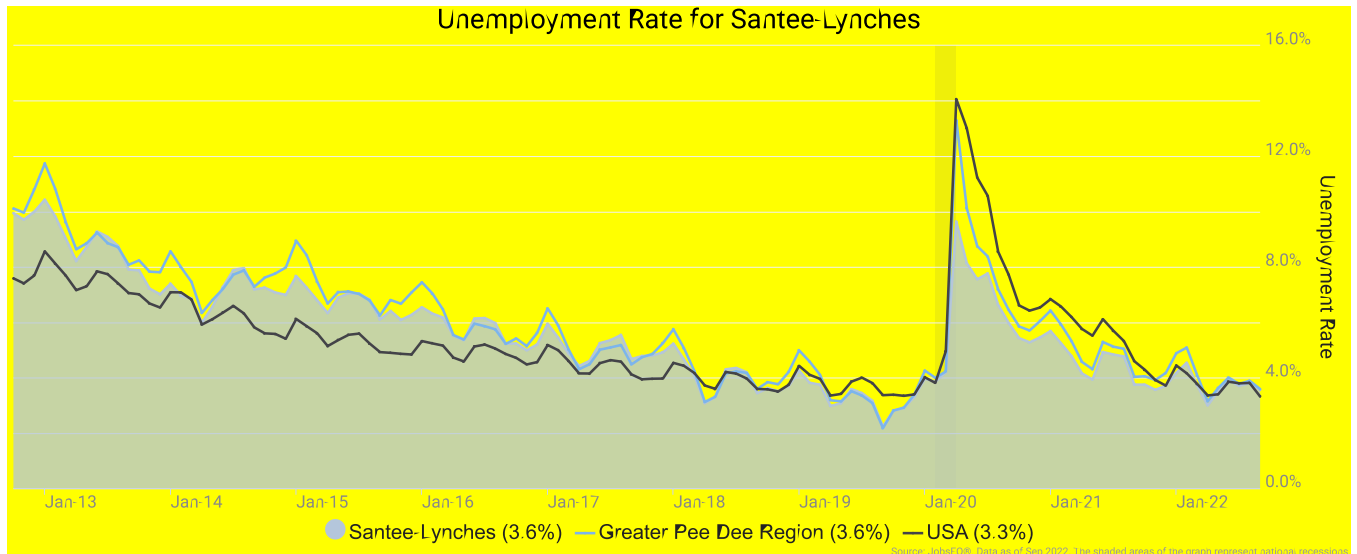
Current Workforce in the Region

As of 2022Q2, total employment for the Santee-Lynches was 71,901 (based on a four-quarter moving average). Over the year ending 2022Q2, employment increased 2.9% in the 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 2022Q1 with preliminary estimates updated to 2022Q2.

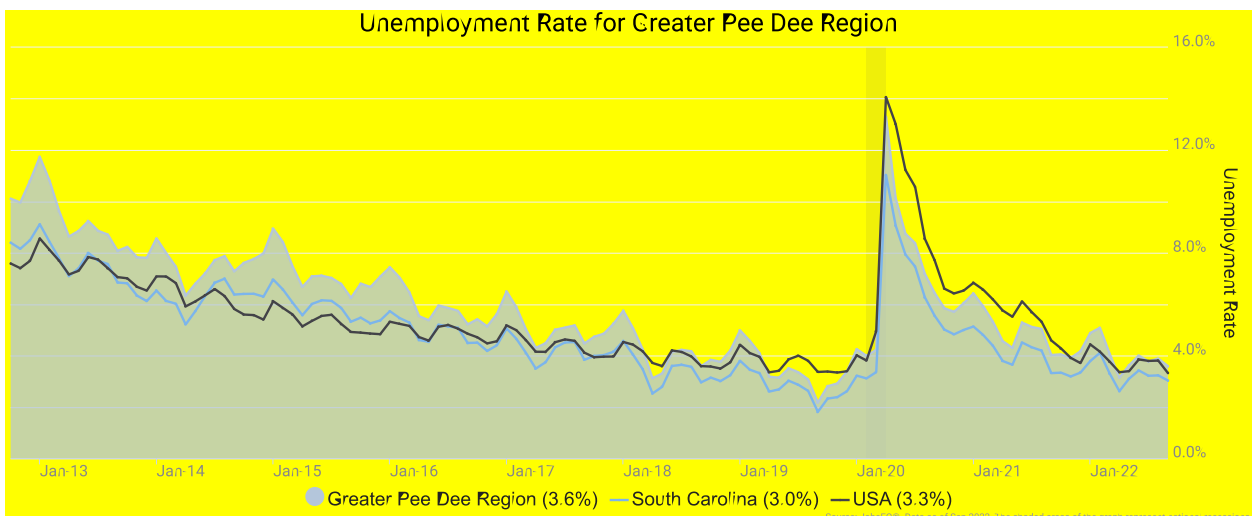
The unemployment rate for the Santee-Lynches was 3.6% as of September 2022. The regional unemployment rate was higher than the national rate of 3.3%. One year earlier, in September 2021, the unemployment rate in the Santee-Lynches was 3.7%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through September 2022.

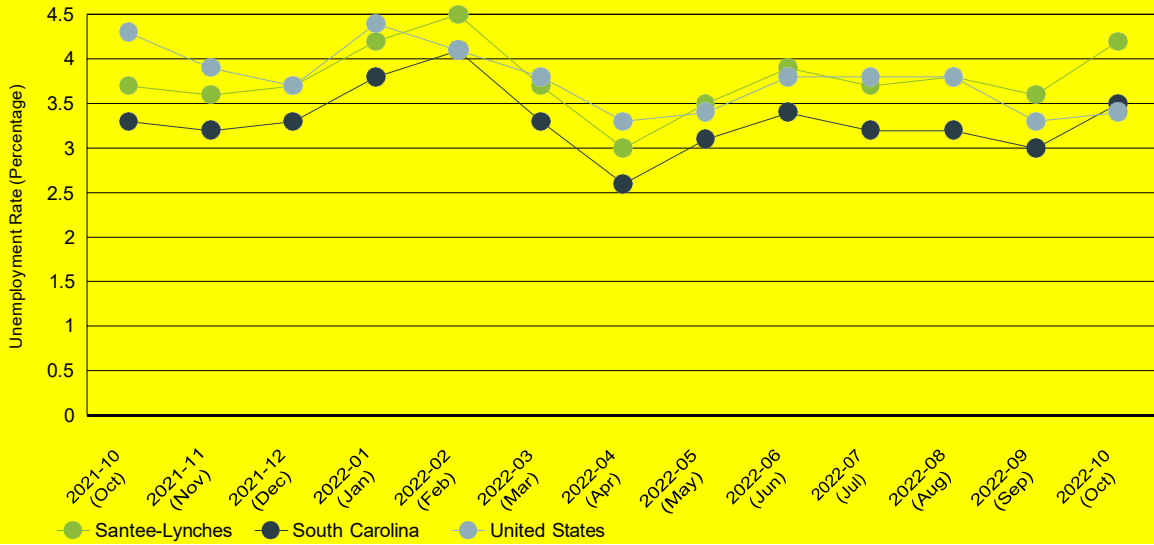
The unemployment rate for the Santee-Lynches region has dropped significantly over the past two years, due to the pandemic and recovering from it, from over 10% to 3.6%. It has stayed on an average around 3.68% for the current program year (PY'22) from July 2022 – October 2022. Both, however, have remained higher than the state's average. The local board would contend that the rate has decreased over the past 2 years due to a better economy, more residents going back to work, as well as some residents dropping out of the labor force due to retirement and other reasons.

The unemployment rate for the Pee Dee - Complete Region (WIOA) was 3.6% as of September 2022. The regional unemployment rate was higher than the national rate of 3.3%. One year earlier, in September 2021, the unemployment rate in the Greater Pee Dee Region was 4.0%.



Monthly Unemployment Rate (Unadjusted)

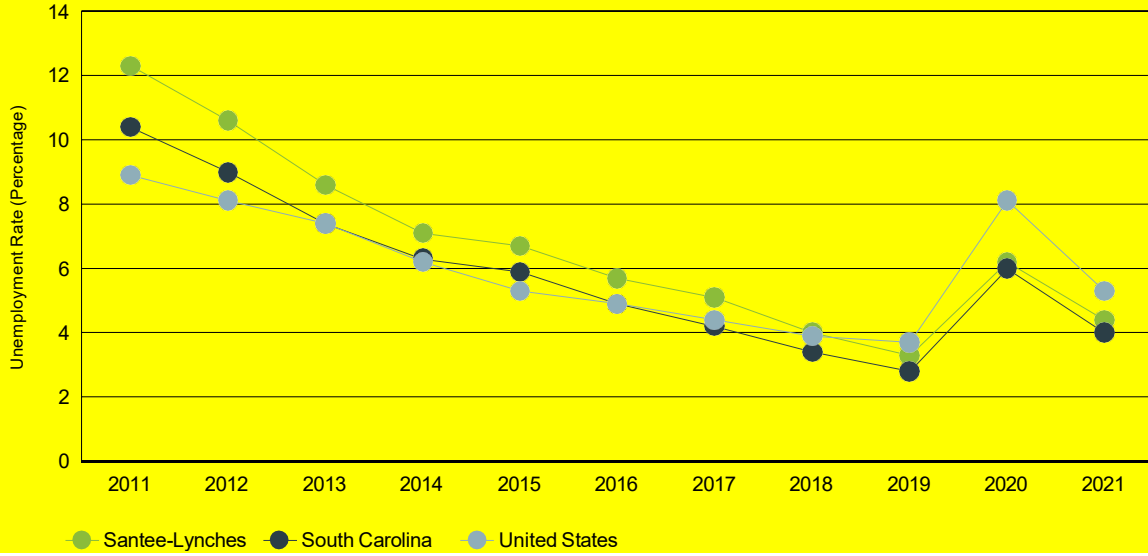
Past 13 Months



Period	Santee-Lynches	South Carolina	United States
Oct 2022	4.2%	3.5%	3.4%
Sep 2022	3.6%	3.0%	3.3%
Aug 2022	3.8%	3.2%	3.8%
Jul 2022	3.7%	3.2%	3.8%
Jun 2022	3.9%	3.4%	3.8%
May 2022	3.5%	3.1%	3.4%
Apr 2022	3.0%	2.6%	3.3%
Mar 2022	3.7%	3.3%	3.8%
Feb 2022	4.5%	4.1%	4.1%
Jan 2022	4.2%	3.8%	4.4%
Dec 2021	3.7%	3.3%	3.7%
Nov 2021	3.6%	3.2%	3.9%
Oct 2021	3.7%	3.3%	4.3%

Annual Unemployment Rate (Unadjusted)

Trends



Year	Santee-Lynches			South Carolina			United States		
	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2021	86,718	4,017	4.4%	2,269,813	94,553	4.0%	152,581,000	8,623,000	5.3%
2020	85,196	5,593	6.2%	2,191,331	139,532	6.0%	147,795,000	12,947,000	8.1%
2019	87,110	2,952	3.3%	2,256,313	64,876	2.8%	157,538,000	6,001,000	3.7%
2018	86,092	3,547	4.0%	2,202,377	77,054	3.4%	155,761,000	6,314,000	3.9%
2017	85,543	4,552	5.1%	2,166,708	95,058	4.2%	153,337,000	6,982,000	4.4%
2016	87,085	5,301	5.7%	2,174,301	111,753	4.9%	151,436,000	7,751,000	4.9%
2015	86,544	6,244	6.7%	2,134,087	133,750	5.9%	148,834,000	8,296,000	5.3%
2014	85,668	6,567	7.1%	2,082,941	139,485	6.3%	146,305,000	9,617,000	6.2%
2013	84,008	7,926	8.6%	2,034,404	163,472	7.4%	143,929,000	11,460,000	7.4%
2012	83,078	9,897	10.6%	1,992,957	197,246	9.0%	142,469,000	12,506,000	8.1%
2011	82,394	11,518	12.3%	1,957,493	227,678	10.4%	139,869,000	13,747,000	8.9%

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. Therefore, it is important that additional employment opportunities are created within the local workforce area.

Period	Santee-Lynches				South Carolina			
	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Oct-22	84,281	3,686	4.2%	2,988	2,307,838	78,578	3.3%	102,425
Sep-22	84,674	3,152	3.6%	2,891	2,315,822	75,404	3.2%	100,689
Aug-22	85,332	3,379	3.8%	2,911	2,320,199	74,521	3.1%	103,762
Jul-22	85,628	3,292	3.7%	2,879	2,323,963	75,661	3.2%	106,932
Jun-22	87,122	3,553	3.9%	2,814	2,326,245	77,941	3.2%	113,366
May-22	87,822	3,195	3.5%	2,799	2,321,969	79,129	3.3%	99,073
Apr-22	87,876	2,714	3.0%	2,694	2,312,654	79,165	3.3%	102,064
Mar-22	87,088	3,366	3.7%	2,929	2,303,599	80,747	3.4%	106,264
Feb-22	86,194	4,102	4.5%	2,637	2,295,733	82,614	3.5%	96,487
Jan-22	86,196	3,753	4.2%	2,072	2,292,300	82,242	3.5%	100,688
Dec-21	86,443	3,331	3.7%	2,325	2,286,561	84,737	3.6%	109,493
Nov-21	86,508	3,192	3.6%	2,601	2,285,949	85,167	3.6%	98,004
Oct-21	86,594	3,372	3.7%	2,573	2,284,207	86,523	3.6%	95,466

Labor Market projections reflect a 10.04% positive change in projected employment from 2018 to 2028 across all jobs. The healthcare sector has a projected positive percent change of 15.84% (11,411 jobs) projected by 2028.

Labor Market Projections					
Total Employment by Industry (County/Metropolitan Statistical Area Data Unavailable)					
Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.					
Santee-Lynches Industry	2018 Estimated Employment	2028 Projected Employment	Change	Percent Change	Annual Percent
Total All Industries	71,572	78,761	7,189	10.04	0.96
Health Care and Social Assistance	9,851	11,411	1,560	15.84	1.48
Administrative and Support and Waste Management and Remediat	3,446	4,336	890	25.83	2.32
Accommodation and Food Services	6,358	7,226	868	13.65	1.29
Construction	3,663	4,408	745	20.34	1.87
Manufacturing	10,990	11,696	706	6.42	0.62
Professional, Scientific, and Technical Services	1,472	1,891	419	28.46	2.54
Educational Services	6,295	6,567	272	4.32	0.42
Wholesale Trade	959	1,193	234	24.40	2.21
Transportation and Warehousing	1,455	1,680	225	15.46	1.45
Retail Trade	8,953	9,174	221	2.47	0.24
Other Services (except Government)	4,088	4,300	212	5.19	0.51
Finance and Insurance	1,356	1,482	126	9.29	0.89
Arts, Entertainment, and Recreation	621	705	84	13.53	1.28
Management of Companies and Enterprises	245	318	73	29.80	2.64
Real Estate and Rental and Leasing	328	378	50	15.24	1.43
Information	307	333	26	8.47	0.82
Utilities	216	218	2	0.93	0.09

Source: S.C. Department of Employment & Workforce - Industry Projections

Educational Attainment data indicates that approximately 11.5% of persons 25 years of age and older have received less than a high school diploma while 34.3% have graduated from high school. Approximately 23.3% have received some college education and 10.9% have received their Associate's Degree. Graduate trends for the region reflect more residents with a Bachelor's Degree (12.8%) than any other higher level post-secondary degree (7.1%).

Educational Attainment, Age 25-64						
No High School Diploma	11.5%	10.7%	10.5%	12,894	280,122	17,929,220
High School Graduate	34.3%	28.1%	25.4%	38,296	732,769	43,289,555
Some College, No Degree	23.3%	21.0%	20.5%	26,047	549,246	34,959,338
Associate's Degree	10.9%	10.6%	9.3%	12,192	277,033	15,776,790
Bachelor's Degree	12.8%	19.2%	21.6%	14,341	501,321	36,888,244
Postgraduate Degree	7.1%	10.4%	12.7%	7,967	271,439	21,630,870

Source: JobsEQ

Barriers

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

Data shows that 5,106 individuals were released in SC in 2022 and approximately 19.74% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 41 years old, 55% did not have a HS/GED

EX-Offenders	
Pee Dee WIOA Region	1,008
State Total	5,106
% of state total	19.74%

Source: SC Department of Corrections

At 15 percent, 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 2.83%. just above the State's average of 2.79%. Also, for 5-17 year-old range, cognitive abilities hold the highest percentages. Mobility (ambulatory difficulty) is the highest percentage for all regions in the 18-64 year- old range.

Disability			
	Pee Dee Total	With a Disability	Percent with a Disability
Total Civilian Noninstitutionalized Population	999,487	87,436	15%

Source: American Community Survey 2016-2020

Data shows that 175,374 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 24.1% of SC's population who live in poverty.

Poverty			
	Pee Dee WIOA Region	SC Total	% of Population
Income in the past 12 months below poverty level:	175,374	726,470	24.1%

Source: American Community Survey 2016-2020

Approximately 28% of SC's homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1153 homeless individuals are males. 68% of these individuals are unsheltered and 39% 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.

Homeless (January 2019)	
Pee Dee WIOA Region	1,153
South Carolina	4,172
% of state's homeless	27.6%

The data was collected by US Interagency Council of Homelessness

Approximately 26% 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.

Youth Not in School (16-24) 2020	
# of Youth Not in School Pee Dee WIOA Region	2,333
# of Youth Not in School South Carolina	8,903
% of state's youth not in school	26.2%

Source: JobsEQ®
American Community Survey 2016-2020

❖ Available Education and Training Opportunities for the Pee Dee Region

Educational Institutions	Degrees Awarded (2020-2021 AY)
Central Carolina Technical College	594
Coastal Carolina University	2,203
Coker College	250
Florence Darlington Technical College	615
Francis Marion University	788
Horry-Georgetown Technical College	1,583
Miller-Motte Technical College – Conway	273
Morris College	90
Northeastern Technical College	374
University of South Carolina – Sumter	159
Williamsburg Technical College	87

Overall, the majority (34.3%) of people hired by employers in the Pee Dee region have a high school diploma or equivalent with no college studies. Approximately 12% of those being hired have less than a high school diploma or equivalent while 13.7% have a bachelor's degree or higher. Job openings by education requirements reflects the majority of the jobs for those with a high school diploma or equivalent (22.8%) and those without a high school diploma or equivalent (64%).

Openings by Education Requirements	
Minimum Education Level	Active Job Ads
High school diploma or equivalent	23,338
Bachelor's degree	8,502
Associate's degree	3,718

Openings by Education Requirements

Minimum Education Level	Active Job Ads	
Master's degree	1,851	
Doctoral or professional degree	348	
Unspecified/other	64,516	

Source: JobsEQ®

Data reflect online job postings that were active from 12/01/2021 to 12/01/2022

OLD DATA

Industry Snapshot

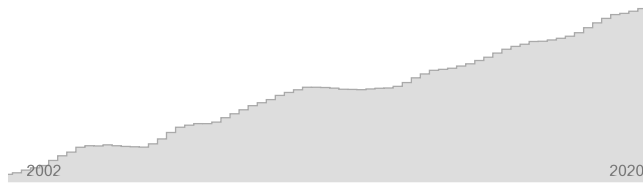
~~The largest sector in the Pee-Dee – Complete Region (WIOA) is Accommodation and Food Services, employing 55,895 workers. The next largest sectors in the region are Retail Trade (54,281 workers) and Health Care and Social Assistance (53,023). An analysis of industry comparisons and clusters clearly support the healthcare sector as an existing as well as emerging in-demand industry sector. This analysis included an analysis of the Pee-Dee Region data report, which documented significant job growth and occupations that would be attainable by the targeted populations of agencies and needs of employers in the region. There is a prevalence of healthcare as a demand industry in all parts of the region. Healthcare is the only industry with growth in all three local workforce areas. The other industries are more prevalent in some areas than others and are very concentrated in singular parts of the region (e.g. Hospitality). Initial validation can be provided by healthcare representation on Local Boards, along with Technical colleges' validation of the demand for healthcare training in the region, and all three local workforce areas' validation of healthcare growth and demand across the region.~~

Pee Dee, 2020Q1 ¹											
NAICS	Industry	Empl	Current		5-Year History		1-Year Forecast			Empl Growth	Ann % Growth
			Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers		
72	Accommodation and Food Services	55,895	\$18,923	1.59	6,600	2.5%	9,855	4,015	5,058	783	1.4%
44	Retail Trade								4,046	85	0.2%
62	Health Care and Social A								2,549	760	1.4%
31	Manufacturing								2,575	-410	-1.0%
61	Educational Services								1,396	105	0.4%
	Administrative and Supp										
56	Management and Remed								1,541	174	0.8%
23	Construction								1,400	307	1.4%
92	Public Administration								1,130	41	0.2%
81	Other Services (except P								1,094	55	0.3%
48	Transportation and Ware								830	54	0.4%
54	Professional, Scientific, a								604	111	1.0%
52	Finance and Insurance								574	70	0.7%
71	Arts, Entertainment, and								707	122	1.3%
42	Wholesale Trade								540	-5	-0.1%
53	Real Estate and Rental a								417	92	1.2%
11	Agriculture, Forestry, Fis								323	-24	-0.5%
51	Information								219	-11	-0.3%
55	Management of Compar								143	10	0.4%
22	Utilities								127	-2	-0.1%
21	Mining, Quarrying, and C								18	1	0.5%
	Total - All Industries								24,316	2,421	0.6%

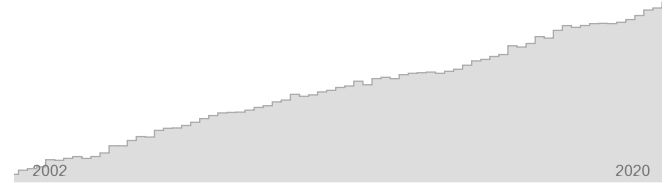
Source: JobsEQ®
Data as of 2020Q1

-Industry Snapshot (Pee Dee Region)

EMPLOYMENT



WAGES



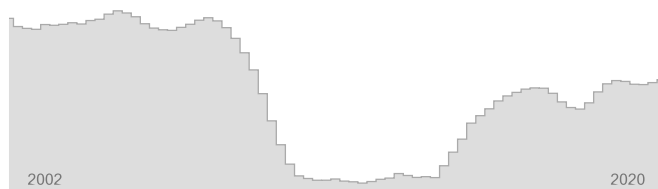
6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr-History	Forecast Annual Demand	Forecast Ann Growth
General Medical and Surgical Hospitals	14,405	\$52,924	0.98		1,141	0.3%
Offices of Physicians (except Mental Health Specialists)	8,888	\$83,606	1.33		835	1.4%
Home Health Care Services	4,805	\$26,633	1.18		678	3.7%
Nursing Care Facilities (Skilled Nursing Facilities)	4,081	\$29,190	1.01		399	-0.5%
Services for the Elderly and Persons with Disabilities	2,782	\$15,693	0.56		456	3.4%
Child Day Care Services	2,591	\$18,232	0.91		327	0.6%
Offices of Dentists	2,165	\$53,106	0.90		214	1.2%

6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Continuing Care Retirement Communities	1,718	\$26,092	1.37		255	2.8%
Vocational Rehabilitation Services	1,239	\$22,772	1.45		126	-1.3%
Residential Intellectual and Developmental Disability Facilities	977	\$21,625	0.79		126	0.6%
Remaining Component Industries	9,374	\$42,560	0.74		1,071	2.2%
Health Care and Social Assistance	53,023	\$45,826	0.94		5,774	1.4%

Source: JobsEQ

Industry Snapshot (Santee-Lynches)

EMPLOYMENT



WAGES



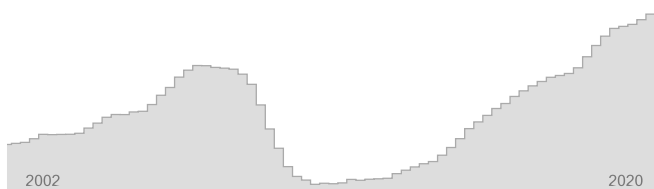
6-Digit Industry	Empl	Avg Ann Wages	LQ	5yr History	Annual Demand	Forecast Ann Growth
Elementary and Secondary Schools	5,195	\$35,874	1.38		452	-0.5%
Limited-Service Restaurants	3,196	\$13,963	1.55		558	0.7%
General Medical and Surgical Hospitals	2,985	\$53,844	1.08		223	-0.2%
Executive and Legislative Offices, Combined	2,608	\$35,059	3.23		245	-0.2%
Full-Service Restaurants	2,188	\$15,898	0.87		378	0.6%
Offices of Physicians (except Mental Health Specialists)	1,853	\$70,450	1.48		163	0.8%
Supermarkets and Other Grocery (except Convenience) Stores	1,518	\$18,291	1.31		213	-0.6%
Warehouse Clubs and Supercenters	1,305	\$31,933	2.00		176	-0.6%
Religious Organizations	1,274	\$13,297	1.59		135	-0.3%
Temporary Help Services	1,167	\$37,896	0.88		135	0.0%

6-Digit Industry	Empl	Avg-Ann Wages	LQ	5yr-History	Forecast	
					Annual Demand	Ann Growth
Remaining-Component Industries	49,447	\$34,502	1.88		5,280	-0.2%
Total—All Industries	72,752	\$37,476	1.00		7,865	-0.1%

—Source: JobsEQ

Industry Snapshot (Pee Dee Region)

EMPLOYMENT



WAGES

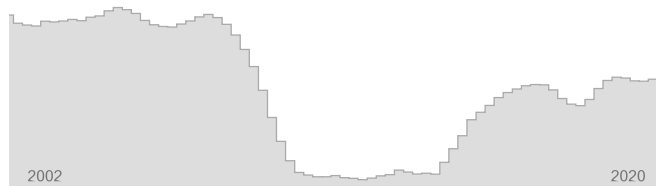


2-Digit Industry	Empl	Avg-Ann Wages	LQ	5yr-History	Forecast	
					Annual Demand	Ann Growth
Accommodation and Food Services	55,895	\$18,923	1.59		9,855	1.4%
Retail Trade	54,281	\$26,544	1.36		7,336	0.2%
Health-Care and Social Assistance	53,023	\$45,826	0.94		5,774	1.4%
Manufacturing	39,315	\$54,909	1.23		3,670	-1.0%
Educational Services	29,063	\$40,185	0.92		2,795	0.4%
Administrative and Support and Waste Management and Remediation Services	23,133	\$29,754	0.93		2,846	0.8%
Construction	22,170	\$43,602	0.99		2,490	1.4%
Public Administration	21,399	\$41,570	1.17		2,003	0.2%
Other Services (except Public Administration)	17,637	\$23,382	1.02		2,065	0.3%
Transportation and Warehousing	13,550	\$42,774	0.76		1,498	0.4%
Remaining-Component Industries	59,739	\$52,391	0.71		6,519	0.4%
Total—All Industries	389,204	\$37,632	1.00		44,900	0.6%

—Source: JobsEQ

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	11,246	\$41,872	1.07		1,156	0.8%
Manufacturing	10,934	\$51,516	1.83		1,014	-1.1%
Retail Trade	9,538	\$26,264	1.28		1,214	-0.6%
Accommodation and Food Services	6,582	\$14,807	1.00		1,100	0.5%
Educational Services	6,180	\$34,651	1.04		550	-0.3%
Public Administration	4,986	\$44,501	1.46		432	-0.5%
Construction	4,732	\$45,547	1.13		506	0.9%
Administrative and Support and Waste Management and Remediation Services	4,211	\$31,026	0.91		496	0.3%
Other Services (except Public Administration)	4,100	\$20,909	1.27		451	-0.4%
Transportation and Warehousing	1,992	\$46,531	0.59		207	-0.2%
Remaining Component Industries	8,252	\$49,802	0.54		824	-0.1%
Total—All Industries	72,752	\$37,476	1.00		7,865	-0.1%

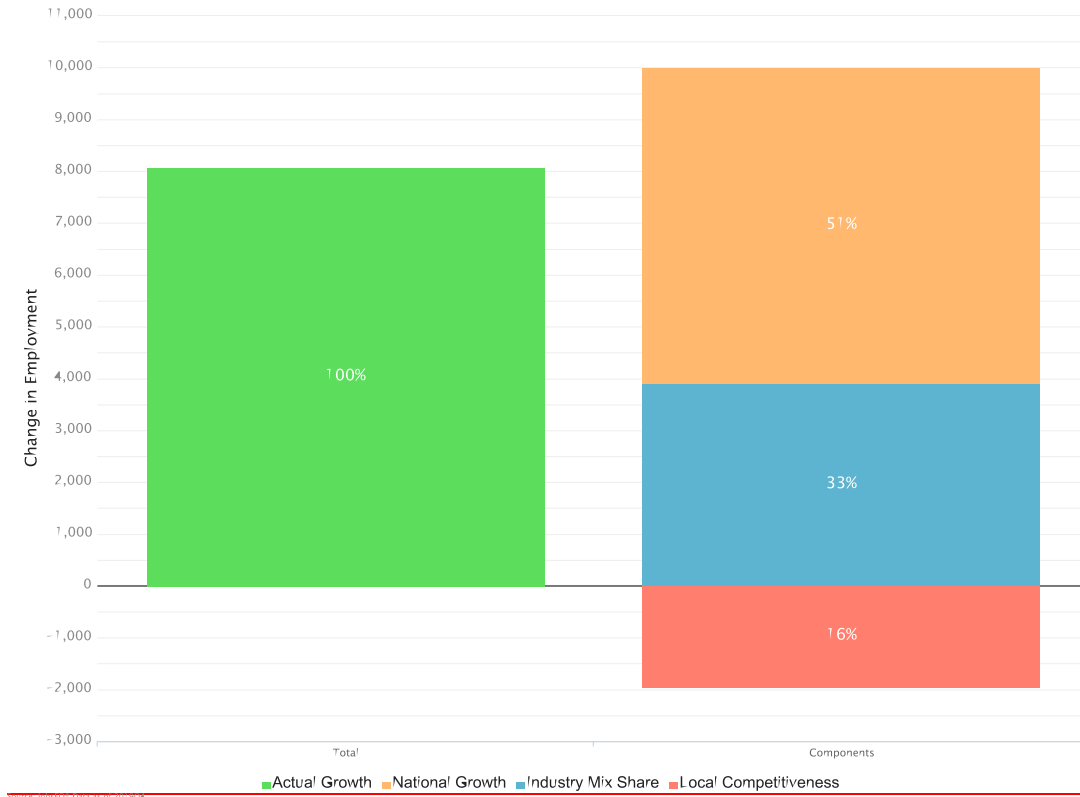
—Source: JobsEQ

Based on the analysis of all data, healthcare is expected to grow across all areas in this region.

Drivers of Employment Growth (Pee Dee Region)

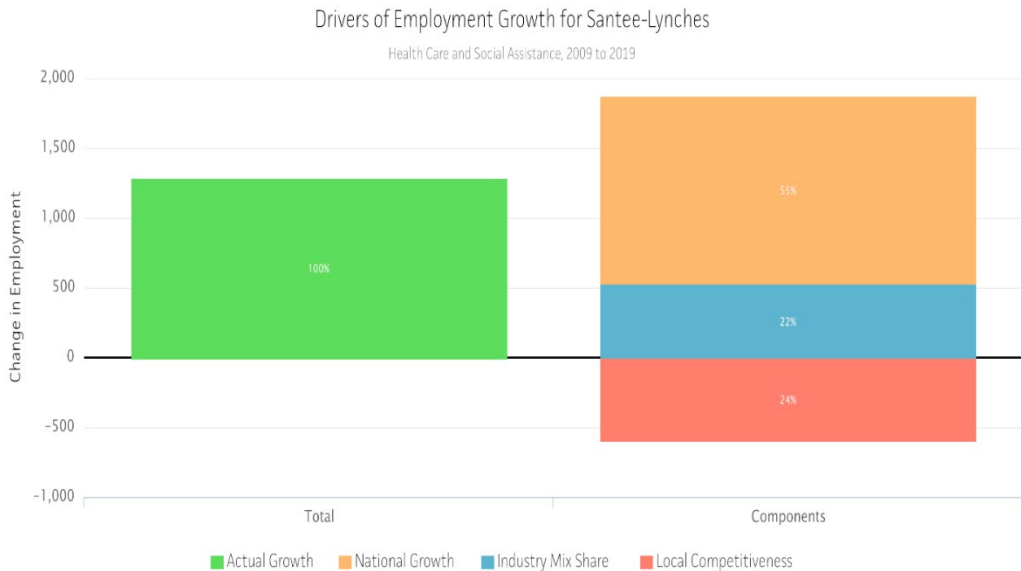
Over the ten years ending 2019, employment in Health Care and Social Assistance for the Greater Pee Dee Region added 8,066 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a loss of 1,941 jobs—meaning this industry was less competitive than its national counterpart during this period.

Drivers of Employment Growth for Greater Pee Dee Region



Drivers of Employment Growth (Santee-Lynches)

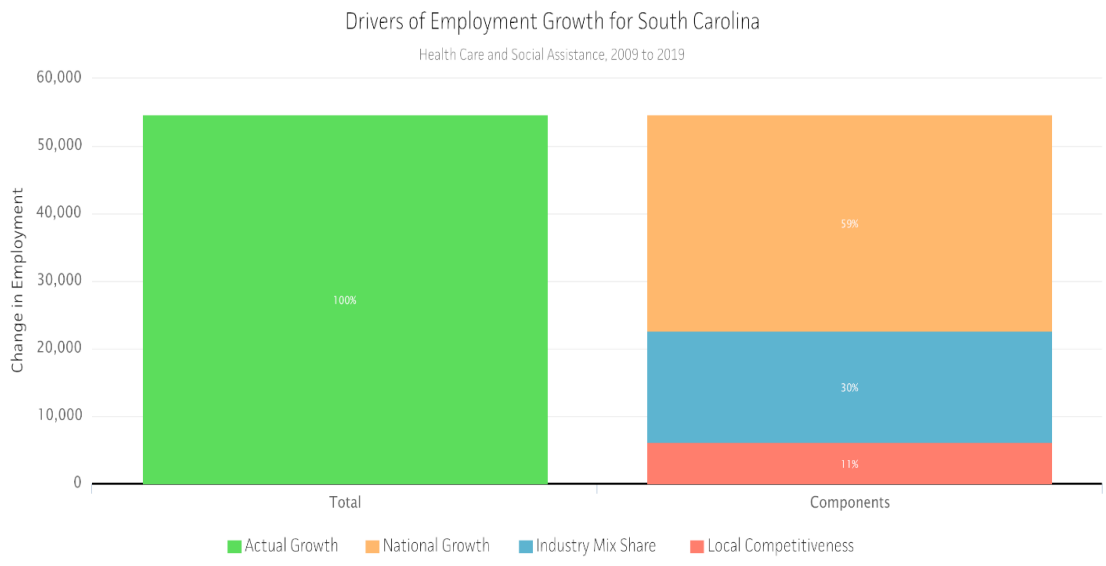
Over the ten years ending 2019, employment in Health Care and Social Assistance for the Santee-Lynches Region added 1,286 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change due to local competitiveness was a loss of 589 jobs—meaning this industry was less competitive than its national counterpart during this period.



Source: JobsEQ®, Data as of 2019Q4

Drivers of Employment Growth (South Carolina)

Over the ten years ending 2019, employment in Healthcare and Social Assistance for South Carolina added 54,730 jobs. After adjusting for national growth during this period and industry mix share, the part of this employment change is due to local competitiveness was a gain of 6,143 jobs—meaning this industry was more competitive than its national counterpart during this period.



Source: JobsEQ®, Data as of 2019Q4

The largest industry in the Santee-Lynches workforce area is Health Care and Social Assistance, employing 11,246 workers. The next largest sectors in the region are Manufacturing (10,934 workers) and Retail Trade (9,538). Over the next 1 year, employment in the Santee-Lynches is projected to contract by 55 jobs. The fastest growing sector in the region is expected to be Construction with a +0.9% year over year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+95 jobs), Construction (+41), and Accommodation and Food Services (+35).

Employment Growth Santee-Lynches

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	11,246	\$41,872	1.07	55		0.1%	1,156	522	539	95	0.8%
31	Manufacturing	10,934	\$51,516	1.83	495		0.9%	1,014	418	716	-120	-1.1%
44	Retail Trade	9,538	\$26,264	1.28	630		1.4%	1,214	562	709	-56	-0.6%
72	Accommodation and Food Services	6,582	\$14,807	1.00	758		2.5%	1,100	471	594	35	0.5%
61	Educational Services	6,180	\$34,651	1.04	300		1.0%	550	274	296	-21	-0.3%
92	Public Administration	4,986	\$44,501	1.46	50		0.2%	452	193	263	-24	-0.5%
23	Construction	4,732	\$45,547	1.13	315		1.4%	506	167	298	41	0.9%
56	Administrative and Support and Waste Management and Remediation Services	4,211	\$31,026	0.91	-824		-3.5%	496	205	280	11	0.3%
81	Other Services (except Public Administration)	4,100	\$20,909	1.27	182		0.9%	451	213	254	-16	-0.4%
48	Transportation and Warehousing	1,992	\$46,531	0.59	17		0.2%	207	90	122	-4	-0.2%
54	Professional, Scientific, and Technical Services	1,769	\$46,414	0.36	-248		-2.6%	159	56	95	8	0.4%
11	Agriculture, Forestry, Fishing and Hunting	1,707	\$40,263	1.79	-114		-1.3%	175	79	106	-9	-0.5%
52	Finance and Insurance	1,479	\$49,088	0.51	12		0.2%	137	52	86	-1	-0.1%
42	Wholesale Trade	990	\$59,730	0.36	-35		-0.7%	97	39	65	-7	-0.7%
71	Arts, Entertainment, and Recreation	774	\$19,608	0.53	37		1.0%	112	49	60	3	0.4%
53	Real Estate and Rental and Leasing	520	\$36,673	0.41	16		0.6%	53	24	29	0	0.0%
51	Information	403	\$39,795	0.28	-55		-2.5%	35	14	25	-4	-1.0%
55	Management of Companies and Enterprises	295	\$83,597	0.27	75		6.1%	26	10	17	0	-0.2%
22	Utilities	259	\$62,312	0.70	84		8.2%	24	8	15	0	0.1%
21	Mining, Quarrying, and Oil and Gas Extraction	56	\$60,538	0.18	-74		-15.5%	6	2	4	0	0.4%
	Total - All Industries	72,752	\$37,476	1.00	1,678		0.5%	7,865	3,386	4,533	-55	-0.1%

Source: JobSEQ®

For the Pee Dee Region, Health Care and Social Assistance is the 3rd largest industry, employing 53,023 workers. The largest is Accommodations and Food Services, followed by Retail Trade.

Employment Growth Pee Dee Region

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
72	Accommodation and Food Services	55,895	\$18,923	1.59	6,600		2.5%	9,855	4,015	5,058	783	1.4%
44	Retail Trade	54,281	\$26,544	1.36	2,779		1.1%	7,336	3,205	4,046	85	0.2%
62	Health Care and Social Assistance	53,023	\$45,826	0.94	5,373		2.2%	5,774	2,465	2,549	760	1.4%
31	Manufacturing	39,315	\$54,909	1.23	1,365		0.7%	3,670	1,504	2,575	-410	-1.0%
61	Educational Services	29,063	\$40,185	0.92	641		0.4%	2,795	1,294	1,396	105	0.4%
56	Administrative and Support and Waste Management and Remediation Services	23,133	\$29,754	0.93	3,307		3.1%	2,846	1,131	1,541	174	0.8%
23	Construction	22,170	\$43,602	0.99	4,261		4.4%	2,490	783	1,400	307	1.4%
92	Public Administration	21,399	\$41,570	1.17	1,207		1.2%	2,003	832	1,130	41	0.2%
81	Other Services (except Public Administration)	17,637	\$23,382	1.02	-1		0.0%	2,065	917	1,094	55	0.3%
48	Transportation and Warehousing	13,550	\$42,774	0.76	2,803		4.7%	1,498	613	830	54	0.4%
54	Professional, Scientific, and Technical Services	11,228	\$53,439	0.43	155		0.3%	1,073	358	604	111	1.0%
52	Finance and Insurance	9,879	\$53,062	0.64	1,023		2.2%	994	350	574	70	0.7%
71	Arts, Entertainment, and Recreation	9,071	\$20,591	1.16	792		1.8%	1,401	573	707	122	1.3%
42	Wholesale Trade	8,254	\$53,704	0.56	0		0.0%	861	326	540	-5	-0.1%
53	Real Estate and Rental and Leasing	7,545	\$37,503	1.11	-147		-0.4%	857	349	417	92	1.2%
11	Agriculture, Forestry, Fishing and Hunting	5,210	\$35,101	1.02	-371		-1.4%	539	240	323	-24	-0.5%
51	Information	3,564	\$51,084	0.47	-214		-1.2%	332	124	219	-11	-0.3%
55	Management of Companies and Enterprises	2,513	\$77,214	0.43	396		3.5%	237	84	143	10	0.4%
22	Utilities	2,215	\$87,071	1.11	-60		-0.5%	197	72	127	-2	-0.1%
21	Mining, Quarrying, and Oil and Gas Extraction	260	\$55,138	0.16	-46		-3.2%	28	9	18	1	0.5%
	Total - All Industries	389,204	\$37,632	1.00	29,861		1.6%	44,900	18,163	24,316	2,421	0.6%

Source: JobSEQ®

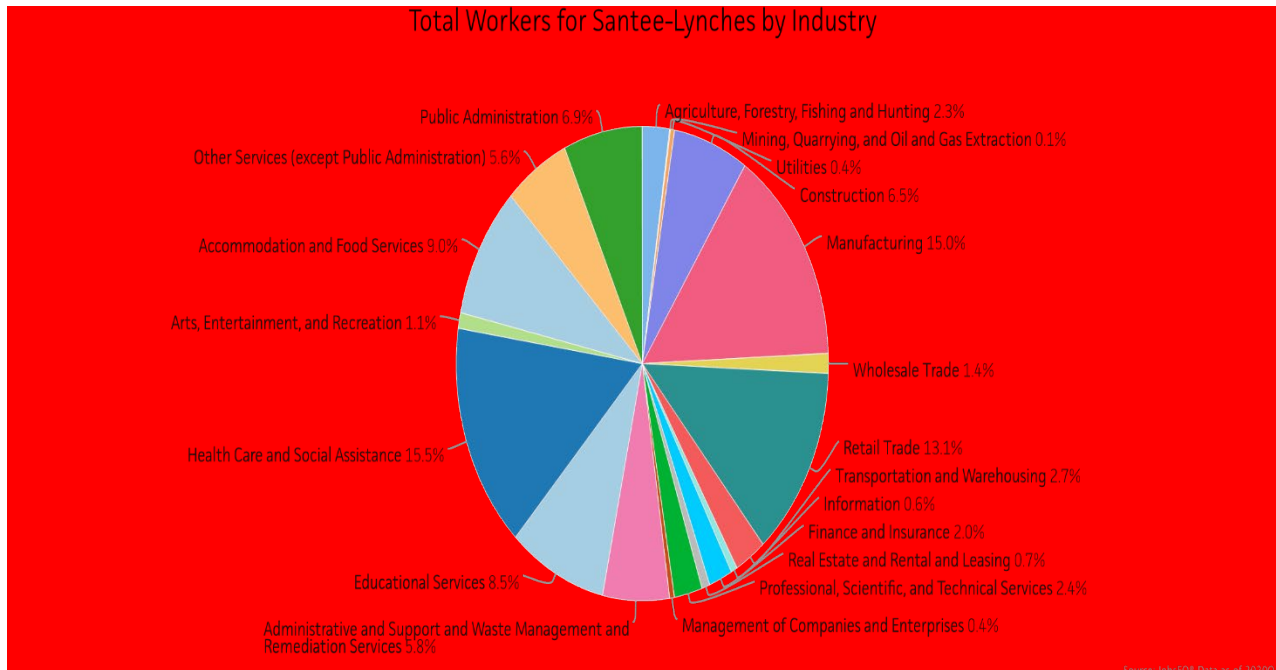
For South Carolina, Health Care and Social Assistance is the largest industry, employing 290,203 workers. The second largest is Retail Trade followed by Manufacturing.

Employment Growth South Carolina

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	290,203	\$50,945	0.87	32,030		2.4%	32,641	13,510	13,968	5,163	1.8%
44	Retail Trade	263,167	\$29,008	1.12	14,822		1.2%	36,283	15,553	19,636	1,094	0.4%
31	Manufacturing	262,934	\$60,249	1.39	27,599		2.2%	27,215	10,999	17,286	-170	-0.1%
72	Accommodation and Food Services	243,043	\$18,931	1.17	35,846		3.2%	43,103	17,464	22,000	3,638	1.5%
56	Administrative and Support and Waste Management and Remediation Services	184,097	\$34,618	1.25	16,179		1.9%	23,138	9,008	12,276	1,854	1.0%
61	Educational Services	175,114	\$44,710	0.93	5,920		0.7%	17,517	7,808	8,421	1,288	0.7%
23	Construction	130,298	\$52,982	0.98	24,118		4.2%	14,928	4,608	8,233	2,087	1.6%
54	Professional, Scientific, and Technical Services	118,479	\$70,633	0.76	19,293		3.6%	12,181	3,789	6,395	1,997	1.7%
92	Public Administration	117,764	\$47,874	1.09	5,980		1.0%	11,350	4,581	6,226	543	0.5%
81	Other Services (except Public Administration)	105,886	\$27,463	1.03	5,832		1.1%	12,888	5,512	6,578	798	0.8%
48	Transportation and Warehousing	87,529	\$45,383	0.83	17,993		4.7%	10,225	3,971	5,374	880	1.0%
42	Wholesale Trade	75,127	\$70,908	0.86	4,376		1.2%	8,299	2,976	4,925	398	0.5%
52	Finance and Insurance	73,399	\$69,605	0.81	3,482		1.0%	7,611	2,607	4,267	737	1.0%
71	Arts, Entertainment, and Recreation	41,792	\$21,030	0.90	6,707		3.6%	6,495	2,639	3,257	599	1.4%
53	Real Estate and Rental and Leasing	38,845	\$47,930	0.97	4,753		2.6%	4,398	1,794	2,147	457	1.2%
51	Information	30,760	\$61,538	0.68	667		0.4%	3,100	1,073	1,898	129	0.4%
55	Management of Companies and Enterprises	25,252	\$83,860	0.72	8,315		8.3%	2,612	847	1,441	324	1.3%
11	Agriculture, Forestry, Fishing and Hunting	20,335	\$30,954	0.67	-784		-0.8%	2,200	937	1,264	-1	0.0%
22	Utilities	16,453	\$89,251	1.40	-996		-1.2%	1,541	538	946	57	0.3%
21	Mining, Quarrying, and Oil and Gas Extraction	1,921	\$83,654	0.19	741		10.2%	222	64	133	25	1.3%
99	Unclassified	3	\$46,875	0.00	3		n/a	0	0	0	0	1.5%
Total - All Industries		2,302,402	\$45,285	1.00	232,875		2.2%	273,884	107,583	144,031	22,270	1.0%

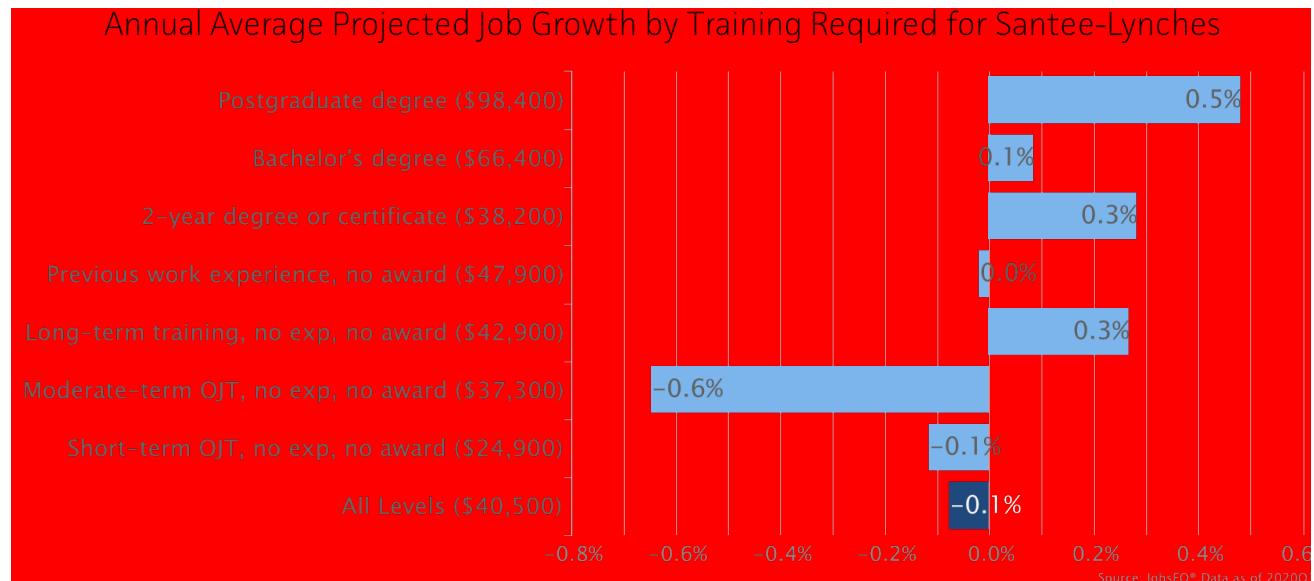
Source: JobsEQ®

There are three Sectors in the Santee-Lynches workforce area with the highest percentage of total workers. They are Health Care and Social Assistance (15.5%), Manufacturing (15.0%), and Retail Trade (13.1%):



- ~~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 contract 0.1% 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 0.1% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.3% per year.~~



Employment by occupation data are estimates are as of 2020Q1. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

~~Most individuals hired by employers in the Pee Dee Region tend to have a high school diploma or equivalent with no college studies (34.45%). However, the next group of employees being hired do have some college or an Associate Degree (29.17%). Approximately 17.59% of those being hired have less than a high school diploma or equivalent while 18.79% have a bachelor's degree or higher. The top 10 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.~~

Openings by Education Levels (Pee Dee Region)

Education Levels	
Minimum Education Level	Total Ads
High school diploma or equivalent	5,431
Bachelor's degree	1,288

Associate's degree	602	
Master's degree	307	
Doctoral or professional degree	56	
Unspecified/other	11,378	

Source: JobsEQ®

Data for the Santee-Lynches Workforce Area provided typical entry level education requirements for various healthcare occupations. For example, Registered Nurses require an Associate 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 (34.8%). However, the next group of employees being hired do have some college or an Associate Degree (33.6%). Approximately 13.5% have less than a high school diploma or equivalent while 18.1% have a bachelor's degree or higher. The top five educational requirements reflected in recent job postings are reflected below. Most of the 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	Total Ads	
Minimum Education Level		
High school diploma or equivalent	1,221	
Bachelor's degree	410	
Associate's degree	134	
Master's degree	100	
Doctoral or professional degree	16	
Unspecified/other	2,452	

Source: JobsEQ®

The top 25 certifications employers look for when hiring in our region are listed below. The number represents how many times the certification shows up in job postings.

Openings by Certifications (Pee Dee Region)

Certifications

Certificate Name	Total Ads	
Basic Life Support (BLS)	597	
Driver's License	552	
Registered Nurse (RN)	514	
Certification in Cardiopulmonary Resuscitation (CPR)	333	
Advanced Cardiac Life Support Certification (ACLS)	288	
Class A Commercial Driver's License (CDL-A)	194	
Licensed Practical Nurse (LPN)	150	
Certified Nursing Assistant (CNA)	143	
Pediatric Advanced Life Support (PALS)	113	
Secret Clearance	113	
First Aid Certification	101	
Commercial Driver's License (CDL)	95	
Medical Assistant Certification (MA)	86	
The American Registry of Radiologic Technologists (ARRT) Certification	59	
National Phlebotomy Association Certified Phlebotomist	47	
Certified Public Accountant (CPA)	40	
Licensed Master Social Worker (LMSW)	38	
Emergency Medical Technician - Paramedic (EMT-P)	36	
HAZMAT	36	
Certified Clinical Medical Assistant (NHAA)	34	
Cisco Certified Network Associate (CCNA)	32	
Forklift Certified	29	

Licensed Professional Counselor (LPC)	28	
Medical Technologist (MT)	25	
Certified Information Systems Security Professional (CISSP)	24	

Source: [JobsEQ®](#)

Openings by Certifications (Santee-Lynches)

Certificate Name	Total Ads	
Certification in Cardiopulmonary Resuscitation (CPR)	111	
Driver's License	111	
Secret Clearance	99	
Registered Nurse (RN)	94	
Basic Life Support (BLS)	53	
Class A Commercial Driver's License (CDL-A)	52	
Licensed Practical Nurse (LPN)	47	
Cisco Certified Network Associate (CCNA)	31	
Medical Assistant Certification (MA)	28	
Commercial Driver's License (CDL)	27	
First Aid Certification	26	
Advanced Cardiac Life Support Certification (ACLS)	25	
Certified Public Accountant (CPA)	25	
Certified Nursing Assistant (CNA)	22	
CompTIA Security+ CE (Continuing Education) Certification	20	
Pediatric Advanced Life Support (PALS)	13	
Project Management Professional (PMP)	13	
Systems Security Certified Practitioner (SSCP)	13	
National Phlebotomy Association Certified Phlebotomist	12	
Licensed Professional Counselor (LPC)	9	
Licensed Master Social Worker (LMSW)	8	
GIAC Security Essentials Certification (GSEC)	7	
HAZMAT	7	
Microsoft Certified Solutions Associate (MCSA)	7	

Certifications

Certificate-Name	Total Ads
Registered Medical Assistant	7

Source: [JobsEQ®](#)

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)

Skill-Name	Total Ads
Communication (Verbal and written skills)	7,782
Customer Service	5,106
Cooperative/Team Player	3,505
Self-Motivated/Ability to Work Independently/Self Leadership	2,573
Adaptability/Flexibility/Tolerance of Change and Uncertainty	2,509
Organization	2,361
Supervision/Management	1,830
Detail Oriented/Meticulous	1,763
Enthusiastic/Energetic	1,709
Accountable/Responsible/Reliable/Dependable/Trustworthy	1,574

Source: [JobsEQ®](#)

Openings by Soft Skills (Santee-Lynches)

Skill-Name	Total Ads
Communication (Verbal and written skills)	1,781
Customer Service	958
Cooperative/Team Player	753
Adaptability/Flexibility/Tolerance of Change and Uncertainty	547
Self-Motivated/Ability to Work Independently/Self Leadership	527
Organization	467

Soft Skills

Skill-Name	Total Ads
Supervision/Management	399
Accountable/Responsible/Reliable/Dependable/Trustworthy	369
Problem Solving	351
Enthusiastic/Energetic	330

Source: [JobsEQ®](#)

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

Job openings in the Santee-Lynches local area has remained consistent at over 1200 available jobs for a year's time, while it has remained consistent for the Pee Dee region with jobs openings ranging from a little over 6,000 to over 11,000 jobs. 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.

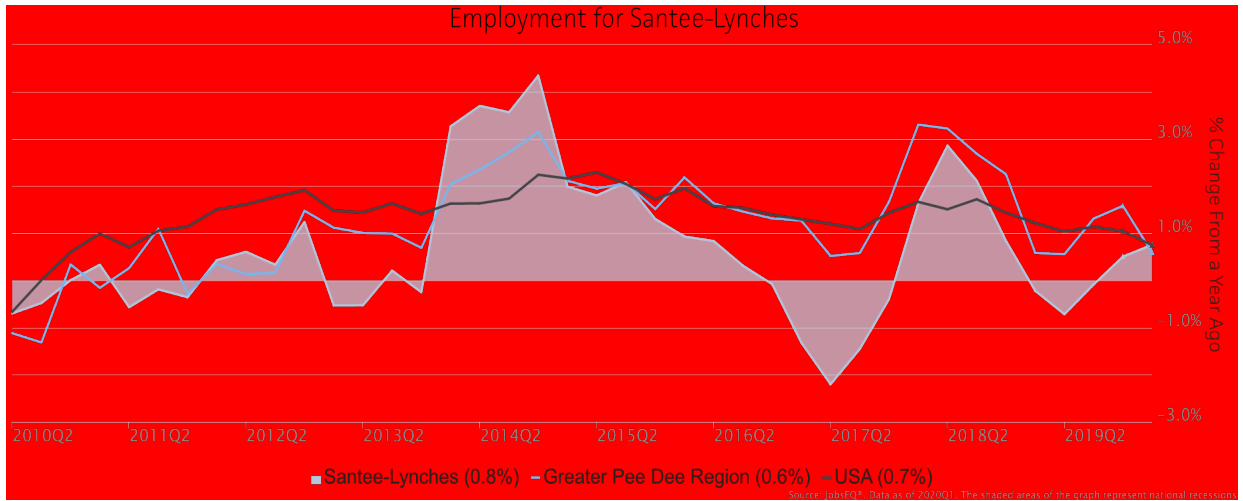
In addition, data reflects that for the residents of the Santee-Lynches local area as well as the Pee Dee region as a whole, the highest number that are hired (over 40%) possess a high school diploma/GED. However, the data also shows that the number of projected openings that require less than a high 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 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~~

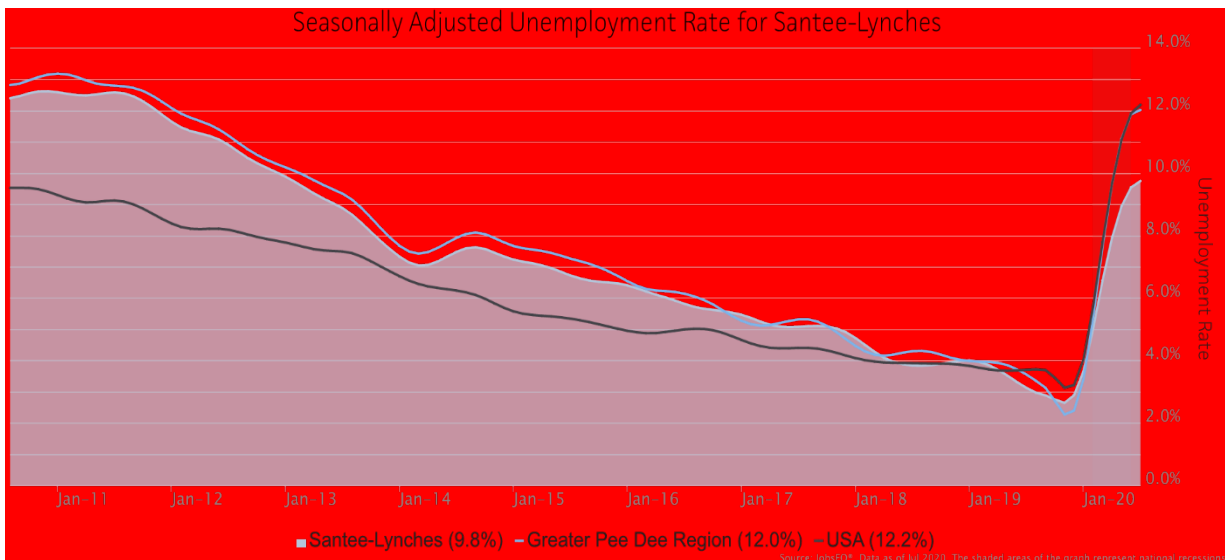
Current Workforce in the Region

The unemployment rate for the Santee-Lynches region has dropped over the past 5 years from 6.8% to 3.5%. Likewise, it has stayed on an average around 3.26% for the past program year (PY19) from July 2019 – May 2020. Both, however, have remained higher than the state's average. The local board would contend that the rate has decreased over the past 5 years due to a better economy and more residents going to work.

The pandemic has caused an increase in the unemployment rate for Santee-Lynches and the Pee Dee Region as a whole.



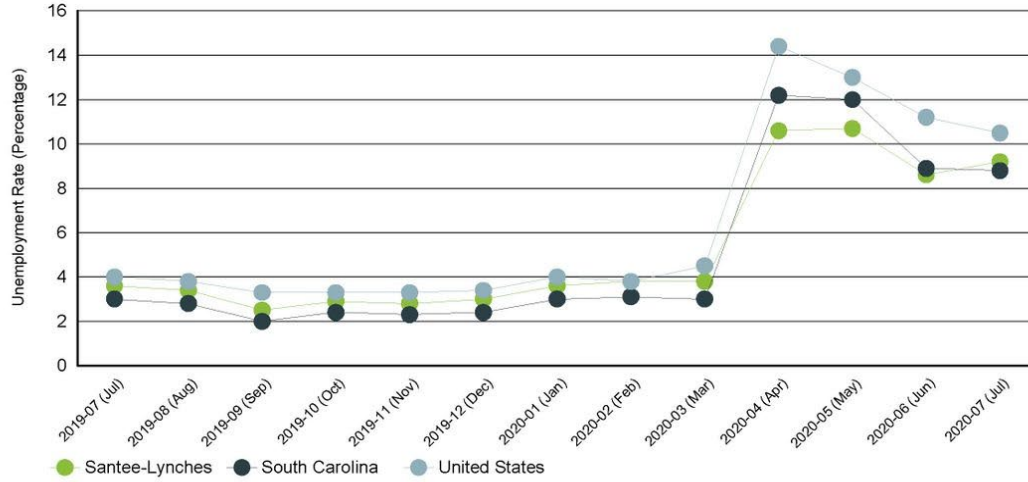
The seasonally adjusted unemployment rate for the Pee Dee—Complete Region (WIOA) was 11.9% as of May 2020. The regional unemployment rate was higher than the national rate of 11.3%. One year earlier, in May 2019, the unemployment rate in the Pee Dee—Complete Region (WIOA) was 3.9%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through May 2020

Monthly Unemployment Rate (Unadjusted)

Past 13 Months

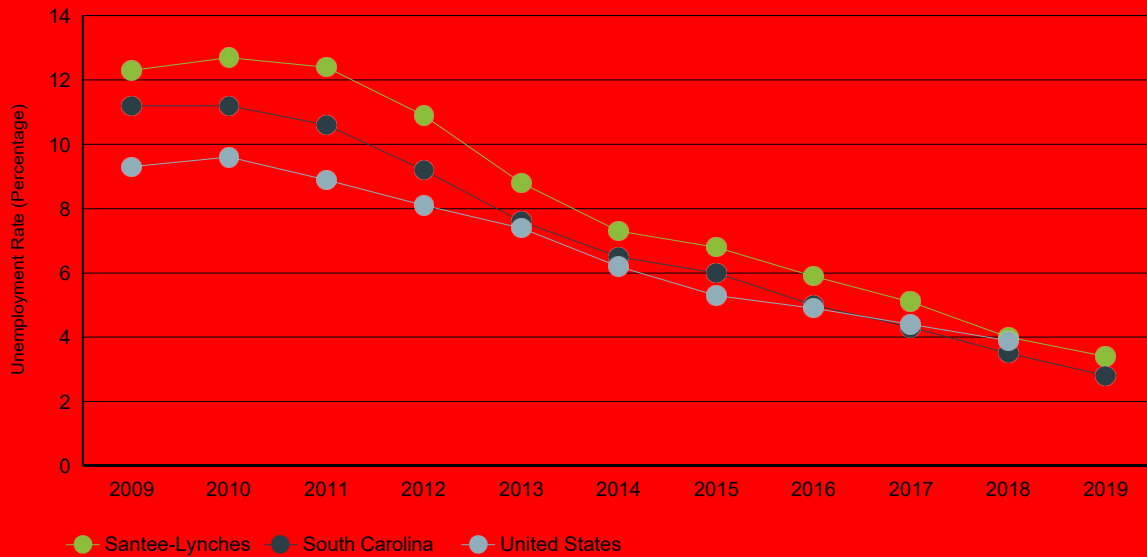


Period	Santee-Lynches	South Carolina	United States
Jul 2020	9.2%	8.8%	10.5%
Jun 2020	8.6%	8.9%	11.2%
May 2020	10.7%	12.0%	13.0%
Apr 2020	10.6%	12.2%	14.4%
Mar 2020	3.8%	3.0%	4.5%
Feb 2020	3.8%	3.1%	3.8%
Jan 2020	3.6%	3.0%	4.0%
Dec 2019	3.0%	2.4%	3.4%
Nov 2019	2.8%	2.3%	3.3%
Oct 2019	2.9%	2.4%	3.3%
Sep 2019	2.5%	2.0%	3.3%
Aug 2019	3.4%	2.8%	3.8%
Jul 2019	3.6%	3.0%	4.0%

Source: S.C. Department of Employment & Workforce

Annual Unemployment Rate (Unadjusted)

Trends



Year	Santee-Lynches			South Carolina			United States		
	Employment	Unemp	Rate	Employment	Unemp	Rate	Employment	Unemp	Rate
2018	88,308	3,724	4.0%	2,259,057	80,882	3.5%	155,761,000	6,314,000	3.9%
2017	87,364	4,736	5.1%	2,212,845	98,921	4.3%	153,337,000	6,982,000	4.4%
2016	87,376	5,463	5.9%	2,181,587	115,213	5.0%	151,436,000	7,751,000	4.9%
2015	86,668	6,342	6.8%	2,137,158	135,838	6.0%	148,834,000	8,296,000	5.3%
2014	85,489	6,770	7.3%	2,078,592	143,753	6.5%	146,305,000	9,617,000	6.2%
2013	83,563	8,106	8.8%	2,023,642	167,326	7.6%	143,929,000	11,460,000	7.4%
2012	82,772	10,094	10.9%	1,985,618	201,260	9.2%	142,469,000	12,506,000	8.1%
2011	81,905	11,609	12.4%	1,945,900	229,623	10.6%	139,869,000	13,747,000	8.9%
2010	81,548	11,840	12.7%	1,915,045	240,623	11.2%	139,064,000	14,825,000	9.6%
2009	84,149	11,795	12.3%	1,910,670	242,075	11.2%	139,877,000	14,265,000	9.3%
2008	86,596	7,546	8.0%	1,996,409	145,823	6.8%	145,362,000	8,924,000	5.8%

Source: S.C. Department of Employment & Workforce

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. Therefore, it is important that additional employment opportunities are created within the local workforce area.

Area Job Openings

Period	Santee-Lynches				South Carolina			
	Employed	Unemployed	Unemp. Rate	Job Openings	Employed	Unemployed	Unemp. Rate	Job Openings
Jul-20	87,981	8,868	9.2%	1,477	2,242,832	211,965	8.6%	45,266
Jun-20	87,608	8,201	8.6%	1,526	2,226,783	211,612	8.7%	37,666
May-20	85,181	10,226	10.7%	1,295	2,116,430	299,668	12.4%	38,053
Apr-20	83,634	9,886	10.6%	1,164	2,073,470	303,360	12.8%	51,518
Mar-20	90,362	3,527	3.8%	1,477	2,328,802	76,369	3.2%	57,374
Feb-20	90,113	3,523	3.8%	1,111	2,333,224	58,631	2.5%	52,662
Jan-20	89,924	3,383	3.6%	1,133	2,330,497	56,599	2.4%	52,639
Dec-19	89,589	2,763	3.0%	995	2,326,018	57,279	2.4%	59,953
Nov-19	89,782	2,550	2.8%	1,200	2,326,821	56,712	2.4%	55,821
Oct-19	90,025	2,666	2.9%	2,187	2,326,812	56,244	2.4%	68,386
Sep-19	89,457	2,291	2.5%	2,018	2,322,842	57,450	2.4%	66,100
Aug-19	89,177	3,179	3.4%	2,027	2,316,783	60,140	2.5%	67,729
Jul-19	89,215	3,362	3.6%	1,872	2,309,920	64,300	2.7%	68,223

Source: S.C. Department of Employment & Workforce & The Conference Board's Help Wanted OnLine® data series
South Carolina Data is Seasonally Adjusted

~~Labor Market projections reflect a 7.43% positive change in projected employment from 2016 to 2026 across all jobs. The healthcare sector has a projected positive percent change of 19.12% (11,776 jobs) projected by 2026.~~

Labor Market Projections

Total Employment by Industry
(County/Metropolitan Statistical Area Data Unavailable)

Note: Projections are available by Workforce Investment Area (WIA). The data displayed is selected from the appropriate WIA.

Santee-Lynches Industry	2016 Estimated Employment	2026 Projected Employment	Change	Percent Change	Annual Percent
Total All Industries	77,414	83,168	5,754	7.43	0.72
Health Care and Social Assistance	9,886	11,776	1,890	19.12	1.76
Accommodation and Food Services	6,124	7,037	913	14.91	1.40
Administrative and Support and Waste Management and Remediat	4,863	5,757	894	18.38	1.70
Educational Services	6,618	7,216	598	9.04	0.87
Transportation and Warehousing	1,484	1,879	395	26.62	2.39
Retail Trade	8,989	9,381	392	4.36	0.43
Construction	3,383	3,697	314	9.28	0.89
Professional, Scientific, and Technical Services	1,840	2,084	244	13.26	1.25
Manufacturing	10,538	10,694	156	1.48	0.15
Other Services (except Government)	4,482	4,586	104	2.32	0.23
Finance and Insurance	1,408	1,503	95	6.75	0.66
Wholesale Trade	958	1,036	78	8.14	0.79
Real Estate and Rental and Leasing	366	423	57	15.57	1.46
Management of Companies and Enterprises	221	253	32	14.48	1.36
Arts, Entertainment, and Recreation	543	563	20	3.68	0.36
Information	352	365	13	3.69	0.36
Utilities	183	184	1	0.55	0.05

Source: S.C. Department of Employment & Workforce - Industry Projections

Educational Attainment data indicates that approximately 13.5% of persons 25 years of age and older have received less than a high school diploma while 34.8% have graduated from high school. Approximately 23.3% have received some college education and 10.3% have received their Associate's Degree. Graduate trends for the region reflect more residents with a Bachelor's Degree (11.6%) than any other higher level post-secondary degree (6.50%).

Educational Attainment, Age 25-64						
No High School Diploma	13.5%	11.2%	11.2%	15,101	18,885,967	18,885,967
High School Graduate	34.8%	25.8%	25.8%	39,086	43,699,272	43,699,272
Some College, No Degree	23.3%	21.0%	21.0%	26,101	35,525,113	35,525,113
Associate's Degree	10.3%	9.1%	9.1%	11,586	15,389,737	15,389,737
Bachelor's Degree	11.6%	20.8%	20.8%	13,010	35,261,652	35,261,652
Postgraduate Degree	6.5%	12.1%	12.1%	7,317	20,445,749	20,445,749

Source: [JobsEQ®](#)

Barriers

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

Data shows that 7,519 individuals were released in SC in 2019 and approximately 21.227% of those were in the Pee Dee WIOA Region. In the state, the average age of an inmate was 39 years old, 49% did not have a HS/GED

EX-Offenders	
Pee Dee WIOA Region	1,596
State Total	7,519
% of state total	21.23%

Source: SC Department of Corrections

At 12 percent, the Pee Dee Region holds the highest percentage of people with disabilities and the highest labor force participation rates (LFPR) for individuals with disabilities at 3.1%. Also, for 5-17 year-old range, cognitive abilities hold the highest percentages. Mobility (ambulatory difficulty) is the highest percentage for all regions in the 18-64 year-old range.

Disability			
	Pee Dee Total	With a Disability	Percent with a Disability
Total Civilian Noninstitutionalized Population	1,008,789	119,983	12%

Source: American Community Survey 2014-2018

Data shows that 188,411 people in the Pee Dee Region have incomes below the poverty level. The Pee Dee region represents 24.5% of SC's population who live in poverty.

Poverty			
	Pee Dee WIOA Region	SC Total	% of Population
Income in the past 12 months below poverty level:	188,411	751,907	15.3%

Source: American Community Survey 2014-2018

Approximately 28% of SC's homeless population are located in the Pee Dee Region. Data also shows that the majority of the 1153 homeless individuals are males. 68% of these individuals are unsheltered and 39% 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.

Homeless (January 2019)	
Pee Dee WIOA Region	1,153
South Carolina	4,172
% of state's homeless	27.6%

The data was collected by US Interagency Council of Homelessness

Approximately 20% 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.

Youth Not in School (16-24) 2015-2018	
# of Youth Not in School Pee Dee WIOA Region	6,503
# of Youth Not in School South Carolina	31,821
% of state's youth not in school	20.4%

Source: JobsEQ®
American Community Survey

❖ Available Education and Training Opportunities for the Pee Dee Region

Educational Institutions	Degrees Awarded (2018-2019)
Northeastern Technical College	191
Florence Darlington Technical College	769
Coastal Carolina University	1,126
Horry-Georgetown Technical College	1,514
Miller Motte Technical College – Conway	351
Central Carolina Technical College	801
Coker College	123
Francis Marion University	606
Morris College	99
University of South Carolina – Sumter	133
Williamsburg Technical College	110

Overall, the majority (34.45%) of people hired by employers in the Pee Dee region have a high school diploma or equivalent with no college studies. Approximately 13.2% of those being hired have less than a high school diploma or equivalent while 13.3% have a bachelor's degree or higher. Growing jobs by education reflects the majority of the jobs for those with a high school diploma or equivalent (37%) and those without a high school diploma or equivalent (32.8%).

Education Requirements (2020) for Job Openings

BY NUMBER	
Associate's degree	2,274
Bachelor's degree	5,011
Doctoral or professional degree	140
High school diploma or equivalent	12,164
Less than high school	3,864

Master's degree	366
Postsecondary non-degree award	411
Some college	71
No Degree	24
Total	301

BY PERCENT	
Associate's degree	9.4%
Bachelor's degree	20.6%
Doctoral or professional degree	— .5%
High school diploma or equivalent	50.1%
Less than high school	15.9%
Master's degree	1.5%
Postsecondary non-degree award	1.7%
Some college, no degree	.29%
TOTAL	100%

END OLD DATA

❖ 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. 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 (13.5% - 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 member of our SC Works Committee and ~~Mr. Stewart Kidd, Existing Industry & Workforce Development Manager~~ Mr. Jeff Burgess, Economic Developer for Kershaw County Economic Development is a member of ~~our SC Works Committee as well as~~ the local Workforce Development Board.

The 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 to address the issue.

Transportation to training and/or employment opportunities continues to be a 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 local board's strategic vision to support regional economic growth and self-sufficiency, including:

- Goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment; and
- A description of how the local board will work with core and required partners to align local resources to achieve the strategic vision and goals referenced above.

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.

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:

- 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.
- Partner with local school districts in gaining understanding of workforce requirements and preparing teachers for the burgeoning workforce.
- Develop 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.
- Develop 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.
- Continued Regional planning to allow for expanded availability of training and employment opportunity outside of the local area.
- Support in a forum environment broad based discussion of issues and opportunities.
- Continue to provide an unbiased assessment of the progress being made to educate youth and adults, analyzing, interpreting, and disseminating information to the public.
- Actively participate in an advisory role to support well thought out local and regional initiatives.
- Utilize 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.
- Promote the importance of a regional training facility to re-train current workers in the new technologies required by new or expanding existing industries.
- Advocate for strong sustainable local Pre-K programs and kindergarten/preschool programs to ensure an optimum environment for early childhood education.
- Advocate and promote 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.

Board's Strategy for Working with Core Program Entities

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.

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.

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

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.

Section III: Local Area Partnerships and Investment Strategies

1. A description of the planning process undertaken to produce the local plan. The description must include how the chief elected officials, local board, 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 and completing an initial draft of the plan. Local board and input from chief elected officials (CEOs) were also obtained. 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. 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.santeelynychescog.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 local area, including:
 - Identification of the programs that are included in the system; and

The Santee-Lynches LWDA includes the following partners and programs:

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)
Wateree 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)
Telamon Corporation (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)

- How the Local Board will support strategies for service alignment among the entities carrying out workforce development program in the local area.

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 local are to:

- 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.

Santee-Lynches and Able South Carolina continue to partner on 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 on a quarterly basis 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 on a quarterly basis.

- **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 (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.

- **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. In 2022, employers requested and made weekly visits to the center to recruit candidates for open positions. Some employers had 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. **In September 2022, the local area resumed its in-person Job Fair in Sumter.**

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. **Plans are to restart these specialized regional job fairs in 2023.**

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. On September 18, 2020, a sector specific job fair was held with emphasis on the manufacturing sector. Four (4) employers were on site representing small and large businesses. 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. **In addition, the mini job fairs held in the centers in 2022 have included several small businesses.**

The Local Area at the COG level is considering applying for the Community Economic Development (CED) program 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 local area;**

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.

- 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. Description of how the strategies discussed in Question 3 above will be aligned with the priorities outlined in the State Plan; specifically:

- Increasing participation in work-based (WBL) activities, including registered apprenticeship programs;

The Santee-Lynches Region is focused on assessing job seekers comprehensively, so we understand each individual's skills, work history, aptitudes and interests in an effort to transition back to the workforce as quickly and efficiently as possible. In order to make this approach effective, our WIOA team works with employer partners in the community to share the benefits of our employer driven programs, such as OJT, Work Experience and Apprenticeship. An effective assessment process allows our team to review past experience and skills on a customer's resume against job postings that are

open with our robust database of employer partners. Job seekers who express interest in a particular position or company will be exposed to that employer partner through direct contact with our WIOA team. We're committed to sending resumes, following up on open positions and scheduling employer driven hiring events to increase participation levels in work-based learning activities, including registered apprenticeship.

The local area is also looking at different and innovative ways to offer Work Based Learning Activities. The region is ~~currently exploring~~ **has started opportunities** to engage in virtual work experience, where youth participants would work remotely with a site supervisor to gain relevant hard and soft skills that are transferable to many career pathways. ~~It's our intention to~~ **We have implemented** virtual work experience options to youth participants who cannot access a hands-on learning experience due to the COVID-19 pandemic, **transportation and/or childcare issues that would prevent them from going on site..**

- **Increasing the formal assessment and provision of soft-skills training;**

Our service provider for the WIOA program has invested in a new system to help support our region's job seekers in developing the soft skills and basic skills that are required to be successful in their desired career pathway. 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.

Our local region has found great value in hosting an in-depth, **one day** ~~two-day~~ workshop, called Career Smart, for 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.

The local area, through our contractor, is now offering Workforce Skills 21st Century, an online platform, Soft Skills Training to all Adults and Dislocated Workers.

We plan to continue to offer a series of options for soft skills development to our local job seekers. Individuals seeking training will be mandated to complete a soft skills component prior to entering training.

- Facilitating the development of career pathways and increasing co-enrollment across partner programs, as appropriate;

The pandemic has required our region, state and nation to look at career development through a new lens. We're not seeing as many job seekers visiting our centers for face-to-face services and many of our customers have lost jobs in career pathways that are no longer hiring or a suffering due to the pandemic and high unemployment rate resulting from stimulus funding provided through expanded unemployment benefits. Many job seekers reaching out for help are thinking about complete career changes, pivoting from a career that may have offered no benefits, limited flexibility or a rotating shift that no longer works for them. Therefore, our system of partners at SC Works are changing our service delivery approach with our customers. We're doing more skills matching, which helps job seekers see how their existing skills translate into essential functions of a job in a new career pathway. More in-depth assessment is required to understand a jobseeker's work history, background and current needs, in order to complete the skill match process successfully.

Our local region is also implementing a series of outdoor career fairs that will target just one career pathway at each event. The career fair will attract training providers, employers who represent that targeted career pathway and partners who can support a jobseeker's effort to gain the training and support necessary to enter that pathway. Our goal of targeted career fairs is to expose more job seekers to careers that are in-demand in the Santee-Lynches Region that aren't always making the headlines.

The local region is also taking a new approach to WIOA eligibility, where customers are assessed for all funding streams at one time. Customers benefit from the co-enrollment process, as they can leverage training and supportive service funds from each funding stream, which limits any need to wait until funding becomes available. Additionally, our SC Works System of partners works collaboratively to refer participants to each other, where one agency may be able to provide services for one need and another agency is able to support another. Our region would like to continue to strengthen this process by monitoring the use of the referral process that is in place. Consistent use of one formal process will enhance the overall effectiveness of our co-enrollment plan.

- Implement cross-program staff training to enhance service delivery to businesses and job seekers;

The SC Works System of partners engages in staff training that is coordinated through the One Stop Manager on a quarterly basis. 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. We will continue to host these system wide training opportunities virtually until it is safe to convene in the centers again.

- Streamline intake and referral processes;

The Santee-Lynches Workforce Development Region boasts an integrated and streamlined approach to intake. Job Seekers visiting the SC Works Centers are invited to watch a virtual orientation in the Resource Room during their visit. The orientation exposes the job seeker to the partners and resources available at the SC Works center, specifically WIOA. Job Seekers interested in more comprehensive career services are referred to a DEW Career Specialist, who assists the customer with resume upgrades, basic career interest assessments and referrals to the WIOA program if more intensive services, such as training, are recommended. This referral process allows the job seekers to become exposed to the SC Works System while also receiving customized interaction with both Wagner-Peyser and WIOA team members. Additional referrals are made to partner agencies based on the needs of job seekers that are identified throughout the assessment process. These referrals are tracked through an online system (SC Works Online Services) to ensure that customers receive the services that they need that will help them to obtain full-time unsubsidized employment. **At quarterly partner meetings we encourage cross-referrals of customers to assist with recruitment efforts for all partner agencies.**

- Developing strategies that increase access to reliable transportation, affordable housing and access to identification and vital records;

Job Seekers who visit the SC Works centers often present with barriers to employment that are difficult to overcome due to financial limitations. Many visit our programs with unreliable transportation, unstable housing and an inability to secure basic verification documents, such as a state issued ID, Birth Certificate or Social Security Card. The Santee-Lynches Council of Governments is a robust agency with many departments that address these barriers, including housing and transportation planning. Job Seekers are exposed to COG sponsored programs, such as the HOME Investment Partnership Program. HOME funding is designed to help participating jurisdictions implement local housing strategies designed to increase the supply of affordable housing for low and very low-income households. Partnering with the local Council of Governments gives our team at SC Works firsthand knowledge to support our community with resources that lead to self-sufficiency. Staff will provide information to customers on how to obtain vital records, locally or online. Vital records can be easily assessed online. Staff will assist with the online approach first while the customer is in the center and has access to computers in the resource center. For customers who cannot get to a center, staff would be trained on how to assist them over the telephone to connect them with the appropriate agency or to assist with filling out information online. Information can also be printed and mailed to customers for added assistance. The local area will also utilize partners such as DSS and others who may have alternative means for access to identification and vital records that they've utilized with the population that they serve on a regular basis. We continue to seek opportunities and resources to address the transportation barrier as a priority for the region.

- Supporting industry-led, sector partnerships; and

The Santee-Lynches target sector strategy will prepare and place all customers in high growth/demand employment sectors. It will offer customers a clear and reliable course of action to build skills to progress in their careers. There will be a concentration in the Santee-Lynches are target sectors including Healthcare, Diversified Manufacturing and Information Technology. We will support job development and placement which will provide quality outcomes resulting in placement in high-skill, high wage industries. To achieve economic growth, employers need to know there is a supply of qualified job seekers to enter into these sector industries. The Career Pathway strategy will offer customers a clear and reliable course of action for building skills to progress in their careers. Career Pathways is organized as steps that lead customers towards job placement with industry recognized credentials, certificates and/or licenses.

- **Sharing best practices across partner programs in order to increase awareness of partner services, promote a workforce environment of growth and continuous improvement, and support a system viewpoint.**

The SC Works System of Partners in the Santee-Lynches Workforce Development Area work very closely and collaboratively together to deliver services to job seekers that address their full spectrum of needs, rather than just addressing their career goals. The One Stop Manager coordinates quarterly meetings with system partners to increase awareness of current partner services and evaluate current system operations for effectiveness and value to the overall system. This method of resource sharing and collaborating occurs on a continuous basis and our system of partners can quickly check and adjust the model to increase effectiveness of the overall service delivery model in real time.

5. **A description of how the local board 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, 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 includes 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 local board'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 local board will coordinate local workforce investment activities with regional and economic development activities that are carried out in the local area, including how the local board 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 local area, including:
 - How the local board 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 local board will target rural communities, including facilitating increased access to services provided through the SC Works delivery system through the use of technology and other means;

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, ~~and Paxville Community Development 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, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (ADA) and the ADA Amendments Act of 2008 (ADAAA) regarding 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, ~~and Paxville Community 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 Caroline 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 2020-2023 Local Plan Documents.

- 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 - .2475%; Eckerd - .0396%; DSS -.0990%; VR - .00495%; DEW - .5446%; AE - .0099%; Telamon - .0495%; SCSEP - .00495%
SC Works Camden	WIOA - .1493%; Other - .0896%; DSS - .1493%; VR - .0149%; DEW - .5970%

Please see copy of MOU/IFA for more specific information found at <http://www.santeelynchescog.org/workforce-development-board/> under 2020-2023 Local Plan Documents.

- 2. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

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 local board will coordinate workforce development activities carried out in the local area 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 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 local area, including activities for youth who are individuals 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. Considering the environment, we are currently working in, we anticipate launching by the Fall of 2024 in 2023.
 - 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 or 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, an 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.

- J. 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 Section 3(5)(B), what is 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 your area 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 and continue to work with our Adult Education partners for testing.

7. A description of how the local board 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 local board will coordinate the WIOA Title I workforce investment activities with the provision of transportation, childcare, and other appropriate supportive services in the local area.

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 2020-2024 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 local board will coordinate the WIOA Title I workforce investment activities with adult education and literacy activities under the WIOA Title II, including how the local board 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.

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 local board 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.

Telamon Corporation is the sole entity 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.

The board coordinates outreach activities and helps develop recruitment strategies with the partners above to inform the community, including various religions, racial and ethnical backgrounds, limited English proficiency, disabilities and individuals of different age groups, sexes, of services available to ensure access to services.

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 local board 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 chief elected official(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 Santee-Lynches Workforce Development Board issued an RFP for WIOA Youth Services for PY'20. The contract for SC Works Centers Operation and WIOA Adult/DW Services were extended for PY'20. A copy of the RFP can be accessed at <http://www.santeelynychescog.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. Agreed upon local performance goals after negotiations are finalized.

The following are agreed upon performance goals for PY'22 and PY'23:

WIOA TITLE I – ADULT	Program Year 2022 Goal	Program Year 2023 Goal
Employment Rate 2 nd Quarter After Exit	77.8%	78%
Employment Rate 4 th Quarter After Exit	82.2%	82.5%
Median Earnings in the 2 nd Quarter After Exit	\$5,450	\$5,450
Credential Attainment Rate	74.8%	75%
Measurable Skill Gains	56.7%	57%

WIOA TITLE I – DISLOCATED WORKER	Program Year 2022 Goal	Program Year 2023 Goal
Employment Rate 2 nd Quarter After Exit	81%	81.5%
Employment Rate 4 th Quarter After Exit	75.6%	76%
Median Earnings in the 2 nd Quarter After Exit	\$8,000	\$8,050
Credential Attainment Rate	75.5%	75.5%
Measurable Skill Gains	55.8%	55.8%

WIOA TITLE I – YOUTH	Program Year 2022 Goal	Program Year 2023 Goal
Education or Training Activities or Employment in the 2 nd Quarter After Exit	79%	79.5%
Education or Training Activities or Employment in the 4 th Quarter After Exit	77%	77.5%
Median Earnings in the 2 nd Quarter After Exit	\$3,500	\$3,600
Credential Attainment Rate	74.2%	74.2%
Measurable Skill Gains	62.8%	63%

The following are agreed upon performance goals for PY'20 and PY'21:

WIOA TITLE I – ADULT	Program Year 2020 Goal	Program Year 2021 Goal
Employment Rate 2 nd Quarter After Exit	77.30%	77.80%
Employment Rate 4 th Quarter After Exit	81.70%	82.20%
Median Earnings in the 2 nd Quarter After Exit	\$5,400	\$5,450
Credential Attainment Rate	74.50%	74.80%
Measurable Skill Gains	55.70%	56.70%
WIOA TITLE I – DISLOCATED WORKER		
Employment Rate 2 nd Quarter After Exit	80.40%	81.00%
Employment Rate 4 th Quarter After Exit	75.00%	75.60%
Median Earnings in the 2 nd Quarter After Exit	\$8,400	\$8,400
Credential Attainment Rate	75.00%	75.50%
Measurable Skill Gains	48.00%	48.50%
WIOA TITLE I – YOUTH		
Education or Training Activities or Employment in the 2 nd Quarter After Exit	78.20%	78.70%
Education or Training Activities or Employment in the 4 th Quarter After Exit	75.90%	76.40%
Median Earnings in the 2 nd Quarter After Exit	\$3,108	\$3,108
Credential Attainment Rate	71.50%	72.50%
Measurable Skill Gains	61.70%	62.70%

- A description of actions the local board will take toward becoming or remaining a high-performing workforce area, including:

- The effectiveness and continuous improvement criteria the local board 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 process has **also** been established to measure customer success in training programs and return on investment for training through Training Provider Metrics. This information will be publicly advertised on the Santee-Lynches COG's website at <http://www.santeelynchescog.org/workforce-development-board/> on an annual basis.

- A description of the methodology used by the local board 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.santeelynchescog.org/workforce-development-board/> under 2020-2023 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 g 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 2020-2023 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:

	Proportionate Share %
SC Works Sumter	WIOA - .2475%; Eckerd - .0396%; DSS -.0990%; VR - .00495%; DEW - .5446%; AE - .0099%; Telamon - .0495%; SCSEP - .00495%
SC Works Camden	WIOA - .1493%; Other - .0896%; DSS - .1493%; VR - .0149%; DEW - .5970%

- 6. A description of how adult and dislocated worker training services will be provided through the use of individual training accounts (ITAs), including:
 - 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 local board 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 local board to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into development of the local plan, particularly for representatives of the businesses, labor organizations, and 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 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 local area 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 local board 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 2020-2023 Local Plan Documents

10. A description of how the local board 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 local area’s fiscal and programmatic monitoring process.

Fiscal Monitoring 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 occurs on a weekly basis through desktop monitoring as well as twice annually with on-site file review.

12. Copies of current local board policies and definitions, including:

- Supportive Services policy
- OJT reimbursement policy;
- IWT policy, when using local funds; **Not 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:

- Memorandum(s) 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:

Santee-Lynches Workforce Development Board

Janice Poplin _____ Board Chairman
Name Title

Signature Date

Local Grant Recipient Signatory Official:

Santee-Lynches Workforce Development Area

Dennis Cyphers, _____ Executive Director
Name Title

Signature Date