

Program Year 2008

# Workforce Investment Act Annual Report

Prepared for the U.S. Department of Labor  
Employment and Training Administration



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South Carolina Department of Commerce

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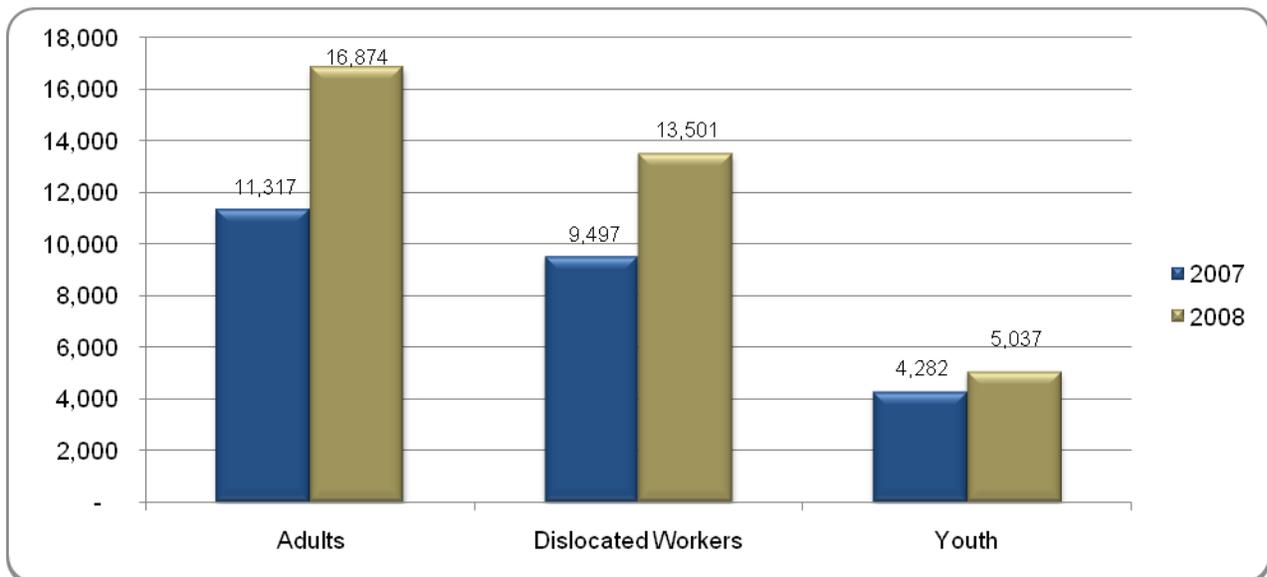
## Program Year 2008 WIA Common Measures Results

The Workforce Development Division of the South Carolina Department of Commerce leverages its federal Workforce Investment Act (WIA) funds through partnerships with other state agencies, 12 regional workforce investment boards, local governments, economic development agencies, and community-based, nonprofit organizations. WIA funds provide business services for employers and opportunities for individual job seekers to increase their skills and gain employment. South Carolina’s investment of \$81 million in WIA funding during Program Year 2008 (PY 08) produced notable returns.

### Participants Served

- During PY 08, South Carolina served almost **17,000** adults, over **13,000** dislocated workers, and over **5,000** youth participants through WIA-funded programs in our 12 local workforce investment areas (LWIAs).
- PY 08 results reflect a 49% increase from PY 07 in the number of adults served and a 42% increase in dislocated workers, while the number of youth served increased by 18%.

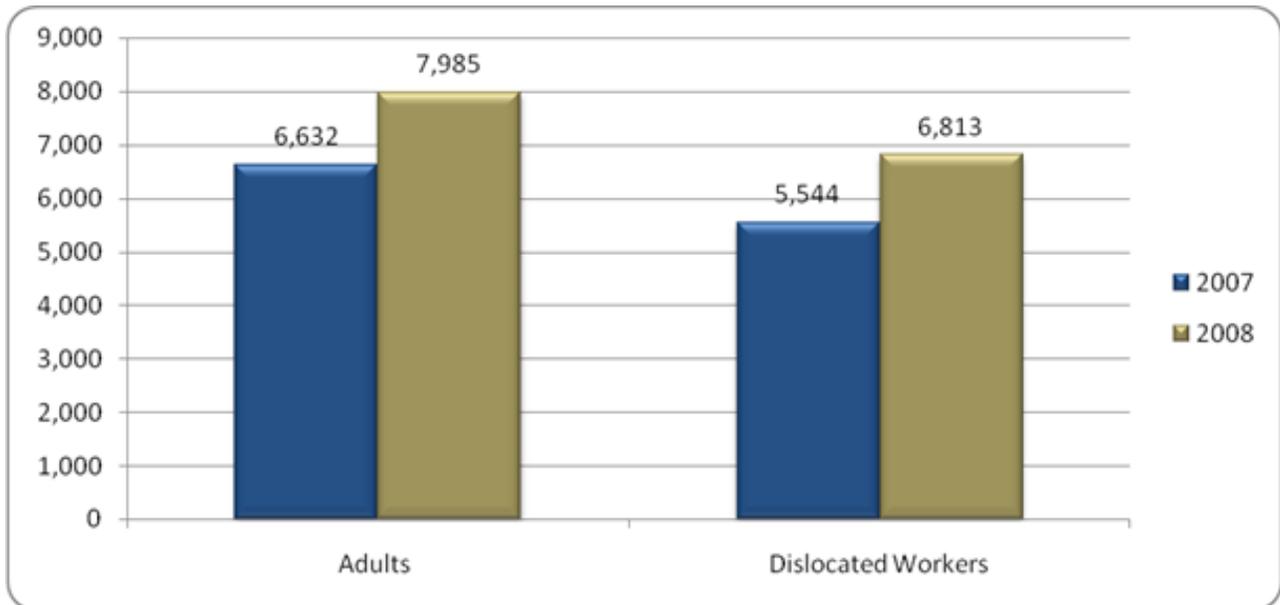
**Figure 1. Number of Adult, Dislocated Worker, and Youth Participants Served South Carolina, PY 2007-2008**



**Participants in Training**

- During PY 08, almost **8,000** adults and over **6,800** dislocated workers received WIA-funded training statewide.
- From PY 07 to PY 08, the percentage of training participants increased by 20% for adults and 23% for dislocated workers.

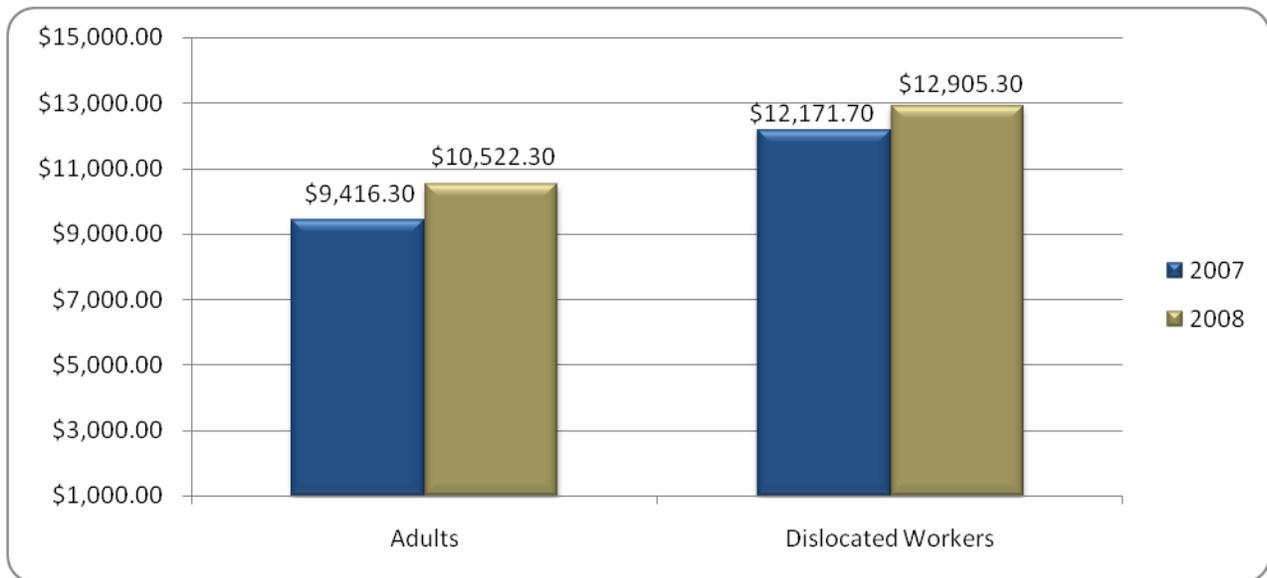
**Figure 2. Number of Adults and Dislocated Workers in Training  
South Carolina, PY 2007-2008**



**Earnings of Adult and Dislocated Worker Participants**

- For adults and dislocated workers exiting the WIA program and entering employment, average earnings increased for both customer groups during the six-month period after exit in PY 08.
- The average earnings for adults increased by \$1,106 or 11.7% from PY 07 to PY 08, while earnings for dislocated workers increased by \$733.60 or 6.0% during this same time period.

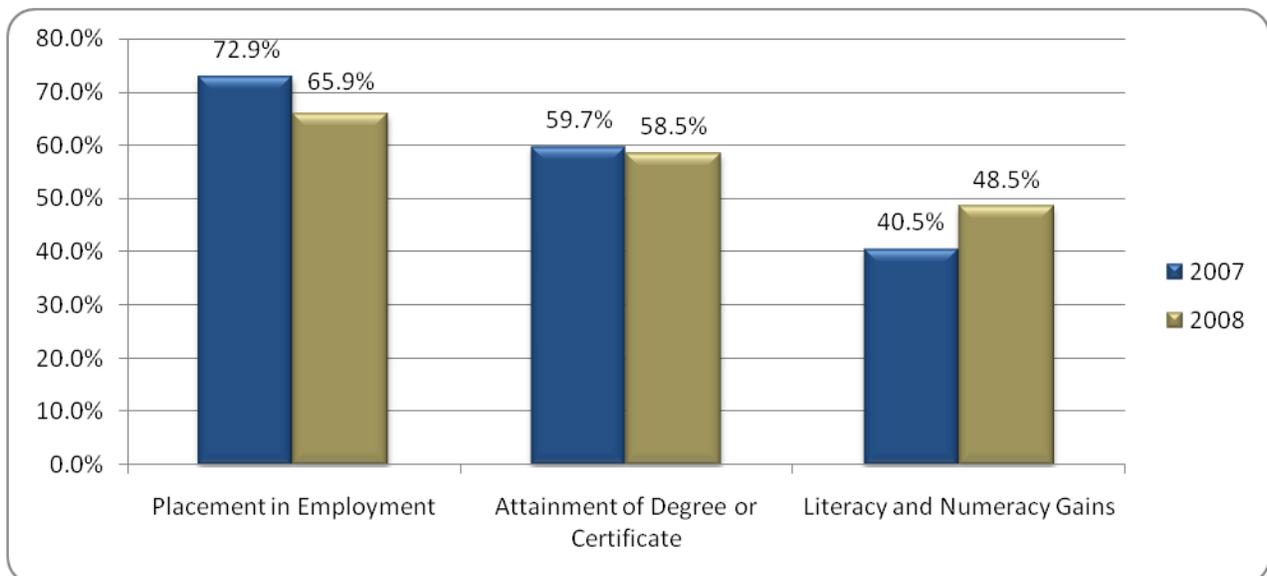
**Figure 3. Average Earnings of WIA Adults and Dislocated Workers  
South Carolina, PY 2007-2008**



**Youth Outcomes**

- Youth outcomes in South Carolina presented a mixed picture. While the number of youth served increased from 4,282 to 5,060, youth performance measures fluctuated both positively and negatively.
- Rates for placement in employment and attainment of degree or certificate were down in PY 08; however, literacy and numeracy gains increased by 8% from 40.5% in PY 07 to 48.5% in PY 08.

**Figure 4. WIA Youth Outcomes  
South Carolina, PY 2007-2008**



## Summary of WIA Common Measures

The following executive summary provides an overview of South Carolina's performance in PY 2007 - PY 2008 for a number of WIA Common Measures categories. While the number of WIA participants and earnings for WIA exiters increased, other key measures showed mixed results. The overall economic downturn and the decreasing availability of job opportunities saw both entered employment and employment retention rates decrease in PY 2007 - PY 2008 for both adults and dislocated workers. This trend was mirrored in the youth measures, as the placement in employment or education rate decreased by 7%. However, earnings for adults and dislocated workers rose, increasing by \$1,106 for adults and \$733.60 for dislocated workers, while literacy and numeracy gains increased for youths by 8%.

**Table 1. Summary of WIA Common Measures  
South Carolina, PY 2007-2008**

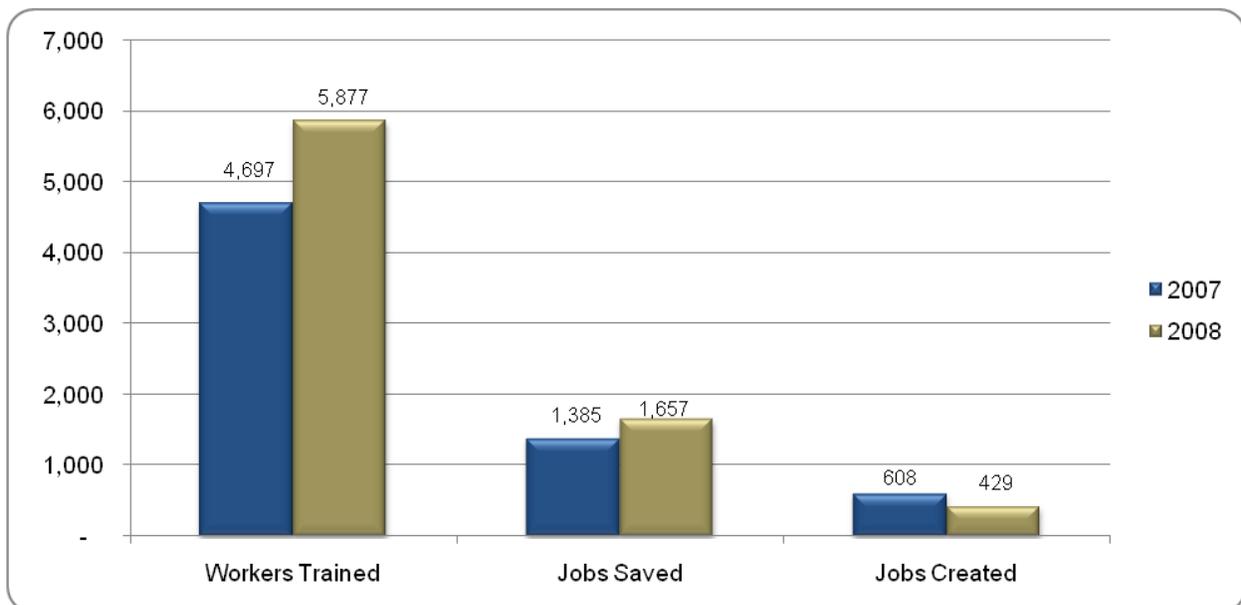
	PY 2007	PY 2008	Trend
<b>Number of Participants</b>			
Adults	11,317	16,863	↑
Dislocated Workers	9,497	13,488	↑
Youth	4,282	5,060	↑
<b>WIA Average Earnings</b>			
Adults	\$9,416.30	\$10,522.30	↑
Dislocated Workers	\$12,171.70	\$12,905.30	↑
<b>Adult Outcomes</b>			
Entered Employment Rate	79.10%	70.60%	↓
Employment Retention Rate	87.40%	82.80%	↓
Average Earnings	\$9,416.30	\$10,522.30	↑
Employment and Credential Rate	47.30%	40.60%	↓
<b>Dislocated Workers Outcomes</b>			
Entered Employment Rate	82.30%	72.10%	↓
Employment Retention Rate	92.90%	89.00%	↓
Average Earnings	\$12,171.70	\$12,905.30	↑
Employment and Credential Rate	49.50%	39.60%	↓
<b>WIA Youth (14-21) Outcomes</b>			
Placement in Employment or Education	72.9%	65.9%	↓
Attainment of Degree or Certificate	59.7%	58.5%	↓
Literacy or Numeracy Gains	40.5%	48.5%	↑

## Program Year 2008 Business Services Results

### Incumbent Worker Training Continues to Provide Strong Return on Investment

- Incumbent Worker Training (IWT) partnerships with South Carolina businesses increased the workplace skills of **5,877** workers in PY 08, with an average investment of **\$349** per worker trained (served more at a lower cost than the previous year).

**Figure 5. Incumbent Worker Training Outcomes  
South Carolina, PY 2007-2008**



- A total of **\$2,053,389** in statewide funds were invested in IWT partnerships.
- The return on this investment of \$2 million was impressive:

√ **Jobs Saved: 1,657**

√ **Jobs Created: 429**

- Using a conservative minimum hourly wage estimate of \$6.55 per hour, WIA’s \$2 million investment resulted in a return of at least \$28 million into the state’s economy in recurring annual wages – **a 1,384% annual return on investment or a return of almost \$14 for every \$1 invested.**

**Figure 6. Return on Investment for Incumbent Worker Training  
South Carolina, PY 2007-2008**



Note: The minimum hourly wage estimate used for 2007 was \$5.85; for 2008, it was \$6.55 per hour.

**Business-Driven Training Partnerships**

- Participation in On-the-Job Training (OJT) increased by 17% in PY 08, reaching a milestone of training more than 1,000 individuals during this time.
- South Carolina has an approved DOL waiver allowing local areas to use up to 10% of their adult and dislocated worker funds for Incumbent Worker Training initiatives which creates opportunities for local WIAs to invest local formula funds in additional IWT partnerships.
- In PY 08, **Locally-funded IWT** programs experienced an increase in participation. More than 830 individuals received training through this program in PY 08, a 37% increase over PY 07. This increase may be reflective of the downturn in our state’s economy and the need for businesses to train current employees to remain competitive.

**Figure 7. Locally-Funded IWT and OJT  
South Carolina, PY 2007-2008**



## **Waivers**

South Carolina has utilized several waivers that have added the flexibility to ensure access to training opportunities, increase fiscal accountability and fund utilization, and strengthen workforce development and economic development partnerships. Waivers have allowed local areas to meet the ever-changing needs of both job seekers and businesses within their regions. The waivers discussed below are in priority order based on overall utilization and impact.

### **1. Transfer Authority Between Adult and Dislocated Worker Fund Streams**

South Carolina obtained a waiver in PY 05 which increased local fund transfer authority to 50%. In PY 08, this flexibility increased to 100% through a subsequent waiver. Fund transfer flexibility has been promoted in South Carolina as an overall fiscal management strategy that ensures non-disruptive customer service and timely expenditure of WIA funds. Federal to state and state to local allocation formulas do not accommodate the reality of present and fluctuating needs within workforce areas. The typical transfer local areas in South Carolina utilize is dislocated worker funds to adult funds, which increases fiscal capacity to serve a greater number of adult customers. Local areas can request additional assistance funds from Rapid Response for unmet needs in serving dislocated workers, thus there is no impact on present or future dislocated worker customers. Additionally, the worker groups certified under Trade petitions utilize Trade Adjustment Assistance funds for training versus WIA funds. Such resource sharing allows local areas to identify excess capacity quickly and transfer WIA resources to serve additional adults in need of intensive services and training. Recent history relevant to fund transfers is as follows:

**Table 2. Transfer Authority Between Adult and DW Fund Streams Data and Outcomes  
South Carolina, PY 2006-2008**

	<b>PY 06 (Transfer Limit @ 50%)</b>	<b>PY 07 (Transfer Limit @ 50%)</b>	<b>PY 08 (Transfer Limit @ 100%)</b>
<b># of LWIAs Utilizing Transfer</b>	10 of 12 LWIAs	10 of 12 LWIAs	10 of 12 LWIAs
<b>Transfer Range</b>	10% - 50%	12% - 50%	20% - 65%
<b>Annual Fund Utilization</b>	Adult – 77% DW – 71%	Adult – 85% DW – 73%	Adult – 86% DW – 81%
<b>Total Participants Served</b>	Adult – 7,757 DW – 7,460	Adult – 11,317 DW – 9,497	Adult – 16,874 DW – 13,501

**Table 2. Cont'd**  
**Transfer Authority Between Adult and DW Fund Streams Data and Outcomes**  
**South Carolina, PY 2006-2008**

	PY 06 (Transfer Limit @ 50%)	PY 07 (Transfer Limit @ 50%)	PY 08 (Transfer Limit @ 100%)
<b>Performance Outcomes</b>	Employment – met	Employment – met	Employment – met
	Retention – exceeded	Retention - met Adult; exceeded DW	Retention – met
	Earnings – met Adult; exceeded DW	Earnings – met Adult; exceeded DW	Earnings - exceeded

As reflected above, fund transfers are widely used in South Carolina. They have facilitated increases in participants and fund utilization without negatively impacting performance. Fund transfer flexibility has ensured continued services for our WIA adult population across the state.

## **2. On-the-Job Training (OJT) Reimbursement for Small Businesses**

Since PY 05, South Carolina has had a waiver that allows an increase of the OJT wage reimbursement from 50% to 75% for small businesses (100 or fewer employees). Small businesses have historically made significant contributions to our state's economy; yet, they generally have fewer resources to recruit and provide training. As the preferred mode of training in WIA, the goal was to increase the number of participants receiving OJT and the number of businesses providing such training. Marketing OJT to small businesses has been a key part of local area business services strategies. Local areas have found that smaller businesses are less stringent in their hiring requirements and when afforded the opportunity to offset training costs at an increased rate through OJT, more readily offer employment opportunities to those WIA customers with barriers (e.g., prior criminal record). Recent history relevant to OJT with small businesses is as follows:

**Table 3. Small Businesses OJT Participation and Participants  
South Carolina, PY 2007-2008**

	PY 07	PY 08
# of Small Businesses Participating in OJT	153	180
# of OJT Participants at Small Businesses	274	324
% of OJT Participants at Small Businesses Versus Total OJT Participants	32%*	32%*

\*The number of participants in OJT at small businesses has increased; however, the percentage has remained constant due to the total increase in OJT participation.

While OJT participation with small businesses represents less than one third of our total OJT participation, the use of this waiver has increased employment opportunities for WIA customers. It has also met the human resource needs of our small businesses in rural communities, allowing them to remain productive and even expand.

**3. Rapid Response Funds for Incumbent Worker Training (IWT)**

Since PY 05, South Carolina has had a waiver allowing the use of up to 50% of state rapid response funds for IWT activities as a layoff aversion strategy. Use of rapid response funds for IWT has not diminished the ability of the state to provide dislocated worker services. This waiver has been used to increase the skill level of employees in businesses that are at risk of layoff or closure. The training provided increases the value of employees to both their current employers as well as to other potential employers. Recent history relevant to use of rapid response funds for IWT is as follows:

**Table 4. Rapid Response for IWT Data and Outcomes  
South Carolina, PY 2005-2008**

	PY 05 - PY 07	PY 08
# of IWT Agreements for Layoff Aversion	3	7
% of Rapid Response Funds Invested	6.3%	14.7%
Outcomes	2 of 3 Layoff Aversions Successful	2 Layoff Aversions Successful; 5 Agreements Still Active

In PY 08, businesses began feeling the effects of the national economic downturn. As a result, the interest in maintaining a competitive and productive workforce increased. The state partnered with the South Carolina Manufacturing Extension Partnership (SCMEP), a private, nonprofit group that offers a no-cost, Competitiveness Review. The review determines potential training needs of a business to avert a layoff or closure by:

- revealing/confirming limiting factors holding the business back;
- providing a snapshot of how the business is performing in comparison to other companies; and
- providing a road map to improve competitiveness, performance, and the bottom line.

SCMEP conducts an on-site Competitiveness Review to include an analysis of the manufacturing process and recommendations for any needed training in order for the company to become more competitive in the marketplace. Based on the results of the review, the business may submit an IWT application to the state for review and possible funding of identified training needs through rapid response funds. A copy of the SCMEP Competitiveness Review results is also provided with the application.

Utilization of rapid response funds to assist businesses and workers through training opportunities has been an effective investment of resources, enhanced the skills of existing employees, and facilitated a stronger partner relationship between workforce and economic development.

#### **4. Local Funds for Incumbent Worker Training (IWT)**

Since January 2007, the state has had a waiver that allows workforce areas to use up to 10% of their local adult and dislocated worker funds for IWT. This waiver has provided additional flexibility to meet the increased demand for IWT in addressing skills gaps and enhancing the competitiveness of existing businesses.

Local area retention rates and average earnings have been positively impacted by the use of this waiver. Training assists in creating career ladders within businesses, increases the value of employees to businesses, and provides portable skills for future employment opportunities. In addition, relationships have been forged with businesses that have opened doors for placement of WIA customers and the introduction of other workforce services (e.g., recruitment and screening, OJT, etc.).

## **Program Year 2008 State Evaluations**

### **Capacity Building at the Local Level**

- In light of the economic downturn the nation and our state began to experience in PY 08, the South Carolina Department of Commerce surveyed the needs of local workforce investment areas. LWIAs expressed concerns about the increase in customers and the lack of staff to serve those most in need. In response, the State Workforce Investment Board (SWIB) allocated approximately \$1 million in State Reserve funds to increase staff, facility, and technology capacity to meet local area needs. With the capacity building support, local one-stop centers have been able to serve more participants and provide greater access to education and training opportunities. In addition, LWIAs are also expanding the number of non-traditional access points to serve more clients. Many are partnering with local libraries and faith-based organizations to provide core WIA services to customers.

### **Nursing Workforce Shortage**

- Research shows that South Carolina, along with other areas of the nation, faces an impending shortage in the nursing workforce due to aging, high attrition, and lack of available training programs. To address nurse faculty shortages that cause thousands of qualified candidates to be turned away yearly, South Carolina is participating as one of 18 states in the Nursing Education Capacity Summit, a summit of multi-stakeholder groups that identify and share best practices to expand nursing education, convened by US DOL, HHS, and AARP. The Deputy Secretary for Workforce Development is a part of South Carolina's team. Participation and information from this initiative led to collaborating on ways WIA funds, particularly State Reserve dollars, can be used to fund scholarships for nursing faculty. As a result, a Nursing Capacity grant is being implemented in PY 09 for the purpose of providing scholarships to increase the capacity of nursing instructors in the state.

### **Jobs for America's Graduates-South Carolina**

- South Carolina has operated the Jobs for America's Graduates-South Carolina (JAG-SC) program since 2005 to provide at-risk youth with support to reach graduation while preparing them for full-time employment and/or post-secondary educational opportunities. Over the life of the program, JAG-SC has reached more than 2,535 participants who, on average, have six documented barriers to success (e.g., teen parenting, excessive absenteeism, low income household, or substance

abuse). The JAG-SC program has been a consistent high performer on JAG national standards showing steady decreases in school absences and constant increases in GPA and the return to school rate. With evaluations showing such success, in PY 08, the JAG-SC program was expanded to serve 20 high schools (up from 14 schools) and approximately 806 students throughout the state. The State Workforce Investment Board allocated \$1 million in State Reserve funds for administration of the JAG-SC program. In PY 08, JAG-SC also received support from AT&T for \$200,000 to expand the program to another South Carolina school.

### **Apprenticeships in South Carolina**

- Continuous emphasis has been placed on developing apprenticeship programs in the state considering the benefits it offers to workers of a designated career pathway and a pipeline of highly qualified workers for employers. The State Workforce Investment Board continues to invest in apprenticeship projects and collaborate with Apprenticeship Carolina, a branch of the SC Technical College System created to assist employers in registering apprenticeship programs. In PY 08, data shows that apprenticeship efforts in the state resulted in a 94% increase in statewide programs since 2007. There are 200 programs in the state involving 1,660 apprentices for a 109% increase. Some 38 of South Carolina's 46 counties now have at least one registered apprenticeship program spanning the state's five industry clusters.
- For PY 08, local workforce investment areas were also evaluated on their apprenticeship efforts. The PY 08 Incentive Policy approved by the State Workforce Investment Board will award 14% of incentive funds for increases in the number of apprenticeships in local areas. In PY 07, LWIAs were required to submit an apprenticeship plan, and in the subsequent program year, PY 08, LWIAs were evaluated on their apprenticeship increases and how their plans aligned with businesses' needs to have a qualified workforce and worker needs in having self-sufficient earnings with career advancement opportunities.

### **Workforce Research Report**

- The South Carolina Department of Commerce Research Division is collecting and analyzing WIA data. One of the problems experienced in evaluating workforce data has been the inherent lag-time in using wage records. Research findings are expected to be released in PY 09 and will address the following questions:
  - How can data be shared among the LWIAs and the Department of Commerce?

- What alternate methods can be used to evaluate the WIA program using more real time data?
- What are the strengths and weaknesses of the WIA program in South Carolina?

### **Local Workforce Investment Board Standards**

- Local workforce investment boards submitted their self assessments of progress in meeting Local Workforce Investment Board Standards, a common set of performance standards for local boards adopted by the SWIB in PY 07. Results of the performance self assessments will be used as part of the statewide LWIB Board Standards review process. This process, directed by the SWIB, will establish a cross functional team of experts to visit the 12 LWIAs and conduct onsite collaborative reviews of the areas' ability to meet the standards.

### **One-Stop Certification Standards**

- Efforts to develop One-Stop Certification System Standards continue. During this early phase of the process, questions and issues are being raised such as the need for integrated databases, better collaboration on business services and marketing, etc. The One-Stop Certification Task Force consists of steering and core teams, made up of the state and local level staff of key workforce development agencies and organizations. The teams have developed employer service standards and are working on job seeker service standards and implementation procedures. The certification standards will be presented to the SWIB for approval in PY 09.

## **Program Year 2008 Statewide Activities Highlights**

In PY 08, South Carolina invested approximately \$10 million in WIA funding for statewide activities. These funds supported efforts aimed at increasing the job-readiness of the state's workforce, providing a pipeline of workers with the skills demanded by existing and prospective employers, and capacity building in the local workforce investment areas. In PY 08, WIA Reserve funds supported initiatives outlined in the below table.

**Table 5. State Reserve Funds Allocations  
South Carolina, PY 2008**

<b>Initiative</b>	<b>Amount</b>
<b>At-Risk Youth Projects</b>	<b>\$1,000,000</b>
<b>Apprenticeship Projects</b>	<b>\$1,000,000</b>
<b>Capacity Building at the Local Level</b>	<b>\$ 908,257</b>
<b>Incumbent Worker Training</b>	<b>\$4,240,000*</b>
<b>Jobs for America's Graduates - South Carolina (JAG-SC)</b>	<b>\$1,000,000</b>
<b>Incentive Funds for Local Areas</b>	<b>\$2,000,000</b>

\*The initial \$2 million investment in IWT was supplemented in spring 2009 with an additional \$2.24 million in response to the economic downturn and businesses' opportunity to increase worker skills during the production slowdown.

## Statewide Grants Support At-Risk Youth and Apprenticeship Projects

- The State Workforce Investment Board allocated \$1 million in PY 08, for a grant initiative targeting at-risk adolescents and young adults. The grant supported programs offering youth assistance in attaining a GED or high school diploma while guiding them towards post-secondary education or jobs with career potential.
  - ✓ 13 At-Risk Youth grants were awarded, ranging in size from \$25,000 to \$97,000.
- In PY 08, the State Workforce Investment Board continued its efforts to increase apprenticeship programs in the state by allocating \$1 million in grant funding.
  - ✓ In all, 11 apprenticeship grants were awarded to local technical colleges and businesses, ranging in size from \$24,000 to \$197,000.
  - ✓ The WIA Reserve grant funded programs serve 141 apprentices active in the fields of health care, plumbing, HVAC, carpentry, refrigeration mechanics, pipefitting, machinists, chemical operator, and industrial maintenance.

### **Program Spotlight: At-Risk Youth Grants Making a Difference in the Lives of Students**

- In partnership with Spartanburg County School District 7, a \$92,000 grant provided a school-within-a-school model for 30 at-risk students. All 30 at-risk students graduated from Spartanburg High in May. Currently 24 are enrolled in colleges, one is employed, and the other five will either be attending college at a later date or will become employed.
- The Urban League of the Upstate was awarded \$90,000 to administer Project Reconnect, a youth program that provides life skills training, tutoring, job readiness training, and career and post-secondary educational opportunities. The program has served at-risk youth such as an 18 year old youth offender who enrolled in Project Reconnect after being incarcerated. After six weeks of program participation, Project Reconnect assisted the youth in securing part-time (unsubsidized) employment. One month later, he secured another part-time job. The youth continued seeking employment opportunities until he was finally hired full-time as a technician with a local employer earning \$9 per hour. Upon successful completion of training, the Project Reconnect participant will be eligible for a pay raise and vacation and health benefits.

**Program Spotlight:****Bosch Rexroth Apprenticeship Program a Win-Win for the Employer and the Workers**

Bosch Rexroth Corporation in Fountain Inn, SC received approximately \$82,000 in funding through WIA Reserve funds to support its apprenticeship program to train six machinists. The program was developed with assistance from Apprenticeship Carolina which is charged with ensuring that all employers in South Carolina have access to the information and technical assistance they need to create their own demand-driven registered apprenticeship programs. Apprentices at Bosch receive training through Greenville Technical College and on-the-job training from experienced employees. The apprenticeship program has garnered interest among other employees as well as the attention of executives of the parent company in Germany. In a recent visit to the Fountain Inn facility, company executives were so impressed that they are considering expanding the apprenticeship program to other plants.

**Capacity Building at the Local Level**

In PY 08, effects of the national economic downturn became apparent. LWIAs began to experience an influx in clients and increased requests for services from adults, dislocated workers, youth, and businesses. In response, approximately \$1 million in State Reserve funds were allocated for increasing staff, facility, and technology capacity to meet the needs of local areas. With the capacity building support, local one-stop centers have been able to serve more participants and provide greater access to education and training opportunities.

**Incumbent Worker Training**

As noted earlier, the State Workforce Investment Board's investment in IWT produced strong results. The

investment of \$2 million saved 1,657 jobs and created 429 new jobs. This investment resulted in a return into the state's economy in recurring annual wages of almost \$14 for every \$1 invested – a 1,384% annual return on investment.

**Jobs for America's Graduates-South Carolina Experiences Another Successful Year**

- Approximately \$1 million in WIA statewide funding was invested in the Jobs for America's Graduates - South Carolina (JAG-SC) program during PY 08. The program served approximately 806 students at a cost of \$1,170 per student.
- In PY 08, the JAG-SC program was implemented in six new schools around the state in Berkeley, Florence, Marion, and Richland Counties, bringing the total number of high schools to 20.
- Implementation of the program in the Richland County school was made possible with the support of a \$200,000 grant award from AT&T.

- JAG-SC completed its 4<sup>th</sup> year in PY 08 and continues to be a consistent high performer on JAG national standards:
  - ✓ In school year '07-'08, school absences decreased by 25% as well as suspensions by 26%;
  - ✓ GPAs increased, on average, by 11%; and the
  - ✓ Return to school rate has consistently been greater than 95% since the program was implemented.
  
  - ✓ 2007-2008 Performance Outcomes also show:
    - Graduation rate – 94%
    - Job Placement – 67%
    - Post-Secondary Education – 52%
  
- JAG-SC was recognized by the JAG National parent organization as a “Top Performing State Organization” for its superior “Positive Outcome Rate”, “Extraordinary Graduation Rate”, and a 100% “Contact Rate” for Program Year 2008-2009.
  
- Nine (9) JAG-SC Job Specialists and the State Coordinator were also recognized for outstanding individual performances.

### **Incentive Funds for Local Areas**

For PY 08 performance, \$2 million has been allocated toward incentive funds to local areas. Incentive funds earned for PY 07 performance were used to serve more participants, for professional development, and the training of local board members.

## **Additional Program Year 2008 Statewide Activities Highlights**

### **More than 100,000 Career Readiness Certificates Earned as of PY 08**

In PY 08, South Carolina has continued its efforts to assess and award individuals with a Career Readiness Certificate.

- WorkReady SC, South Carolina's WorkKeys<sup>®</sup>-based Career Readiness Certificate Initiative, continues to make great strides.
  - ✓ South Carolina's total number of Career Readiness Certificates earned surpassed 100,000 in PY 08, a 43% increase over PY 07.
  - ✓ Through efforts of a Business Liaison, who was responsible for educating employers about the significance of Career Readiness Certificates, 13 new businesses became employer partners and now recognize, request, or require WorkKeys<sup>®</sup> assessments of their workforce.
  - ✓ Establishing and maintaining strong partnerships at both the state and local levels with technical colleges, adult education providers, and workforce investment boards is imperative to ensuring on-going access to training opportunities across the state.
  - ✓ Since the start of calendar year 2009, assessment activity indicates Adult Education has provided 34% of the WorkKeys testing, with the technical colleges and WIBs/one-stop centers providing 29% and 35%, respectively.

## **PY 09 State Plan Activities Update**

State Reserve American Recovery and Reinvestment Act (ARRA) funds are being used to collaborate with state agencies and LWIAs on initiatives that are building capacity for the training of adults, dislocated workers, and youth. A description of each partnership is detailed below along with results to date.

### **QuickJobs Carolina™: A Partnership with the South Carolina Technical College System**

- In partnership with the South Carolina Technical College System, up to \$4 million in State Reserve ARRA funds are assisting the Technical College System to provide new short-term training courses for adults and dislocated workers. Known as QuickJobs Carolina™, all courses lead to credentials and/or employment in five industry/workforce sectors: advanced manufacturing, construction trades, energy, health care, and transportation. Local workforce investment areas partner with their technical colleges to determine which courses are needed in their local area, negotiate reduced tuition, and provide career information and counseling to participants.
  - ✓ All 16 technical colleges are offering QuickJobs courses in at least one of the five sectors.
  - ✓ 382 separate courses are being offered statewide by technical colleges in the five sectors.
  - ✓ Projected average hourly wage earnings for participants range from \$8.83 to \$30.95.

### **Credit Recovery/Summer Youth Work Experience: A Partnership with the South Carolina Department of Education**

- The State Workforce Investment Board approved the use of \$2.4 million in ARRA Reserve funds to assist school districts throughout South Carolina in providing credit recovery classes during summer 2009 for WIA eligible youth. The academic training was combined with work experiences and career readiness classes. Results of the credit recovery program reflect:

- ✓ 11 of South Carolina's 12 LWIAs partnered in the credit recovery/summer youth work experience program.
  - ✓ 40 high schools provided credit recovery classes for youth.
  - ✓ 876 youth were served during the credit recovery program.
  - ✓ 10 high school sites, located in economically distressed areas of the state, served youth through the Microburst Learning work experience.
- Microburst Learning offered work experience options for youth in rural areas with limited access to job opportunities. Youth in this program designed, edited, and produced virtual job shadowing modules. In the future, these modules will be used to expose adults and youth to career pathways.

- ✓ 190 youth were hired to develop virtual job shadowing experiences for multiple occupations.
- ✓ Youth participants received hands-on training on video and digital camera operation, basic computer skills including Power Point, team building, script writing, video editing, interviewing skills, and public speaking.

**Program Spotlight:  
Credit Recovery – A Unique  
Program for Academically  
Deficient WIA Youth**

In the Worklink LWIA, 514 youth participated in the WIA summer program. The majority of these students participated in the credit recovery program hosted in the local school districts. Credit recovery courses gave students the opportunity to gain necessary school credits to graduate or improve their class status. These courses were made possible through a partnership between the SC Department of Commerce and the SC Department of Education. The Program Coordinator at Oconee County's Hamilton Career Center stated, "This program is just what our students need. It is one thing to teach job skills and give a grade for effort, but when we are able to pay them for their efforts, the learning environment becomes more authentic, especially when we are addressing job skills."

**Program Spotlight:  
Microburst Learning and Lee Central High's "Elite 4"**



Lee Central High School students were recently recognized for their outstanding Microburst Learning virtual job shadowing program titled "Day in the Life of a Dentist." The four person team, "Elite 4," was recognized as "Best of the Best" by Microburst Learning. A part of the summer work experience funded by American Recovery and Reinvestment Act funds, the students received hands-on training in multi-media technology that included instruction in the use of movie making software, video camera operation, and video editing. Students also improved their educational and soft-skills abilities through script writing for the video, interviewing dental office staff, and working together as a team to create all parts of the interactive video. This video, along with those produced at 9 other high school sites, will be used to expose youth and adults to the realities of career paths.

**Adult Education Program Continuation: A Partnership with Local Workforce Investment Areas**

- Up to \$2 million in ARRA Reserve funding was distributed to the local workforce investment areas to support the continuation of adult basic education services during the summer months. Severe budget cuts threatened the suspension of or reduction in many local adult education programs during this time. ARRA funding ensured sustained access to adult education services throughout the summer.
  - ✓ 45 local Adult Education programs, an average of 3 per LWIA, provided services during the summer months in school districts throughout South Carolina.
  - ✓ Data shows that between June 1 and mid-August, approximately 1,000 WIA participants statewide received adult education services. ARRA funds assisted in ensuring their access to adult education services.

## Summer PY 09 Youth Employment Program

- Local workforce investment areas served over 6,600 youth this summer surpassing the goal of 6,566. Of the summer employment opportunities provided, 96% of them were funded through ARRA. Over 1,850 worksites were available exposing youth to a variety of occupations: 33% of the worksites were in the for-profit sector, 41% in the public sector, and 26% in the nonprofit sector. For many youth, summer employment opportunities have turned into regular, full-time employment. Some of the success stories are highlighted here.
  - ✓ In the Greenville Local Workforce Investment Area, the Summer Youth Restaurant Program sponsored by Goodwill Industries of the Upstate resulted in 7 of the 14 participants receiving permanent jobs with their employers after completing five weeks of summer employment and career readiness training.
  - ✓ In the Midlands Local Workforce Investment Area, a youth participant received permanent employment with the South Carolina Department of Insurance after having completed her summer work experience. While working, she will continue attending Midlands Technical College in the evenings to become a Licensed Practical Nurse, with the ultimate goal of becoming a Registered Nurse.

### **Program Spotlight: Summer Employment in the Pee Dee LWIA Leads to Permanent Jobs**

In the Pee Dee Local Workforce Investment Area, one of South Carolina's most economically distressed areas, approximately 1,000 youth participated in summer work experiences. The job performance of 41 older youth led to permanent employment. A local veterinarian who hired a summer youth stated, "The students are getting experience, and it's good to be able to give the kids something positive to do while maybe moving them toward a career path. The student working in this veterinarian clinic now has an interest in the profession."