

## TRIDENT WORKFORCE DEVELOPMENT BOARD

November 7, 2023

10:00 AM

Barrett Lawrimore Conference Room  
5790 Casper Padgett Way  
North Charleston, SC 29405

### AGENDA

- I. Call to Order/Quorum Determination/Introductions
- II. Approval of Meeting Notes – September 12, 2023
- III. Adult and Youth Participant Success Stories
- IV. Policy Revisions – Request for Approval
  - a. Incumbent Worker Training (IWT) Policy
  - b. On-The-Job (OJT) Policy
  - c. Work Experience Policy
  - d. Training Services Policy
- V. Transfer Funds from Dislocated Worker to Adult Funding Stream – Request for Approval
- VI. Administrative & Systems Reports:
  - a. Financial Report – Katie Paschall
  - b. Program Performance Report – Kameron Alston
  - c. Adult/Dislocated Worker/Youth Program Performance Report – Brent LaPlante
- VII. Workforce Development Director's Time
- VIII. Executive Director's Time
- IX. Other Business
- X. Adjourn

**TRIDENT WORKFORCE DEVELOPMENT BOARD**  
**Board of Directors**  
**Meeting Notes**  
**September 12, 2023**

The Trident Workforce Development Board (TWDB) held a Board of Directors meeting on Tuesday, September 12, 2023 at 10:00 a.m. in the Club North Room at the Charleston Area Convention Center located at 5001 Coliseum Drive in North Charleston, South Carolina.

**MEMBERSHIP:** Tod Anderson; Mendi Arnold; Diane Bagwell; Jenny Bing; Janet Cappellini; Natasha Chatman; Butch Clift; Shirley Collenton; Marshall Connor; Wendy Courson; Susan Friedrich; Johnell Gaines; Pat Gilliard; Chris Hall; Dottie Karst; Gil Leatherwood; Jessica Lewis; William Lovelace; Andrew Maute; Michelle McDonald; Don Smith; James Villeponteaux; Debra Young

**MEMBERS PRESENT:** Mendi Arnold; Jenny Bing; Janet Cappellini; Butch Clift; Wendy Courson; Michelle McDonald; Don Smith

**OTHERS PRESENT:** Lidia Ojeda on behalf of Board Member Debra Young (Telamon); William Floyd (SCDEW); Robbie Lahmon (SCDEW); Patricia Ferguson (SCDEW); Brent LaPlante (Ross IES); April Steed (Ross IES); Aaron Welborn (Ross IES); Mackenzie Gray (Ross IES); Rachel Angelos (BGRM); Nicole Dunmeyer (Charleston Water System)

**BCDCOG STAFF PRESENT:** Ron Mitchum; Andrea Kozloski; Robin Mitchum; Katie Paschall; Sharon Goss; Kameron Alston; Amber Gant; Kim Coleman

**I. Call to Order/Quorum Determination/Introductions**

Chairman Clift called the meeting to order at 10:12 a.m. followed by a quorum determination, excused absentees and introductions. Chairman Clift announced that the Public Sector Career Fair is occurring simultaneously at the Charleston Area Convention Center and encouraged everyone to attend once today's Board of Directors meeting adjourns.

**II. Approval of Meeting Notes – June 6, 2023**

***Ms. Cappellini made a motion to approve the June 6, 2023 Meeting Notes as presented.  
Mr. Smith seconded the motion. The motion was unanimously approved.***

**III. Adult and Youth Participant Success Stories**

Brent LaPlante, Project Director with Ross IES, delivered an update regarding the partnership with Positive Vibes and the North Charleston SC Youth Resistance Inc., program. Mr. LaPlante addressed questions and comments. He then turned the meeting over to Mackenzie Gray, Career Coach with Ross IES. Ms. Gray discussed a Success Story regarding a participant whom she coached. Ms. Gray addressed questions and comments. The Trident Workforce Development Board of Directors received the Adult and Youth Participant Success Stories as information.

**IV. SCDEW Executive Director, William Floyd - Presentation**

Ron Mitchum, Executive Director, introduced William Floyd, Executive Director with South Carolina Department of Employment & Workforce. Mr. Floyd delivered a presentation regarding South Carolina's Workforce Update. He discussed the unemployment rate for the present time, pre-pandemic, during the pandemic and post-pandemic. He also discussed the unemployment rates as of July 2023 by county. Mr. Floyd discussed slides depicting the unemployment rate in surrounding states as compared to the state of South Carolina and discussed the number of people working. Mr. Floyd discussed the labor force participation rate as of July 2023. He discussed the Workforce Pipeline and Act 67 and the changes made to Act 67. Mr. Floyd discussed the Workforce Bill Projects and the Regional Workforce Advisors. He noted that the priorities are road trips and rural outreach, innovations, employer engagement and veteran outreach. Mr. Floyd discussed the road trips in detail stating that

outreach is being held with job seekers, employers and community partners. Follow-up interviews are being held and there are events every two months. He discussed the SC Works Centers, affiliate centers and connection points. Mr. Floyd commended the Board and thanked everyone for their service. He addressed questions and comments. The Trident Workforce Development Board of Directors received SCDEW Executive Director Floyd's presentation as information.

**V. Administrative and Systems Reports:**

- A) Financial Report** – Katie Paschall, Finance Manager, presented the Financial Reports for the period ending July 31, 2023. Ms. Paschall delivered a detailed overview of the activities for FY24 thus far noting that WIOA expenditures total \$194,155 as of July 31, 2023. Ms. Paschall addressed questions and comments. The Trident Workforce Development Board of Directors received the Financial Report as information.
- B) Program Performance Report – Kameron Alston:** In the interest of time, Kameron Alston, Performance Outcomes Coordinator, noted that the OJT Contracts listings, the Eligible Training Provider Scorecard, the Monthly Centers reports and the WIOA Performance Dashboard were included in the agenda packet that was distributed to the Board in advance of the meeting. She encouraged everyone to review the reports as time permits and to contact her with any questions or comments. However, Ms. Alston reviewed the Program Year Rolling Quarterly Report noting that the Tri-County Region met all performance goals. Ms. Alston addressed questions and comments. The Trident Workforce Development Board of Directors received the Program Performance Report as information.
- C) Adult/Dislocated Worker/Youth Program Performance Report – Brent LaPlante:** Mr. LaPlante delivered an Overview of the WIOA Program as of August 30, 2023. He noted the following: Orientation in Berkeley County = 29 Adults, 0 Dislocated Workers, 19 Youth; Orientation in Charleston County = 59 Adults, 1 Dislocated Worker, 42 Youth; Orientation in Dorchester County = 13 Adults, 1 Dislocated Worker, 13 youth; New Enrollments in Berkeley County = 7 Adults, 0 Dislocated Workers, 2 Youth; New Enrollments in Charleston County = 62 Adults, 1 Dislocated Worker, 13 Youth; New Enrollments in Dorchester County = 1 Adult, 1 Dislocated Worker, 0 Youth; Total Served (Carry-In/New) = 281 Adults (211 carry-in), 9 Dislocated Workers (7 carry-in), 46 Youth (31 carry-in). Mr. LaPlante discussed Occupational Skills Training noting that 73 Adults, 1 Dislocated Worker and 9 Youth received training in PY23; 9 credentials were earned (3 Youth); 38 MSGs for 32 participants. He discussed the Work Based Learning program noting the following: OJTs with ARD Logistics and SCDMV; WEXs with SC Works, Tacs & More, Med-N-Tech, Gail's Soulfood, The Factory, Holy City Gutterworks, Positive Vibes, A Second Chance Resource Center, Foodshare-Berkeley County and Jenkins Village. He noted that they are looking to fill WEX positions at the following businesses: Heavenly Cheesecakes, Betty's Daycare, Roof Masters, West Weight Moving, 98 Rock, 105.5 The Bridge, and Personal Care Ambulance. Mr. LaPlante noted that they recently held a partnership meeting with Volvo and that Mr. Lahmon would provide details later during the meeting as a result of the partnership meeting. Mr. LaPlante then discussed Employment stating that 12 participants have obtained employment and that the average wage is \$19.98 per hour at 31.66 average hours per week. He also discussed future plans regarding full-time employees in Berkeley and Dorchester Counties, CTE Partnerships with School Districts and Build on Partnership with Positive Vibes, A Second Chance Resource Center and NCSCYR Inc. Mr. LaPlante addressed questions and comments and turned the update over to Robbie Lahmon, Lead Senior Business Services Consultant with SCDEW. Mr. Lahmon announced that September is Workforce Development month and several events are taking place: September 6<sup>th</sup> = Berkeley Workforce Career Fair; September 12<sup>th</sup> = In-Person Public Service Career Fair; September 13<sup>th</sup> = Virtual Public Service Career Fair; September 20<sup>th</sup> = Dorchester Workforce Career Fair; September 27<sup>th</sup> = Charleston Workforce Career Fair. Mr. Lahmon also discussed the Volvo Fall Recruitment events: September 6<sup>th</sup> = Berkeley Workforce Career Fair; September 20<sup>th</sup> = Dorchester Workforce Career Fair; October 6<sup>th</sup> = The Volvo Experience-Immersive Career Fair; October 11<sup>th</sup> = Application Event-SC Works Trident; October 12<sup>th</sup> = Application Event-Hanahan Library; October 17<sup>th</sup> = Application Event-Otranto Library; October 19<sup>th</sup> = Application Event-Dorchester Road Library. The Trident Workforce Development Board of Directors received the Adult/Dislocated Worker/Youth Program Performance Report as information.

**VI. Workforce Development Director's Time**

Sharon Goss, Director of Workforce Development, had no further business to discuss.

**VII. Executive Director's Time**

Ron Mitchum, Executive Director, thanked the Members of the Board and SCDEW Executive Director Floyd for attending today's Board of Directors meeting. He welcomed Mr. Floyd and thanked him for delivering his presentation. Mr. Mitchum discussed the differences between SC Works Trident and other Workforce Development regions across the state, noting that the Trident region has primarily focused on federal requirements which resulted in limited opportunities than in other regions. Mr. Mitchum stated that he is excited to have more opportunities, as a result of Act 67, to make and receive suggestions and to be able to better coordinate federal and state resources for the various programs offered. Mr. Mitchum discussed the challenges with unemployment and poverty pockets in the Tri-County region. He noted that SC Works Trident will continue with road trips to the rural areas. Mr. Mitchum addressed questions and comments. The Trident Workforce Development Board of Directors received Mr. Mitchum's report as information.

**VIII. Other Business**

There was no further business to discuss.

**IX. Adjourn**

There being no further business to discuss, Chair Clift thanked Director Floyd for his informative presentation and thanked everyone for attending today's meeting. He adjourned the meeting at 11:10 a.m.

Respectfully submitted,  
Kim Coleman

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## MEMORANDUM

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**Date:** November 7, 2023  
**To:** Trident Workforce Development Board  
**From:** Ronald Mitchum, Executive Director  
**Subject:** Incumbent Worker Training (IWT) Policy Revisions

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The goal of the TWDB and the BCDCOG is to provide services to employers in a quick, simple and smooth process. Sometimes training needs change during the course of an IWT agreement period. Staff is requesting approval for the following change to the IWT Policy:

The Executive Director of the BCDCOG has the authority to:

- Approve modifications to training programs
- Increase in the award amount if recaptured funds become available
- Approve modifications that would help expedite the expenditure of IWT funds.

**TRIDENT**

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**Trident Workforce Development Board  
Workforce Innovation and Opportunity Act**

**INCUMBENT WORKER TRAINING POLICY**

**TO:** SC Works Trident Operator/ Staff

**ISSUANCE DATE:** November 07, 2023

**EFFECTIVE DATE:** November 07, 2023

**SUPERSEDES:** October 29, 2019, December 6, 2018, July 1, 2017, September 27, 2017 May 15, 2012, July 1 2010, June 30, 2008, and October 29, 2007

**SUBJECT:** Incumbent Worker Training Policy

**PURPOSE:**

To provide resources for employers to train currently employed workers in an effort to keep businesses and workers competitive. Incumbent Worker Training (IWT) addresses training needed to meet changing skill requirements caused by new technology, retooling, new product lines and new organizational structuring.

**BACKGROUND:**

WIOA permits the use of allocated funds in support and expansion of Incumbent Worker Training (IWT). The local board may reserve and use not more than 20 percent of the funds allocated to the local area involved under section 133(b) to pay for the Federal share of the cost of providing training through a program for incumbent workers.

**POLICY:**

Regardless of the source of WIOA funds used for IWT, there are common requirements related to business eligibility, worker eligibility, and reporting IWT in the SC Works Online Services (SCWOS) system. The Trident Workforce Development Board will follow State Instruction Number 17-03 and the Incumbent Worker Training Program Guidelines in offering IWT contracts to employers. The Trident Workforce Development Area will issue State and/or Local Incumbent Worker Training contracts to employers located in Berkeley, Charleston, and Dorchester counties. Local IWT funds will require applications to receive prior approval from the Executive Director of the Berkeley Charleston Dorchester Council of Governments (BCDCOG) before the execution of a contract. The local area may reserve **up to twenty percent (20%) of their combined total adult and dislocated worker allotments for IWT.**

IWT funds will be used to provide training resources for businesses:

- To train currently employed workers in an effort to keep businesses and workers competitive;

- for training needed in current businesses due to expansion, new technology, retooling, new services/product lines or new organizational structuring or as part of a layoff aversion strategy;
- For which the employer provides a matching contribution (see below under Business/Consortium requirements)
- IWT is not intended to fund the periodic safety and refresher courses necessary for a business to continue to operate (i.e. First Aid, CPR, and Occupational Safety and Health Administration certifications) or the occupational training a new hire would need.

**Eligibility for Incumbent Worker Training Funds**

Businesses that:

- Have at least one full-time employee; and
- Are current on all state tax obligations

A consortium may serve as a broker for Incumbent Worker Training and may enter into an agreement on behalf of participating businesses. Consortia may include business associations, industry councils, chambers of commerce, downtown development corporations, etc., or two or more businesses in need of similar training. The required matching contribution will be based on the total consortium employment and will be prorated among the participating businesses based on the number of employees trained.

*Training entities and city, county and state governments are not eligible for IWT funding. Businesses receiving services through ReadySC™ may be eligible for IWT so long as the training funded is not a duplication of services. IWT funds are not available to a business that has relocated, if that relocation resulted in the loss of jobs at the original location, until the company has operated at that new location for 120 days. INCUMBENT WORKER DEFINED To qualify as an incumbent worker, the incumbent worker needs to be: • Employed; • Meet the Fair Labor Standards Act requirements for an employer-employee relationship; and • Have an established employment history with the employer for six months or more, unless the training is being provided to a group/cohort of employees and the majority of employees have been employed with the business for six months or more.*

*No reimbursements can be made for expenditures that occur prior to the agreement period. This includes ordering training, paying for training and/or beginning training etc.*

**Application Evaluation:**

- Characteristics of the employees to be trained: Laborers and Front Line Staff take priority
- The relationship of the training to the competitiveness of both the employer and employee
- The Per participant cost of training
- Credentials and Skills gained as a result of the training: Received a State, National Certification or industry recognized credential
- TWDB approved training Sectors Industries: (Diversified Manufacturing, Transportation/logistics, HealthCare, IT, Construction Trades, Hospitality & Tourism)
- Employer Size: (Small, Medium & Large)

**Trainee Eligibility**

- Any individual employed by the eligible business

### **Trainee Data Collection**

- Information about employees participating in this federally-funded training will be collected in a data base used to measure the impact of the training.
- Only aggregate data will be used.

### **Reimbursable Training Expenses**

- Instructor/trainer salaries
- Textbooks/manuals
- Consumable materials/supplies

### **Non-Reimbursable Costs**

- Trainee/employee wages or travel
- Trainee wages
- Travel/food/lodging
- Training Equipment
- Capital improvements
- Curriculum Development
- Purchase of any item or service that may be used outside of the training project (to include computer equipment hardware, and non-training related software)
- Costs incurred prior to the approval date of the application
- Administrative costs incurred by consortia

### **Training may be provided through:**

- Technical colleges
- School Districts
- Area vocational-technical centers
- State colleges and universities
- Licensed and certified private entities/institutions
- Industry specific consulting/training organizations
- Professional associations and credentialing entities
- The business itself, through in-house training provider
- Registered Apprenticeship programs

### **Training may be conducted at:**

- The training provider's facility
- The business's own facility
- A combination of sites

### **Application and Approval Process**

- The Incumbent Worker Training Application is completed and submitted to the local workforce development board.
- Upon approval of an application, an agreement is written between the business/consortium and the local workforce development board administrative entity.



- Recaptured funds are funds that have been unused and/or de-obligated by the employer. The Trident Workforce Development Board allows the Executive Director of the BCDCOG to approve the applications of employers to receive the recaptured funds for the purpose of an expedited reallocation.
- The Executive Director of the BCDCOG has the authority to:
  - Approve modifications to training programs
  - Increase the award amount if recaptured funds become available
- Approve modifications to agreements that would help expedite the expenditure of IWT funds.

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**Business/Consortium Requirements**

- Businesses/consortiums must provide a matching contribution to the training project that shall not be less than:
  - 10% of the costs for businesses with no more than 50 employees;
  - 25% of the costs for businesses with more than 50, but no more than 100 employees;
  - 50% of the costs for business locations with more than 100 employees
- Business/consortium must sign an agreement to complete the training project as proposed
- Business/consortium must keep accurate records of the project’s implementation process
- Business/consortium must submit reimbursement requests with the required documentation

**Project Completion**

- Training projects are performance-based with specific measurable outcomes, including the completion of the training
- Business/consortium will provide sufficient documentation for the identification of all employee trainees for the calculation of performance measures and outcomes deemed pertinent to the local workforce system
- Last payment will be withheld until final report is submitted and all performance criteria specified in the agreement have been achieved to include:
  - (1) Submission of required documentation
  - (2) Documentation of business matching contribution

Awarding of IWT contracts is a competitive process. Contract priority will be given to those IWT agreements where the training results in an industry or nationally recognized credential.

See State Instruction Letter 17-03 for further guidelines on awarding State and Local IWT funds.

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 Ronald E. Mitchum, Executive Director  
 BCDCOG

October 29, 2019  
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 Date

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## MEMORANDUM

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**Date:** November 7, 2023  
**To:** Trident Workforce Development Board  
**From:** Ronald Mitchum, Executive Director  
**Subject:** On-the-Job (OJT) Policy Revisions

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The goal of the TWDB and the BCDCOG is to provide services to employers in a quick, simple, and smooth process. Staff is requesting approval for the following change to the OJT Policy:

The Business Services Coordinator will document in a case note under the employer and the individual's files in SCWOS the compliance review instead of utilizing a form for the employer and individual to complete. The case notes should be titled "The Compliance Review" along with the OJT agreement number. The Compliance Review should consist of information on how the OJT is working out and any feedback from the employer and individual. The existing form will be used as a point of reference for information to cover during the review.

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### Trident Workforce Development Board Workforce Innovation and Opportunity Act

#### ON THE JOB TRAINING (OJT) POLICY

**TO:** SC Works Trident Operator /Staff

**ISSUANCE DATE:** ~~April 11, 2023~~ November 07, 2023

**EFFECTIVE DATE:** ~~April 11, 2023~~ July 1, 2023

**SUPERSEDES:** April 11, 2023, February 27, 2018, August 29, 2017, September 27, 2016, May 13, 2014, July 31, 2013, May 15, 2012, April 12, 2011, June 30, 2008, and May 1, 2007

**SUBJECT:** OJT Policy

**PURPOSE:**

The purpose of this policy is to establish guidelines for providing OJT to WIOA Youth, Adults, and Dislocated Workers.

This OJT policy will follow and stay compliant with the State of South Carolina regulations and any changes thereto.

**POLICY:**

In accordance with WIOA Regulations Sections 680.200 and 680.210, OJT must be provided to participants as a training service. Also, see Customer Accident Policy.

The Grantee will not reimburse the employer for hours paid to a participant for holidays, sick days, vacation days, etc. These types of hours are considered to be fringe benefits and not training hours. Employer payments are considered to be compensation for the extraordinary costs associated with training participants and compensation for the costs associated with the lower productivity of such participants which is in line with the WIOA Rules and Regulations.

**PROCEDURES:**

**1. On-The-Job Training (OJT) Definition:**

OJT is provided by an employer to a paid participant while engaged in productive work. The OJT must:

- a. Provide knowledge or skills essential to the full and adequate performance of the job;
- b. Provide reimbursement to the employer of up to 50% of the wage rate, unless the specific funding stream allows for a higher rate, of the participant; and
- c. Be limited in duration based on the training content, the participant's prior work experience, and the Individual Employment Plan.

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- d. The employers' reimbursement will be based on the employers' pay cycle. (i.e., if the employer pays bi-weekly, they will be reimbursed that way).

Employers may receive a reimbursement level of up to 75 % of the total wage taking into account the following two factors:

1. Characteristics of the participants establishing whether they are "individuals with barriers to employment" as defined in WIOA sec. 3(24); See definition below.
2. The size of the employer for small businesses; Small businesses are considered 49 or less employees

Individuals with barriers to employment include those individuals in one or more of the following categories, as prescribed by WIOA sec. 3(24):

- (1) Displaced homemakers;
- (2) Low-income individuals;
- (3) Indians, Alaska Natives, and Native Hawaiians;
- (4) Individuals with disabilities;
- (5) Older individuals, i.e., those aged 55 or over;
- (6) Ex-offenders;
- (7) Homeless individuals;
- (8) Youth who are in or have aged out of the foster care system;
- (9) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
- (10) Eligible migrant and seasonal farmworkers, defined in WIOA sec. 167(i);
- (11) Individuals within 2 years of exhausting lifetime eligibility under TANF (part A of title IV of the Social Security Act);
- (12) Single parents (including single pregnant women);
- (13) Long-term unemployed individuals - unemployed for 27 or more consecutive weeks;

### 2. Eligibility:

Training services may be provided to youth, adults, and dislocated workers in accordance with the WIOA Regulations 680.200, the Trident Area Eligibility Policy, and the Trident Area Priority of Services Policy. If a participant is long-term unemployed (27 weeks or longer), an exception to this policy may be made to the household income requirement based on the Priority of Services Policy. Exceptions will need the Executive Director of the BCDCOG's approval.

OJT Contracts may be written for eligible ***employed*** workers only when:

- a. The employee is not earning a self-sufficient wage in accordance with the Trident Area Self-Sufficiency Definition Policy; and
- b. The OJT relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, or workplace literacy.

### Minimum Standards for On-the-Job Training:

- a. SC Works Trident should identify positions for OJT making no less than \$10/hour. The hourly wage minimum is subject to change pending Board direction and in the event, there is a change in the minimum wage laws.
- b. SC Works Trident should not place an individual in an OJT contract if the participant already possesses the necessary skills to perform the job requirements.
- c. Classroom training may lead to an OJT, but may not be entered into simultaneously. If a client receives classroom training, an OJT following the completion of the training should be directly related to the classroom training.
- d. All OJT contracts must be full-time, defined as at least 30 hours per week or more. Participants may work under OJT for over 40 hours per week; however, the employer will only be reimbursed for up to 40 hours.
- e. All OJT contracts must be for permanent positions, temporary jobs will not be considered eligible for OJT funding.

### 3. OJT Contract:

OJT is provided under a contract with an employer in the public, private non-profit, or private sector. Through the OJT contract, occupational training is provided for the WIOA participant in exchange for the reimbursement of up to 50% of the wage rate (see requirements above for 75% reimbursement), unless the specific funding stream allows for a higher rate. OJT contracts should ensure that participants are provided a structured training opportunity (Training Outline) to gain the knowledge and competencies necessary to succeed in the occupation in which they receive training.

Test of Adult Basic Education (TABE), WorkKeys Assessments, Background Checks, and/or Drug Screenings will only be required for OJTs should the employer require it.

Training outlines must specify what the participant is expected to learn during OJT. Specific skills to be acquired for the actual job should be provided to ensure that both the participant and the employer will focus on training in skills rather than simply on employment in a job.

Using O\*Net and the Standard Occupational Classification (SOC) System, the Specific Vocational Preparation Code (SVP) will be used to indicate the level of sophistication that an occupation requires.

The length of OJT may not exceed the period of time generally required for the acquisition of skills needed for the position within a particular occupation, and the length of training will be negotiated with the employer within the hourly limits established for the Specific Vocational Preparation (SVP) Codes in O\*Net.

**Exceptions to the Standards for the On-the-Job Training and the Length of the OJT can be made by the Executive Director in certain cases provided there is a significant reason as documented by the employer and the Business Services Coordinator.**

To ensure that workers and employers have a common understanding of the goals and purpose of the OJT assignment, the OJT contract must:

- a. Identify the occupation;
- b. Identify the skills and competencies to be learned (Training Outline);
- c. Identify the length of time the training will be provided;
- d. Provide written assurance that the employer has violated no Federal law within 3 years from the date of the contract; and
- e. Provide written assurance of employer compliance to all items.

**Fair labor standards require that the OJT wage must be commensurate with the wage of what a similarly skilled individual would receive for the same occupation.**

The OJT Contract form must be completed and signed by all parties before the beginning of the OJT. The contract with original signatures must be provided by the Workforce Development Specialist. A copy will be maintained in the participant's file and copies provided to the WIOA account, employer, and participant.

Contracts should not be written with an employer who has previously exhibited a pattern of failing to provide OJT participants with continued long-term employment with wages, benefits, and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work.

#### 4. OJT Packet for Employer/Worksite Reviews:

##### a. Contract Checklist Review:

Workforce Development Specialist must complete the attached OJT Contract Checklist form before the development of an OJT contract with careful attention given to that section of the checklist where the employer is asked to indicate what services they would like for the WIOA participant to have before the start of the OJT. The form must be signed and dated by the reviewer and employer. A copy must be maintained in the participant's file.

##### b. **On-Site Compliance Review:**

The Business Services Coordinator ~~Workforce Development Specialist~~ must conduct a thorough review after weeks to ensure both the employer and employee are comfortable with how things are going and the processes. The existing Compliance Review form will be used as a point of reference for information to cover during the review process. The review should be documented in the individual and employer's case notes titled compliance review along with the OJT

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agreement number. an on-site review of the OJT workplace two weeks following the date of employment. The attached OJT On-Site Compliance Review form must be completed, signed, and dated by the reviewer, employer, and employee. The original must be maintained in the participant's file.

**c. Documentation Needed:**

It is the responsibility of the assigned Career Coach to maintain copies of the following:

- attendance sheets;
- pay stubs;
- Timesheets; and
- Proof of Worker's Compensation.

**Submit copies of the above documents to the Business Development Coordinator when submitting the invoice for the OJT contract to be paid.**

**e. Workers Compensation:**

The procedure for Workers' Compensation will be followed as outlined under the On-the-Job Training (OJT) Federal Regulation Requirements under Workforce Innovation and Opportunity Act (WIOA) Section 20 CFR 667.274:

- (i.) Health and safety standards established under Federal and State law otherwise applicable to working conditions of employees are equally applicable to working conditions of participants engaged in programs and activities under Title I of WIOA.
- (ii.) (1) To the extent that a State workers' compensation law applies, workers' compensation must be provided to participants in programs and activities under Title I of WIOA on the same basis as the compensation is provided to other individuals in the State in similar employment.
- (2) If a State workers' compensation law applies to a participant in work experience, workers' compensation benefits must be available for injuries suffered by the participant in such work experience. If a State workers' compensation law does not apply to a participant in work experience, insurance coverage must be secured for injuries suffered by the participant in the course of such work experience.

**VERIFICATION OF WORKERS' COMPENSATION INSURANCE IS REQUIRED BEFORE PLACING A CUSTOMER IN WORK EXPERIENCE. DOCUMENTATION MUST BE KEPT IN THE HARD COPY FILES AS NOTED ABOVE.**

**5. Regulatory Requirements:**

The following regulatory requirements must be adhered to in the provision of work experience and OJT activities.

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**a. Fair wage and labor standards:**

1. Individuals must be compensated at the same rates, including periodic increases, as trainees or employees who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills. Such rates must be in accordance with applicable law, but may not be less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 or the applicable State or local minimum wage law;
2. Individuals must be provided benefits and working conditions at the same level and to the same extent as the other trainees or employees working a similar length of time and doing the same type of work; and
3. Allowances, earnings, and payments to individuals participating in programs under Title I of WIOA are not considered as income for purposes of determining eligibility for and the amount of income transfer and in-kind aid furnished under any Federal or federally assisted program based on need other than as provided under the Social Security Act.

**b. Health and safety standards:**

1. Health and safety standards established under Federal and State law otherwise applicable to the working conditions of employees are equally applicable to the working conditions of participants engaged in programs and activities under Title I of WIOA.
2. To the extent that a State worker's compensation law applies, worker's compensation must be provided to participants in programs and activities under Title I of WIOA on the same basis as the compensation is provided to other individuals in the State in similar employment.

**c. Nondiscrimination:**

1. Employers must comply with the nondiscrimination and equal opportunity provisions of WIOA section 188 and its implementing regulations, 29 CFR part 37.
2. Participants can be trained in sectarian activities as described in TEGL 1-05. "WIOA funds can be utilized to support employment and training in religious activities when the assistance is "indirect" in the meaning of the Constitution. Assistance is considered "indirect" when participants are given a genuine and independent private choice among training providers or program options and can freely elect from such option to receive training in religious activities. Additionally, any employment, training, or services offered must also satisfy the requirements of the program."

**d. Displacement:**

1. A WIOA participant shall not displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee.
2. A program or activity authorized under Title I of WIOA must not impair existing contracts for services or collective bargaining agreements.
3. A participant in a program or activity under Title I of WIOA may not be employed in or assigned to a job if:
  - (a) Any other individual is on layoff from the same or any substantially equivalent job;



## TRIDENT

- (b) the employer has terminated the employment of any regular unsubsidized employee or otherwise caused an involuntary reduction in its workforce with the intention of filling the vacancy so created with the participant; or
- (c) the job is created in a promotional line that will infringe in any way on the promotional opportunities of currently employed workers.

**NOTE: THE EXECUTIVE DIRECTOR OF THE BERKELEY CHARLESTON DORCHESTER COUNCIL OF GOVERNMENTS HAS THE DISCRETION TO MAKE EXCEPTIONS TO THIS POLICY; SEE *CREATION AND REVISION OF POLICIES*.**

\_\_\_\_\_  
Ronald E. Mitchum, Executive Director  
BCDCOG

November 07, ~~April 11~~, 2023

Date

A PROGRAM OF BCDCOG

## MEMORANDUM

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**Date:** November 7, 2023  
**To:** Trident Workforce Development Board  
**From:** Ronald Mitchum, Executive Director  
**Subject:** Work Experience Policy Revisions

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In an effort to ensure that participants in the WIOA Adult Program who are placed on Work Experiences are appropriate, the following limits are being established:

- Participants who lack work experience due to long Employment gaps of 6 months or more, or
- Participants with barriers to employment due to criminal background issues, or
- Adult Participants who lack 6 months or more consistent work history.

## TRIDENT

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### Trident Workforce Development Board Workforce Innovation and Opportunity Act

#### WORK EXPERIENCE POLICY

**TO:** SC Works Trident Operators, WIOA Program Provider, Staff, and Partners

**ISSUANCE DATE:** November 07, 2023

**EFFECTIVE DATE:** November 07, 2023

**SUPERSEDES:** September 13, 2022 and July 1, 2022

**SUBJECT:** Work Experience (WEX) Policy

**PURPOSE:**

To document the process of providing participants enrolled in the Trident Adult, Dislocated Worker, and Youth programs with the opportunity to obtain employment in paid work experience.

**POLICY:**

Under the Workforce Innovation Opportunity Act; Final Rules, U.S. Department of Labor, Employment and Training Administration, (20 CFR §664.460 and §664.470); the Trident Workforce Development Board will provide Work Experience to WIOA eligible Adults, Dislocated Workers, and Youth participants.

**PROCEDURES FOR WORK EXPERIENCE:**

**Definition**

Work Experience is a planned, structured **learning activity** that takes place in a workplace setting for a limited period. Work experiences can be paid or unpaid.

The goal of Work Experience (WEX) is to provide each participant with a meaningful work experience by providing participants with opportunities for career exploration, skill development, and reinforcement of ~~the~~their work ethic.

**Assessment**

The Career Coaches will ensure that the participants are eligible and their plan is appropriate based on the needs identified by an objective assessment and documented in the Individual Service Strategy (ISS) or Individual Employment Plan (IEP). Work Experience for participants in the Adult Program should be limited to:

Participants who lack work experience due to long Employment gaps of 6 months or more, or

Participants with barriers to employment due to criminal background issues, or  
Adult Participants who lack 6 months or more consistent work history.

### **Training**

The duration of the WEX is not to exceed 40 hours a week and 520 hours total and must be based on the academic and occupational skills of the participant. Allowable screening assessments include; background checks, drug screens, or any additional Employer specific assessments.

The Employer has the discretion to end the experience for any reason. The Employer is also free to hire the participant during or after the WEX but is not obligated to do so.

Participants who will be entering a work experience must be provided with work readiness training and information to better equip them for the placement and advance them on their career path. This may include information related to soft skills, financial literacy, and other topics that will set them up for success.

### **Development of Work Experience Locations:**

The WIOA Service Provider or Business Services Coordinator will verify that any business identified as a work site can operate legally in the State of South Carolina and will ensure that the work site has general liability insurance. In addition, there will be an initial safety inspection and verification that the facility is accessible to individuals with disabilities. The Business Services Coordinator will ensure the Employer is registered in SCWOS. All agreements must be uploaded in SCWOS under the participant record. The appropriate employer activity code and case note must be created in SCWOS.

### **Evaluation:**

Monitoring and evaluating the WEX activity will serve as a baseline for establishing whether the needs of the WIOA participant and the employer's expectations of training and development have been met.

### **Payments:**

Vouchers must be created in SCWOS All participants on a WEX must complete a time sheet at the end of the scheduled work period:

- Time sheets must be complete with pay period dates, dates, and hours worked;
- Time sheets must be signed and dated by both the participant and the supervisor;
- The supervisor must complete the evaluation section of the timesheet

The participant will be paid an incentive/stipend for their participation in the WEX program and will be paid on an hourly basis above the SC minimum wage. The hourly rate should be based on the position; however, the minimum hourly rate will be \$10 per hour.

It should be noted that WIOA payments are not considered wages and therefore are not subject to withholdings by the employer. After a work experience activity, the WIOA participant is not eligible for unemployment compensation.

Support Services will be provided to assist the participant in maintaining a positive work experience throughout ~~the duration of~~ the assignment. Support Services include:

Transportation to and from locations inside/outside of the immediate area

- Clothing/Tools
- Child Care
- Additional needs identified by the Employer

### **Documentation to be Maintained**

Documentation of the work experience must be maintained in the participant's file. The WEX documentation required to be maintained in the participant's file in SCWOS must include:

- Worksite Agreement
- A copy of the Addendum
- Job Description
- Handbook Sign-offs
- Workplace Safety Inspection
- Completed Training Evaluation Form
- Signed Vouchers

Once a participant has started a work experience, the Career Coach will document progress and all activity on the SCWOS system. Case note details of the Work Experience should include why the worksite was chosen as well as the expected duration of the work experience.

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Ronald Mitchum, Executive Director  
BCDCOG

September 13, 2022

Date

## MEMORANDUM

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**Date:** November 7, 2023  
**To:** Trident Workforce Development Board  
**From:** Ronald Mitchum, Executive Director  
**Subject:** Training Services Policy Revisions: Pre-Apprenticeship Programs

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Second Chance Job Center's pre-apprenticeship programs were denied inclusion on the state's ETPL based on notification received from the USDOL Office of Apprenticeship. Second Chance Jobs Center's Registered Apprenticeship Programs (RAP) were deregistered from DOL's approved list of RAPs. WIOA defines pre-apprenticeship as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program and has a documented partnership with at least one if not more, RAPs.

To ensure that WIOA participants are connecting to a RAP, the following changes are being requested for the Training Services Policy:

- Participants placed in pre-apprenticeship programs must have written approval from the connecting Registered Apprenticeship Program (RAP) that they have been interviewed and are a good candidate for the Registered Apprenticeship Program before the participant can be approved for the Pre-Apprenticeship Program.



## TRIDENT

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### Trident Workforce Development Board Workforce Innovation and Opportunity Act

#### TRAINING SERVICES POLICY

**TO:** SC Works Trident Operators, WIOA Program Provider, Staff, and Partners

**ISSUANCE DATE:** ~~June 6, 2023~~ November 7, 2023

**EFFECTIVE DATE:** ~~July 1, 2023~~ November 7, 2023

**SUPERSEDES:** June 6, 2023, April 11, 2023, December 10, 2019, August 28, 2019, January 31, 2018, December 5, 2017, September 27, 2017, March 10, 2015, July 1, 2014, November 12, 2013, May 15, 2012, February 14, 2012, November 8, 2011, August 9, 2011, July 27, 2011, July 1, 2010, March 31, 2009, October 7, 2008, and July 1, 2007

**SUBJECT:** TRAINING SERVICES POLICY

#### **PURPOSE:**

The purpose of this policy is to establish guidelines for training services in accordance with the WIOA law and regulations and the Trident Workforce Development Board.

#### **POLICY:**

The Trident Workforce Development Board will invest funds in training programs that fall under the established Industry clusters for the SC Works Trident area. Participants must enter into training in one of the Industry clusters below. The Industry clusters are as follows:

- **Diversified Manufacturing**
- **Transportation & Logistics**
- **Healthcare**
- **Information Technology**
- **Construction Trades**
- **Hospitality & Tourism**

#### **PROCEDURES:**

Since the goal of the program is to provide training that leads to employment (or education for youth), participants must not be enrolled in training programs that exceed 24 months or enroll in two or four-year degree programs unless the WIOA-funded program can be completed within 24 months. However, participants enrolled in a registered apprenticeship program have an exception to the 24 months. Participants enrolled in registered apprenticeship programs may remain in the program until the completion of the apprenticeship program.

In accordance with Section 663.320 of the WIOA Regulations, "WIOA funding for training is limited to participants who are unable to obtain grant assistance from other sources to pay the costs of their

training.” Participant files must document that the participant and WIOA Career Coach made every effort to secure other funding sources for the training, such as the PELL grant, SC Education Lottery and NAFTA-TAA funds. Per USDOL, a person without a GED or high school diploma does not have marketable employment skills; therefore, if a participant does not have a HS Diploma or GED, it must be addressed in the Individual Employment Plan (IEP) and in case notes and at minimum, referred to a program where they can receive guidance on gaining a HS Diploma or HS Equivalency even if a high school credential is not a requirement for training by a training provider.

Participants who received a certificate of completion may have the option to enter training upon approval from the Operations Director. A memo of approval should be submitted ~~and~~ placed in the hard file and scanned in SCWOS as verification of approval.

Participants are required to complete Career Readiness Assessments if it is a requirement by the training provider and/or Employer. See Assessment, Background, and Drug Screening Policy for additional Assessment requirements.

**Repayment of a course or exam:**

The cost of an exam and/or certification related to training is an allowable cost from WIOA funds. In the event a WIOA participant does not successfully pass a course, they will have one opportunity to have only one course repaid during the full training program.

In the event a WIOA participant does not successfully pass an exam, they will have one opportunity to have the exam repaid for through WIOA. This applies to the complete life of the training programs. This does not include the GED exam. If a participant unsuccessfully completes training to include an OJT, the need for further training will be evaluated and approval made by the Operation Director based on the circumstances.

*Approval is required prior to paying a second time for an exam or course.*

**The following items will be included under Supportive Services for participants and will continue to be funded with WIOA funds:**

- Tools required by the provider or employer
- Uniforms required by the provider or employer
- Books
- Exam fees
- Drug screens required by the provider
- Background checks
- Other items required as part of the training program or for employment i.e. transcripts to sit for exams

Training services for adults will be limited to:

- Adults that are a part of the priority of service group
- Participants that meet the definition of not self-sufficient (adult program participant)
- Those adults not a part of the priority of service group, but ~~has~~have demonstrated the need for training. Sufficient documentation in case notes and job search logs may be used to demonstrate the need.
- A maximum of \$10,000 per participant for the lifetime of the program

Training services will be limited to the guidelines below:

- Maximum amount is \$10,000, per lifetime of the program. The SC Works Operator will be responsible for any payment of funds expended over the maximum amount without prior exception approval from the Executive Director of the BCDCOG.
- Maximum length of training is 24 months per participant, per lifetime of the program.  
*Exceptions can be made by the Eckerd Youth Alternatives Regional Manager to training that*



## TRIDENT

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*exceeds 24 months based on the need of the participant.*

- The amount and length limits are totals, not amounts for each training activity.
- Training costs that are included in the limitation are post-secondary education, occupational skills training, work experience, OJT, and GED training activities.
- Room and board, including meal plans, is not allowable training costs for youth. Costs associated with Employability/ Work Maturity and assessments are not included in this limitation.
- Participants placed in pre-apprenticeship programs must have written approval from the connecting Registered Apprenticeship program that they have been interviewed and are a good candidate for the Registered Apprenticeship Program before the participant can be approved for the Pre-Apprenticeship Program.

**NOTE: THE EXECUTIVE DIRECTOR OF THE BERKELEY CHARLESTON DORCHESTER COUNCIL OF GOVERNMENTS HAS THE DISCRETION TO MAKE EXCEPTIONS TO THIS POLICY; SEE *CREATION AND REVISION OF POLICIES*.**

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Ronald Mitchum, Executive Director  
BCDCOG

June 6, 2023

Date

A PROGRAM OF BCDCOG

## MEMORANDUM

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**Date:** October 30, 2023  
**To:** Trident Workforce Development Board  
**From:** Sharon Goss, Workforce Director  
**Subject:** Request for Approval – Transfer funds from Dislocated Worker to Adult Funding Stream

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Staff is requesting approval for an additional transfer of PY22 funds in the amount of \$150,000, and a preauthorized transfer of PY23 funds in the amount of \$600,000.

The Trident Workforce Development Board previously approved the transfer of \$670,000 from PY22 Dislocated Worker Program funds (22DW006) to be used for Adult program expenditures. Based on the availability of funds and budget projections, staff is now recommending that we transfer an additional **\$150,000** from our **PY22 Dislocated Worker Program Funds (22DW006)** to be used for our **Adult** expenditures. This will make for a total transfer from PY22 dislocated worker to adult in the amount of \$820,000 (92% of PY22 DLW program funds) for PY22 funds.

We are also recommending a transfer of \$600,000 from PY23 Dislocated Worker Program funds (23DW006). We have not received our full allocation of funds from SCDEW. The program allotment of PY23 dislocated worker program funds was estimated to be \$869,363. In anticipation of receiving the full allocation, we are requesting the transfer of **\$600,000** from our **PY23 Dislocated Worker Program Funds** to be used for our **Adult** expenditures. This transfer is estimated to be 69% of PY23 DLW program funds.

Staff's goal is to ensure we meet our obligation and spending rate requirements in our DLW funding stream and these transfers will assist us in meeting that requirement and afford us the opportunity to place more participants in training and to serve the customers enrolling in the WIOA program.

## MEMORANDUM

**Date:** October 31, 2023  
**To:** Trident Workforce Development Board (TWDB)  
**From:** Katie Paschall, Finance Manager  
**Subject:** September 2023 Financial Report Overview

Please find attached the September 30, 2023 WIOA Financial Report. Below is a brief overview of the activities for FY24.

### Revenues

- The **Federal Allocation** and **Carry-In** revenue is the revenue recognized due to the expenditures for this fiscal year. This allocation is received from SC Department of Employment and Workforce (SCDEW) and budgeted based on the allocation received.
- **Engage, Build, and Serve (EBS)** are discretionary funds received from SCDEW to advance business engagement, sector partnerships, community and participant outreach, and comprehensive career and training services.
- **Shared Costs (Rent Income)** are the funds received from Partners in the SC Works Trident facilities through the MOU agreements.

### Expenditures

#### Administration Cost

- **Personnel Costs, Benefits, and Indirect** are the BCDCOG staff salaries, benefits, and indirect.
- **Training Education** is staff registration for the Workforce Symposium.

#### Operating Cost

- **Personnel Costs, Benefits, and Indirect** are the BCDCOG staff salaries, benefits, and indirect.
- **Automotive** is fuel costs for the Mobile Career Coach Van.
- **Contract Services** includes the cost of marketing services, website maintenance and hosting, and the cost of electric and labor to move cubicles in the resource room for recarpeting & painting of SC Works Charleston resource center.
- **Equipment Rental** is the cost to lease the SC Works facilities Xerox copier machines.
- **Agency Insurance** is the cost to insure WIOA property at the SC Works facilities.
- **Office Equipment Maintenance** is the cost associated with maintaining WIOA equipment. This includes the print charges of all SC Works facilities copiers, IT technician costs, and other IT costs relating the servers and equipment at each facility.
- **Supplies** is IT supplies for SC Works Charleston and SCWorks Dorchester wire runs and relocations.

# MEMORANDUM

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- **Rent** is the cost to lease the SC Works Charleston facility.
- **Communications** includes internet and telephone communications at the SC Works facilities.
- **Furniture & Equipment** is the cost of furniture and equipment. The expenditure is the purchase of stackable chairs for SC Works Charleston, SC Works Dorchester camera and server equipment, and a TV monitor wall mount.
- **Miscellaneous** is the cost of website domain hosting, the business expo booth registration, the SC Works Job fair, and van gps tracking.

## Program Cost

- **Ross Contract Services** is the cost of services provided by Ross Innovative Employment Solutions Corp. This includes program services and training costs for the Adult, Dislocated, and Youth programs. It also includes program costs associated with being the One Stop Operator and the management of each SC Works facility.
- **Training and Education-IWT** is the cost of incumbent worker training needed to retain a competitive workforce. Such training is meant to assist with expansion, new technology, retooling, new services/product lines, and/or new organizational structuring, or to be used as part of a layoff aversion strategy. IWT is a cost reimbursement program to employers in this region.
- **Training and Education-OJT** is the On-the-Job-Training for participants of the WIOA program.

Fiscal year to date, WIOA expenditures total \$828,012 as of September 30, 2023. If you have any questions, please contact me at 843-529-2588 or [katiep@bcdco.org](mailto:katiep@bcdco.org).

**BERKELEY CHARLESTON DORCHESTER COUNCIL OF GOVERNMENTS  
 WORKFORCE INNOVATION AND OPPORTUNITY ACT  
 BUDGET TO ACTUAL  
 FOR THE PERIOD ENDED SEPTEMBER 30, 2023**

**%  
 COMPLETE  
 25%**

	<b>BUDGET FY 23/24 PY 22/23</b>	<b>FY24 ACTUAL</b>	<b>BALANCE</b>	<b>% of BUDGET</b>
<b>REVENUE</b>				
FEDERAL ALLOCATION	2,271,746	47,930	2,223,816	2%
CARRY-IN	770,762	651,442	119,320	85%
ENGAGE, BUILD, & SERVE (EBS)	172,000	55,873	116,127	32%
SHARED COSTS (RENT INCOME)	188,072	72,767	115,305	39%
<b>TOTAL REVENUE</b>	<b>3,402,580</b>	<b>828,012</b>	<b>2,574,568</b>	<b>24%</b>
<b>EXPENDITURES</b>				
<b>ADMINISTRATION COST</b>				
PERSONNEL COSTS	136,833	23,706	113,127	17%
BENEFITS	78,173	14,131	64,042	18%
INDIRECT	85,293	16,694	68,599	20%
AUTOMOTIVE	50	-	50	0%
DUES & MEMBERSHIPS	1,517	450	1,067	30%
TRAVEL	200	-	200	0%
TRAINING & EDUCATION	300	-	300	0%
MISCELLANEOUS	200	-	200	0%
<b>TOTAL ADMINISTRATION</b>	<b>302,566</b>	<b>54,981</b>	<b>247,585</b>	<b>18%</b>
<b>OPERATING COST</b>				
PERSONNEL COSTS	137,023	24,363	112,660	18%
BENEFITS	78,281	14,523	63,758	19%
INDIRECT	85,465	17,156	68,309	20%
AUTOMOTIVE	750	122	628	16%
CONTRACT SERVICES	37,641	15,137	22,504	40%
EQUIPMENT RENTAL	20,245	3,963	16,282	20%
AGENCY INSURANCE	1,580	756	824	48%
REPAIRS & MAINTENANCE	250	-	250	0%
OFFICE EQUIPMENT MAINT	97,046	28,621	68,425	29%
SUPPLIES	3,500	4,048	(548)	116%
PRINTING	500	-	500	0%
RENT	348,624	87,155	261,469	25%
COMMUNICATIONS	43,609	10,688	32,921	25%
TRAINING & EDUCATION	1,000	-	1,000	0%
FURNITURE & EQUIPMENT	22,500	12,596	9,904	56%
MISCELLANEOUS	3,000	7,986	(4,986)	266%
<b>TOTAL OPERATING COST</b>	<b>881,014</b>	<b>227,114</b>	<b>653,900</b>	<b>26%</b>
<b>PROGRAM COST</b>				
<b>CONTRACT SERVICES</b>				
Ross Innovative Employment Solutions	2,004,000	529,425	1,474,575	26%
TRAINING & EDUCATION- IWT	100,000	3,250	96,750	3%
TRAINING & EDUCATION- OJT	115,000	13,242	101,758	12%
<b>TOTAL PROGRAM COST</b>	<b>2,219,000</b>	<b>545,917</b>	<b>1,673,083</b>	<b>25%</b>
<b>TOTAL EXPENDITURES</b>	<b>3,402,580</b>	<b>828,012</b>	<b>2,574,568</b>	<b>24%</b>
<b>Carry-In FY 24/25</b>	<b>392,310</b>			<b>12%</b>

**BERKELEY-CHARLESTON-DORCHESTER COUNCIL OF GOVERNMENTS  
 WORKFORCE INNOVATION AND OPPORTUNITY ACT  
 CONTRACT PERIOD: 7/1/2023 - 6/30/2024  
 FOR THE PERIOD ENDED SEPTEMBER 30, 2023**

**ALL FUNDS**

<b>BUDGET</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>	<b>Admin</b>	<b>EBS</b>	<b>Total</b>
PROGRAM	861,589	906,720	971,633	-	172,000	2,911,942
FUNDS TRANSFERRED PY22 FUNDS	140,253	(140,253)	-	-	-	-
FUNDS TRANSFERRED PY23 FUNDS	-	-	-	-	-	-
ADMIN	93,069	111,647	97,850	302,566	-	302,566
SHARED COSTS (RENT INCOME)	178,668	9,404	-	-	-	188,072
<b>TOTAL BUDGET</b>	<b>1,273,579</b>	<b>887,518</b>	<b>1,069,483</b>	<b>302,566</b>	<b>172,000</b>	<b>3,402,580</b>
<b>ADMINISTRATION COST</b>						
PERSONNEL COSTS	-	-	-	21,671	2,035	23,706
BENEFITS	-	-	-	12,918	1,213	14,131
INDIRECT	-	-	-	15,261	1,433	16,694
AUTOMOTIVE	-	-	-	-	-	-
CONTRACTED SERVICES	-	-	-	-	-	-
DUES & MEMBERSHIPS	-	-	-	450	-	450
TRAVEL	-	-	-	-	-	-
TRAINING & EDUCATION	-	-	-	-	-	-
FACILITY IMPROVEMENTS	-	-	-	-	-	-
MISCELLANEOUS	-	-	-	-	-	-
<b>TOTAL ADMINISTRATION</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>50,300</b>	<b>4,681</b>	<b>54,981</b>
<b>OPERATING COST</b>						
PERSONNEL COSTS	22,183	2,180	-	-	-	24,363
BENEFITS	13,223	1,300	-	-	-	14,523
INDIRECT	15,621	1,535	-	-	-	17,156
AUTOMOTIVE	94	5	23	-	-	122
CONTRACT SERVICES	14,380	757	-	-	-	15,137
EQUIPMENT RENTAL	3,765	198	-	-	-	3,963
AGENCY INSURANCE	718	38	-	-	-	756
REPAIRS & MAINTENANCE	-	-	-	-	-	-
OFFICE EQUIPMENT MAINT	27,190	1,431	-	-	-	28,621
SUPPLIES	3,846	202	-	-	-	4,048
PRINTING	-	-	-	-	-	-
RENT	52,960	2,787	31,408	-	-	87,155
COMMUNICATIONS	10,096	532	60	-	-	10,688
TRAINING	-	-	-	-	-	-
FURNITURE & EQUIPMENT	11,966	630	-	-	-	12,596
MISCELLANEOUS	7,579	399	8	-	-	7,986
<b>TOTAL OPERATING COST</b>	<b>183,621</b>	<b>11,994</b>	<b>31,499</b>	<b>-</b>	<b>-</b>	<b>227,114</b>
<b>PROGRAM COST</b>						
CONTRACT SERVICES						
Ross Innovative Employment Solutions	301,356	6,916	173,211	-	47,942	529,425
TRAINING & EDUCATION- IWT	-	-	-	-	3,250	3,250
TRAINING & EDUCATION- OJT	13,242	-	-	-	-	13,242
<b>TOTAL PROGRAM COST</b>	<b>314,598</b>	<b>6,916</b>	<b>173,211</b>	<b>-</b>	<b>51,192</b>	<b>545,917</b>
<b>TOTAL PROJECT COSTS</b>	<b>498,219</b>	<b>18,910</b>	<b>204,710</b>	<b>50,300</b>	<b>55,873</b>	<b>828,012</b>



PY22 OJT Report: July 1, 2023 - June 30, 2024									
	Job Title	Industry Cluster	Duration	Date	Salary	Status	Outcome	Reverse Referral	Comments
1	ARD/Warehouse Associate-01	Manufacturing	12 weeks	7/11/2023	\$ 17.70	Open	N/A	Yes	
2	SCDMV/Licensing Specialist III-02	Business	12 Weeks	8/2/2023	\$ 16.50	Open	N/A	Yes	
3	ARD/Warehouse Associate-03	Manufacturing	12 weeks	7/27/2023	\$ 17.70	Closed	Unsuccessful	Yes	Participant never returned to complete shift/ Career Coach stated he didn't like it.
4	SCDMV/Licensing Specialist III-04	Business	12 weeks	8/2/2023	\$ 17.58	Open	N/A	Yes	
5	AcuteHVACR/Service Technician-05	Trades	12 weeks	8/28/2023	\$ 18.00	Closed	Unsuccessful	Yes	Conflict/ insubordination
6	ARD/Warehouse Associate-06	Manufacturing	12 weeks	8/22/2023	\$ 17.35	Open	N/A	Yes	
7	Winternational-Welder-07	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
8	Winternational-Welder-08	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
9	Winternational-Welder-09	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
10	Winternational-Welder-10	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
11	Winternational-Welder-11	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
12	Winternational-Welder-12	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
13	Winternational-Welder-13	Manufacturing/Trades	12 weeks	8/28/2023	\$ 21.00	Open	N/A	Yes	
14	SCDMV/Licensing Specialist III-14	Business	12 weeks	9/5/2023	\$ 16.50	Open	N/A	Yes	
15	ARD/Warehouse Associate-15	Manufacturing	12 weeks	9/1/2023	\$ 17.35	Closed	Unsuccessful	No	Walked out and didn't return

Report Date:	9/10/23 2:00 PM	Jul-23	Aug-23	Sep-23	TOTAL
<b>SC Works Berkeley</b>					
<b>Center Utility</b>					
Total Client Visits		43	92	71	206
Entered Employment (Non-WIOA)		5	3	0	8
<b>Job Seeker Services</b>					
New SCWOS Registrations		96	89	87	272
<b>Business Services</b>					
New SCWOS Registrations		21	4	2	27
New Job Orders		347	348	291	986
New Job Openings		349	348	291	988
New Job referrals		494	682	502	1,678
Career or Job Fairs		0	0	1	1
Career, Hiring, Job Fair Event (Attendees)		0	0	103	103
<b>SC Works Charleston</b>					
<b>Center Utility</b>					
Total Client Visits		1,175	1,367	1,167	3,709
Entered Employment (Non-WIOA)		8	5	0	13
<b>Job Seeker Services</b>					
New SCWOS Registrations		289	34	263	586
Virtual Career Readiness Series Workshops		2	0	36	38
<b>Business Services</b>					
New SCWOS Registrations		15	19	9	43
New Job Orders		823	1,037	785	2,645
New Job Openings		833	1,962	848	3,643
New Job referrals		2,577	3,292	2,506	8,375
Career or Job Fairs (Attendees)		1	18	378	397
Career or Job Fairs		4	4	2	10
Career or Job Fairs Virtual		1	3	1	5
Career or Job Fairs Virtual (attendees)		4	3	22	29
<b>SC Works Dorchester</b>					
<b>Center Utility</b>					
Total Client Visits		87	103	102	292
Entered Employment (Non-WIOA)		1	6	0	7
<b>Job Seeker Services</b>					
New SCWOS Registrations		80	3	59	142
<b>Business Services</b>					
New SCWOS Registrations		6	0	2	8
New Job Orders		131	163	142	436
New Job Openings		131	192	142	465
New Job referrals		558	569	422	1,549
Career or Job Fairs		0	0	1	1
Career or Job Fairs ( attendees)		0	0	174	174
<b>Unemployment Update:</b> An analysis of the 82,464 job openings advertised online in South Carolina that posted a wage indicated that the median posted annual wage was \$36,930 on October 9, 2023. The top three employers in South Carolina with the highest number of job openings advertised online					



annual wage was \$30,990 on October 9, 2023. The top three employers in South Carolina with the highest number of job openings advertised online were Medical University of South Carolina (4,435), Prisma Health (1,812), and Ingles Markets Inc. (1,204). There were 29,584 potential candidates in the workforce system in South Carolina on October 9, 2023. There were 1,831 job openings advertised online in Berkeley on October 9, 2023. There were 11,560 potential candidates in the workforce system in Berkeley. The estimated total number of unemployed (not seasonally adjusted) in August 2023 for South Carolina was 59,616. The total number of job openings advertised online was 147,514. There were 0.40 unemployed per job opening advertised online in August 2023 for South Carolina (Jobs De-duplication Level 2). The most common minimum education requirement on jobs advertised online in South Carolina on October 9, 2023 is a High School Diploma or Equivalent with 6.30% of the total jobs posted by employers, and 11,732 candidate résumés in the workforce system. There were 70,960 job openings advertised online that did not specify a minimum education requirement. The most common minimum experience requirement on jobs advertised online in South Carolina on October 9, 2023 is 1 Year to 2 Years with 93.28% of the total jobs posted by employers, and 996 candidate résumés in the workforce system. The average weekly wage for South Carolina in Q1 2023 was \$1,144. This would be equivalent to \$28.60 per hour or \$59,488 per year, assuming a 40-hour week worked the year round. The most common desired salary of potential candidates in the workforce system that are looking for work in Berkeley on October 9, 2023 is \$35,000 - \$49,999 with 2,729 candidate résumés in the workforce system. The total civilian preliminary labor force (not seasonally adjusted) for South Carolina in August 2023 was 2,466,428, of which 2,406,812 were employed and 59,616 were unemployed. The unemployment rate was 2.4% percent. The top three industry sectors in South Carolina with the highest number of employees in 2023 were Total, All Industries (2,209,364), Health Care and Social Assistance (295,696), and Manufacturing (262,301). The top three occupations in South Carolina with the highest 2030 projected employment were Office and Administrative Support (300,198), Sales and Related (259,857), and Food Preparation and Serving Related (234,618). The 2006 population of South Carolina was estimated at 4,357,847. The 1996 population of South Carolina was estimated at 3,796,200. This represents a -12.89% change from 2006.

**SC Works Berkeley Notes:** An analysis of the 1,831 job openings advertised online in Berkeley that posted a wage indicated that the median posted annual wage was \$36,400 on October 9, 2023. The top three employers in Berkeley with the highest number of job openings advertised online were Berkeley County School District (318), Berkeley County, SC (56), and NexGen Data Systems, Inc. (41). There were 11,560 potential candidates in the workforce system in Berkeley on October 9, 2023. There were 1,854 job openings advertised online in Berkeley on September 10, 2023. There were 11,360 potential candidates in the workforce system in Berkeley. The estimated total number of unemployed (not seasonally adjusted) in August 2023 for Berkeley was 2,559. The total number of job openings advertised online was 3,244. There were 0.79 unemployed per job opening advertised online in August 2023 for Berkeley (Jobs De-duplication Level 2). The most common minimum education requirement on jobs advertised online in Berkeley on October 9, 2023 is a High School Diploma or Equivalent with 8.74% of the total jobs posted by employers, and 4,669 candidate résumés in the workforce system. There were 1,401 job openings advertised online that did not specify a minimum education requirement. The most common minimum experience requirement on jobs advertised online in Berkeley on October 9, 2023 is 1 Year to 2 Years with 85.20% of the total jobs posted by employers, and 391 candidate résumés in the workforce system. The average weekly wage for Berkeley in Q1 2023 was \$1,323. This would be equivalent to \$33.08 per hour or \$68,796 per year, assuming a 40-hour week worked the year round. The most common desired salary of potential candidates in the workforce system that are looking for work in Berkeley on September 10, 2023 is \$35,000 - \$49,999 with 2,697 candidate résumés in the workforce system. The total civilian preliminary labor force (not seasonally adjusted) for Berkeley in August 2023 was 116,725, of which 114,166 were employed and 2,559 were unemployed. The unemployment rate was 2.2% percent. The top three industry sectors in Berkeley with the highest number of employees in 2023 were Total, All Industries (62,537), Manufacturing (9,109), and Retail Trade (8,139). The 2006 population of Berkeley was estimated at 159,501. The 1996 population of Berkeley was estimated at 131,130. This represents a -17.79% change from 2006.

**SC Works Charleston Notes:** An analysis of the 14,316 job openings advertised online in Charleston that posted a wage indicated that the median posted annual wage was \$41,204 on October 9, 2023. The top three employers in Charleston with the highest number of job openings advertised online were Medical University of South Carolina (2,727), HCA Healthcare, Inc. (503), and Charleston County School District (450). There were 12,206 potential candidates in the workforce system in Charleston on October 9, 2023. There were 14,316 job openings advertised online in Charleston on October 9, 2023. There were 12,206 potential candidates in the workforce system in Charleston. The estimated total number of unemployed (not seasonally adjusted) in August 2023 for Charleston was 4,681. The total number of job openings advertised online was 25,512. There were 0.18 unemployed per job opening advertised online in August 2023 for Charleston (Jobs De-duplication Level 2). The most common minimum experience requirement on jobs advertised online in Charleston on October 9, 2023 is 1 Year to 2 Years with 94.04% of the total jobs posted by employers, and 405 candidate résumés in the workforce system. There were 12,651 job openings advertised online that did not specify a minimum education requirement. The most common minimum experience requirement on jobs advertised online in Charleston on September 10, 2023 is 1 Year to 2 Years with 93.75% of the total jobs posted by employers, and 410 candidate résumés in the Workforce system. The average weekly wage for Charleston in Q1 2023 was \$1,314. This would be equivalent to \$32.85 per hour or \$68,328 per year, assuming a 40-hour week worked the year round. The most common desired salary of potential candidates in the workforce system that are looking for work in Charleston on October 9, 2023 is \$35,000 - \$49,999 with 2,875 candidate résumés in the workforce system. The total civilian preliminary labor force (not seasonally adjusted) for Charleston in August 2023 was 228,826, of which 224,145 were employed and 4,681 were unemployed. The unemployment rate was 2.0% percent. The top three industry sectors in Charleston with the highest number of employees in 2023 were Total, All Industries (268,610), Health Care and Social Assistance (42,643), and Accommodation and Food Services (34,406). The 2006 population of Charleston was estimated at 334,826. The 1996 population of Charleston was estimated at 299,718. This represents a -10.49% change from 2006.

**Success Story - September Workforce Development Month---**

9/6/2023 Berkeley Workforce Career Fair 103 Attendees Berkeley Administration Bldg  
 9/12/2023 Public Service Career Fair 327 Attendees Charleston Convention Center

Source: Information gathered from multiple sources including SC Works Online Services and in-house methods utilized by each Center.

**SC Works Dorchester Notes:**

An analysis of the 2,274 job openings advertised online in Dorchester that posted a wage indicated that the median posted annual wage was \$36,438 on October 9, 2023. The top three employers in Dorchester with the highest number of job openings advertised online were HCA Healthcare, Inc. (89), Food Lion (68), and Berkeley County School District (52). There were 11,422 potential candidates in the workforce system in Dorchester on October 9, 2023. There were 2,274 job openings advertised online in Dorchester on October 9, 2023. There were 11,422 potential candidates in the workforce system in Dorchester. The estimated total number of unemployed (not seasonally adjusted) in August 2023 for Dorchester was 1,758. The total number of job openings advertised online was 4,238. There were 0.41 unemployed per job opening advertised online in August 2023 for Dorchester (Jobs De-duplication Level 2). The most common minimum education requirement on jobs advertised online in Dorchester on October 9, 2023 is a High School Diploma or Equivalent with 7.26% of the total jobs posted by employers, and 4,614 candidate résumés in the workforce system. There were 1,965 job openings advertised online that did not specify a minimum education requirement. The most common minimum experience requirement on jobs advertised online in Dorchester on October 9, 2023 is 1 Year to 2 Years with 92.26% of the total jobs posted by employers, and 378 candidate résumés in the workforce system. The average weekly wage for Dorchester in Q1 2023 was \$961. This would be equivalent to \$24.03 per hour or \$49,972 per year, assuming a 40-hour week worked the year round. The most common desired salary of potential candidates in the workforce system that are looking for work in Dorchester on October 9, 2023 is \$35,000 - \$49,999 with 2,682 candidate résumés in the workforce system. The total civilian preliminary labor force (not seasonally adjusted) for Dorchester in August 2023 was 84,635, of which 82,877 were employed and 1,758 were unemployed. The unemployment rate was 2.1% percent. The top three industry sectors in Dorchester with the highest number of employees in 2023 were Total, All Industries (38,834), Manufacturing (5,964), and Retail Trade (5,136). The 2006 population of Dorchester was estimated at 120,136. The 1996 population of Dorchester was estimated at 87,122. This represents a -27.48% change from 2006.

**TWDB PERFORMANCE REVIEW COMMITTEE**

**ELIGIBLE TRAINING PROVIDER SCORECARD - Adult & Dislocated Workers**

Provider	Program	Carryover from PY2022	Entered training in PY2023	Total # entered Training	Total Still in Training	Total Unsuccessful	Total Successfully Completed	Total Exited	Total Completed with Certification/C redential	Total Employed	Total Employed in Field or Related Field of Training	% of Total Employed in field or related field	# with Benefits	Average Wage Earnings	Cost of Training Per Participant	Total Cost of Training for all Participants in program	Overall Rating Score Per Program
Arclabs Welding School	900 Hour Advanced Welding	1	0	1			1	1	1	1	1	100%	1	\$21.00	\$17,050.00	\$17,050.00	90%
Air Conditioning and Refrigeration Training Center	Basic Training for HVAC Technicians- Residential/Light Commercial AC & Heat Pump Service	1	2	3	2		1	1	1	1	1	100%	1	\$16.50	\$6,000.00	\$18,000.00	90%
Medcerts	HI-4000 Electronic Health Records and Reimbursement Specialist		1	1	1										\$4,000.00	\$4,000.00	
Medcerts	IT-2000: IT Helpdesk Administrator	2	1	3	2		1	1	1	1	1	100%	1	\$20.34	\$4,000.00	\$12,000.00	96%
Medcerts	HI-1000 Medical Front Office Assistant and Administration	3	1	3			3	3	3						\$2,000.00	\$6,000.00	41%
PSI Project Management, Inc.	Project Management Training Program for PMP/CAPM Exam Prep and Project Managers	1	1	2	1		1	1	1	1	1	100%	1	\$20.79	\$2,799.00	\$5,598.00	96%
Career Step, LLC	EKG Technician	1		1	0	1	0	0	0	0	0	0%			\$1,899.00	\$1,899.00	10%
New Horizons Computer Learning Center Tampa	Preparation for CompTIA A+	1		1			1	1	1						\$2,495.00	\$2,495.00	45%
PST, Inc.	A+ Certification	1		1		1		1		1	1	0%	1	\$23.23	\$1,454.00	\$1,454.00	40%
PST, Inc.	Microsoft Office Specialist	1		1			1	1	1						\$1,731.00	\$1,731.00	45%
Williamsburg Technical College	Truck Driver-CDL	1		1			1	1	1						\$4,950.00	\$4,950.00	41%
Valley Coach and Logistics Driving Training School	Truck Driver-CDL	10	16	26	9	1	16	17	16	3	3	19%	3	\$22.57	\$6,500.00	\$169,000.00	
Palmetto Training Inc.	CDL	57	1	58	11	15	32	47	32	22	22	69%	22	\$20.45	\$5,900.00	\$342,200.00	76%
	Dental Chairsides Assisting	1		1		1		1							\$6,700.00	\$6,700.00	0%
	Medical Billing and Coding	2		2	1		1	1	1						\$4,075.00	\$8,150.00	41%

Provider	Program	Carryover from PY2022	Entered training in PY2023	Total # entered Training	Total Still in Training	Total Unsuccessful	Total Successfully Completed	Total Exited	Total Completed with Certification/Credential	Total Employed	Total Employed in Field or Related Field of Training	% of Total Employed in field or related field	# with Benefits	Average Wage Earnings	Cost of Training Per Participant	Total Cost of Training for all Participants in program	Overall Rating Score Per Program
Palmetto School of Career Development	Dental Assisting Chairside with Dental Front Office Administration	1	0	1			1	1	1						\$6,700.00	\$6,700.00	35%
	Pharmacy Technician /Assistant	3	0	3	0	0	3	3	3	3	3	100%	3	\$18.97	\$2,120.00	\$6,360.00	100%
LaTrice D. Ferguson School of Nursing Assistants	PCT Bundle	1		1	1										\$6,048.50	\$6,048.50	
Safety Compliance Solutions, LLC	Heavy Equipment Operator- HEO	1		1	1										\$7,000.00	\$7,000.00	
STVT- DBA Miller-Motte College	CDL	39	7	46	6	0	40	40	40	19	19	48%	19	\$23.17	\$4,500.00	\$207,000.00	76%
Second Chance Job Center	Pre-Apprenticeship Certificate Training (Electrical)	3		3	1	0	2	2	2	2	2	100%	2	\$17.35	\$5,700.00	\$17,100.00	96%
	Pre-Apprenticeship Certificate Training (Welding)	1		1	0	0	1	1	1					\$18.00	\$5,700.00	\$5,700.00	41%
Trident Technical College	Sterile Processing Technician	1		1	0	0	1	1	1	0	0				\$1,839.00	\$1,839.00	45%
	Certified Nurse Aide	2		2	0	0	2	2	2	1	1	50%	1	\$18.00	\$2,368.00	\$4,736.00	80%
	Medical Assisting	5		5	0		5	5	5	5	5	100%	5	\$18.78	\$4,980.00	\$24,900.00	96%
<b>Totals</b>		<b>133</b>	<b>31</b>	<b>163</b>	<b>36</b>	<b>20</b>	<b>107</b>	<b>125</b>	<b>107</b>	<b>54</b>	<b>54</b>		<b>54</b>		<b>\$101,709.50</b>	<b>\$849,523.50</b>	

**Scorecard Guide: From Rating Sheet Point value**

Successful Completion: Successful Completion/Total Exited

Total Completed w/certificate or credential = Total Completed with a certificate or credential/Total Exited

Total Employed = Total Employed/Total Exited

Total Employed in field or related field = Total Employed in field/Total Successful Completion

Average hourly wage: Average hourly wage of those employed as reported


Cost Per Training: Based on the cost of tuition as reported by the Training Provider

Color Code:
Below 75%
Above 75%
Exceeds (100%)
At Benchmark (75%)
Enrolled
Incomplete

\*Under % of Total Employed in field or related field, numbers in "red" indicates below benchmark of 75%. "Black" indicates 75% or higher. \*


WIOA PERFORMANCE DASHBOARD (Ross IES Performance )

PROGRAM YEAR 23 (July 1, 2023 to June 30, 2024)

 BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER		1st Quarter PY23			PY23 Total
Report Date:	10/30/23 11:43 AM	July	Aug	Sept	Total
<b>WIOA PROGRAM</b>					
<b>Attended WIOA Informational Sessions (Adult)</b>		<b>30</b>	<b>71</b>	<b>24</b>	<b>125</b>
SC Works Berkeley		4	25	4	33
SC Works Charleston		21	38	14	73
SC Works Dorchester		5	8	6	19
<b>Attended WIOA Informational Sessions (DW)</b>		<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>
SC Works Berkeley		0	0	0	0
SC Works Charleston		0	1	1	2
SC Works Dorchester		0	1	2	3
<b>Attended Orientation (Youth)</b>		<b>6</b>	<b>68</b>	<b>19</b>	<b>93</b>
SC Works Berkeley		3	16	4	23
SC Works Charleston		2	40	13	55
SC Works Dorchester		1	12	2	15
<b>Met Eligibility Requirements (Adult)</b>		<b>29</b>	<b>41</b>	<b>28</b>	<b>98</b>
SC Works Berkeley		1	6	3	10
SC Works Charleston		28	34	22	84
SC Works Dorchester		0	1	3	4
<b>Met Eligibility Requirements (DW)</b>		<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>
SC Works Berkeley		0	0	0	0
SC Works Charleston		0	1	1	2
SC Works Dorchester		0	1	2	3
<b>Met Eligibility Requirements (Youth)</b>		<b>3</b>	<b>12</b>	<b>15</b>	<b>30</b>
SC Works Berkeley		0	2	1	3
SC Works Charleston		3	10	13	26
SC Works Dorchester		0	0	1	1
<b>Enrolled in WIOA Program (Adult-new)</b>		<b>29</b>	<b>41</b>	<b>28</b>	<b>98</b>
SC Works Berkeley		1	6	3	10
SC Works Charleston		28	34	22	84
SC Works Dorchester		0	1	3	4
<b>Enrolled in WIOA Program (DW-new)</b>		<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>
SC Works Berkeley		0	0	0	0
SC Works Charleston		0	1	1	2
SC Works Dorchester		0	1	2	3
<b>Enrolled in WIOA Program (Youth-new)</b>		<b>3</b>	<b>12</b>	<b>15</b>	<b>30</b>
SC Works Berkeley		0	2	1	3
SC Works Charleston		3	10	13	26
SC Works Dorchester		0	0	1	1
<b>Total Served in WIOA Program (Adult): Carry-In= 186 New= 70</b>					<b>284</b>
<b>Total Served in WIOA Program (DW): Carry-In= 6 New= 5</b>					<b>11</b>
<b>Total Served in WIOA Program (Youth) Carry-In= 26 New =30</b>					<b>56</b>
<b>TRAINING</b>					
<b>Entered Training (during the month)</b>		<b>3</b>	<b>20</b>	<b>10</b>	<b>33</b>
Diversified Manufacturing		0	0	0	0
Transportation/Logistics		2	8	6	16
Healthcare		0	0	2	2
IT Services		0	1	0	1
Trade/Construction		1	11	2	14
Hospitality/Tourism		0	0	0	0
<b>Total received Training (Adults) PY23</b>					<b>88</b>

WIOA PERFORMANCE DASHBOARD (Ross IES Performance )

PROGRAM YEAR 23 (July 1, 2023 to June 30, 2024)

 BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER		1st Quarter PY23			PY23 Total
Report Date:	10/30/23 11:43 AM	July	Aug	Sept	Total
Total received Training (DWs) PY23					1
Total received Training (Youth) PY23					11
<b>Credential Earned (Adult &amp; DW)</b>		<b>10</b>	<b>7</b>	<b>5</b>	<b>22</b>
Diversified Manufacturing		0	0	0	0
Transportation/Logistics		8	7	5	20
Healthcare		2	0	0	2
IT Services		0	0	0	0
Trade/Construction		0	0	0	0
Hospitality/Tourism		0	0	0	0
GED		0	0	0	0
<b>Youth Credentials Earned</b>		<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>EMPLOYMENT</b>					
Entered Employment (WIOA)		11	0	4	15
Entered Employment with an OJT		3	0	3	6
Youth Employment 2nd QTR		14	4	1	19
Youth Employment 4th QTR		1	2	0	3