

TRIDENT WORKFORCE DEVELOPMENT BOARD

November 3, 2026

10:00 AM

Barrett Lawrimore Conference Room

5790 Casper Padgett Way

North Charleston, SC 29406

AGENDA

- I. Call to Order/Quorum Determination/Introductions
- II. Approval of Meeting Notes –September 22, 2026
- III. Talent Demand Study – Presentation – Celeste Granger, Charleston Metro Chamber of Commerce & Jacki Renegar, Charleston Regional Development Alliance
- IV. PY26 Local and Regional Combined Center Operations and Business Engagement Plan (COBE) Plans Modification – Request for Approval – Sharon Goss
- V. Incumbent Worker Training (IWT) Funding Recommendations – Request for Approval – Sharon Goss
- VI. PY26 Youth Statement of Work – Request for Approval – Sharon Goss
- VII. Transfer of funds from Dislocated Worker to Adult Program – Request for Approval – Katie Paschall
- VIII. Youth Corrective Action Plan – Request for Approval – Sharon Goss
- IX. Administrative & Systems Reports:
 - a. Financial Report – Katie Paschall
 - b. Program Performance Report – Kameron Alston
 - c. Adult/Dislocated Worker/Youth Program Performance Report – Megan Earle
 - d. Marketing/Communications Report – Matthew Spath
- X. TWDB Member's Time
- XI. Workforce Development Director's Time
- XII. Executive Director's Time
- XIII. Other Business
- XIV. Adjourn

**TRIDENT WORKFORCE DEVELOPMENT BOARD
(TWDB)
Board of Directors
Meeting Notes
September 22, 2026**

The Trident Workforce Development Board (TWDB) held a Board of Directors meeting on Tuesday, September 22, 2026 at 10:00 a.m. in the Barrett Lawrimore Conference Room at the Berkeley-Charleston-Dorchester Council of Governments located at 5790 Casper Padgett Way in North Charleston, South Carolina.

MEMBERSHIP: Tod Anderson; Mendi Arnold; Jenny Bing; Jan Cappellini; Natasha Chatman; Butch Clift; Marshall Connor; Wendy Courson; Coleen McCarthy Cuffy; Susan Friedrich; Johnell Gaines; Pat Gilliard; Chris Hall; Kelly Hendricks; Jess Key; Drew Knoppe; Bre Major; Amanda McNeal; Varity Poston; Gordon Rooney; Angel Rush; Don Smith; James Villeponteaux; Justin Wingard

MEMBERS PRESENT: Mendi Arnold; Jan Cappellini; Butch Clift; Marshall Connor; Wendy Courson; Coleen McCarthy Cuffy; Chris Hall; Drew Knoppe; Varity Poston; Gordon Rooney; Don Smith; Justin Wingard; Nick DiFilippo with Newport News Shipbuilding on behalf of Jess Key

OTHERS PRESENT: Brent LaPlante (Ross IES); Megan Earle (Ross IES); Shawn Brenner (Ross IES); Lynn Founier (Ross IES); Deidre Smalls (Eckerd Connects); La'Verne Wood (Eckerd Connects); Marva Black (SCDEW); Pat Acabodillo (SCDEW); Scott Rostance (SCDEW); Cassandra Thomas (Next Skill AI Academy); Jesse Tieck (Training Concepts)

BCDCOG STAFF PRESENT: Ron Mitchum; Andrea Kozloski; Sharon Goss; Kameron Alston; Ambert Gant; LaQuosha Mack; Katie Paschall; Matthew Spath; Kim Coleman

I. Call to Order/Quorum Determination/Introductions

Chairman Clift called the meeting to order at 10:00 a.m. followed by introductions, a quorum determination and excused absentees. Chairman Clift welcomed the following new Board Members: Coleen McCarthy Cuffy (Chief Administrative Officer with Fetter Health Care Network); Drew Knoppe (Partnership Manager with NetCertPro); Justin Wingard (Transportation Manager with SMART Local Union 399). He announced the following additional new Board Members who were unable to attend today's meeting: Kelly Hendricks (Director of Human Resources with Hyatt House); Bre Major (Human Resources Business Partner with Redwood Materials); Angel Rush (Operations Manager with ARD Logistics).

II. Approval of Meeting Notes – June 2, 2026

***Mr. Hall made a motion to approve the June 2, 2026 Meeting Notes as presented.
Mr. Connor seconded the motion. The motion was unanimously approved.***

III. Adult and Youth Participant Success Stories

Brent LaPlante, Project Director with Ross IES, delivered a presentation regarding Adult and Youth Program Participant Success Stories. He highlighted the Tradewinds WEX Program noting that it was highly successful. Thirteen participants completed the program. They learned aspects of pipe fitting, painting, sheet metal and welding. The participants attended their respective classes on-site at Newport News and at Trident Technical College. All the participants received extensive knowledge from industry professionals. In addition, they wrote their respective resumes and participated in mock interviews. Mr. LaPlante then highlighted a participant who entered the WIOA Program in October of 2025. She began Medical Assistant training with Lowcountry Medical on January 12, 2026. She successfully completed the course and passed the certification exam for CMA. She is now employed with the Hollings Cancer Center at MUSC as a Certified Medical Assistant. The Trident Workforce Development Board of Directors received the Adult and Youth Participant Success Stories as information.

IV. Policy Revisions – Request for Approval – Sharon Goss

- A) Eligibility, Enrollment and Priority of Services Policy Revisions:** Sharon Goss, Director of Workforce Development, presented the Eligibility, Enrollment and Priority of Services Policy revisions. She noted that in order to ensure the Trident Workforce Development area remains current with the South Carolina Department of Employment and Workforce (SCDEW) State Instruction Letters, the Eligibility, Enrollment/Delivery of WIOA Title I Adult Services Policy, including the Priority of Services guidance, is being updated. Ms. Goss explained that the Policy language has been revised to incorporate and align with the requirements and guidance outlined in the SCDEW State Instruction Letter 26-01. She reviewed the specific revisions and clarifications in the Policy that were included in the Board Meeting Agenda Packet. Ms. Goss addressed questions and comments.

Mr. Hall made a motion to approve the Eligibility, Enrollment and Priority of Services Policy Revisions as presented. Mr. Connor seconded the motion. The motion was unanimously approved.

- B) Eligible Training Provider Policy Revisions:** Ms. Goss presented the Eligible Training Provider Policy revisions. She noted that, in order to ensure that participants enrolled in Workforce Development training programs receive the practical skills and competencies necessary to obtain industry-recognized credentials and secure employment, the following requirement is proposed for inclusion in the Eligible Training Provider List (ETPL) Policy: *Training programs that prepare individuals for skilled trades, including but not limited to welding, masonry, carpentry, manufacturing and similar occupations requiring practical skill development, must include hands-on, instructor-guided training that allows students to develop and demonstrate job-related competencies through supervised practice. Training programs that prepare individuals to work as healthcare providers, including but not limited to registered nurses, paramedics and similar occupations requiring clinical or practical skill development, must include appropriate hands-on, instructor-guided training and supervised practical or clinical experience consistent with applicable industry and credentialing requirements. Online-only training will not be approved for these types of programs.* Ms. Goss noted that providers seeking ETPL approval for programs in these occupational areas must prove that their program includes sufficient in-person, hands-on instruction and guided practice. This is essential to adequately prepare participants for the skills, credentials and employment opportunities associated with these occupations. The purpose of this requirement is to ensure that ETPL-approved training offers meaningful opportunities for participants to practice essential occupational skills in environments that accurately reflect workplace standards and credentialing requirements. She reviewed the highlighted revision in the Policy that was included in the Board Meeting Agenda Packet. Discussion was held regarding the ETPL Policy and retaining funds locally. Ms. Goss addressed questions and comments.

Mr. Hall made a motion to approve the Eligible Training Provider Policy Revisions as amended to include that only online approvals will be for those that include a local office for hands-on training. Mr. DiFilippo seconded the motion. Mr. Connor abstained. The motion was approved.

V. PY 2026 Adult, Dislocated Worker and Youth Statement of Work (SOW) Update – Request for Approval – Sharon Goss

Ms. Goss presented the PY 2026 Adult, Dislocated Worker and Youth Statement of Work (SOW) update. She noted that the SOW outlines the expectations and programmatic goals for the upcoming program year. The SOW was approved for PY 2026 during the June 2, 2026 Trident Workforce Development Board of Directors meeting. However, the local workforce development area performance negotiations for PY 2026 and PY 2027 were not completed at the time. The SOW has been updated to include the negotiated performance benchmarks. Ms. Goss discussed the SOW document that was included in the Board Meeting Agenda Packet. She reviewed, in detail, the Performance Measures for PY 2026 (which is through June 30, 2027). Ms. Goss and Mr. Mitchum addressed questions and comments and noted that the first quarter of the Program Year remains challenging due to not knowing how much funding will be received and allocated and not knowing how cashflow will be distributed.

Ms. Arnold made a motion to approve the PY 2026 Adult, Dislocated Worker and Youth Statement of Work (SOW) Update as presented. Mr. Connor seconded the motion. The motion was unanimously approved.

VI. Corrective Action Plan for Youth Non-Performance – Request for Approval – Sharon Goss

Ms. Goss discussed the Corrective Action Plan for Youth Non-Performance. She noted that during the June 2, 2026 Trident Workforce Development Board of Directors meeting, the Board approved placing Ross IES, the Youth Program Services Provider, on a corrective action plan (CAP) due to performance issues, including failure to meet enrollment goals and falling below the expected fund utilization rate. The CAP includes the following requirements: 1) each staff member must serve a minimum of two individuals per day; and 2) eligibility and enrollment services will be provided on-site at high schools and at pop-up events in rural communities to increase enrollments. Ms. Goss noted that the objective is to boost enrollments, which will subsequently improve the expenditure rate. Ross IES submitted a response to the CAP outlining their approach to meeting the requirements. The number of individuals served per day has increased to an average of 2-3 per day. The current youth enrollment is 64, with 13 enrolled since July 1, 2026. The Performance Review Committee convened on August 26, 2026, and made the following recommendations regarding the CAP: 1) maintain the CAP until at least October 28, 2026, to ensure that Ross IES is effectively implementing the action steps outlined in their response to the CAP; 2) confirm that the CEO attends the Trident Workforce Development Board of Directors meeting on September 22, 2026, either in-person or virtually, to address any questions related to their performance; and 3) consider a reorganization of the program structure. Ms. Goss noted that the CAP from the BDCOG and Ross IES's response, along with an addendum from Ross IES, were included in the Board Meeting Agenda Packet. She stated staff recommends approval of the recommendations from the Performance Review Committee. Discussion was held regarding communication with the employers and individuals. Ms. Goss addressed questions and comments.

Mr. Hall made a motion to approve the Corrective Action Plan for Youth Non-Performance as amended to include the following:

- ***Track Feedback from Employers and Candidates***
- ***Track Communication with Employers and Candidates***
- ***Track Feedback on Experience from Employers and Candidates***

Mr. Connor seconded the motion. The motion was unanimously approved.

VII. Administrative and Systems Reports:

- A) Financial Report – Katie Paschall:** Katie Paschall, Finance Manager, presented the WIOA Financial Reports for the period ending July 31, 2026. She delivered an overview of the activities for FY27 thus far. Ms. Paschall stated that, for fiscal year-to-date, workforce expenditures totaled \$220,822 as of July 31, 2026. Ms. Paschall also discussed the Budget to Actual report for revenues and expenditures for the period ending July 31, 2026. Ms. Paschall noted that recommendations will be made to the Board of Directors and adjustments to the budget will be recommended as needed for the budget to remain aligned. The Trident Workforce Development Board of Directors received the Financial Report as information.
- B) Program Performance Reports – Kameron Alston:** Kameron Alston, Performance Outcomes Coordinator, presented the Program Performance Reports. She delivered a brief overview of the Monthly Centers Report as of August 31, 2026. Ms. Alston discussed the unemployment rate as of June 2026, noting that the Tri-County Region reported an unemployment rate of 4.4%, with 458,707 residents employed out of a labor force of 476,125. Regional wages remain strong with average earnings of \$35.75 per hour and \$74,360 annually. These indicators reflect continued economic stability and workforce demand across Berkeley, Charleston and Dorchester counties. She noted that, during the reporting period, the Berkeley Center staff served 107 customers on-site. The Business Services staff facilitated 783 new job referrals through the SC Works Online Services (SCWOS) system. Additionally, 153 new job seekers registered for work in Berkeley County. Overall, the Berkeley County Team delivered 49,255 employment-related services to customers through a combination of telephone, in-person and online support. Ms. Alston stated that, during the reporting period, Charleston County staff served 1,974 customers on-site, created 105 new job orders in SCWOS and assisted 299 new job seekers. The Charleston County Team delivered 139,963 employment-related services through in-person, telephone and virtual interactions. The Business Services staff made a significant impact by hosting 15 workforce and employer engagement events, serving 721 customers over 21 business days. Ms. Alston then delivered the Dorchester County Center update during the reporting period. She noted that the

Dorchester County staff served 200 customers and the Business Services staff facilitated 514 new job referrals through SCWOS. Additionally, 114 new job seekers registered for work in Dorchester County. In total, the Dorchester County Team delivered 39,869 employment-related services through a combination of in-person, telephone and online support. Ms. Alston and Ms. Goss addressed questions and comments. In the interest of time, Ms. Alston noted that the WIOA Performance Dashboard, the OJT Program Dashboard and the Eligible Training Provider Scorecard reports were included in the Board Meeting Agenda Packet. She encouraged Board Members to review the reports and to contact her with any questions, comments or concerns. The Trident Workforce Development Board of Directors received the Program Performance Reports as information.

C) Adult & Dislocated Worker/Youth Program Performance Report – Brent LaPlante: Mr. LaPlante delivered an Overview of the WIOA Program as of September 10, 2026. He noted the following: WIOA Program Orientation in Berkeley County = 19 Adults/Dislocated Workers & 8 Youths; WIOA Program Orientation in Charleston County = 150 Adults/Dislocated Workers & 6 Youths; WIOA Program Orientation in Dorchester County = 37 Adults/Dislocated Workers & 3 Youths. Mr. LaPlante then discussed the WIOA Program Enrollment Numbers as of September 10, 2026: Berkeley County = 4 Adults, 0 Dislocated Workers & 4 Youths; Charleston County = 25 Adults, 1 Dislocated Worker & 6 Youths; Dorchester County = 8 Adults, 0 Dislocated Workers & 3 Youths; Overall: Adults = 37; Dislocated Workers = 1; Youths = 13. Mr. LaPlante discussed the Total Served in the WIOA Program as of September 10, 2026: Adults = 146 (109 carry-in); Dislocated Workers = 10 (9 carry-in); Youths = 64 (51 carry-in). He noted that carry-in numbers are subject to change. Mr. LaPlante then discussed Training as of September 10, 2026 noting that 43 Adults, 5 Dislocated Workers and 21 Youths received training in PY26 thus far; 17 credentials were earned as well as 27 Measurable Skills Gained (MSG) for 27 participants. He noted that the Work Based Learning program resulted in the following: PY26 WEX = 30 (4 active) as of September 10, 2026 – WEX opportunities available are with Fetter Health Care, BCDCOG, SCDMV, A Day's Work and Bridgeview. Mr. LaPlante discussed upcoming events and outreach strategies noting that September is Workforce Development Month. He briefed the Board regarding various events in the Tri-County Region, including Public Service events, the I-526 Projects ("School to Work" and "Careers in Transportation"), "A Day's Work" Program, the Dorchester County Solicitor's Office and Bridgeview. The Trident Workforce Development Board of Directors received the Adult & Dislocated Worker/Youth Program Performance Report as information.

D) Marketing/Communications Report - Matthew Spath: Matthew Spath, Director of Communications, delivered a Marketing/Communications Report. He discussed recent social media engagement noting that link clicks and flyer scans capture high-intent action, showing that social media messaging resonated and drove an individual to take director action toward an opportunity. From June through September 15th, there were 5,023 total clicks, over 628 followers and 13,287 total scans. (flyers/QR codes). He discussed the WIOA Paid Ad Campaign and noted that website activity resulted in 50% growth in website traffic and new users. Mr. Spath reviewed Workforce Development Month highlights noting that several television news media interviews occurred and there were several media pick-ups. He discussed upcoming collaborative opportunities, hiring events, career fairs and employment & resource expo noting the following:

- "Wednesday Works" Bi-Weekly Events (branded flyer templates, digital signage (website), social media posts
- Newport New Hill Hiring Event: October 13th
- Disability Employment & Resource Expo: October 29th at SC Vocational Rehabilitation
- Veterans' Day Career Fair: November 10th at Trident Technical College
- Operation Employment Career Fair: November 17th at USS Yorktown (Patriots Point & SC Dept. of Veterans' Affairs)

The Trident Workforce Development Board of Directors received the Marketing/Communications Report as information.

VIII. TWDB Members' Time

There was no further business to discuss.

IX. Workforce Development Director's Time

Ms. Goss had no further business to discuss.

X. Executive Director's Time

Executive Director Ron Mitchum delivered an update regarding construction of the Shipwatch Square Center. He noted that the SC Works offices will be located on the 2nd floor of the building. A contract has been negotiated and staff is receiving bids. The new facility will be better designed to assist the public. Mr. Mitchum addressed questions and comments.

XI. Other Business

Chairman Clift recognized Trident Technical College and Newport News Shipbuilding for their tremendous support of the WEX program. Chairman Clift recognized Brent LaPlante as he recently submitted his resignation. Mr. LaPlante stated that he has enjoyed working with the SC Works Team and appreciates the opportunity to be a part of such an important mission. The Board of Directors thanked him for his dedicated work and wished him well in his future endeavors. Chairman Clift congratulated Board Member, Marshall Connor, on his recent promotion. Mr. Connor is the new Vice President of Economic Development at Trident Technical College. The Board of Directors congratulated Mr. Connor on his recent promotion. Chairman Clift then announced that today is Executive Director Ron Mitchum's birthday. The Board of Directors wished Mr. Mitchum a very Happy Birthday.

XII. Adjourn

There being no further business to discuss, Chairman Clift thanked everyone for attending today's meeting and adjourned the meeting at 11:00 a.m.

Respectfully submitted,
Kim Coleman

Charleston Metro Region **TALENT DEMAND STUDY 2026**

Berkeley, Charleston and Dorchester Counties

Created in Partnership with:



KEY STATISTICS

+33,200

net new jobs by 2030

+7.9%

five-year growth rate

Production

16.7%

projected growth

**Architecture &
Engineering**

14.3%

projected growth

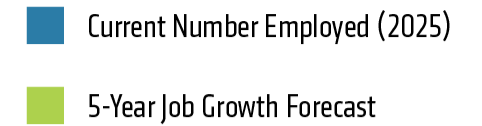
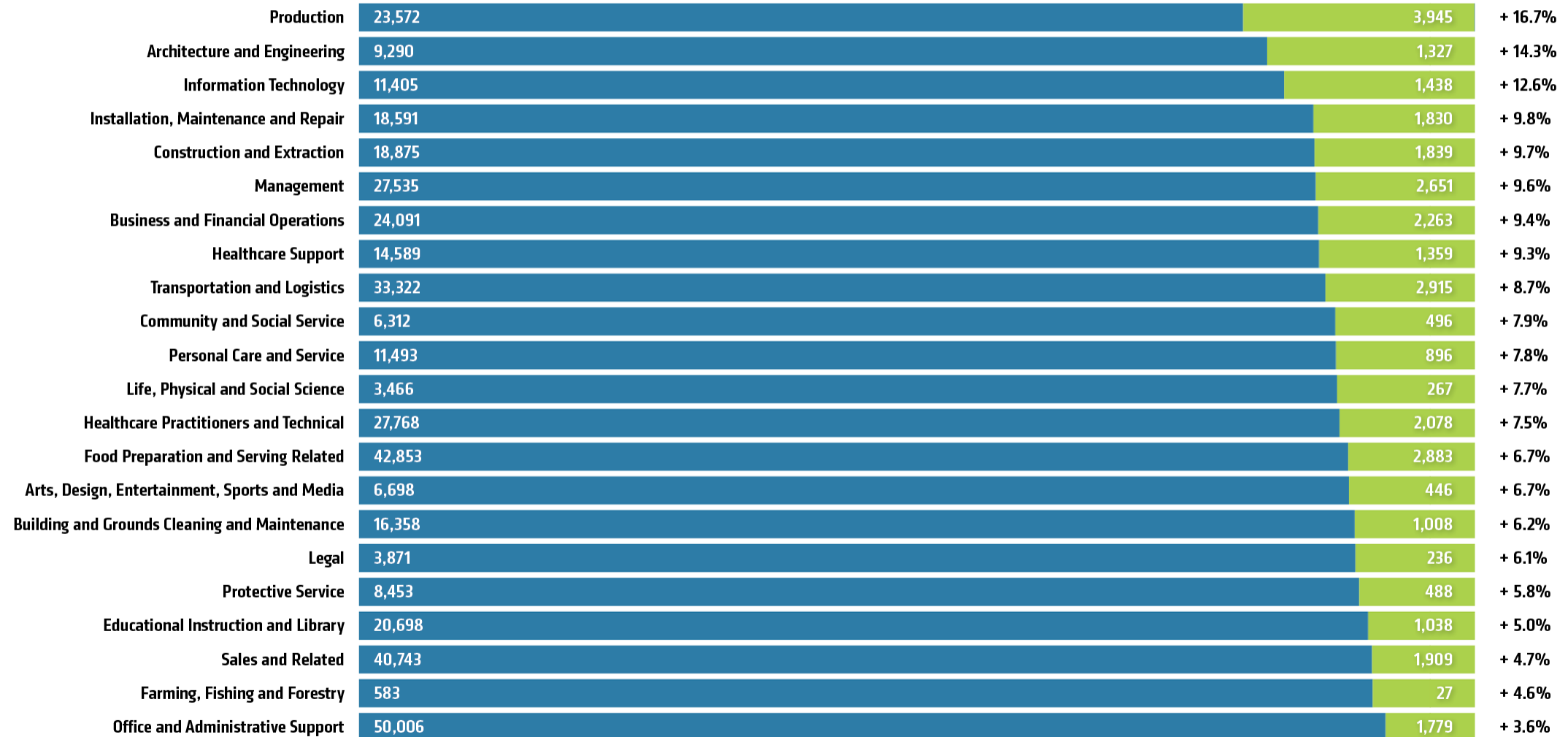
**Information
Technology**

12.6%

projected growth

JOB GROWTH PROJECTIONS RANKED BY PERCENT CHANGE, 2025 – 2030

Charleston Metro Area Job Growth Projections by Percent Change, 2025-2030



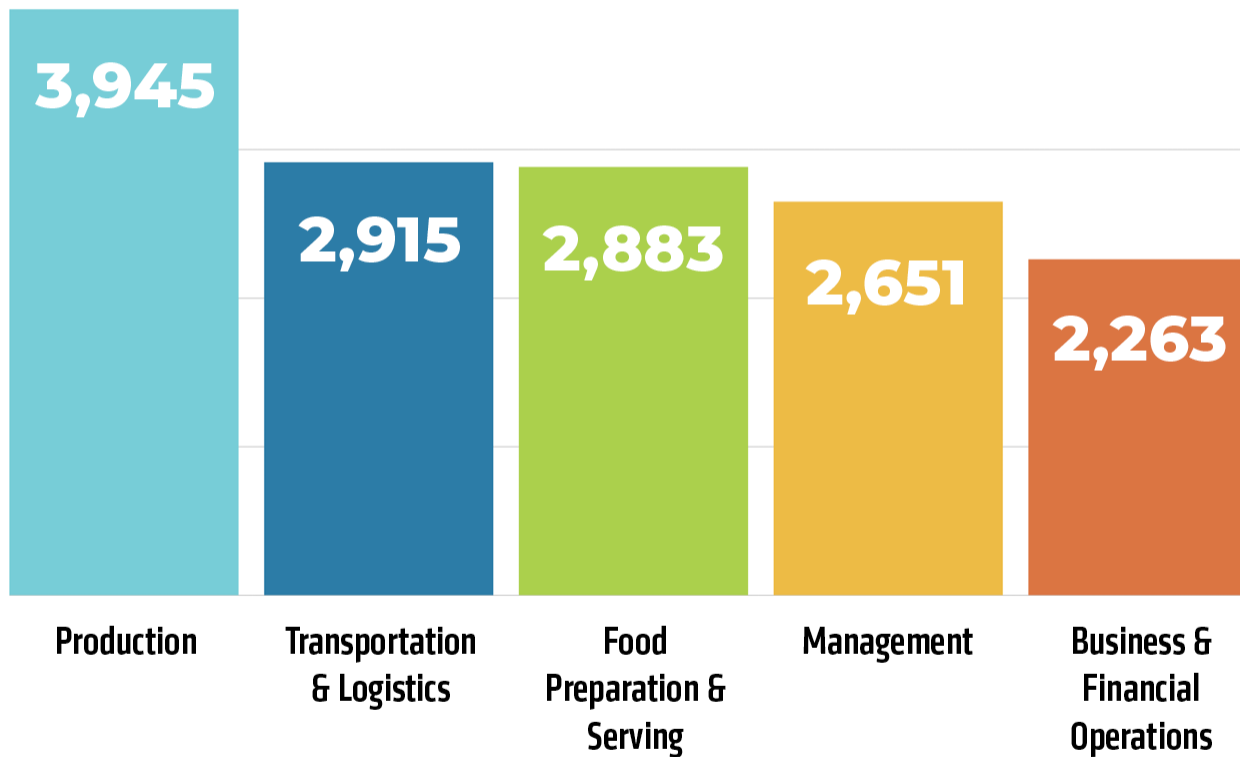
JOB GROWTH PROJECTIONS | TOP 10



TOP 5 HIGH-DEMAND OCCUPATIONS MEASURED 3 WAYS

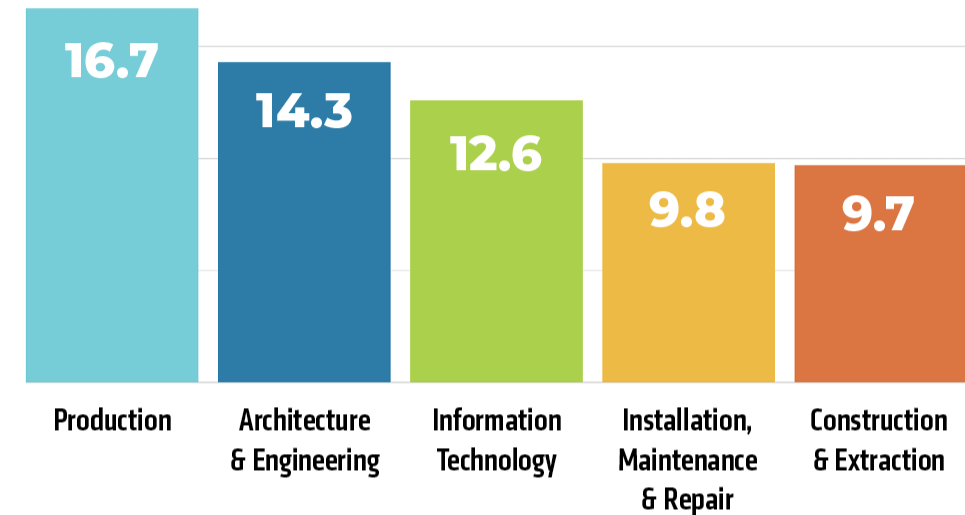
BY # OF NEW JOBS, 2025 - 2030

Source: JobsEQ®



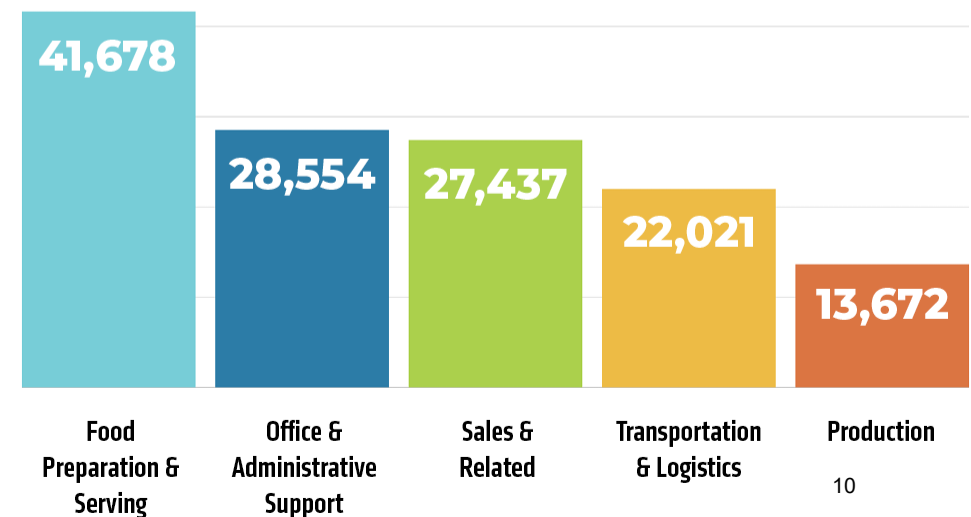
BY JOB GROWTH RATE, 2025 - 2030

Source: JobsEQ®



BY # OF EMPLOYMENT SEPARATIONS, 2025 - 2030

Source: JobsEQ®



Production, architecture & engineering and IT occupations lead the region. These fields within manufacturing are projected to have the highest demand.

Production

- First-Line Supervisors of Production
 - Welders
 - Brazers
- Electrical Equipment Assemblers
 - Machinists
 - Ship Fitters
 - Pipe Fitters

Engineering

- Mobile Equipment Operators
- Production Control
- Warehouse and Inventory Control
- Heavy and Tractor-Trailer Truck Drivers

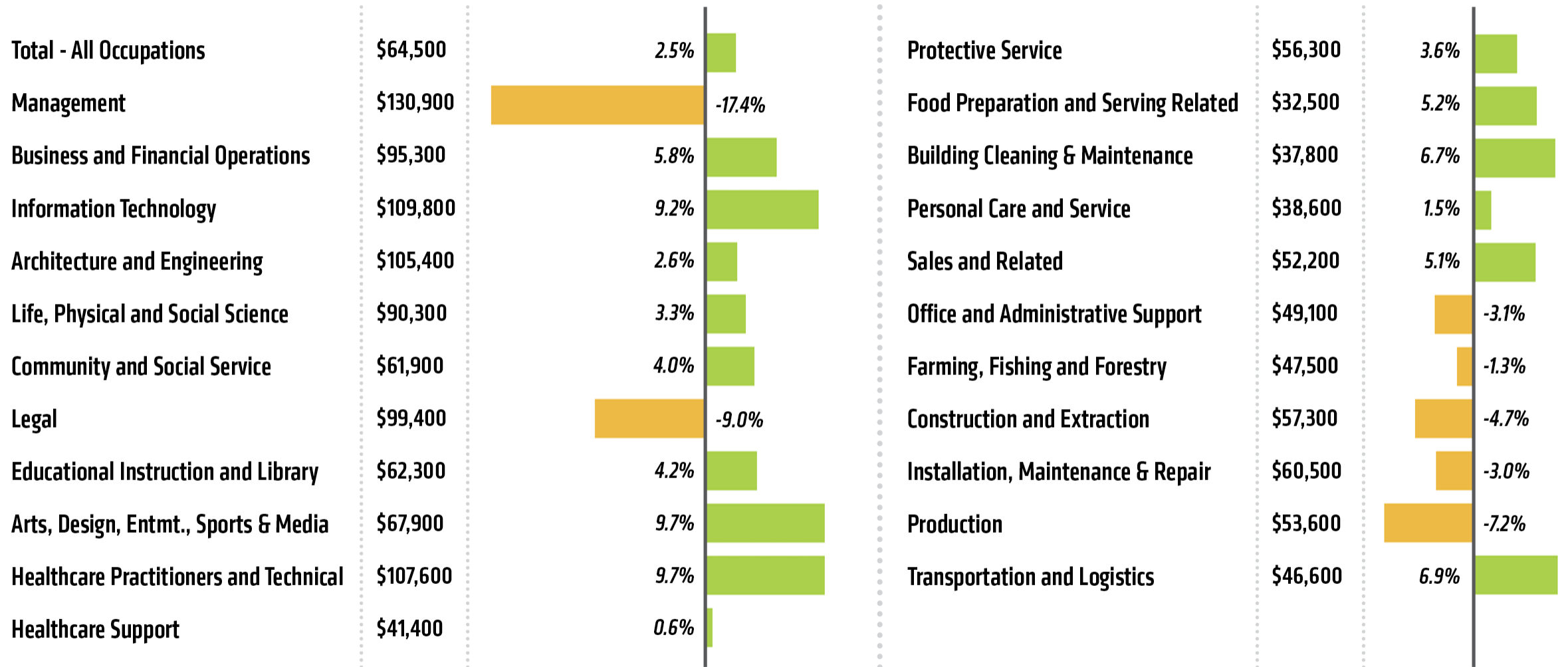
Maintenance

- Industrial Machinery Mechanics
- Automotive Service Technicians
- First-Line Supervisors of Mechanics
- Heating, Air Conditioning and Refrigeration Installers

Logistics

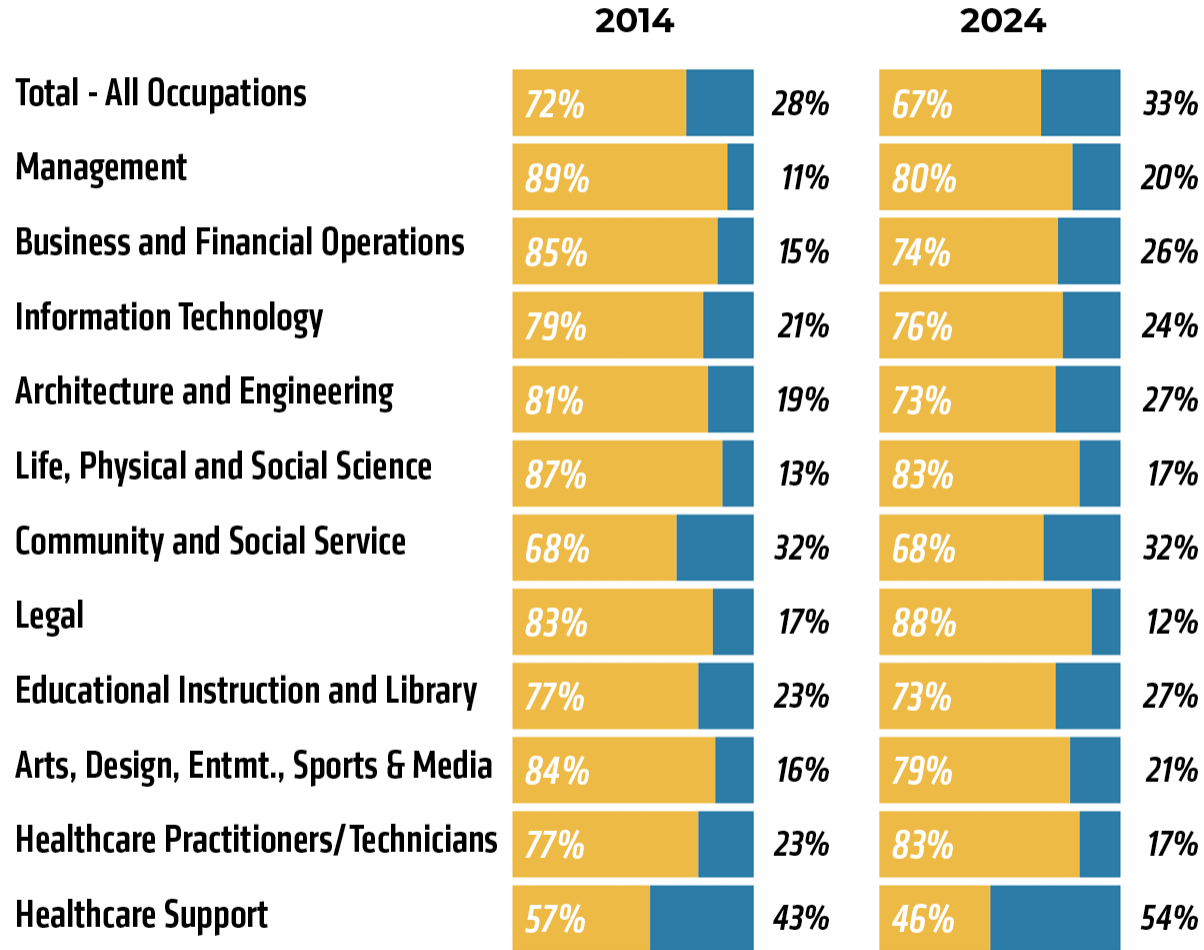
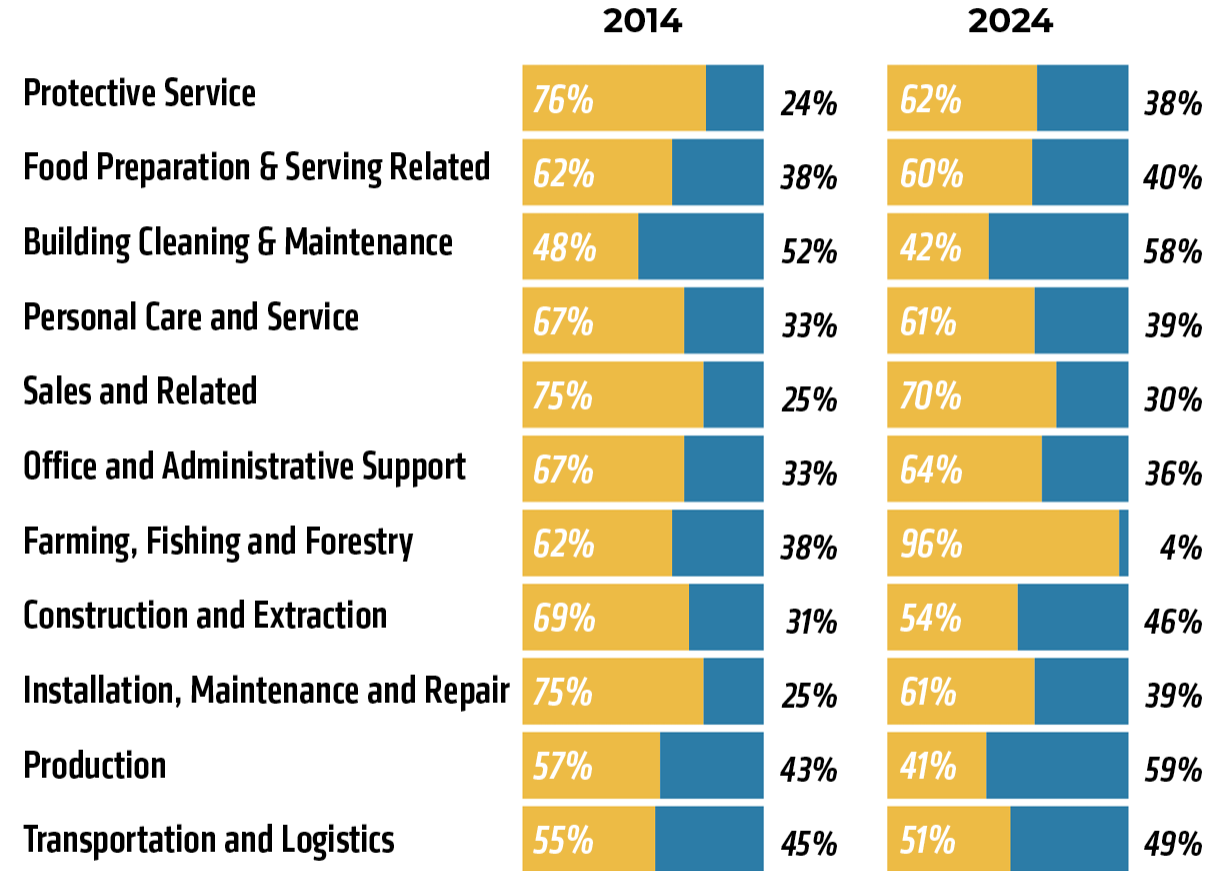
- Mobile Equipment Operators
- Production Control
- Warehouse and Inventory Control
- Heavy and Tractor-Trailer Truck Drivers

CHARLESTON METRO AREA WAGE GROWTH



Accounting for inflation, real wage growth was 7.7% over the past three years.

CHANGE IN DIVERSITY IN OCCUPATIONAL EMPLOYMENT, 2014 - 2024



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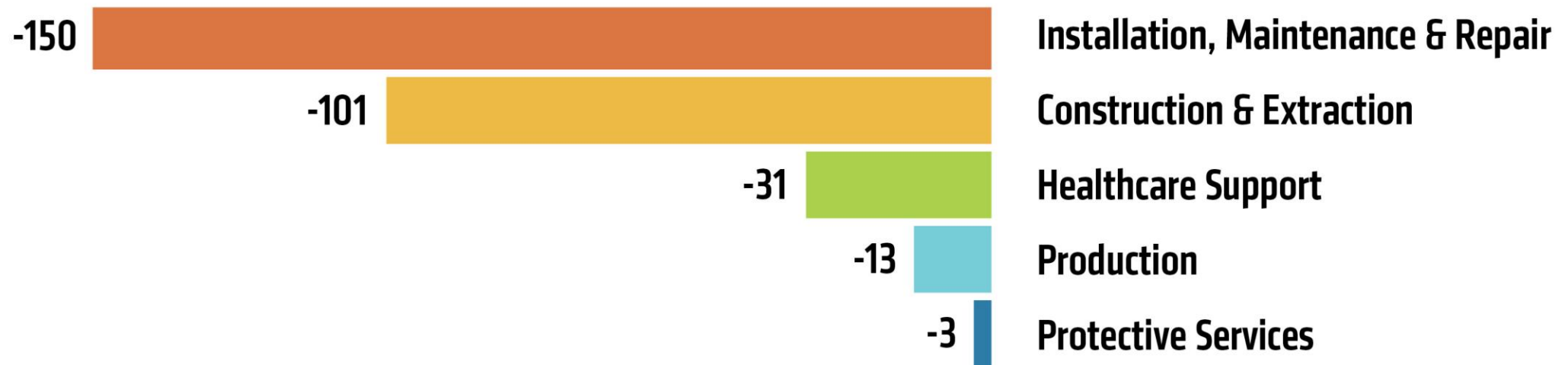
 **Non-White**

POTENTIAL TALENT SHORTAGES IN THE CHARLESTON METRO AREA

1. OCCUPATIONS NOT TYPICALLY REQUIRING A DEGREE

The shortages shown below are based on a forecast comparing growth in occupation demand (new jobs and separations) to the local population growth and the projected educational attainment of those residents, taking into account in and out-migration patterns, movement of graduated students between regions, as well as existing resident worker and commuter populations.

POTENTIAL ANNUAL SHORTAGE BASED ON CURRENT TALENT DEMAND AND SUPPLY

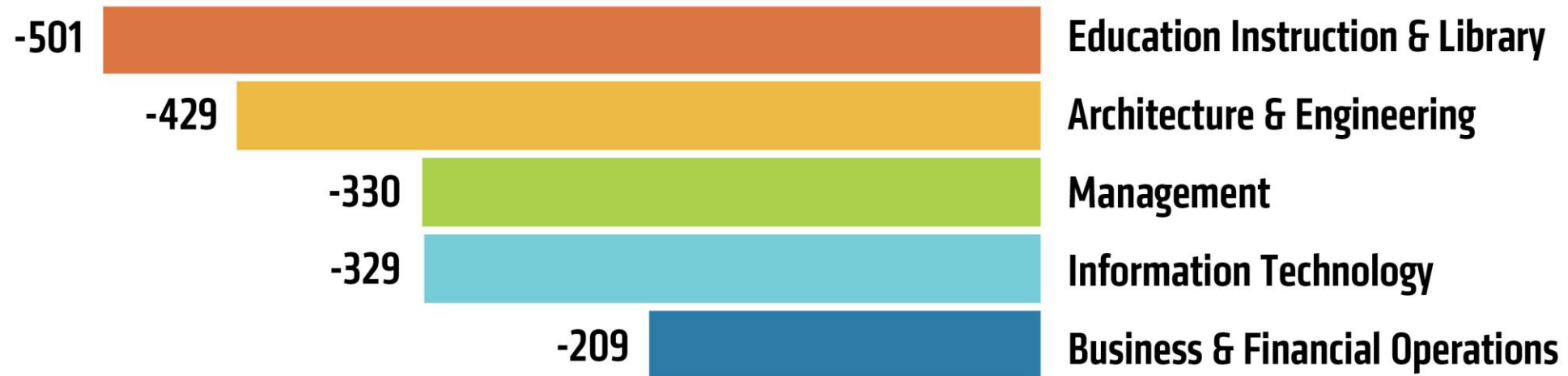


POTENTIAL TALENT SHORTAGES IN THE CHARLESTON METRO AREA

2. OCCUPATIONS TYPICALLY REQUIRING A TWO-YEAR DEGREE OR HIGHER

Degree Gaps estimate the current supply and demand balance between the Charleston region's postsecondary schools and our regional employers. This data attempts to answer the question: "Are schools in our region producing enough graduates compared to employer demand in our region?" Degrees conferred are for the 2023-2024 academic year and are provided by the National Center for Educational Statistics.

POTENTIAL ANNUAL SHORTAGE BASED ON CURRENT DEMAND (2025) AND DEGREES CONFERRED DURING THE 2023-2024 ACADEMIC YEAR



POTENTIAL TALENT SHORTAGES IN THE CHARLESTON METRO AREA

3. OCCUPATIONS REQUIRING A SPECIAL CERTIFICATION

A Certifications Gap analysis compares the supply and demand of certifications for all occupations in the metro area. Certifications demand data is based on a one-year sample of job postings in the region. Certifications supply data is estimated using a five-year sample of voluntarily-posted online resumes.

POTENTIAL ANNUAL SHORTAGE BASED ON CURRENT DEMAND (2025) AND FIVE-YEAR SAMPLE OF CHARLESTON METRO AREA WORKFORCE PROFILES/RESUMES



THE IMPORTANCE OF SOFT SKILLS IN OUR JOB MARKET | TOP 10

- 1 Communication (verbal & written)
- 2 Cooperative / Team Player
- 3 Customer Service
- 4 Organization
- 5 Detail-Oriented / Meticulous
- 6 Adaptability / Flexibility / Tolerance of Change
- 7 Problem-Solving
- 8 Ability to Work in a Fast-Paced Environment
- 9 Self-Motivated / Ability to Work Independently
- 10 Relationships (Interpersonal & Maintaining)

Charleston Metro Region **TALENT DEMAND STUDY 2026**

Berkeley, Charleston and Dorchester Counties

Created in Partnership with:



MEMORANDUM

Date: October 26, 2026
To: Trident Workforce Development Board
From: Ronald Mitchum, Executive Director
Subject: Agenda Item IV - Local and Regional COBE Plans Modifications

The SC Department of Employment and Workforce (SCDEW) issued state instruction letter 24-03 which is a revision and guidance regarding the development and submission of the local and regional plans. Additionally, the local areas must submit a Combined Center Operations and Business Engagement Plan (COBE) as an attachment to the local plan.

WIOA requires the Governor to designate LWDBs and identify planning regions consisting of one or more local workforce development areas. Each local workforce development board (LWDB) is responsible for developing a local plan in partnership with the chief elected official(s) (CEO) every four years and modification every two years. Additionally, LWDBs and CEOs are required to engage in a regional planning process that results in the development of a regional plan that incorporates the local plans within the region.

The plans serve as a four-year action plan that outlines how the local and regional areas will align and integrate service delivery strategies to support the state's vision and goals. The TWDB and Local CEOs must prepare and submit a single regional plan that incorporates the local plan. The plans must identify and describe in the policies and procedures Workforce activities carried out in the region and local area.

The changes are highlighted in the documents and key changes to bring to your attention include:

SC Works Trident Workforce Development Plan - This modification sets a four-year workforce strategy for Berkeley, Charleston, and Dorchester counties, focused on closing severe talent gaps while improving access to training and employment for residents facing barriers.

- **Priority sectors:** Investment will concentrate on health care, advanced manufacturing, information technology, transportation/logistics, construction and trades, hospitality/tourism, and business management/administration.
- **Key constraints:** Transportation, childcare, affordable housing, rural broadband, limited awareness of services, infrastructure pressure, and shortages of skilled workers and training providers limit workforce participation and access.

MEMORANDUM

The plan explicitly aligns its work with the five pillars of America's Talent Strategy: industry-led talent pipelines, worker mobility, integrated systems, accountability, and flexibility/innovation.

The plan prioritizes low-income individuals, people with basic-skills needs, individuals with disabilities, veterans, justice-involved people, English learners, rural residents, people experiencing homelessness, foster-care youth, youth who are out of school, and others facing barriers to work.

Healthcare and manufacturing sector partnerships were relaunched in 2026 to let employers define shared workforce needs and shape solutions. The Integrated Business Services Team coordinates outreach across workforce, education, human services, and economic-development partners.

Overall, the plan responds to rapid regional growth by pairing employer-led training pipelines with more integrated, accessible services for job seekers across the Trident area.

WIOA South Coast Regional Plan - The plan unifies workforce development across the Lowcountry and Trident areas to connect residents to high-demand careers, help employers fill skill gaps, and reduce barriers to work.

- Current high-demand sectors: healthcare, manufacturing and skilled trades, construction, hospitality and tourism, and transportation/logistics.
- Emerging opportunities: IT and cybersecurity, renewable energy and environmental services, advanced manufacturing/automation, education and training, and financial services.
- Core strategies include: expanding work-based learning, improving access and coordination and addressing barriers, serving priority populations and deepening employer partnerships.

The South Coast Region recently relaunched the Healthcare and Manufacturing Sector Strategy partnership. The Riley Center for Livable Communities under the College of Charleston was selected as the consultant to help facilitate the relaunch of the sector strategy partnerships.

The attachments can be found here: <https://scworkstrident.org/public-comment-documents/>

Recommendation:

Approve modifications to the Local and Regional COBE Plans as presented.

MEMORANDUM

Date: October 26, 2026
To: Trident Workforce Development Board
From: Ronald Mitchum, Executive Director
Subject: Agenda Item V - Incumbent Worker Training (IWT) Funding Recommendation

The IWT Program provides funding in the form of grants for training needed by businesses due to expansion, new technology, retooling, new services/product lines, and new organizational structuring or as part of a layoff aversion strategy. IWT is funded through the Workforce Innovation and Opportunity Act (WIOA).

Ten companies applied for consideration, and ten are recommended to receive IWT awards. The Business Development Committee met on October 8, 2026, to review and discuss the IWT applications. The committee attempted to evenly distribute the funds among the three counties or to ensure that each county received some IWT funding.

The award recommendations are broken down per county as follows:

Berkeley County: \$4,585.50
CAM Industrial Solutions: \$535.50
Safe Space Counseling: \$4,050.00

Charleston County: \$26,889.72
Ascue's Auto Body and Paint Shop: \$4,037.22
Cullum Mechanical LLC: \$1,147.50
Metro Electric: \$4,875.00
Smithco Services LLC: \$4,320.00
South Carolina Sea Grant Consortium: \$5,760.00
The Muhler Company, Inc: 6,750.00

Dorchester County: \$8,668.80
Action Based Learning: \$8,668.80

Tricounty: \$9,600.00
Charleston Electrical Contractors Association: \$9,600.00

Total award: \$49,744.02

MEMORANDUM

Recommendation: The Committee is recommending approval of the IWT Program Plan. The Committee is also recommending making the agreement retroactive to September 1, 2026.

MEMORANDUM

Date: September 22, 2026
To: Trident Workforce Development Board
From: Ronald Mitchum, Executive Director
Subject: Agenda Item VI - Youth Statement of Work (SOW) for PY2026 Update

The Statement of Work (SOW) establishes the program guidelines, processes and performance goals for the upcoming program year. The TWDB previously approved the SOW guidelines and processes for PY2026 at its June 2, 2026 meeting. However, the local workforce development area had not completed the PY2026 and PY2027 performance negotiations at that time. The SOW has since been updated to include the negotiated program performance goals.

Performance Expectations:

- Education or training activities or employment in the 2nd quarter after exit: 83.6%
- Education or training activities or employment in the 4th quarter after exit: 81.4%
- Median earnings in the 2nd quarter after exit: \$6,971
- Credential attainment rate: 61.3%
- Measurable skills gains: 72.7%

Recommendation: Approve the revised youth SOW which includes the negotiated PY2026 and 2027 program performance goals.

Trident Program Year 2026 and 2027 WIOA Negotiated Performance Goals

WIOA TITLE I – ADULT	Program Year 2026 Goal	Program Year 2027 Goal
Employment Rate 2 nd Quarter After Exit	80.7%	80.7%
Employment Rate 4 th Quarter After Exit	80.6%	80.6%
Median Earnings in the 2 nd Quarter After Exit	\$9,995	\$9,995
Credential Attainment Rate	81.7%	81.7%
Measurable Skill Gains	70.0%	70.0%
WIOA TITLE I – DISLOCATED WORKER	Program Year 2026 Goal	Program Year 2027 Goal
Employment Rate 2 nd Quarter After Exit	84.8%	84.8%
Employment Rate 4 th Quarter After Exit	84.1%	84.1%
Median Earnings in the 2 nd Quarter After Exit	\$12,058	\$12,058
Credential Attainment Rate	76.4%	76.4%
Measurable Skill Gains	74.1%	74.1%
WIOA TITLE I – YOUTH	Program Year 2026 Goal	Program Year 2027 Goal
Education or Training Activities or Employment in the 2 nd Quarter After Exit	83.6%	83.6%
Education or Training Activities or Employment in the 4 th Quarter After Exit	81.4%	81.4%
Median Earnings in the 2 nd Quarter After Exit	\$6,971	\$6,971
Credential Attainment Rate	61.3%	61.3%
Measurable Skill Gains	72.7%	72.7%

**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
YOUTH STATEMENT OF WORK
AND THE PROVISION OF WIOA SERVICES
PROGRAM YEAR 2026**

Overview

Under Title I of WIOA, funds are provided to states and local workforce areas through formula funding to deliver a comprehensive array of youth workforce development services: tutoring, alternative secondary school offerings, summer employment opportunities directly linked to academic and occupational learning, paid and unpaid work experiences, including internships and job shadowing, occupational skills training, leadership development, supportive services, adult mentoring, counseling, and follow-up services.

The intent of WIOA for youth programs is to move away from one-time, short-term interventions and implement a systematic approach that offers youth a broad range of coordinated services. Such offerings include opportunities for assistance in both academic and occupational learning, developing leadership skills, and preparing for further education, additional training, and eventual employment. Rather than supporting separate categorical programs, the youth sections of the WIOA Law are written to facilitate the provision of a menu of varied services that may be provided in combination or alone at different times during a youth's development.

- All participants in this program must be residents of Berkeley, Charleston, or Dorchester Counties and meet WIOA eligibility and entry guidelines established by the federal WIOA law and regulations, the South Carolina Department of Employment & Workforce, and Trident Workforce Development Board (TWDB). Any exception for the residency requirement must be approved by the BCDCOG Executive Director.
- The contractor is expected to follow WIOA law and final regulations, all TEGLS, State Instructions letters, and local policies. All participants in this program must be residents of Berkeley, Charleston, or Dorchester Counties and meet WIOA eligibility and entry guidelines established by the federal WIOA law and regulations, the South Carolina Department of Employment & Workforce, and TWDB.
- All decisions, including expenditures, must be supported with proper documentation.
- All expenditures must be reasonable and necessary. The program service provider will provide sufficient documentation to demonstrate compliance with WIOA, corresponding regulations, and relevant OMB circulars.
- 2 CFR part 200 emphasizes that while incentive payments are allowable under WIOA, the incentives must comply with the requirements in 2 CFR part 200.
- Youth incentives are allowed during follow-up as long as the incentives meet the requirement in 20 CFR 681.640 that requires, they are for recognition and achievement directly tied to training and work experience.
- Incentives for youth employment in follow-up must be directly related to employment received from the training that occurred while the participant was active in the WIOA youth program or employment directly related to work experience the participant received while active in the WIOA youth program.

- Travel accommodations must be within the GSA rates and guidelines.
- Region Travel or training must be pre-approved in writing by BCDCOG staff before travel or training. The request must demonstrate how the training or travel will directly benefit the local workforce area.
- Case notes should be created in SCWOS within 72 business hours after services have been rendered.
- All contract budgets must be approved including modified budgets or changes to budgets.
- TEGL 21-16 states *“There is one additional low-income category not included in WIOA Section 3(36) that applies only to youth. According to Section 129(a)(2) of WIOA, for both ISY and OSY, a youth qualifies as low income if the youth lives in a high-poverty area.* The youth staff will print out the census tract from the spreadsheet showing the high poverty indication and get address verification to maintain in the individual’s file. No further income calculation is needed.

The Statement of Work is divided into the following twelve sections:

- Section One – Youth to be Served
- Section Two - Program Design
- Section Three - Program Eligibility Requirements and Determination
- Section Four- Basic Skills Deficiency
- Section Five - Partnerships which describes criteria for Partnerships
- Section Six – Performance Accountability Definition
- Section Seven – Reporting Requirements
- Section Eight – Performance Expectations
- Section Nine– Referrals for Ineligible Youth
- Section Ten – SCWOS
- Section Eleven – General Provisions
- Section Twelve - Budget

SECTION ONE

Youth to be served

The provider of youth services will have a goal to serve 200 youth during the contract. The provider must meet at least 80% of this goal. Less than 80% is not meeting.

Also, the Youth Case Managers who are youth-only are expected to maintain a caseload of no less than fifty. The Contractor is expected to strive towards serving more. The minimum number served

and caseload may increase or decrease based on funding availability and the current economic state of the Trident region. WIOA requires a minimum of 75 percent of state and local youth funding to be used for out-of-school youth. The Department of Labor (DOL) requires at least 20 percent of local Youth funds be used for work-based learning, such as summer and year-round employment, pre-apprenticeship, on-the-job training, or internships and job shadowing. The Trident Workforce Area requires a minimum of 30%. If in-school youth is served, it must include youth from each of the respective counties.

Recruiting strategies should include partnering with community organizations, conducting outreach, and sharing information between local area youth providers and school districts. Temporary Assistance for Needy Families (TANF) recipients should also be targeted in light of the increased OSY age.

WIOA definition of “Low-Income Individual”:

- Receives or in the past 6 months has received or is a member of a family that is receiving or in the past 6 months has received assistance through SNAP, TANF, SSI, or State or local income-based public assistance;
- Receives an income, or is a member of a family that receives an income that, considering family size, is not over the most recent Family Income guidelines issued via State Instruction (in a family with total family income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level);
- Is a homeless individual as defined in the McKinney-Vento Homeless Act or the Violence Against Women Act of 1994;
- Receives or is eligible to receive a free or reduced-price lunch under the Richard B. National School Lunch Act (based on an individual student’s eligibility as opposed to school-wide eligibility for free or reduced-price lunch);
- Is a foster child on behalf of whom state or local government payments are made;
- Is an individual with a disability whose own income meets the income requirement above, but who is a member of a family whose income does not meet this requirement; and/or
- Lives in a high-poverty area.

Eligible WIOA OSY is not younger than 16 or older than 24 at the time of enrollment and meets the following criteria:

- Not attending any school (as defined under state law);
- Not younger than 16 or older than age 24 at the time of enrollment. Because age eligibility is based on age at enrollment, participants may continue to receive services beyond the age of 24 once they are enrolled in the program; and
- One or more of the following:
 - A school dropout;
 - A youth who is within the age of compulsory school attendance, but has not attended school for at least the most recent complete school year calendar quarter. The school year calendar quarter is based on how a local school district defines its school year quarters;
 - A recipient of a secondary school diploma or its recognized equivalent who is a low-income individual and is either basic skills deficient or an English language learner;

- An individual who is subject to the juvenile or adult justice system;
- A homeless individual, a runaway, an individual who is in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act, or an individual who is in an out-of-home placement;
- An individual who is pregnant or parenting;
- An individual with a disability;
- A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. (WIOA sections 3(46) and 129(a) (1) (B).)

Eligible WIOA In-School Youth (ISY) must be no younger than age 14 or no older than 21 at the time of enrollment, is attending school, is low income, and is one or more of the following:

- Basic skills deficient;
- English language learner;
- Offender;
- Homeless individual (as defined in the Violence Against Women Act of 1994 or the McKinney-Vento Homeless Assistance Act), a runaway, an individual who is in foster care or who has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act, or an individual who is in an out-of-home placement;
- Individual who is pregnant or parenting;
- Individual with a disability;
- Individual who requires additional assistance to enter or complete an educational program or to secure and hold employment

Individuals 22 and older attending postsecondary education: Local programs should keep in mind that ISY, including those attending postsecondary education, must be between the ages of 14 through 21. A youth attending postsecondary education who is 22 at the time of eligibility determination would not be eligible for the WIOA youth program because they are in school and over the age of 21. That individual could be served through the WIOA Adult Program.

Location of program

The Youth Center's hub will be located at the Comprehensive location, which is SC Works Charleston at 1930 Hanahan Road, North Charleston, SC 29406. The program will be conducted in Berkeley, Dorchester, and Charleston Counties and at various affiliate sites.

Dates of program

The program will begin **July 1, 2026, and end June 30, 2027.**

Hours of program

Hours of the program may vary depending on the type of employment and training activities provided.

Client population to be served

All participants in this program must be residents of Berkeley, Dorchester, or Charleston Counties and meet WIOA eligibility and entry guidelines established by the Federal WIOA law and regulations, the South Carolina Department of Employment & Workforce, and TWDB. Out of the total youth to be served, 18% will reside in Berkeley County, 71% in Charleston County, and 11% in Dorchester County. This is a representation only and does not serve as a restriction or requirement on the number to be served per county.

SECTION TWO

Program Description

On March 26, 2015, DOL published Training and Employment Guidance Letter (TEGL) No.23-14 on WIOA youth program transition. On November 17, 2015, DOL published TEGL No. 8-15 which provided additional WIOA youth transition guidance. This issuance, TEGL 21-16, is the third TEGL that addresses key provisions in WIOA and provides guidance to assist states and local areas in implementing the WIOA youth program. The Youth Contractor must adhere to TEGL 21-16, TEGL 19-16, TEGL 10-16, and any other TEGLs, State Instruction Letters, and Local Board Policies.

According to Section 129(c) (1) of the WIOA, the program design for youth activities must incorporate three categories that include:

According to Section 129(c)(1) of the Act, the program design for youth activities must incorporate three categories. These include:

- Providing an objective assessment of the academic levels, skill levels, and service needs of each participant, which assessment shall include a review of basic skills, occupational skills, prior work experience, employability, interests, aptitudes (including interests and aptitudes for nontraditional jobs), supportive service needs, and developmental needs of each participant. A new assessment of a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent assessment of the participant conducted under another education or training program.
- Developing service strategies for each participant that shall identify an employment goal (including, in appropriate circumstances, and nontraditional employment), appropriate achievement objectives, and appropriate services for the participant taking into account the assessment conducted. Except that a new service strategy for a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent service strategy developed for the participant under another education or training program; and Providing:

- preparation for post-secondary educational/training opportunities, in appropriate cases.
- Activities leading to the attainment of a secondary school diploma or recognized equivalent or recognized postsecondary credential
- Strong linkages between academic and occupational learning;
- Preparation for unsubsidized employment opportunities; in appropriate cases; and
- Effective connections to intermediaries with strong links to:
 - The job market; and
 - Local and regional employers.

The Youth Service Provider must demonstrate how they plan to provide all components of the program design framework, which consists of intake, objective assessment, individual service strategy development, and information and referrals for youth participants. A description of these key components is provided below:

- Objective Assessment – To identify appropriate services and career pathways for participants;
- Service Strategies - Developing Individual Service Strategies (ISS) directly linked to indicators of performance and identifying career pathways that include education and employment goals; and
- Services:
 - Activities leading to the attainment of a secondary school diploma or recognized equivalent, or recognized postsecondary credential
 - Preparation for postsecondary educational/training opportunities
 - Strong linkages between academic instruction and occupational education that led to recognized postsecondary credentials
 - Preparation for unsubsidized employment opportunities
 - Connections to employers, in-demand industry sectors/occupations

Eligibility

Although all youth participants will be TABE assessed before eligibility to evaluate basic skills deficiency, no minimum score requirement will be established to avoid the appearance of prescreening or screening out applicants.

Objective Assessment

Objective Assessment will be provided for WIOA eligible youth by the Contractor. The Contractor is responsible for scheduling, administering, and scoring all pre-and post-assessments at the Trident Center or an affiliate site. Program participation may commence when an eligible participant begins the objective assessment. Objective assessment is a process that identifies service needs, academic levels, goals, interests, skill levels, abilities, aptitudes, and supportive services needs as well as barriers and strengths. It includes the following:

- Academic levels;
- Skill levels;
- Service needs of each participant;
- Review of basic skills and occupational skills;
- Prior work experience;
- Employability/Workplace Skills;
- Interests;
- Aptitudes (including interests and aptitudes for nontraditional jobs);
- Supportive service needs; and
- Developmental needs.

A new assessment of a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent assessment of the participant conducted by another education or training program. The Contractor may determine that a new Test of Adult Basic Education (TABE) assessment is not required if a TABE assessment was conducted within 6 months. Documentation of all objective assessment results must be maintained in the participant's file per the SCWOS Manual.

Individualized Service Strategy (ISS)

The Contractor will be responsible for completing registration by developing the ISS in SCWOS.

Note: The participation date will be the first day the youth receive any WIOA-funded services, which MUST correspond with the objective assessment.

The ISS is the plan of action for each participant while in WIOA and will be reviewed regularly by the participant and Career Coaches to ensure the participant is progressing as scheduled. The Contractor will develop a service strategy for each youth in SCWOS that will identify:

- An employment goal, including (if appropriate) non-traditional employment, that is supported by local labor market information;
- Basic skills goals;
- Appropriate services for the participant taking into account the objective assessment; and
- Educational/academic goal(s).

A new service strategy for a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent service strategy developed for the participant under another education or training program

Agreement with the Individualized Service Strategy

Upon complete development of the ISS in SCWOS, it must be reviewed with and agreed to by the customer. This review and agreement must be documented by the participant and Contractor's signatures. The ISS goals must be attainable within 18-24 months.

Regular Review of the ISS

All reviews must be indicated by "ISS Review" in the subject line and the participants' case notes.

The Contractor will closely monitor participant performance to ensure adherence to the ISS. The ISS may require updating by the Contractor as new information becomes available and may be modified with agreement from the participant. All reviews should be conducted periodically as the participant progresses through the program and any modification must be completed in SCWOS, printed, and initialed by the participant and maintained in the file, and documented in case notes.

Orientation

The Contractor must provide an Orientation for youth per WIOA Regulations. At the Orientation an overview of the WIOA Program must include the following:

- Eligibility requirements;
- Information on all 14 required program elements;
- Supportive service information; and
- Participants must participate in follow-up for a minimum of 12 months after exit.

WIOA Orientations conducted with prospective participants will include information on all services/programs (i.e., Adult, Dislocated Worker, and Youth). To ensure consistent distribution of information, the Contractor in conjunction with the Center Manager will develop an Orientation Outline/Agenda that will be used by all staff to conduct orientations. Although the Contractor may recruit youth through their efforts, those entering the SC Works Centers must be made aware of all services available to them. Additionally, participants between the ages of 18 – 24 may be registered into the WIOA program per the Trident Workforce Area’s Dual Enrollment Policy.

To ensure the integration of youth into the SC Works Centers, the Contractor shall provide recruitment activities as necessary at SC Works Centers in each county. The Contractor should meet with Center Manager to coordinate space and equipment needs for those sites.

Case Management

The Contractor will provide comprehensive case management. Guidance and counseling resources are to be provided under a comprehensive case management approach with each participant as follows:

Case management is a participant-centered, goal-orientated approach to the delivery of services designed to coordinate comprehensive employment plans to ensure that participants have access to the necessary training and support services. Case Management strategies should include, but are not limited to:

- Regularly scheduled contact with the participants
- Intensive and personal follow-up activities
- Use of the Individual Service Strategy (ISS) benchmarks to measure progress
- Career Coaches deliver effective services to facilitate the positive growth and development of youth. Career Coaches are responsible for the intake, assessment, and development of an Individual Service Strategy (ISS) for WIOA-eligible youth. A description of each activity is provided below:

- Intake involves services such as registration, eligibility determination, and collection of information to support verification of eligibility for services. It may also include pre-screening of potential participants and general orientation to self-help services. Other activities include referrals to other services.
- Assessment is a process that identifies service needs, academic levels, goals, interests, skills levels, abilities, aptitudes, and supportive service needs; it also measures barriers and strengths. It includes a review of basic and occupational skills, prior work experience, employability potential, and developmental needs. Assessment results help develop the ISS
- The ISS is the plan that identifies the employment goals, educational objectives, and prescribed appropriate services for the participant. The ISS is essential in identifying the needs of participants and is a critical component when it comes to assisting a young person's development.
- Case Notes must include a summary of each counseling/guidance session, a corrective action plan, a plan of follow-up, and further services needed. Copies of email counseling sessions must be maintained in the participant's hard copy file; and
- Usually, a one-day service unless the case manager assigns the participant with a specific task and schedules another appointment (usually within 2 weeks) at a specific time and date to demonstrate results. The reason for extending the activity must be explained in detail in the case notes. The activity should only be extended to the date specified in the case note as the next counseling appointment date.

South Carolina utilizes the SC Works Online System (SCWOS) to track and document services provided to participants. Youth service providers are required to utilize SCWOS for all case management activities. All documents including eligibility, case management, and training must be scanned or uploaded into SCWOS. This includes vouchers, assessments, receipt of information forms, and any other documents normally kept in the hard files. The only exception is confidential documents such as medical records. The Individual Funding Track must be utilized for training and supportive service vouchers. This is for monitoring purposes.

The basic objective of case management is to monitor participants' progress in fulfilling the ISS. Where progress is slow or in reverse, Career Coaches must demonstrate a proactive approach in identifying the problem and work with the participant to solve it before the participant quits without achieving a recorded positive outcome. Career Coaches will make every reasonable effort with each participant to achieve a positive outcome, but should a participant become non-responsive and/or unwilling to participate in the program the Career Coaches will attempt a minimum of three telephone contacts and send one letter via regular US mail.

Note: All Career Coaches must complete Career Development Facilitator training, or similar case management training within 18 months of the hire date.

WIOA Participant Record Keeping

- To ensure all required hard copy case files of WIOA Participants are maintained for a

sufficient time frame to cover data validation and audits, the records must be maintained for **five years**; and

- Hard copy case files of WIOA applicants who completed an application, but were never enrolled or were determined ineligible for WIOA services will be maintained for **three years**.

South Carolina Works Online System (SCWOS)

The Contractor will be required to adhere to SCWOS. SCWOS is an **online system** for WIOA intake, case management, tracking of services, follow-up, and reporting. The WIOA tracking component is designed to help staff better serve WIOA participants and collect accurate information for reporting. Updates to the SCWOS manuals are available in SCWOS on the Staff Online Resources page. The Youth Contractor is required to use the document feature in the system to upload and/or scan documents into the system. These documents include but are not limited to Verification for Eligibility, Receipt of Information forms, signed ISS, Vouchers, training approval documents, documents for supportive services, etc. The Individual Fund Tracking feature must be used to generate vouchers. Vouchers must be created, printed, and have authorized staff member signatures and included as part of the documentation sent with the invoices. The contractor may continue to use their voucher system as long as the voucher from SCWOS is an attachment.

SCWOS has been built with user-friendly selection lists to make navigating through the system as easy as possible. Text entry has been kept to a minimum to reduce the number of errors. Business rules have been included to ensure that inconsistent information is not entered into the system. Alerts appear in SCWOS to guide the user through the decision-making process. Throughout SCWOS, help text displays definitions taken directly from the federal guidelines.

Service Activities

Youth must be made aware of all fourteen (14) youth program elements required under WIOA section 129(c)(2). WIOA includes 14 program elements, which include the original 10 program elements under WIOA (which consolidated to nine as the summer employment opportunities program element is now a sub-element of underpaid and unpaid work experiences) and 5 new program elements.

New Youth Program Elements added under WIOA:

- Financial literacy education
- Entrepreneurial skills training
- Services that provide labor market and employment information on in-demand industries and occupations
- Activities that help youth prepare for and transition to post-secondary education and training
- Education is offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster

Not all fourteen (14) youth program elements must be provided to every youth participant. The Contractor must determine what program elements will be provided based on the participant's objective assessment and ISS. However, each youth will participate in more than one of the 14 program elements required as part of any local youth program, and all youth must receive follow-

up services. Youth must be made aware of all 14 youth program elements required under WIOA section 129(c)(2) and 20 CFR 664.410 although not all 14 youth program elements must be provided to every youth participant.

The Fourteen program elements are:

- Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies;
- Alternative secondary school offerings;
- Paid and unpaid work experiences (summer employment, on-the-job training, etc.);
- Occupational skill training;
- Leadership development opportunities;
- Supportive services;
- Adult Mentoring;
- Follow-up services;
- Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or cluster
- Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral as appropriate
- Financial literacy education
- Entrepreneurial skills training
- Labor Market and employment information about in-demand industry sectors or occupations such as career awareness, career counseling, career exploration
- Preparation for and transition to postsecondary education and training

Tutoring/Remediation:

As appropriate, the Contractor will provide tutors to prepare students for PSAT, SAT, PACT, Exit Exams, or any other standardized testing. Also, tutors will be made available to students having difficulty in academic or employment training subjects. The provision of such activities should be coordinated with other organizations.

Tutoring:

Tutoring, study skills training, and instruction leading to the completion of secondary school may include remedial reading, writing, mathematics, literacy training, and study skills. These activities should reinforce basic skills previously taught and prepare the individual for further training, future employment, or retention in school. This may be accomplished through classroom instruction, tutorials, or guidance programs operated in cooperation with the local community college and/or school system.

Remediation:

Basic and remedial education must always be provided if youth are Basic Skills Deficient. Basic and remedial services must be offered in combination with other required elements or services. These programs should be designed to raise the potential for continuing education beyond the secondary level.

Alternative Secondary School Offerings:

The Contractor will make available alternative educational opportunities to eligible youth. Efforts should be made to determine which of the counties offer an Alternative Program and develop a formal coordination and referral system. The Service Provider's staff should be fully versed in each County's offerings and be able to competently explain alternative opportunities to the youth.

Alternative secondary school services, as appropriate, may include programs designed to identify and recruit eligible school dropouts and/or other eligible out-of-school youth to enroll and attend alternative secondary school services or other educational programs that lead to the attainment of a high school diploma or GED. Alternative education opportunities should include tutoring, study skills training, and other instruction, leading to the completion of a high school diploma or GED, and should include dropout prevention strategies. These programs should increase the basic education or promote the development of basic academic skills of the participant and should prepare the individual for further training, future employment, or retention in school.

Paid or Unpaid Work Experience/OJT:

Any youth that will participate in a work experience activity MUST receive up to 20 hours of Employability Skills Training before beginning the job to ensure the youth has the soft skills necessary to be "job-ready". This will be documented in the participant's IEP. For youth who are planning to enter a work experience activity, the Employability and Workplace Skills Training must take place before placement on the job site. This will assist the participant in developing good work habits designed to help individuals obtain and retain employment.

Employability and Workplace Skills Training: The service provider may provide appropriate participants with Employability and Workplace Skills training. This will be documented in the participant's IEP. For youth who are planning to enter a work experience activity, the Employability and Workplace Skills Training must take place before placement on the job site. This will assist the participant in developing good work habits designed to help individuals obtain and retain employment.

The Employability and Workplace training should address the following:

- | | |
|----------------------------------|------------------------------------|
| - Pre-employment Skills Training | - Work Maturity Skills Training |
| - Making Career Decisions | - Being Consistently Punctual |
| - Using Labor Market Information | - Maintaining Regular Attendance |
| - Preparing Resumes | - Demonstrating Positive Attitudes |
| - Filling out Applications | - Good Interpersonal Skills |
| - Interviewing | - Completing Tasks Effectively |

Note: Career Coaches should encourage participants to complete their resumes in the South Carolina Works Online System One-Stop System (SCWOS).

Funds under this agreement may be used to pay for work experience in the public, private, for-profit, or non-profit sectors, where the objective assessment and the individual service strategy indicate that Work Experience is appropriate.

OJT is not an appropriate work experience activity for youth under age 18.

Work Experience:

This activity will involve a planned, structured learning experience that takes place in a workplace for a limited period. The participant performs actual duties with adequate supervision.

- Work Experience is designed to enable youth to gain exposure to the world of work and its requirements. Work Experience should be designed to help youth acquire the personal attributes, knowledge, and skills needed to obtain a job and advance in employment; and
- The purpose is to provide the participant with opportunities for career exploration and skill development and not exclusively to benefit the employer. Usually lasts 2-4 months based on local area policy.

On-the-Job Training (OJT):

This activity may be offered to appropriate older out-of-school youth and must be training for in-demand occupations. This MUST be facilitated through the Business Services Coordinator under the BCDCOG.

- The OJT must provide knowledge or skills essential to the full and adequate performance of the job for which the employee is being hired to perform.
- Employers participating in the OJT program may receive reimbursement of up to 50% of the wage rate of the WIOA participant, not to exceed the allowable training amount per WIOA participant (see OJT Policy).

Summer Youth Employment

This is now a part of the Paid/Unpaid Work Experience Element. The summer youth employment opportunities element is not intended to be a stand-alone program. The contractor should integrate a youth's participation in that element into a comprehensive strategy for addressing the youth's employment and training needs. The contractor must ensure that summer youth employment provides direct linkages to academic and occupational learning as part of the menu of services offered. Strong, effective connections to employers are essential in the creation of a system of providers that can effectively assist youth to become highly skilled and employable. For younger youth, the Contractor should design a community project in each county that develops teamwork, community service, participant's interest, and aptitudes. This project should be the culmination of the yearlong learning process and should be an incentive for participants to remain in the program year-round.

Note: Careful consideration should be given to the participant's ISS to ensure that the work done during the summer project best meets the participant's employment goals and will allow for the acquisition of occupational skills that are applicable.

Occupational Skills Training:

The Contractor will make available appropriate and relevant (in demand) individuals with occupational and vocational training or entrepreneurial training. Occupational training provided under the Youth program, to the extent feasible, will include opportunities to apply knowledge and skills relating to academic subjects to the world of work. Occupational Skills Training is designed for youth who complete other youth programs or elements and plan on attending college or entering

the labor force. These programs should afford occupational skills training to eligible youth and provide intensive case management services as necessary. The Contractor will provide this element through training directly or through coordination with the military, the local Technical Colleges, or other post-secondary schools. The Contractor may include an entrepreneurial training component in conjunction with occupational skills training.

Local areas must give priority consideration to training programs that lead to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the local area.

Such training must:

- Be outcome-oriented and focused on an occupational goal specified in the individual service strategy;
- Be of sufficient duration to impart the skills needed to meet the occupational goal; and
- Lead to the attainment of a recognized postsecondary credential.

If ITAs are used, the training provider must be in SCPATH.

ISY cannot use youth program-funded ITAs (co-enroll in the adult program)

Leadership Development Activities:

The Contractor will make available leadership development activities to include, but not be limited to, the following:

- Exposure to post-secondary educational opportunities
- Community service-learning projects and organizational teamwork training
- Peer centered activities, including peer mentoring and tutoring
- Citizenship training
- Employability
- Positive social behaviors and training in decision-making, including determining priorities.

All Leadership Development Opportunities should be developed through linkages with appropriate agencies and should be designed to be fun, informative, and motivational.

Supportive Services:

Supportive services for Youth, as defined in WIOA Section 101(46), may include the following: See Supportive Services for full policy.

- Linkages to community services;
- Assistance with transportation costs;
- Assistance with child care and dependent care costs;
- Assist with housing costs;
- Referrals to medical services; and
- Assistance with uniforms or other appropriate work attire and work-related tool costs, including such items as eyeglasses and protective eye gear.

Adult Mentoring:

The Contractor will make available adult mentoring through job shadowing or worksite supervisors,

tutors, community organizations, and/or other professional personnel. The Contractor will be responsible for identifying and developing these relationships. Mentors should meet monthly with the youth to discuss goal setting, school, and/or problem-solving.

Adult Mentoring will take place during the period of participation and a subsequent period, for a total of not less than twelve months. Key to the success of this activity is an adult (s) within the community must be committed to serving as a mentor(s) or role model(s) for all participating youth. Adult Mentors should serve as role models and impart standards or expectations for these youth concerning employment decisions, life skills, self-sufficiency, and/or education achievement as outlined in the WIOA regulations.

Services are available as needed and may be provided directly by the youth provider and/or other community organizations.

To ensure the participant meets retention, the Contractor will assist in arranging for additional support services when necessary. Mentors should also stay in contact with Career Coaches to ensure clients are progressing with their ISS goals and such contact will be noted in the participant's file.

Follow Up:

All youth participants must receive some form of follow-up services for a minimum duration of 12 months following exit from the program. The types of services provided and the duration of services must be determined based on the needs of the individual. Follow-up services for youth may include:

- Leadership development and supportive services;
- Regular contact with a youth's employer, including assistance in addressing work-related problems that arise;
- Assistance in securing better-paying jobs, career development, and further education;
- Work-related peer support groups;
- Adult mentoring; and
- Tracking the progress of youth in employment after training.

Such services must be for a minimum of twelve months, which includes the 90 days waiting to soft exit and the Contractor will document such service in the participant's SCWOS file. At a minimum, the Contractor will conduct follow-ups by phone or in person for each participant once per month. In addition to the monthly follow-up contact, Service Providers will obtain employment verification quarterly for all employed youth. The employment verification must be obtained for each quarter following exit, through the fourth quarter.

Education offered concurrently with and in the same context as workforce preparations activities and training for a specific occupation or cluster:

20 CFR § 681.630 states that this program element reflects an integrated education and training model and describes how workforce preparation activities, basic academic skills, and hands-on occupational skills training are to be taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. While programs developing basic

academic skills, which are included as part of alternative secondary school services and dropout recovery services (program element 2), workforce preparation activities that occur as part of a work experience (program element 3), and occupational skills training (program element 4) can all occur separately and at different times (and thus are counted under separate program elements), this program element refers to the concurrent delivery of these services which make up an integrated education and training model.

Comprehensive Guidance and Counseling:

The Service Provider will provide comprehensive case management. Guidance and counseling resources are to be provided under a comprehensive case management approach with each participant as follows:

- Case Management is a client-centered approach in the delivery of services designed to assist youth in finding employment through the proactive provision of counseling, pre-employment and work maturity skills, basic and remedial education, occupational training, work experience, and ISS updates, resolving problems that would impact participant's ISS.
- A counseling/guidance session is conducted in person, by phone, or through email with a participant to help resolve problems that would impact the participant's Individual Service Strategy (ISS), returning to or staying in secondary or post-secondary education, training for employment, finding employment or employment retention. This will include career counseling related to career choice, change, or adjustment.
- Case Notes must include a summary of each counseling/guidance session, a corrective action plan, a plan of follow-up, and further services needed.
- Copies of email counseling sessions must be maintained in the participant's hard copy file.
- Usually, a one-day service unless the Career Coach assigns the participant with a specific task and schedules another appointment (usually within 2 weeks) at a specific time and date to demonstrate results. The reason for extending the activity must be explained in detail in the case notes. The activity should only be extended to the date specified in the case note as the next counseling appointment date.

Financial Literacy Education:

20 CFR § 681.500 states that this program element may include the following activities:

- Support the ability of participants to create budgets, initiate checking and savings accounts at banks, and make informed financial decisions.
- Support participants in learning how to effectively manage spending, credit, and debt, including student loans, consumer credit, and credit cards.
- Teach participants about the significance of credit reports and credit scores; what their rights are regarding their credit and financial information; how to determine the accuracy of a credit report and how to correct inaccuracies; and how to improve or maintain good credit.
- Support a participant's ability to understand, evaluate, and compare financial products, services, and opportunities and to make informed financial decisions.
- Educate participants about identity theft, ways to protect themselves from identity theft,

and how to resolve cases of identity theft and in other ways understand their rights and protections related to personal identity and financial data.

- Support activities that address the particular financial literacy needs of non-English speakers, including providing support through the development and distribution of multilingual financial literacy and education materials.
- Support activities that address the particular financial literacy needs of youth with disabilities, including connecting them to benefits planning and work incentives counseling.
- Provide financial education that is age-appropriate, timely, and provides opportunities to put lessons into practice, such as by access to safe and affordable financial products that enable money management and savings.
- Implement other approaches to help participants gain the knowledge, skills, and confidence to make informed financial decisions that enable them to attain greater financial health and stability by using high quality, age-appropriate, and relevant strategies and channels, including, where possible, timely and customized information, guidance, tools, and instruction. In November of 2016, the Financial Literacy Education Commission released a guide, “Incorporating Financial Capability into Youth Employment Programs,” aimed at financial institutions interested in enhancing youth financial capability by partnering with youth employment programs. It maps how and why financial institutions engage in helping young people achieve greater financial well-being and employment success and can be found in Financial Literacy Guide.

Entrepreneurial Skills Training:

- Program Element 12: Entrepreneurial skills training 20 CFR § 681.560 states this program element provides the basics of starting and operating a small business. Such training must develop the skills associated with entrepreneurship. Such skills may include but are not limited to, the ability to:
 - Take initiative;
 - Creatively seek out and identify business opportunities;
 - Develop budgets and forecast resource needs;
 - Understand various options for acquiring capital and the trade-offs associated with each option; and
 - Communicate effectively and market oneself and one’s ideas.

Approaches to teaching youth entrepreneurial skills may include but are not limited to:

- Entrepreneurship education that provides an introduction to the values and basics of starting and running a business. Entrepreneurship education programs often guide youth through the development of a business plan and also may include simulations of business start-ups and operations.
- Enterprise development provides support, and services that incubate and help youth develop their businesses. Enterprise development programs go beyond entrepreneurship education by helping youth access small loans or grants that are needed to begin business operations and by providing more individualized attention to the development of viable business ideas.
- Experiential programs that provide youth with experience in the day-to-day operation of a

business. These programs may involve the development of a youth-run business that young people participating in the program work in and manage. Or, they may facilitate placement in apprentice or internship positions with adult entrepreneurs in the community.

Labor Market and Employment information about in-demand industry sectors or occupations such as career awareness, career counseling, and career exploration:

Under 20 CFR § 681.460 (a)(13), this element includes “services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services.” This element is not further described in the Youth section of the final rule; however, the Wagner-Peyser regulation at 20 CFR § 651.10 provides additional information about this element under the definition of workforce and labor market information. That section defines workforce and labor market information as “the body of knowledge that describes the 22 relationships between labor demand and supply.” Numerous tools and applications that are user-friendly exist, which can be used to provide labor market and career information, as appropriate to each youth.

- These labor market information (LMI) tools can be used to help youth and young adults to make appropriate decisions about education and careers.
- LMI identifies in-demand industries and occupations and employment opportunities; and, provides knowledge of job market expectations including education and skills requirements and potential earnings.
- LMI tools also can aid in facilitating youth awareness of the career fields that are likely to provide long-term employment and earnings in local labor markets. WIOA youth programs and providers should become familiar with state and federal LMI data and LMI tools, which are provided for free by agencies, to share relevant LMI with youth.
- As part of the preparation for employment, staff should work with participants to ensure they have a professional resume. This resume should be uploaded in the documents section and the resume section in SCWOS. If the resume is still a work in progress, it should be set to offline until the resume has been updated.

Providing such readily available online services can be accomplished by connecting the youth with American Job Centers and other entities that have career exploration tools, ability, and interest inventories, and provide related employment services. DOL electronic tools particularly relevant to youth include: My Next Move and Get My Future. In addition to connecting youth to self-service LMI tools, youth providers need to share and discuss state and local LMI with youth participants. In general, career awareness begins the process of developing knowledge of the variety of careers and occupations available, their skill requirements, working conditions and training prerequisites, and job opportunities across a wide range of industry sectors. The process in which youth choose an educational path and training or a job that fits their interests, skills, and abilities can be described as career exploration. Career counseling or guidance provides advice and support in making decisions about what career paths to take.

- Career counseling services may include:
 - Providing information about resume preparation, interview skills,
 - Potential opportunities for job shadowing, and
 - The long-term benefits of postsecondary education and training (e.g., increased earning power and career mobility).

Preparation for and transition to postsecondary education and training:

In 20 CFR § 681.460 (a)(14), the final program element is activities that help youth prepare for and transition to postsecondary education and training. This element is not further described in the final rule. Postsecondary preparation and transition activities and services prepare ISY and OSY for advancement to postsecondary education after attaining a high school diploma or its recognized equivalent. These services include exploring postsecondary education options including technical training schools, community colleges, 4-year colleges and universities, and registered apprenticeships.

Additional services include, but are not limited to, assisting youth to prepare for SAT/ACT testing; assisting with college admission applications; searching and applying for scholarships and grants; filling out the proper Financial Aid applications and adhering to changing guidelines; connecting youth to postsecondary education programs.

TWDB COMPONENTS

The TWDB in conjunction with their Youth Council has developed the following youth system components to meet the employment and educational needs of youth residing in Berkeley, Charleston, and Dorchester counties.

Entry Standards

There is no minimum TABE score requirement for entry into the WIOA program. TABE will be used to determine basic skills deficiency. The scores will be entered into SCWOS to include scanned into SCWOS using the scanning feature.

In-School Youth

An ISY is an individual who is not younger than age 14 or older than 21 at the time of enrollment, is attending school, is low-income, and is one or more of the following:

- Basic skills deficient;
- English language learner;
- An offender;
- Homeless individual (as defined in the Violence Against Women Act of 1994 or the McKinney-Vento Homeless Assistance Act), runaway, in foster care or aged out of foster care system, a child eligible for assistance under the Social Security Act § 477, or an individual who is in an out-of-home placement;
- Individual who is pregnant or parenting;
- Individual with a disability;
- Individuals who require additional assistance to enter or complete an educational program or to secure and hold employment

Eligible WIOA OSY is not younger than 16 or older than 24 at the time of enrollment, is not attending any school, and is one or more of the following:

- School dropout;
- Youth who is within the age of compulsory school attendance (defined as under the age of 17 in South Carolina, but has not attended school for at least the most recent complete

school year calendar quarter (based on how a local school district defines its school year quarters);

- A low-income individual who is a recipient of a secondary school diploma, or its recognized equivalent, and is either basic skills deficient or an English language learner;
- Individual who is subject to the juvenile or adult justice system;
- Homeless individual (as defined in the Violence Against Women Act of 1994 or the McKinney-Vento Homeless Assistance Act), a runaway, an individual who is in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act, or an individual who is an out of -home placement;
- Individual who is pregnant or parenting;
- Individual with a disability;
- A low-income individual who is a recipient of a secondary diploma, or its recognized equivalent, and is either basic skills deficient or an English language learner

Neediest Youth

The US Department of Labor has defined “neediest youth” as those in foster care (particularly those aging out of foster care), youth in the juvenile justice system, children of incarcerated parents, and migrant youth. See WIOA definition of Low-Income Youth.

Outlying Areas

Of the total out-of-school youth to be served, 30% must reside in the outlying areas of Berkeley, Charleston, and Dorchester counties i.e., St. Stephen, St. George, Awendaw, Johns Island, etc. Outlying areas will be defined as those residing in rural areas based on 2010 census numbers.

SC Works Services

To ensure youth are provided access to the community services offered through the SC Works Centers, WIOA case management staff funded through this agreement must provide services at each of the Trident area’s comprehensive centers which include, but may not be limited to:

- SC Works Charleston Center, 1930 Hanahan Road, N. Chas. SC 29406
- Berkeley Resource Center, 500 S. Live Oak Dr., Main Street Moncks Corner, SC 29461
- SC Works Dorchester Center, 1325-D Boone Hill Road, Summerville, SC 29483

SC Works Centers Required Partners

WIOA Youth programs are required partners in the SC Works Centers.

Services to Youth “Carry-Overs”

Any out-of-school youth who registers before and the case does not exit the program on or before June 30, 2026, will be considered a “carry-over” and must be provided services necessary to complete their Individual Service Strategy (ISS). Additionally, any youth who exits during Program Year 2025 (July 1, 2025 - June 30, 2026) must be provided follow-up services for 12 months after the exit.

Summer Youth

The Summer Youth Employment Program will be funded utilizing the regular formula funds.

Participants in the summer youth employment program will be a part of the year-round program; therefore, participants in a summer youth employment program will be held to the same standards and requirements as all other participants. Outside resources may be utilized in placing youth in a summer youth employment program.

OTHER CONSIDERATIONS RELATED TO YOUTH PROGRAM DESIGN

Length of Time in Program

Participants are enrolled in the program for 18 months, not to exceed 24 months. Therefore, ISS plans will be written to be completed within 18-24 months. Exceptions may be allowed under extreme circumstances, with adequate justification and appropriate approval.

Concurrent Enrollment

According to Section 664.500(b) of the WIOA, eligible youth who are 18 through 24 years old may participate in youth and adult programs concurrently, as appropriate for the individual. Such individuals must meet the eligibility requirements under the applicable youth or adult criteria for the services received. Local program service provider must identify and track the funding streams for services provided to individuals who participate in youth and adult programs concurrently, ensuring non-duplication of services. The Trident Area's Policy for dual enrollment must be adhered to for dually enrolling youth in WIOA.

Recruitment

Recruitment will be the responsibility of the Contractor; however, assistance may be provided by the SC Works Trident Center.

All recruitment material/advertisements must include the Contractor's telephone number and the following statement:

"Trident Workforce Development Board provides equal opportunity programs. Services are available upon request to individuals with disabilities. TTY: 711"

*NOTE: Before an advertisement is broadcast or printed, the Executive Director of the BCDCOG or Designee must approve the recruitment article.

SECTION THREE

Program Eligibility Determination and Orientation

It will be the responsibility of the Contractor to determine whether or not youth applicants, between the ages of 16 and 24, inclusive, in the Trident Region meet the minimum eligibility requirements to participate in programs funded under Title I of the Workforce Innovation and Opportunity Act.

The contractor's management staff will review all eligibility certifications before enrollment.

Quarterly, the Local Workforce Development Area will request documentation of a random sampling of 25% of the individuals certified during the quarter. Participants should not be pre-

screened/pre-qualified or denied the opportunity to apply for WIOA. The Information Session will provide applicants with the information they need to decide if they want to apply. The Contractor will complete the WIOA Program Application utilizing the SC Works Online Services system (SCWOS) WIOA Application. The WIOA Application in SCWOS requires staff to check the programs for which he/she is certifying, and the contractor is advised to check ALL the programs for eligibility that are displayed for the individual. WIOA applications are to be keyed in during the eligibility interview with the applicant.

Eligibility determination will be conducted at SC Works Trident or one of its affiliate sites. **On the day the eligibility determination is completed, the eligibility interview/certification should be documented in a case note stating that the eligibility was completed, and the Rights Handout was reviewed/copy provided.** Paper applications may be used only in the event of an emergency such as when the SCWOS System is down or the electricity or internet service is temporarily interrupted. If it becomes necessary to complete certification using the paper application, the application must be entered in SCWOS within 15 days.

A partial save of an application may be done if all eligibility documents are not provided during the application process. A partial save allows all fields to be edited before a full save. **A case note should be entered to document the partial save and the review of the Rights Handout.**

Youth served through programs funded by WIOA in the Trident area must be residents of Berkeley, Charleston, or Dorchester counties and meet the following eligibility requirements:

- An OSY is an individual who is not younger than 17 or older than 24 at the time of enrollment, is not attending any school, and is one or more of the following:
- School dropout;
- Youth who is within the age of compulsory school attendance (defined as under the age of 17 in South Carolina), but has not attended school for at least the most recent complete school year calendar quarter. The school year calendar quarter is (based on how a local school district defines its school year quarters);
- An individual who is subject to the juvenile or adult justice system;
- Homeless individual (as defined in the Violence Against Women Act of 1994 or the McKinney-Vento Homeless Assistance Act), a runaway, an individual who is in foster care or has aged out of the foster care system, a child eligible for assistance under section 477 of the Social Security Act, or an individual who is an out-of-home placement;
- Individual who is pregnant or parenting;
- Individual with a disability;
- A low-income individual who requires additional assistance to enter or complete an educational program or to secure or hold employment. (An In-School Youth (ISY) is an individual who is not younger than age 14 or older than 21 at the time of enrollment, is attending school, is low income, and is one or more of the following:
- Basic skills deficient;
- English language learner;
- Offender;
- Homeless individual (as defined in the Violence Against Women Act of 1994 or the

McKinney–Vento Homeless Assistance Act), a runaway, an individual who is in foster care or who has aged out of the foster care system;

- Pregnant or parenting;
- Individual with a disability;
- Individual who requires additional assistance to complete an educational program or to secure or hold employment

WIOA definition of “Low-Income Individual”:

- Receives or in the past 6 months has received or is a member of a family that is receiving or in the past 6 months has received, assistance through SNAP, TANF, SSI, or State or local income-based public assistance;
- Receives an income, or is a member of a family that receives an income that does not exceed the higher of the poverty line or 70 percent of the lower living standard income level;
- Is a homeless individual as defined in the McKinney-Vento Homeless Act or the Violence Against Women Act of 1994;
- Receives or is eligible to receive, a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (based on an individual student’s eligibility as opposed to school-wide eligibility for free or reduced-price lunch);
- Is a foster child on behalf of whom state or local government payments are made;
- Is an individual with a disability whose own income meets the income requirements above, but who is a member of a family whose income does not this requirement; and/or
- Lives in a high-poverty area.

A youth who lives in a high-poverty area is automatically considered to be a low-income individual. A high poverty area is a census tract that has a poverty rate of at least twenty-five percent that is set every five years using the American Community Survey 5-Year data.

Five Percent Low-Income Exception

Five percent of the Local Workforce Development Area participants, who ordinarily would need to be low-income, do not need to meet the low-income provision. This includes all ISY and those OSY with a high school diploma, or its recognized equivalent who are either basic skills deficient or an English language learner, or those OSY who require additional assistance, as their only barriers. In each Local Workforce Development Area, the five percent is calculated based on the percent of **newly enrolled youth each program year** who would ordinarily be required to meet the low-income criteria.

NOTE: Carryover participants served through the 5% window are included in the total 5% maximum the following program year.

Five Percent In-School Youth Limitation Not more than five percent of ISY may be individuals whose only barrier is “requires additional assistance to complete an educational program or to secure and hold employment.” In each Local Workforce Development Area, this limitation is applied to all ISY newly enrolled each program year.

SECTION FOUR

Basic Skills Deficient

- The youth have English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test;
- A youth who scores a Department of Education's National Reporting System (NRS) level 4 or below on the TABE 11&12 is considered Basic Skills Deficient (BSD);
- A youth may also be BSD if the youth is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society. If the Local Workforce Development Area chooses to use this second definition of basic skills deficient, expanding beyond the sole use of TABE, the LWDB must issue a policy defining how youth is basic skills deficient under this definition.

In assessing basic skills, local programs must use assessment instruments that are valid and appropriate for the target population and must provide reasonable accommodation in the assessment process, if necessary, for individuals with disabilities. For purposes of basic skills assessments, local programs are not required to use an NRS-approved assessment, nor are they required to determine an individual's grade level equivalent or educational functioning level (EFL), although the use of these tools is permitted. Rather, local programs may use other formalized testing instruments designed to measure skills-related gains.

NOTE: In contrast to the initial basic skills assessment described above, if measuring EFL gains after program enrollment under the measurable skill gains indicator, local programs must use an NRS-approved assessment for both the EFL pre-test and post-test to determine an individual's EFL. Neither WIN Ready to Work, nor WorkKeys, are NRS-approved assessments.

SECTION FIVE

Partnerships

Strong partnerships help to leverage resources and increase opportunities for youth. They can enhance the ability of Workforce Development Areas to access information and data, improve services, and increase efficiencies, concerning recruitment processes, referrals, and case management. Creating strong partnerships is critical to providing the most effective, targeted, and appropriate services for youth to maintain progress along a successful career pathway.

Collaborations across Federal departments are taking place to develop and strengthen partnerships among youth service agencies. The Department has ongoing partnerships with Federal agencies that are not included in the One-Stop partner list. Such efforts are described in the advisory notices and descriptions referenced below.

The Contractor must demonstrate how they plan to utilize partnerships to leverage resources and increase opportunities for youth in the WIOA program by submitting a quarterly report on attempts to leverage resources. Examples of attempts and or leveraging resources could be a new

partnership with Job Corps.

SECTION SIX

Performance

The performance standards for youth drastically affect the Trident Region's ability to meet state-established requirements. Poor performance from the Contractor may show cause for the TWDB to terminate this agreement.

Performance Expectations

Youth Performance Standards are incremental, progressive, and age-appropriate. These standards are subject to negotiation by the state, any changes will result in the contract being modified by the Administrative Entity. The Performance Standards are as follows:

- **Placement in Employment, Education, and Training:** Measured after 2nd quarter after exit
- **Retention in Employment, Education or Training:** percent of participants in education, training, or unsubsidized employment; measured 4th quarter after exit
- **Credential Rate-** percent of participants who obtain a recognized credential, secondary diploma during participation, or within one year after program exit.
- **Earnings - after entry into unsubsidized employment (median earnings or participants in unsubsidized employment during the second quarter after exit).**
- **In-Program Skills Gain - Percent of participants in education leading to credentials or employment during the program year achieving measurable gains. Measured in real-time**

SECTION SEVEN

Reporting Requirements

The Contractor will establish and maintain a programmatic management system that provides accurate, current, and cumulative information as outlined in the monthly dashboard that is presented to the Youth Advisory Committee and the Trident Workforce Development Board.

Financial Reporting

- The Contractor will establish and maintain a financial management system that provides accurate, current, and complete disclosure of the financial transactions of this Contract. This system will comply with standards and procedures established in the Terms and Conditions of this Contract.
- An invoice reporting expenses incurred during the month will be submitted to the COG no later than the fifteenth (15th) calendar day of the following month. Invoices submitted 30 days or more past due may be subject to a 10% withhold of funding.
- All invoices supporting documentation must be submitted with the monthly invoice.
- The monthly invoice must be signed by the contract signatory official or another person designated on the Fund Request Signature Authorization form.

SECTION EIGHT

Performance Expectations

The Performance Standards are as follows: Contractor will be notified of changes and is expected to adhere to any changes made to the performance goals/benchmarks.

• Education or Training Activities or Employment in the 2 nd Quarter After Exit: 83.6%
• Education or Training Activities or Employment in the 4 th Quarter After Exit: 81.4%
• Median Earnings in the 2 nd Quarter After Exit: \$6,971
• Credential Attainment Rate: 61.3%
• Measurable Skill Gains: 72.7%

The above goals are subject to change based on the negotiated goals for the SC Works Trident Area with the SC Department of Employment and Workforce.

SECTION NINE

Referrals for Ineligible Youth

The Contractor must refer any youth that does not meet the entry standards set forth by the TWDB to another agency. The following procedures will be followed in a case where a participant is found to be ineligible:

- If the participant is determined ineligible for youth services based on income, lack of barrier, etc. the participant will be referred with supporting documentation to the WIOA Adult Program;
- If the youth is not WIOA eligible, Ross Innovation Employment Solutions (IES) staff will refer the youth to an agency that provides desired service(s); and
- The file will be maintained for three years per SCWOS Instruction #04-03.

SECTION TEN

SCWOS Reporting

To provide appropriate technical assistance, the Local Workforce Development Area will track, evaluate and provide to the Contractor at minimum, monthly monitoring reports to address case notes, Individual Employment Plans (IEPs), Ad Hoc Reports information and other performance-related data. The Local Workforce Development Area will allow the Contractor time to review the data, identify improvement opportunities, and measure results. All documents for eligibility and case management must be scanned into SCWOS for tracking purposes.

SECTION ELEVEN

General Provisions

CASE NOTES

“If it isn’t documented, it did not happen”!

Case Notes are used throughout the delivery of WIOA services. Case notes should document

progress on Individual Employment plans (IEP), document the participant's progress on meeting their goals, and any changes that occur with the goals and/or objectives. The length of the case note is not important. The value of the content is important. Case notes should include information on missed appointments and attempts to contact. Case notes should include contacts with instructors, employers, etc. to follow the progress in training or employment. For customers in training, case notes should document satisfactory progress, current grade point average, the reasons for extensions in training, etc.

The subject of the case note should be meaningful. The subject should match the content of the case note. (Example: Transportation Problems to Training) and the content MUST include information that defines the activity.

Case notes should support not duplicate information in the activity records and other SCWOS screens.

A case note should be entered at a minimum of every 30 days for all active WIOA customers to show actual communication with customers or attempts at communicating with customers. Contact is considered when there have been communications between both parties. For example, if a message is left and no return response has occurred, this is an attempt to contact and not actual contact. Remember, Case Notes speak in the absence of your presence.

NON-DUPLICATION

No funds under this Act may be used to provide funding under the school-to-Work Opportunities Act of 1994 or to carry out, through funds under this Act, activities funded under the S-T-W Act unless the programs funded under this Act only serve those participants eligible to participate in the program under this Act.

AGAINST FEDERAL CONTROL OF EDUCATION

No provision of this Act empowers and/or otherwise authorizes any department, agency, officer, or employee employed under this Act to exercise any direction, supervision, or control over the curriculum, program of instruction, administration, or personnel of any educational institution, school, school system, or selection of library resources, textbooks, etc.

NON-INTERFERENCE AND NON-REPLACEMENT OF REGULAR ACADEMIC REQUIREMENTS

No funds under this Act will be used to provide an activity for eligible youth that are not school dropouts if participation in the activity would interfere with or replace the regular academic requirements of the youth.

MONITORING

All forms, documents, and information maintained by the Contractor and sub-Contractors about this agreement or mentioned herein and which are necessary to substantiate compliance with the terms of this Agreement and applicable WIOA regulations, will be available upon request for monitoring or review by the BCDCOG staff or its authorized representatives. The monitoring schedule will include a state monitoring visit at least once a year, technical assistance from BCDCOG staff, and scheduled monitoring visits by BCDCOG staff. The BCDCOG staff may make at least one unannounced monitoring visit during the program year. The

contractor will monitor all training sites to ensure that work sites are drug-free workplaces, and applicable federal, state, and local laws are in place. The Contractor will also evaluate participants' progress and attendance.

STAFFING

Sufficient qualified staffing will be available to ensure the successful performance and effective management of the Youth program at the Comprehensive and the affiliate centers. Staff will be familiar with the requirements of WIOA and related Federal Regulations, the terms of this contract, and WDA instructions. Individual staff performance includes the ability to properly maintain the SCWOS case files. Poor staff performance in managing the SCWOS data may result in the Contractor facing sanctions. The Case Management staff is required to be certified as a Career Development Facilitator. All new staff will be required to have the certification within two years after hire. **The BCDCOG should be immediately informed of new hires and staff changes. An updated organizational chart is required when there is a change in the management staff levels.**

TWDB POLICIES/INSTRUCTIONS

All WIOA contractors must adhere to the policies, procedures, and instructions as set forth by the TWDB and WIOA. All applicable policies, forms, and instructions will be provided to the Contractor.

CONTINUOUS IMPROVEMENT

Purpose/Meaning of Continuous Improvement:

Continuous Improvement means that there is always room for improvement. No matter how closely excellence is approached, we can always do better. This means that we must constantly look for ways to improve our performance. Quality Improvement Tools must be employed by the Contractor to identify improvement opportunities, identify root causes and best solutions, monitor improvement opportunities, and measure results. The Contractor is responsible for employing Continuous Improvement principles to ensure quality is built into the services and programs being provided. The Contractor must design processes, programs, and services that enable them to exceed customer expectations and provide a fair return on investment (ROI) to the Trident Workforce Development Board. Pertinent instructions, procedural information, and training will be provided to ensure Contractors become familiar with and effectively implement continuous improvement practices into all WIOA program operations.

Contractor Continuous Improvement Team (CCIT):

To ensure that Contractors are provided guidance and technical assistance regarding TEGLS, State Instruction Letters, and local policies and procedures, the contractors will attend the monthly Contractors Continuous Improvement Team (CCIT) meetings. This will be a time when the BCDCOG Staff will provide technical assistance, address any potential programmatic issues, and distribute information.

In-Service Training:

BCDCOG staff may provide mandatory training for Contractors on subjects relevant to program operations, performance, and continuous improvement principles. The In-Service Training times may be scheduled in conjunction with the monthly CCIT meeting.

PUBLICATIONS

The Contractor agrees that any publication (written, visual, signs for posting or sound, including press releases, but excluding newsletters, and Issue analyses) issued by the Contractor describing programs or projects funded in whole or in part with federal funds shall contain the following statement: **“Proud Partner of American Job Center Network”**

The Contractor also agrees that one copy of any such publication will be submitted to TWDB to be placed on file and distributed as appropriate to other potential Contractors or interested parties. The TWDB may waive the requirement for submission of any specific publication upon submission of a request justifying the Contractor.

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Except as otherwise provided in the terms and conditions of this agreement, the Contractor paid through this agreement is free to copyright any books, publications, or other copyrightable materials developed in the course of or under this agreement. However, the U.S. Department of Labor (federal awarding agency), South Carolina Department of Employment & Workforce, and/or BCDCOG reserve a royalty-free, non-exclusive, and irrevocable license to reproduce, publish, or otherwise use, and authorize others to use, for the federal government, state, or county purpose; the copyright in any work developed under this agreement or through a contract under this agreement; and any rights of copyright to which a Contractor or sub-contractor purchases ownership with agreement support.

The federal and state government’s rights, and/or the county’s rights identified above must be conveyed to the publisher and the language of the publisher's release form must ensure the preservation of these rights.

OPTION TO EXTEND

Based upon funding availability, the BCDCOG may extend an agreement period of performance if it appears to be in the best interest of the BCDCOG and is agreeable with the Contractor. The total extension may be less than but may not exceed two (2) additional years and may be issued in increments. Similarly, the slot levels and/or the number of participants served and/or associated costs may be adjusted at any time during the agreement period if agreeable with the Contractor TWDB. An extension may be contingent upon the satisfactory performance of this contract.

SECTION TWELVE

Budget

A copy of the negotiated budget is attached to provide detailed support for this agreement budget.

SPENDING PLAN

The Contractor will ensure that 25% of the funds are expended by September 30th; 50% of the funds are expended by December 31st and 75% of the funds expended by March 31st, and 90% by June 30th. WBL expenditure requirement is 30%. If funds are not expended by appropriate dates, the contractor may face sanctions.

PAYMENT TERMS

- No funds will be paid for persons not certified eligible, enrolled, and initiated as required in the WIOA federal regulations.
- TWDB reserves the right to de-obligate underruns that accrue as the result of poor performance or under expenditure. Determinations regarding the amount of the obligation may be based on Contractor reports (financial or programmatic).
- The performance of activities may be terminated by the BCDCOG in whole or in part for either cause or convenience as outlined in the Terms and Conditions.
- Payment may not be made for expenses not incurred nor earned during the contract period.
- The Contractor may not over expend any negotiated budget line item over 10% without prior authorization. Authorization of any expenditure over more than 10% must be requested in writing and is subject to approval by the BCDCOG. Neither total cost categories (Administration, Direct Project, and Fixed Price) nor the total agreement amount may be over expended.

Failure to meet performance may result in financial penalties. Please see Appendix A – Unsatisfactory Performance Fees.

Without regard to the date of the parties' signatures, the parties agree the effective date of this agreement is July 1, 2026.

IN WITNESS WHEREOF, the Parties hereto have executed this Contract under their several seals the day and year first written above.

Ross Innovative Employment Solutions

BCD Council of Governments:

Shawn Brenner
Chief Executive Officer

Ronald E. Mitchum
Executive Director

Attest:

Attest:

Appendix A - Unsatisfactory Performance Fees

Missing Eligibility Documents	Fee - \$25 per occurrence
Eligibility Application Not Signed	Fee - \$25 per occurrence
Visible SSN in File	Fee - \$25 per occurrence
Visible PII in File	Fee - \$25 per occurrence
Missing IEP or ISS	Fee - \$25 per occurrence
IEP/ISS not Signed	Fee - \$25 per occurrence
Missing Objective Assessment Summary or no signature	Fee - \$25 per occurrence
Missing Resume	Fee - \$25 per occurrence
Missing Vouchers and/or signature on timesheets for vouchers	Fee - \$25 per occurrence
Missing basic skills deficiency documents (TABE)/not uploaded in SCWOS	Fee - \$25 per occurrence
Missing documents -documents not uploaded in SCWOS. All Documents should be uploaded: Eligibility, Enrollment, Training, and Supportive Services	Fee - \$25 per occurrence
Missing Activity Codes	Fee - \$25 per occurrence
Missing Case notes	Fee - \$25 per occurrence
System Closed Activity Codes	Fee - \$25 per occurrence
Casenotes not entered at a minimum of every 30 days	Fee - \$25 per occurrence
Missed DOL or State Performance Benchmarks per quarter	Fee - \$25 per performance missed
Enrollments for the QTR: Minimum of 125 per qtr for adults/DWs (carryovers not included); 50 for Youth	Fee - \$75 for missed enrollment benchmark

MEMORANDUM

Date: 10/26/2026
To: Trident Workforce Development Board (TWDB)
From: Katie Paschall, Finance Manager
Subject: Agenda Item VII - Request for Approval – Transfer funds from Dislocated Worker for the Adult Program

Staff requests authorization to transfer PY26 funds, as needed, from the Dislocated Worker funding stream to support expenditures in the Adult program. Staff will provide updates on any transfer requests made to the TWDB at subsequent board meetings.

The purpose of these transfers is to help us meet the Dislocated Worker funding stream's obligation and expenditure requirements. These transfers will help us to achieve those targets while providing additional opportunities to enroll Adult participants in training and serve customers entering the WIOA program.

The WIOA funds authorized are for a two-year period. The Trident region previously transferred a total of \$629,487 (84%) of our PY25 Dislocated Worker funds to be used as Adult program expenditures. \$184,753.64 of the \$629,487 transfer will be expended in FY27. We estimate that we will request to transfer between \$650,000-\$725,000 of PY26 Dislocated Worker funds to be used as Adult program expenditures.

Below is an estimate of FY27 Adult and Dislocated Worker program funds available with an estimated transfer of NFA PY26 in the amount of \$675,000 (86%):

Estimated Adult & Dislocated Worker Program Funds - Available for FY27			
Program Funds	Adult	Dislocated Worker	Total
NFA PY25 Carry-In	212,945.84	237,060.46	450,006.30
NFA PY25 Carry-In Transferred Funds	184,753.64	(184,753.64)	-
NFA PY26 Allocation Estimate	1,130,558.00	783,725.00	1,914,283.00
Available Program Funds	1,528,257.48	836,031.82	2,364,289.30
Estimated Transfer NFA PY26	675,000.00	(675,000.00)	-
Estimated Program Funds	2,203,257.48	161,031.82	2,364,289.30
	93%	7%	

Recommendation: Authorize staff to transfer DW funds to the Adult program as needed to cover Adult program costs.

MEMORANDUM

Date: October 26, 2026
To: Trident Workforce Development Board
From: Ronald Mitchum, Executive Director
Subject: Agenda Item VIII - Addendum to Corrective Action Plan for Youth Non-Performance

On June 2, 2026, the Trident Workforce Development Board approved placing Ross IES, the Youth Program Service Provider, on a corrective action plan (CAP) due to performance issues, including failure to meet enrollment goals and falling below the expected fund utilization rate. The CAP includes the following requirements:

- Each staff member must serve a minimum of two individuals per day.
- Eligibility and enrollment services will be provided on-site at high schools and at pop-up events in rural communities to increase enrollments.

The objective is to boost enrollments, which will subsequently improve the expenditure rate.

At the September 22, 2026, TWDB meeting, the board approved an extension for the CAP and an addendum as follows:

- Ross IES shall establish and maintain a process for tracking employer feedback regarding the WEX process
- Ross IES shall maintain documentation of communications with employers and candidates
- Ross IES shall maintain communication and track feedback from participants regarding their experience with the program.

Recommendation: The Performance Review Committee met on October 28, 2026, and discussed Ross' staffing challenges. They have hired several new staff members who are going through training but are not fully providing case management or eligibility services. The Committee is recommending extending the CAP until January 2027 to give Ross adequate time to train staff.



MEMORANDUM

Date: October 26, 2027
To: Trident Workforce Development Board (TWDB)
From: Katie Paschall, Finance Manager
Subject: Agenda Item IX - September 30, 2026 Financial Report Overview

Please find attached the September 30, 2026 WIOA Financial Report. Below is a brief overview of the activities for FY27.

Revenues

- The **Federal Allocation** and **Carry-In** revenue are 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.
- **High-Performance Incentive Award** is discretionary funds to be used for Sector Strategy Partnerships.
- **Security Funds** is discretionary funds to support physical security in SC Works Centers.
- **Shared Costs (Rent Income)** is 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.
- **Dues & Memberships** is the Trident Workforce Development Board's (TWDB) membership with the Charleston Metro Chamber of Commerce.

Operating Cost

- **Personnel Costs, Benefits, and Indirect** are the BCDCOG staff salaries, benefits, and indirect.
- **Advertising** is youth program promotional billboard and radio advertisements.
- **Contract Services** includes website maintenance and hosting services provided by Flock & Rally, security services, and miscellaneous services.
- **Equipment Rental** is the cost to lease the SC Works Xerox copier machines.
- **Agency Insurance** is the cost to insure WIOA property at the SC Works facilities.
- **Travel** is staff and TWDB member travel for training.
- **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.
- **Rent** is the cost to lease the SC Works Charleston facility.

MEMORANDUM

- **Communications** includes internet and telephone communications at the SC Works facilities.
- **Training** is registration fees for staff and TWDB member training events.
- **Miscellaneous** is the cost of the Mobile Career van gps tracking.

Program Cost

- **Eckerd Contract Services** is program costs associated with being the One Stop Operator and the management of each SC Works facility.
- **Ross IES 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 Worker, and Youth programs.
- **Training and Education-OJT** is the On-the-Job-Training for participants of the WIOA program.

Fiscal year to date, workforce expenditures total \$688,870 as of September 30, 2026. If you have any questions, please contact me at 843-529-2588 or katiep@bcdco.org.

**BERKELEY CHARLESTON DORCHESTER COUNCIL OF GOVERNMENTS
WORKFORCE INNOVATION AND OPPORTUNITY ACT
BUDGET TO ACTUAL
FOR THE PERIOD ENDED SEPTEMBER 30, 2026**

**%
COMPLETE
25%**

	BUDGET FY 26/27 PY 25/26	FY27 ACTUAL	BALANCE	% of BUDGET
REVENUE				
FEDERAL ALLOCATION	2,230,365	82,236	2,148,129	4%
CARRY-IN	765,623	553,511	212,112	72%
HIGH-PERFORMANCE INCENTIVE	60,000	1,901	58,099	3%
SECURITY FUNDS	38,479	17,493	20,986	45%
SHARED COSTS (RENT INCOME)	230,064	33,729	196,335	15%
TOTAL REVENUE	3,324,531	688,870	2,635,661	21%
ADMINISTRATION COST				
PERSONNEL COSTS	158,840	32,463	126,377	20%
BENEFITS	97,734	19,494	78,240	20%
INDIRECT	106,068	24,560	81,508	23%
AUTOMOTIVE	50	-	50	0%
DUES & MEMBERSHIPS	1,790	925	865	52%
TRAVEL	200	-	200	0%
TRAINING & EDUCATION	500	-	500	0%
MISCELLANEOUS	200	-	200	0%
TOTAL ADMINISTRATION	365,382	77,442	287,940	21%
PERSONNEL COSTS	135,149	39,817	95,332	29%
BENEFITS	83,157	23,908	59,249	29%
INDIRECT	90,250	30,125	60,125	33%
ADVERTISING	-	3,572	(3,572)	N/A
AUTOMOTIVE	500	580	(80)	116%
CONTRACT SERVICES	181,805	20,247	161,558	11%
DUES & MEMBERSHIPS	270	-	270	0%
EQUIPMENT RENTAL	16,545	3,512	13,033	21%
AGENCY INSURANCE	1,830	807	1,023	44%
REPAIRS & MAINTENANCE	250	-	250	0%
TRAVEL	5,500	3,088	2,412	56%
OFFICE EQUIPMENT MAINT	132,880	36,782	96,098	28%
SUPPLIES	3,000	-	3,000	0%
PRINTING	3,500	-	3,500	0%
RENT	380,928	95,232	285,696	25%
COMMUNICATIONS	45,070	11,056	34,014	25%
TRAINING & EDUCATION	2,790	2,334	456	84%
FURNITURE & EQUIPMENT	49,500	1,151	48,349	2%
MISCELLANEOUS	3,950	62	3,888	2%
TOTAL OPERATING COST	1,136,874	272,273	864,601	24%
CONTRACT SERVICES				
Eckerd Connects - One Stop Operator	332,275	55,093	277,182	17%
Ross IES - Adult/DW Program	700,000	107,911	592,089	15%
Ross IES - Youth Program	640,000	168,788	471,212	26%
TRAINING & EDUCATION- IWT	50,000	-	50,000	0%
TRAINING & EDUCATION- OJT	100,000	7,363	92,637	7%
TOTAL PROGRAM COST	1,822,275	339,155	1,483,120	19%
TOTAL EXPENDITURES	3,324,531	688,870	2,635,661	21%
	-	-		
Carry-In FY 27/28	288,810	9%		

BERKELEY-CHARLESTON-DORCHESTER COUNCIL OF GOVERNMENTS
WORKFORCE INNOVATION AND OPPORTUNITY ACT
CONTRACT PERIOD: 7/1/2026 - 06/30/2027
FOR THE PERIOD ENDED SEPTEMBER 30, 2026

ALL FUNDS							
BUDGET	Adult	Dislocated Worker	Youth	Admin	High-Perf. Board Incentive	Security Funds	Total
PROGRAM	927,747	890,912	811,947	-	60,000	38,479	2,729,085
FUNDS TRANSFERRED PY25 FUNDS	184,754	(184,754)	-	-	-	-	-
FUNDS TRANSFERRED PY26 FUNDS	750,000	(750,000)	-	-	-	-	-
ADMIN	115,278	130,149	119,955	365,382	-	-	365,382
SHARED COSTS (RENT INCOME)	218,561	11,503	-	-	-	-	230,064
TOTAL BUDGET	2,196,340	97,810	931,902	365,382	60,000	38,479	3,324,531
ADMINISTRATION COST							
PERSONNEL COSTS	-	-	-	32,463	-	-	32,463
BENEFITS	-	-	-	19,494	-	-	19,494
INDIRECT	-	-	-	24,560	-	-	24,560
AUTOMOTIVE	-	-	-	-	-	-	-
CONTRACTED SERVICES	-	-	-	-	-	-	-
DUES & MEMBERSHIPS	-	-	-	925	-	-	925
TRAVEL	-	-	-	-	-	-	-
TRAINING & EDUCATION	-	-	-	-	-	-	-
MISCELLANEOUS	-	-	-	-	-	-	-
TOTAL ADMINISTRATION	-	-	-	77,442	-	-	77,442
OPERATING COST							
PERSONNEL COSTS	36,972	2,845	-	-	-	-	39,817
BENEFITS	22,202	1,706	-	-	-	-	23,908
INDIRECT	27,972	2,153	-	-	-	-	30,125
ADVERTISING	-	-	3,572	-	-	-	3,572
AUTOMOTIVE	423	29	128	-	-	-	580
CONTRACT SERVICES	3,113	164	-	-	-	16,970	20,247
DUES & MEMBERSHIPS	-	-	-	-	-	-	-
EQUIPMENT RENTAL	3,336	176	-	-	-	-	3,512
AGENCY INSURANCE	671	40	96	-	-	-	807
REPAIRS & MAINTENANCE	-	-	-	-	-	-	-
TRAVEL	2,300	121	-	-	667	-	3,088
OFFICE EQUIPMENT MAINT	26,222	1,383	8,654	-	-	523	36,782
SUPPLIES	-	-	-	-	-	-	-
PRINTING	-	-	-	-	-	-	-
RENT	52,481	2,762	39,989	-	-	-	95,232
COMMUNICATIONS	10,427	553	76	-	-	-	11,056
TRAINING	1,045	55	-	-	1,234	-	2,334
FURNITURE & EQUIPMENT	1,093	58	-	-	-	-	1,151
MISCELLANEOUS	45	3	14	-	-	-	62
TOTAL OPERATING COST	188,302	12,048	52,529	-	1,901	17,493	272,273
PROGRAM COST							
CONTRACT SERVICES							
Eckerd Connects - One Stop Operator	52,338	2,755	-	-	-	-	55,093
Ross IES - Adult/DW Program	103,694	4,217	-	-	-	-	107,911
Ross IES - Youth Program	-	-	168,788	-	-	-	168,788
TRAINING & EDUCATION- IWT	-	-	-	-	-	-	-
TRAINING & EDUCATION- OJT	7,363	-	-	-	-	-	7,363
SUPPORTIVE SERVICES	-	-	-	-	-	-	-
TOTAL PROGRAM COST	163,395	6,972	168,788	-	-	-	339,155
TOTAL PROJECT COSTS	351,697	19,020	221,317	77,442	1,901	17,493	688,870

FILTERS

County

All

Employer

All

Industry

All

Job Title

All

Contract Status

All

QUICK FACTS



6
Fully Executed
Contracts



6
Individuals
Trained



3
Employers



12 Weeks
Training Length
(480 Hours)



\$22.70 / hr
Avg. Starting Wage

*Building
Futures Together*

OJT PROGRAM DASHBOARD

Fully Executed OJT Contracts

EMPLOY | TRAIN | GROW

*People
Partnerships
Progress*

Program Year

2026 (PY26)

Data as of
October 12, 2026



Total Budget

\$100,000.00

100% of \$100,000 Budget



OJT Reimbursement (Expended)

\$40,788.00

40.8% of \$100,000 Budget



Total Wages Committed

\$81,576.00

Avg. Wage \$22.70 / hr



Employers

3

Across 2 Sectors



Individuals Trained

6

From 6 Contracts

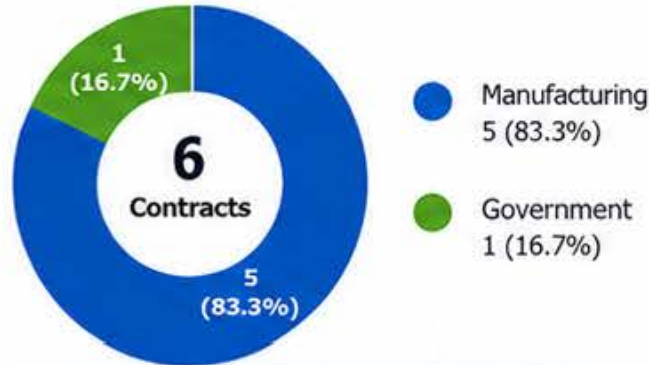


Remaining Budget

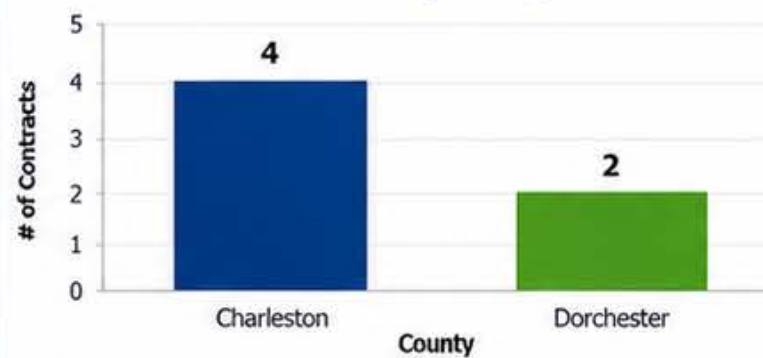
\$59,212.00

59.2% Remaining
of \$100,000

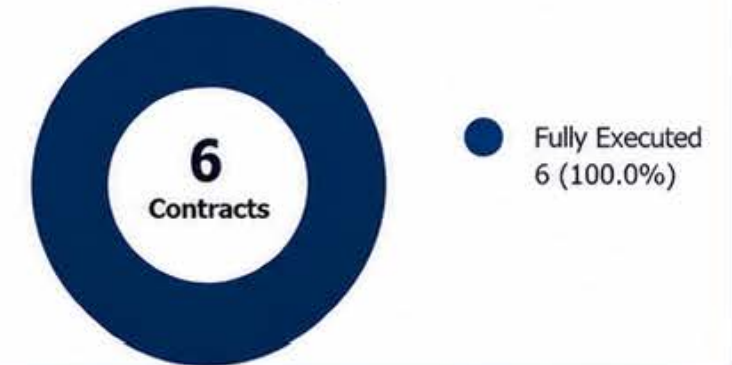
Contracts by Industry



Contracts by County



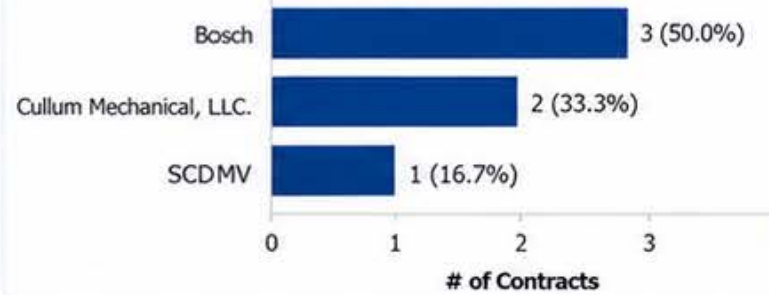
Contracts by Status



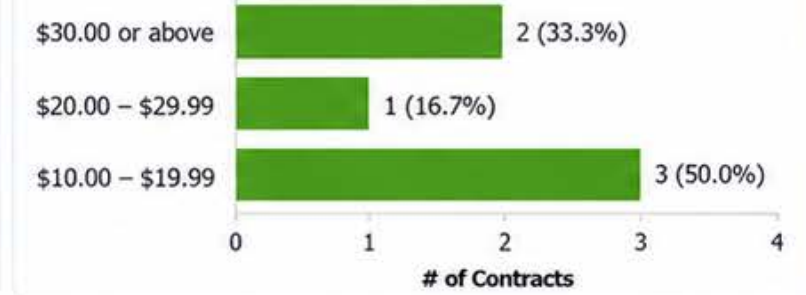
OJT Reimbursement (Expended) Over Time



Contracts by Employer



Contracts by Starting Wage Range



Fully Executed OJT Contracts

OJT Number	Employer	Industry	County	Job Title	Start Date	End Date	Starting Wage	Training Length (Hours)	OJT Reimbursement (50%)
PY26-01	Bosch	Manufacturing	Dorchester	Apprentice	7/6/2026	9/28/2026	\$24.90	480	\$5,976.00
PY26-02	SCDMV	Government	Charleston	Admin Specialist	7/17/2026	10/9/2026	\$17.81	480	\$4,274.40
PY26-03	Bosch	Manufacturing	Dorchester	Spec Tech	8/17/2026	11/9/2026	\$33.00	480	\$7,920.00
PY26-04	Cullum Mechanical, LLC.	Manufacturing	Charleston	Sheet Metal Apprentice	9/14/2026	12/7/2026	\$18.00	480	\$4,320.00
PY26-05	Cullum Mechanical, LLC.	Manufacturing	Charleston	Sheet Metal Apprentice	9/14/2026	12/7/2026	\$18.00	480	\$4,320.00
PY26-06	Bosch	Manufacturing	Dorchester	OpsTech	10/12/2026	1/4/2027	\$30.53	480	\$7,327.60
TOTAL	6 Contracts						\$22.70	480	\$40,788.00

TWDB PERFORMANCE REVIEW COMMITTEE																	
ELIGIBLE TRAINING PROVIDER SCORECARD - Adult & Dislocated Workers																	
Provider	Program	Carryover from PY2025	Entered training in PY2026	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
MedCerts	HI-5000 Medical Coding and Billing Professional	8		8	3	1	4	5	4						\$4,000.00	\$32,000.00	41%
	RX 3000 Pharmacy Technician Professional	1	1	2	2										\$4,000.00	\$8,000.00	
	DA-3000 Dental Assistant	1	1	2	1		1	1	1						\$4,000.00	\$4,000.00	41%
	SP-3000 Sterile Processing Technician	8		8	4		4	4	4	1	1	25%	1	\$17.56	\$4,000.00	\$32,000.00	56%
	IT-5000 IT Security & Network Technician	1		1			1	1	1						\$4,000.00	\$4,000.00	41%
	HI-9600 Clinical Medical Specialist	3		3	3										\$5,000.00	\$15,000.00	
	IT-2100 PC Technician	1		1			1	1							\$3,100.00	\$3,100.00	41%
	IT-2000: IT Helpdesk Administrator	5		5	3		2	2	2						\$4,000.00	\$20,000.00	41%
	HI-6600 Medical Lab Assistant	1		1	1										\$4,000.00	\$4,000.00	
	HI-7000 Patient Care Technician	3	1	4	2	1	1	2	1						\$4,000.00	\$16,000.00	36%
Each1Teach1 Tech, Inc.	Security Operations Center Level I-STBS		1	1	1										\$7,050.00	\$7,050.00	
Lowcounty Medical Training Center	Clinical Medical Assistant	5		5	3		2	2	2						\$4,617.00	\$23,085.00	41%
Carolina Construction LLC	Heavy Equipment Operator Training without NCCER Core Curriculum		1	1			1	1	1	1		100%	1	\$25.00	\$5,950.00	\$5,950.00	96%
Integrity Healthcare Training	Certified Nursing Aide Training	8	3	11	4		7	7	7	2	2	29%	2	\$18.50	\$1,435.00	\$15,785.00	70%
COMNet Group, Inc.	Security+ IT HelpDesk Tech	1		1			1	1	1						\$4,880.00	\$4,880.00	41%
COMNet Group, Inc.	Project Coordinators (capm) Or Office Administration (excel Sharepoint)		1	1	1										\$4,475.00	\$4,475.00	
COMNet Group, Inc.	Web Design and Development	1		1			1	1	1						\$4,935.00	\$4,935.00	41%
COMNet Group, Inc.	A+ Certification	1		1			1	1	1						\$4,630.00	\$4,630.00	41%
Air Conditioning and Refrigeration Training Center	Basic Training for HVAC Technicians-Residential/Light Commercial AC & Heat Pump Service Certification Program	3		3	2		1	1	1						\$7,500.00	\$22,500.00	35%
Lindenwood Education System dba Miller-Motte Driving Institute	CDL Training: Class A Tractor Trailer	14	2	16	4	1	11	12	9	5	5	45%	5	\$23.33	\$5,000.00	\$80,000.00	71%
PSI Project Management, Inc.	Project Management Training Program for PMP/CAPM Exam Prep and Project Managers	4		4			4	4	4						\$2,539.00	\$10,156.00	45%
DEW HVAC Training Services Center, LLC	HVAC Certification	9	3	12	9		3	3	3	1	1	33%	1	\$25.00	\$9,500.00	\$114,000.00	65%
Transtech, Inc.	Commercial Driver Training Program	1		1	1										\$4,154.00	\$4,154.00	
Second Chance Job Center	Plumbing	1		1	1										\$5,700.00	\$5,700.00	
PSI Project Management, Inc.	Project Management Training Program for PMP/CAPM Exam Prep and Project Managers	4		4			4	4	4						\$3,639.00	\$14,556.00	41%
Valley Coach and Logistics Driving Training School	Class B CDL Training	1		1	1										\$4,000.00	\$4,000.00	
Rock Gate Capital LLC DBA 160 Driving Academy	Class A Commercial Driver's License (CDL) License Training	4		4			4	4	4	1	1	25%	1	\$20.00	\$4,670.00	\$18,680.00	56%
Totals																	

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 26 (July 1, 2026 to June 30, 2027)

<div> <div>SC WORKS</div> <div>BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER</div> <div>TRIDENT</div> </div>			1st Quarter PY26			PY26 Total
Report Date:	10/26/26 1:14 PM		July	Aug	Sept	Total
WIOA PROGRAM						
Attended WIOA Informational Sessions (Adult)			111	80	89	280
SC Works Berkeley			10	8	6	24
SC Works Charleston			81	58	70	209
SC Works Dorchester			20	14	13	47
Attended WIOA Informational Sessions (DW)			0	1	1	2
SC Works Berkeley			0	0	0	0
SC Works Charleston			0	1	1	2
SC Works Dorchester			0	0	0	0
Attended WIOA Informational Sessions (Youth)			7	7	12	26
SC Works Berkeley			3	5	1	9
SC Works Charleston			4	2	11	17
SC Works Dorchester			0	0	0	0
Met Eligibility Requirements (Adult)			16	23	11	50
SC Works Berkeley			3	3	0	6
SC Works Charleston			11	15	7	33
SC Works Dorchester			2	5	4	11
Met Eligibility Requirements (DW)			0	1	1	2
SC Works Berkeley			0	0	0	0
SC Works Charleston			0	1	1	2
SC Works Dorchester			0	0	0	0
Met Eligibility Requirements (Youth)			4	4	8	16
SC Works Berkeley			1	3	0	4
SC Works Charleston			4	1	7	12
SC Works Dorchester			0	0	1	1
Enrolled in WIOA Program (Adult-new)			14	20	10	44
SC Works Berkeley			2	2	0	4
SC Works Charleston			9	14	9	32
SC Works Dorchester			3	4	1	8
Enrolled in WIOA Program (DW-new)			0	1	0	1
SC Works Berkeley			0	0	0	0
SC Works Charleston			0	1	0	1
SC Works Dorchester			0	0	0	0
Enrolled in WIOA Program (Youth-new)			7	5	7	19
SC Works Berkeley			0	4	0	4
SC Works Charleston			6	0	6	12
SC Works Dorchester			1	1	1	3
Total Served in WIOA Program (Adult): Carry-In= 96 New= 44 (*carry-in subject to change)						140
Total Served in WIOA Program (DW): Carry-In= 8 New= 1 (*carry-in subject to change)						9
Total Served in WIOA Program (Youth) Carry-In= 50 New =19 (*carry-in subject to change)						69

WIOA PERFORMANCE DASHBOARD (Ross IES Performance)

PROGRAM YEAR 26 (July 1, 2026 to June 30, 2027)

SC WORKS <small>BRINGING EMPLOYERS AND JOB SEEKERS TOGETHER</small> TRIDENT			1st Quarter PY26			PY26 Total
Report Date:	10/26/26 1:14 PM		July	Aug	Sept	Total
TRAINING						
Entered Training (during the month)			2	7	7	16
Diversified Manufacturing			0	0	0	0
Transportation/Logistics			0	2	2	4
Healthcare			0	4	4	8
IT Services			1	1	0	2
Trade/Construction			1	0	1	2
Hospitality/Tourism			0	0	0	0
Total received Training (Adults) PY26						49
Total received Training (DWs) PY26						5
Total received Training (Youth) PY26						22
Credential Earned (Adult & DW)			3	0	9	12
Diversified Manufacturing			0	0	0	0
Transportation/Logistics			1	0	0	1
Healthcare			2	0	8	10
IT Services			0	0	0	0
Trade/Construction			0	0	1	1
Hospitality/Tourism			0	0	0	0
GED			0	0	0	0
Credential Earned (Youth)			2	2	0	4
Diversified Manufacturing			0	0	0	0
Transportation/Logistics			0	1	0	1
Healthcare			0	0	0	0
IT Services			1	0	0	1
Trade/Construction			1	1	0	2
Hospitality/Tourism			0	0	0	0
GED			0	0	0	0
Employment						
Entered Employment (WIOA)						12
Entered Employment with an OJT						2
Youth Employment 2nd QTR						0
Youth Employment 4th QTR						0

SC Works Trident
Monthly Centers Report
Program Year 25 (July 1, 2025 to June 30, 2026)

*Disclaimer: The service numbers reported for SC Works Centers reflect a combination of staff-assisted and self-assisted services provided at each location. Staff-assisted services include, but are not limited to, workshops, career guidance and planning, counseling, and federal bonding assistance. Self-assisted services refer to individuals accessing SC Works Online independently—whether onsite or remotely—to complete tasks such as creating or updating resumes or conducting job searches. If a job search is conducted from a home computer, each job searched is counted as a 'Job Seeker Service.

Report Date:	10/26/26 1:15 PM	Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27	Feb-27	Mar-27	Apr-27	May-27	Jun-27	TOTAL
SC Works Berkeley														
Center Utility														
Total Client Visits		113	107	103										323
Unemployment Assistance		36	32	39										107
Job Seeker Services														
New SCWOS Registrations		169	153	208										530
New Résumés in SCWOS		263	262	141										666
Career Readiness Workshops		0	0	0										0
Career Readiness Workshop Attendees		0	0	0										0
Business Services														
New SCWOS Registrations		1	4	6										11
New Job Orders		12	13	25										50
New Job Referrals		775	783	530										2,088
Career Fairs or Hiring Events		2	1	1										4
Career Fair or Hiring Event Attendees		61	78	204										343
SC Works Charleston														
Center Utility														
Total Client Visits		2,156	1,974	1,833										5,963
Unemployment Assistance		510	339	281										1,130
Job Seeker Services														
New SCWOS Registrations		314	299	442										1,055
New Résumés in SCWOS		625	574	305										1,504
Career Readiness Workshops		3	7	0										10
Career Readiness Workshop Attendees		27	17	0										44
Business Services														
New SCWOS Registrations		18	4	22										44
New Job Orders		118	105	108										331
New Job Referrals		1,558	1,743	1,384										4,685
Career Fairs or Hiring Events		12	11	3										26
Career Fair or Hiring Event Attendees		298	560	491										1,349
SC Works Dorchester														
Center Utility														
Total Client Visits		263	200	148										611
Unemployment Assistance		100	73	45										218
Job Seeker Services														
New SCWOS Registrations		109	114	157										380
New Résumés in SCWOS		193	165	95										453
Career Readiness Workshops		0	0	0										0
Career Readiness Workshop Attendees		0	0	0										0
Business Services														
New SCWOS Registrations		3	1	5										9
New Job Orders		23	38	32										93
New Job Referrals		492	514	496										1,502
Career Fairs or Hiring Events		0	3	1										4
Career Fair or Hiring Event Attendees		0	103	134										237

SC Works Trident
Monthly Centers Report
Program Year 25 (July 1, 2025 to June 30, 2026)

Unemployment Update:

According to the most recent labor market information released August 2026, the Trident Region reported an unemployment rate of 3.5%, with 397,735 residents employed. Regional wages remained strong, with average earnings of \$36.43 per hour and \$75,764 annually. These indicators reflect continued economic stability and workforce demand across Berkeley, Charleston, and Dorchester counties.

Berkeley Update:

In the reporting period, SC Works Berkeley staff served 103 customers onsite at the center. Business Services staff facilitated 530 new job referrals through the SC Works Online Services (SCWOS) system. Additionally, 208 new job seekers registered for work in Berkeley County. Overall, the SC Works Berkeley team delivered 36,469 employment-related services to customers through a combination of telephone, in-person, and online support.

Charleston Update:

During the reporting period, staff served 1,833 customers onsite, created 108 new job orders in the SC Works Online Services (SCWOS) system, and assisted 442 new job seekers with workforce registration in Charleston County. Collectively, the team delivered 112,146 employment-related services through in-person, telephone, and virtual interactions.

Dorchester Center Update: SC Works Dorchester staff served 148 customers in the center during the reporting period. Business Services staff facilitated 496 new job referrals through the SC Works Online Services (SCWOS) system. Additionally, 157 new job seekers registered for work in Dorchester County. In total, the center delivered 33,301 employment-related services through a combination of in-person, telephone, and online support.

Program Year 2025 - Annual Program Performance Summary

WIOA Title I (Adult/DW/Youth)

WorkLink

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	82.0%	86.7%	105.7%	86.5%	90.0%	104.0%	83.5%	81.0%	97.0%	102.3%
Employment Rate Q4	84.2%	82.6%	98.1%	85.6%	80.0%	93.5%	82.0%	84.8%	103.4%	98.3%
Median Earnings	\$7,750	\$9,959	128.5%	\$9,287	\$10,122	109.0%	\$3,555	\$4,504	126.7%	121.4%
Credential Rate	73.8%	69.2%	93.8%	82.6%	71.4%	86.4%	70.0%	56.6%	80.9%	87.0%
Measurable Skill Gains	70.0%	64.0%	91.4%	72.4%	75.0%	103.6%	62.5%	81.6%	130.6%	108.5%
	Overall Program Score		103.5%	Overall Program Score		99.3%	Overall Program Score		107.7%	

Upper Savannah

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	78.1%	84.1%	107.7%	85.4%	80.0%	93.7%	75.0%	78.6%	104.8%	102.1%
Employment Rate Q4	81.0%	86.5%	106.8%	85.0%	81.8%	96.2%	75.0%	90.9%	121.2%	108.1%
Median Earnings	\$6,832	\$7,238	105.9%	\$8,600	\$9,907	115.2%	\$4,500	\$3,451	76.7%	99.3%
Credential Rate	67.0%	76.2%	113.7%	78.1%	100.0%	128.0%	69.5%	60.0%	86.3%	109.4%
Measurable Skill Gains	65.0%	96.2%	148.0%	67.7%	100.0%	147.7%	62.5%	68.8%	110.1%	135.3%
	Overall Program Score		116.4%	Overall Program Score		116.2%	Overall Program Score		99.8%	

Upstate

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	79.2%	75.0%	94.7%	82.0%	63.6%	77.6%	79.0%	67.5%	85.4%	85.9%
Employment Rate Q4	79.1%	73.8%	93.3%	81.1%	67.9%	83.7%	74.0%	82.1%	110.9%	96.0%
Median Earnings	\$7,200	\$8,610	119.6%	\$8,400	\$7,491	89.2%	\$2,750	\$3,124	113.6%	107.5%
Credential Rate	68.5%	65.5%	95.6%	67.6%	70.0%	103.6%	75.3%	79.5%	105.6%	101.6%
Measurable Skill Gains	66.3%	66.0%	99.5%	71.5%	87.5%	122.4%	53.5%	54.7%	102.2%	108.1%
	Overall Program Score		100.5%	Overall Program Score		95.3%	Overall Program Score		103.6%	

Greenville

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	78.0%	79.6%	102.1%	85.2%	91.7%	107.6%	73.0%	81.3%	111.4%	107.0%
Employment Rate Q4	82.5%	77.5%	93.9%	84.5%	77.8%	92.1%	70.0%	87.5%	125.0%	103.7%
Median Earnings	\$8,078	\$8,041	99.5%	\$9,000	\$12,500	138.9%	\$3,200	\$5,712	178.5%	139.0%
Credential Rate	66.0%	74.5%	112.9%	66.7%	91.7%	137.5%	53.0%	39.6%	74.7%	108.4%
Measurable Skill Gains	72.7%	71.4%	98.2%	69.60%	85.7%	123.1%	62.5%	78.4%	125.4%	115.6%
	Overall Program Score		101.3%	Overall Program Score		119.8%	Overall Program Score		123.0%	

Pass

- An Overall Program Score (across all indicators) is at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%
- Have an Individual Indicator Score of at least 50.0%

Fail

- An Overall Program Score (across all indicators) that did not meet at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%
- Have an Individual Indicator Score that did not meet 50.0%

Program Year 2025 - Annual Program Performance Summary

WIOA Title I (Adult/DW/Youth)

Midlands

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	78.5%	77.5%	98.7%	82.0%	96.0%	117.1%	78.5%	75.2%	95.8%	103.9%
Employment Rate Q4	78.3%	75.5%	96.4%	81.7%	88.2%	108.0%	78.9%	84.6%	107.2%	103.9%
Median Earnings	\$7,300	\$7,958	109.0%	\$8,949	\$11,358	126.9%	\$5,360	\$6,031	112.5%	116.2%
Credential Rate	67.5%	66.7%	98.8%	65.8%	70.8%	107.6%	57.9%	64.3%	111.1%	105.8%
Measurable Skill Gains	66.3%	62.5%	94.3%	72.3%	73.6%	101.8%	62.0%	71.1%	114.7%	103.6%
	Overall Program Score		99.4%	Overall Program Score		112.3%	Overall Program Score		108.3%	

Trident

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	79.5%	81.4%	102.4%	84.8%	74.4%	87.7%	81.6%	78.0%	95.6%	95.2%
Employment Rate Q4	78.4%	76.1%	97.1%	81.9%	84.5%	103.2%	81.4%	77.4%	95.1%	98.4%
Median Earnings	\$8,003	\$8,801	110.0%	\$8,745	\$10,988	125.6%	\$5,574	\$5,919	106.2%	113.9%
Credential Rate	73.8%	69.4%	94.0%	74.1%	66.7%	90.0%	61.0%	55.4%	90.8%	91.6%
Measurable Skill Gains	66.3%	74.5%	112.4%	74.1%	63.6%	85.8%	62.5%	55.6%	89.0%	95.7%
	Overall Program Score		103.2%	Overall Program Score		98.5%	Overall Program Score		95.3%	

Pee Dee

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	80.9%	73.6%	91.0%	82.7%	81.8%	98.9%	77.0%	76.3%	99.1%	96.3%
Employment Rate Q4	82.7%	79.2%	95.8%	81.4%	80.4%	98.8%	73.8%	80.7%	109.3%	101.3%
Median Earnings	\$6,586	\$7,066	107.3%	\$8,550	\$9,647	112.8%	\$4,030	\$6,419	159.3%	126.5%
Credential Rate	67.5%	70.3%	104.1%	68.0%	70.0%	102.9%	68.0%	77.0%	113.2%	106.8%
Measurable Skill Gains	64.1%	74.6%	116.4%	63.8%	93.3%	146.2%	56.7%	78.5%	138.4%	133.7%
	Overall Program Score		102.9%	Overall Program Score		111.9%	Overall Program Score		123.9%	

Lower Savannah

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	83.1%	88.8%	106.9%	84.6%	100.0%	118.2%	85.5%	86.4%	101.1%	108.7%
Employment Rate Q4	83.0%	83.3%	100.4%	83.5%	100.0%	119.8%	81.2%	85.2%	104.9%	108.3%
Median Earnings	\$7,811	\$9,289	118.9%	\$10,013	\$10,841	108.3%	\$3,950	\$6,701	169.6%	132.3%
Credential Rate	65.8%	86.2%	131.0%	74.9%	100.0%	133.5%	77.5%	83.1%	107.2%	123.9%
Measurable Skill Gains	71.9%	94.4%	131.3%	74.9%	77.8%	103.9%	70.0%	92.3%	131.9%	122.3%
	Overall Program Score		117.7%	Overall Program Score		116.7%	Overall Program Score		122.9%	

Pass

- An Overall Program Score (across all indicators) is at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%
- Have an Individual Indicator Score of at least 50.0%

Fail

- An Overall Program Score (across all indicators) that did not meet at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%
- Have an Individual Indicator Score that did not meet 50.0%

Program Year 2025 - Annual Program Performance Summary

WIOA Title I (Adult/DW/Youth)

Catawba

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	82.5%	78.9%	95.6%	88.8%	85.4%	96.2%	81.0%	74.4%	91.9%	94.6%
Employment Rate Q4	80.6%	78.2%	97.0%	87.5%	85.0%	97.1%	81.0%	80.0%	98.8%	97.6%
Median Earnings	\$7,390	\$8,197	110.9%	\$8,742	\$12,122	138.7%	\$4,800	\$7,031	146.5%	132.0%
Credential Rate	66.7%	68.1%	102.1%	69.6%	36.4%	52.3%	55.1%	83.9%	152.3%	102.2%
Measurable Skill Gains	68.0%	85.7%	126.0%	68.1%	68.8%	101.0%	65.0%	73.8%	113.5%	113.5%
	Overall Program Score		106.3%	Overall Program Score		97.1%	Overall Program Score		120.6%	

Santee-Lynches

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	78.5%	86.0%	109.6%	83.5%	90.0%	107.8%	82.0%	86.2%	105.1%	107.5%
Employment Rate Q4	80.5%	81.9%	101.7%	80.5%	66.7%	82.9%	85.0%	88.9%	104.6%	96.4%
Median Earnings	\$7,000	\$6,768	96.7%	\$6,750	\$7,383	109.4%	\$4,500	\$4,992	110.9%	105.7%
Credential Rate	75.0%	74.0%	98.7%	80.0%	100.0%	125.0%	74.20%	83.8%	112.9%	112.2%
Measurable Skill Gains	68.5%	93.1%	135.9%	70.7%	100.0%	141.4%	65.5%	88.9%	135.7%	137.7%
	Overall Program Score		108.5%	Overall Program Score		113.3%	Overall Program Score		113.9%	

Waccamaw

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	82.7%	85.8%	103.7%	84.0%	91.9%	109.4%	83.5%	92.0%	110.2%	107.8%
Employment Rate Q4	84.1%	83.5%	99.3%	85.0%	100.0%	117.6%	80.0%	90.4%	113.0%	110.0%
Median Earnings	\$7,141	\$7,988	111.9%	\$8,500	\$11,955	140.6%	\$5,900	\$5,333	90.4%	114.3%
Credential Rate	65.0%	66.0%	101.5%	67.3%	85.7%	127.3%	64.3%	69.6%	108.2%	112.4%
Measurable Skill Gains	66.0%	56.1%	85.0%	62.0%	78.1%	126.0%	74.6%	82.9%	111.1%	107.4%
	Overall Program Score		100.3%	Overall Program Score		124.2%	Overall Program Score		106.6%	

Lowcountry

Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	75.5%	76.0%	100.7%	78.0%	83.3%	106.8%	75.5%	68.8%	91.1%	99.5%
Employment Rate Q4	78.3%	75.8%	96.8%	72.7%	75.0%	103.2%	72.0%	77.5%	107.6%	102.5%
Median Earnings	\$7,000	\$8,254	117.9%	\$8,422	\$7,646	90.8%	\$4,230	\$6,673	157.8%	122.2%
Credential Rate	74.6%	77.6%	104.0%	63.5%	86.7%	136.5%	68.0%	82.4%	121.2%	120.6%
Measurable Skill Gains	67.5%	77.8%	115.3%	67.7%	72.7%	107.4%	62.5%	76.5%	122.4%	115.0%
	Overall Program Score		106.9%	Overall Program Score		108.9%	Overall Program Score		120.0%	

Pass

- An Overall Program Score (across all indicators) is at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%
- Have an Individual Indicator Score of at least 50.0%

Fail

- An Overall Program Score (across all indicators) that did not meet at least 90.0%
- An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%
- Have an Individual Indicator Score that did not meet 50.0%

Program Year 2025 - Annual Program Performance Summary
WIOA Title I (Adult/DW/Youth)

Statewide										
Indicator/Program	Title I Adult Goal	Title I Adult Actual	Title I Adult % of Goal	Title I DW Goal	Title I DW Actual	Title I DW % of Goal	Title I Youth Goal	Title I Youth Actual	Title I Youth % of Goal	Overall Indicator Score
Employment Rate Q2	79.1%	80.3%	101.5%	82.0%	84.2%	102.7%	78.5%	78.7%	100.3%	101.5%
Employment Rate Q4	78.3%	78.4%	100.1%	81.4%	81.5%	100.1%	75.5%	83.1%	110.1%	103.4%
Median Earnings	\$7,000	\$8,154	116.5%	\$8,650	\$10,843	125.4%	\$4,030	\$5,756	142.8%	128.2%
Credential Rate	67.5%	70.5%	104.4%	69.6%	75.4%	108.3%	63.5%	68.6%	108.0%	106.9%
Measurable Skill Gains	66.3%	74.8%	112.8%	67.7%	76.9%	113.6%	62.5%	75.4%	120.6%	115.7%
	Overall Program Score		107.1%	Overall Program Score		110.0%	Overall Program Score		116.4%	
Pass		<ul style="list-style-type: none">• An Overall Program Score (across all indicators) is at least 90.0%• An Overall Indicator Score (across A/DW/Y programs) is at least 90.0%• Have an Individual Indicator Score of at least 50.0%• An Overall Program Score (across all indicators) that did not meet at least 90.0%• An Overall Indicator Score (across A/DW/Y programs) that did not meet at least 90.0%• Have an Individual Indicator Score that did not meet 50.0%								
Fail										

SC WORKS

TRIDENT

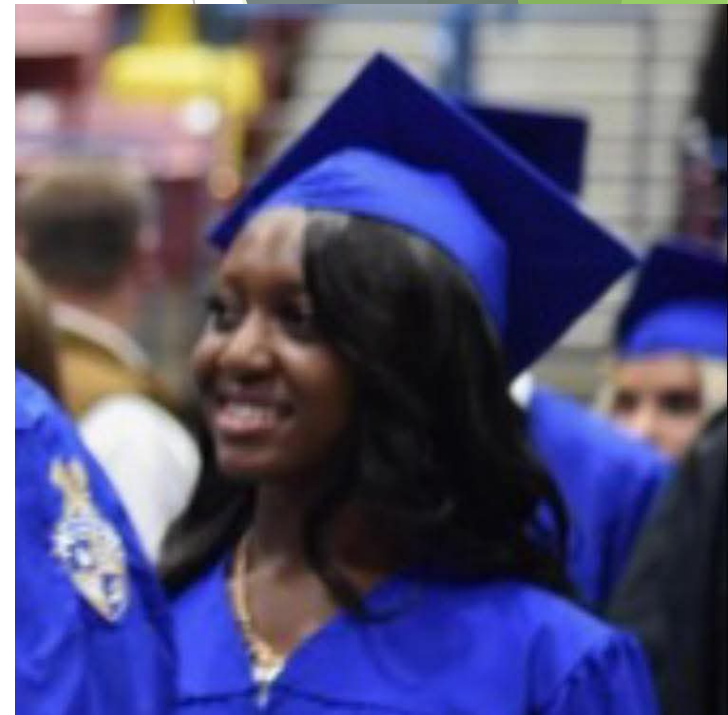
WIOA Youth Success Story- Navaeh Mathis

Nevaeh Mathis is a 19-year-old Out-of-School Youth who enrolled in the WIOA Youth Program on July 21, 2026, to pursue a career as a Medical Assistant.

Unfortunately, the training provider no longer offered the Medical Assistant program, creating an unexpected obstacle in her career journey.

Despite this setback, Navaeh remained determined to gain valuable experience and continue working toward her long-term career goals.

An exciting opportunity became available through the Work Experience (WEX) Program with Fetter Health Care Network. She is scheduled to begin her work experience on November 2, 2026.



A portrait of Lendric Thompson, a Black man with short dreadlocks, smiling. He is wearing a white t-shirt with the text "nautic PERFORMANCE" in blue and green. The background is a blurred outdoor setting with green foliage.

WIOA Adult Success Story- Lendric Thompson

Lendric Thompson entered the WIOA Adult Program as a justice-involved participant seeking a pathway to stable employment and self-sufficiency, choosing HVAC technician training.

In March 2026, he enrolled in HVAC training and remained committed to his goal despite the challenges often faced by individuals with a history of justice involvement.

Through hard work, determination, and a strong commitment to his future, he completed the HVAC training program in October 2026.



PY26 Overview

WIOA Program- Orientation

(Numbers as of 10/21/26)

- ▶ **Berkeley**
 - ▶ Adults/DW: 23
 - ▶ Youth: 14
- ▶ **Charleston**
 - ▶ Adults/DW: 261
 - ▶ Youth: 24
- ▶ **Dorchester**
 - ▶ Adults/DW: 52
 - ▶ Youth: 4

WIOA Program- Enrollments (Numbers as of 10/21/26)

- ▶ **Berkeley**

- ▶ Adults: 6
- ▶ DW: 0
- ▶ Youth: 4

- ▶ **Charleston**

- ▶ Adults: 29
- ▶ DW: 2
- ▶ Youth: 11

- ▶ **Dorchester**

- ▶ Adults: 9
- ▶ DW: 0
- ▶ Youth: 3

- **Overall**

- Adults: 44
- DW: 2
- Youth: 18

WIOA Program- Total Served (Numbers as of 9/10/26)

- ▶ Adults: 146 (109 carry in)
- ▶ DW: 10 (9 carry in)
- ▶ Youth: 64 (51 carry in)

***Carry-In numbers subject to change**

Training as of 10/21/26

- ▶ **Received Training in PY26**
 - ▶ **Adults - 51**
 - ▶ **Dislocated Workers - 4**
 - ▶ **Youth- 33**
- ▶ **17- Credentials Earned**
- ▶ **28 MSG's for 28 Participants**

Work Based Learning as of 10/21/26

- ▶ **PY26 WEX: 33 (2 active, 2 Pending Start Dates)**
- ▶ **Opportunities available:**
 - ▶ Fetter Health Care
 - ▶ BCDCOG
 - ▶ SCDMV
 - ▶ A Day's Work
 - ▶ Bridgeview
 - ▶ Cullum

Work Experience and Training Update

Program participation and training investments

YOUTH WORK EXPERIENCE

33

Youth participants have been on a WEX this program year.

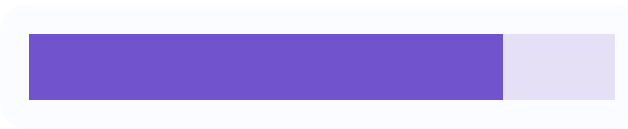
+2

additional Youth awaiting start dates

YOUTH ITA SPENDING

81%

of Youth ITA funds spent



19% of funds remaining

ADULT / DW TRAINING

\$114,002

in pending Adult / Dislocated Worker ITAs

Financial Performance Snapshot of Ross 26-27

Operating Budget

July–September 2026

PARTICIPANT COST RATE (PCR)

46.39% **\$50,565.07** participant costs
÷ \$109,011.00 total Adult / DW spending

Staff wages, benefits & indirect: \$14,467.77
Tuition & supportive services: \$36,097.30

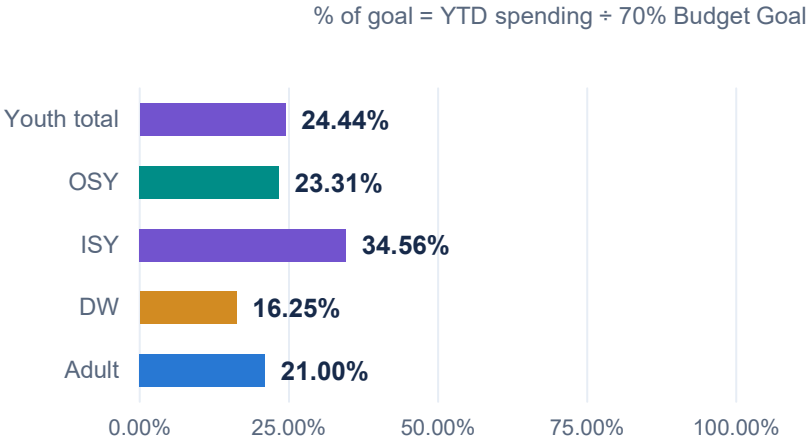
YOUTH WORK EXPERIENCE (WEX)

37.64% **\$64,391.07** WEX spending
÷ \$171,063.44 total Youth spending

30% requirement. 7.64 percentage points above.
WEX rate uses Youth spending, rather than the annual budget.
Stipends \$38,475.50 Wages \$19,589.74 Benefits \$6,325.83

PROGRESS TOWARD 70% BUDGET GOAL

Program	Annual budget	YTD spending	70% Budget Goal	% of goal
Adult	\$712,500.00	\$104,744.16	\$498,750.00	21.00%
Dislocated Worker	\$37,500.00	\$4,266.84	\$26,250.00	16.25%
In-School Youth	\$100,000.00	\$24,193.53	\$70,000.00	34.56%
Out-of-School Youth	\$900,000.00	\$146,869.91	\$630,000.00	23.31%
YOUTH TOTAL	\$1,000,000.00	\$171,063.44	\$700,000.00	24.44%



Does not include PY25 carry-over. Overall spending historically lower in first quarter, however, will ramp up in following 3 quarters.

Outreach

- ▶ **Bridgeview**
- ▶ **Adult Education**
 - ▶ **Charleston County**
 - ▶ **Berkeley County**
 - ▶ **Dorchester County**
- ▶ **SC Works Trident & SC Vocational Rehabilitation Disability Expo 2026**

Questions?





MARKETING & COMMUNICATIONS UPDATES

NOVEMBER 3, 2026

RECENT ENGAGEMENT

All public-facing events are posted
on **social media** and to
scworkstrident.org.

Month	Unique Social Media Link Clicks	Social Media Net Growth	Unique Flyer QR Code Scans
September	2,228	155	4,491
October (as of 10/26/26)	1,587	229	4,134
	3,815	384	8,625

Link clicks and flyer scans capture high-intent action, showing that our messaging resonated and drove an individual to **take direct action** toward an opportunity.

★ Facebook hit 11,000 followers

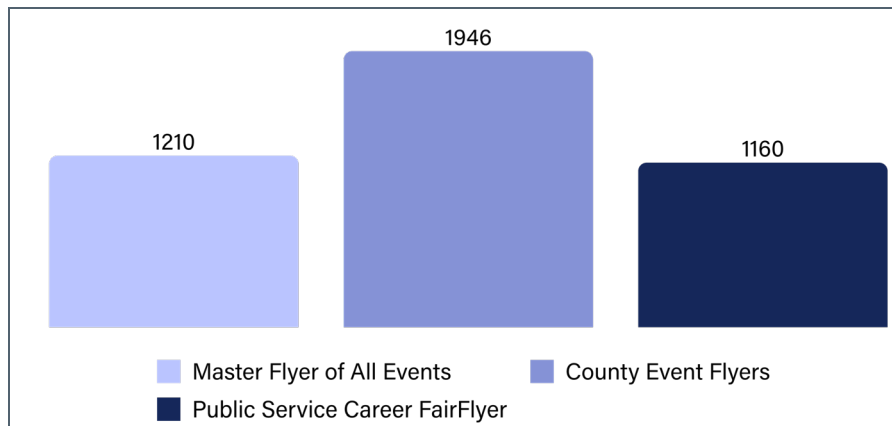
(Net audience growth +55% YoY)

HIGHLIGHTS

Workforce Development Month Recap - Sept. 2026

- 800+ job seekers across all events

Flyer QR Code Scans



Website Activity



HIGHLIGHTS

- “Wednesday Works” Bi-Weekly Hiring Events
- Newport News Shipbuilding Charleston Operations Hiring Event
- Disability Employment Resource Expo & Job Fair

BUILT FOR THE MISSION. BUILT BY YOU.



HH NEWPORT NEWS SHIPBUILDING
A DIVISION OF HII

HIRING EVENT

October 27 | 10:00 AM - 6:00 PM
SC Works Charleston | 1930 Hanahan Rd., Ste. 200, North Charleston

Newport News Shipbuilding Charleston Operations is growing its team at the Goose Creek manufacturing plant.

Positions Available

- Welders
- Structural Fitters
- Electricians
- Industrial Painters
- Pipefitters
- Outside Machinist
- Sheet Metal Workers

• Entry-level to experienced positions
• Training provided
• Must be a U.S. citizen & high school graduate, age 18+.

 **VIEW JOB DESCRIPTIONS & MORE DETAILS**
Scan QR code or click [here](#).

An equal opportunity employer/program. Auxiliary aids and services available upon request. For program funding details in compliance with the Stevens Amendment, visit [scworkstrident.org](#).

SC WORKS TRIDENT
americanjobcenter®

"We're hiring! When can you come apply?"

"Wednesday Works" HIRING EVENT

Held every other Wednesday with different top employers.

✓ Meet employers directly. ✓ Apply on-the-spot. ✓ No appointment needed.

THIS WEEK, MEET WITH:

GXO Logistics SEJ Services SC Department of Motor Vehicles Precise Logistical Services

Wednesday, Oct. 21

10 AM - 12 PM
SC Works Charleston
1930 Hanahan Rd., Ste. 200
North Charleston, SC 29406

 **MORE DETAILS**
Scan or click QR code.

SC WORKS TRIDENT ALSO PROVIDES: Skills Assessment Training Employment Workshops Resource Center

SC WORKS TRIDENT americanjobcenter®

DISABILITY EMPLOYMENT RESOURCE EXPO & JOB FAIR

SC WORKS TRIDENT americanjobcenter®

AccessAbility

Dorchester County BDC@G

SCICB dsw

Open to the Public

THURSDAY, OCTOBER 29

10:30 AM - 12:30 PM

ROLLINS EDWARDS COMMUNITY CENTER
301 N. HICKORY ST., SUMMERVILLE, SC

Meet inclusive employers and community partners to help you succeed in the workplace!

- Explore hiring opportunities.
- Learn about applying for or maintaining benefits while working.
- Discover training programs and career support.

Request Accommodations

 **View Employers and Resources**
Scan or click the QR code.

An equal opportunity employer/program. Auxiliary aids and services are available upon request. For program funding details in compliance with the Stevens Amendment, visit [scworkstrident.org](#).

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COMING UP

Collaborative Opportunities

SC WORKS TRIDENT
americanjobcenter®
A PROGRAM OF BDC@G

5

“Wednesday Works” Bi-Weekly Hiring Events

Veterans Day Career Fair, Nov. 10

- Trident Technical College

Operation Employment Career Fair at USS Yorktown, Nov. 17

- Patriots Point & SC Dept. of Veterans' Affairs

