

## Local Workforce Development Area Subsequent Designation Petition

This petition must be used by any entity requesting subsequent designation as a Local Workforce Development Area (LWDA) pursuant to section 106 of the Workforce Innovation and Opportunity Act (WIOA).

### Section I. Petitioning Jurisdiction(s)

A. Designation as a LWDA is requested for the following county/counties:

Berkeley, Charleston, and Dorchester

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B. Specify the name of the proposed LWDA:

Trident Workforce Development Area, also known as SC Works Trident

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C. List the names of the chief elected officials (CEOs) representing the units of general local government on whose behalf this petition is submitted:

| COUNTY     | NAME          |
|------------|---------------|
| Berkeley   | John P. Cribb |
| Charleston | Joe Boykin    |
| Dorchester | David Chinnis |
|            |               |
|            |               |
|            |               |
|            |               |

D. List the following information of the primary contact person regarding this petition:

|                                                                      |
|----------------------------------------------------------------------|
| Name: Sharon Goss                                                    |
| Title: Workforce Development Director                                |
| Mailing Address: 5790 Casper Padgett Way, North Charleston, SC 29406 |
|                                                                      |
|                                                                      |
| Telephone Number: 843-529-2582                                       |
| Fax Number: 843-529-0305                                             |
| E-Mail Address: sharong@bcdco.com                                    |

## Section II. Consortium Agreement

Should a LWDA include more than one unit of general local government, the CEOs of such units must negotiate a consortium agreement to establish a LWDA to deliver WIOA funded services. Such agreement will, at a minimum:

- Determine the distribution of fiscal liability among the CEOs
- Delineate relationships among the CEOs for the implementation of WIOA provisions
- Address the appointment of individuals to the LWDB
- Designate an entity to serve as the local grant recipient and fiscal agent for the area

Designation of a fiscal agent does not relieve CEOs of their liability for any misuse of funds.

The consortium agreement must be included as an attachment to this subsequent designation petition.

### Section III. Existing Workforce Area

A. In the tables below, provide the final WIOA performance data for each of the last two consecutive years.

| Program Year 2025 (July 1, 2025 – June 30, 2026) |           |                    |                    |                 |                 |                        |                       |
|--------------------------------------------------|-----------|--------------------|--------------------|-----------------|-----------------|------------------------|-----------------------|
| Performance Measure                              |           | Employment Rate Q2 | Employment Rate Q4 | Median Earnings | Credential Rate | Measurable Skill Gains | Overall Program Score |
| Title I Adult                                    | Goal      | 79.5%              | 78.4%              | \$8,003         | 73.8%           | 66.3%                  | 102.5%                |
|                                                  | Actual    | 81.4%              | 75.9%              | \$8,781         | 69.4%           | 72.8%                  |                       |
|                                                  | % of Goal | 102.4%             | 96.8%              | 109.7%          | 94.0%           | 109.8%                 |                       |
| Title I DW                                       | Goal      | 84.8%              | 81.9%              | 8,745           | 74.1%           | 74.1%                  | 98.5%                 |
|                                                  | Actual    | 74.4%              | 84.5%              | \$10,988        | 66.7%           | 63.6%                  |                       |
|                                                  | % of Goal | 87.7%              | 103.2%             | 125.6%          | 90.0%           | 85.8%                  |                       |
| Title I Youth                                    | Goal      | 81.6%              | 81.4%              | \$5,574         | 61.0%           | 62.5%                  | 95.3%                 |
|                                                  | Actual    | 78.0%              | 77.4%              | \$5,919         | 55.4%           | 55.6%                  |                       |
|                                                  | % of Goal | 95.6%              | 95.1%              | 106.2%          | 90.8%           | 89.0%                  |                       |
| Overall Indicator Score                          |           | 95.2%              | 98.4%              | 113.8%          | 91.6%           | 94.9%                  |                       |

| Program Year 2024 (July 1, 2024 – June 30, 2025) |           |                    |                    |                 |                 |                        |                       |
|--------------------------------------------------|-----------|--------------------|--------------------|-----------------|-----------------|------------------------|-----------------------|
| Performance Measure                              |           | Employment Rate Q2 | Employment Rate Q4 | Median Earnings | Credential Rate | Measurable Skill Gains | Overall Program Score |
| Title I Adult                                    | Goal      | 79.5%              | 78.4%              | \$8,003         | 73.8%           | 66.3%                  | 105.3%                |
|                                                  | Actual    | 78.3%              | 77.4%              | \$9,695         | 83.5%           | 63.0%                  |                       |
|                                                  | % of Goal | 98.5               | 98.7               | 121.1           | 113.1           | 95.0                   |                       |
| Title I DW                                       | Goal      | 84.8%              | 81.9%              | \$8,745         | 74.1%           | 74.1%                  | 113.9%                |
|                                                  | Actual    | 85.5%              | 86.7%              | \$12,058        | 100.0%          | 66.7%                  |                       |
|                                                  | % of Goal | 100.8%             | 105.9%             | 137.9%          | 135.0%          | 90.0%                  |                       |
| Title I Youth                                    | Goal      | 81.6%              | 81.4%              | \$5,574         | 61.0%           | 61.5%                  | 105.6%                |
|                                                  | Actual    | 82.40              | 77.30              | \$6,735         | 60.50           | 68.80                  |                       |
|                                                  | % of Goal | 101.0%             | 95.0%              | 120.8%          | 99.2%           | 111.9%                 |                       |
| Overall Indicator Score                          |           | 100.1%             | 99.8%              | 126.6%          | 115.8%          | 99.0%                  |                       |

B. The LWDA must meet or exceed all the following performance measures related to the WIOA indicators of performance described at 20 CFR § 677.155(a)(1) for the two most recent program years:

- Individual Indicator Score of 50% or higher
- Overall Indicator Score of 90% or higher
- Overall Program Score of 90% or higher

A LWDA that fails to meet any of the individual measures for the last two consecutive programs will be considered not to have met performance. If any measure was not met in either program year, state in this petition, 1) the reason(s), 2) the corrective action measures taken, and 3) the current status.

**All performance Measures were met during the last two consecutive program years.**

C. The LWDA must sustain fiscal integrity regarding funds provided under WIOA. DOL must not make a formal determination that either the grant recipient or the administrative entity of the area mis-expended funds due to willful disregard of the requirements of the provision involved, gross negligence, or failure to comply with accepted standards of administration for the two-year period preceding the determination.

**The South Carolina Department of Employment and Workforce conducts On-Site annual monitoring. No determination of mis-expended funds was found during either of the last two consecutive years.**

#### **Section IV. Local Board Information**

Using the attachment, **A: LWDB Membership List**, provide a list of local board members, to include composition categories and contact information.

#### **Section V. Grant Recipient/Fiscal Agent**

Using the attachment, **B: LWDA Designation of Grant Recipient & Fiscal Agent**, designate the grant recipient and fiscal agent for the area. Signature of the lead official and each CEO is required. Electronic signatures are authorized and strongly encouraged for timely execution.

#### **Section VI. Public Comment**

Attach documentation that public input was solicited and provide all comments received.

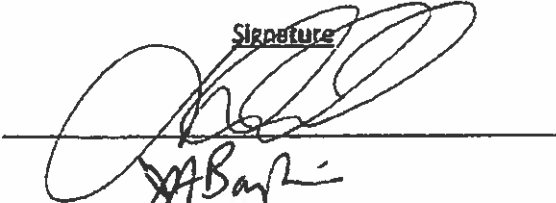
## Section VII. Assurances and Signatures

### A. The CEOs making this designation petition assure the following:

- They are duly authorized to participate in, and on behalf of, the governing bodies of the specified county/counties. Documentation of this authorization can be provided.
- They will comply with the requirements of WIOA, all Federal regulations implementing WIOA, any revisions or amendments, as well as any state-issued instruction letters, and all applicable Federal, state, or local rules and regulations.
- They accept liability for any misuse of grant funds.

### B. Electronic signatures are authorized and highly encouraged for timely execution.

I/We, the undersigned CEO(s) of the petitioning county/counties, do hereby submit this formal designation petition under the conditions delineated herein and with the assurances specified herein.

| <u>County</u> | <u>Signature</u>                                                                    | <u>Date</u> |
|---------------|-------------------------------------------------------------------------------------|-------------|
| Berkeley      |  | 8-10-2026   |
| Charleston    |   | 8-10-2026   |
| Dorchester    |  | 8-11-2026   |

Submit Petition to [WorkforceSupport@dew.sc.gov](mailto:WorkforceSupport@dew.sc.gov) by 5:00 p.m., October 30, 2026.

## Trident Workforce Development Area

### Designation of Grant Recipient & Fiscal Agent

The Chief Elected Officials (CEOs) of the Trident Workforce Development Area Local Workforce Development Area (LWDA) hereby designate as the grant recipient and fiscal agent pursuant to the Workforce Innovation and Opportunity Act (WIOA).

While WIOA permits the local CEOs to designate an entity to serve on their behalf as grant recipient and fiscal agent, the CEOs understand that this designation does not relieve them of their liability for any misuse of grant funds. The use of electronic signatures is authorized and strongly encouraged for timely execution.

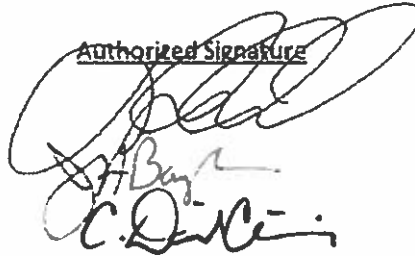
#### County

Berkeley

Charleston

Dorchester

#### Authorized Signature



#### Date

8-10-2026

8-10-2026

8-11-2026

As the authorized signatory official of Berkeley, Charleston, Dorchester Council of Governments (BCDCOG), I accept the responsibilities as WIOA grant recipient and fiscal agent for the Trident Workforce Development Area LWDA.

Ronald E. Mitchum, Executive Director  
Printed Name and Title

Signature



Date

8/11/26

WIOA Local Workforce Development Board Membership

| Business (per Section 107(b)(2)(A))          |                               |                                                                                |                                                                                                                            |                                                                                 |
|----------------------------------------------|-------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| No.                                          | Name                          | Affiliation and Title                                                          | Contact Phone and Email                                                                                                    | Address                                                                         |
| 1                                            | Tod Anderson                  | Trident Construction, Superintendent                                           | (843) 730-3402<br><a href="mailto:tanderson@tridentconstruction.com">tanderson@tridentconstruction.com</a>                 | 2245 Technical Parkway<br>North Charleston, SC 29406                            |
| 2                                            | Janet Cappellini – Vice Chair | Alternative Staffing, Vice President of Operations                             | (843) 744-6040<br><a href="mailto:jcappellini@alternativestaffing.com">jcappellini@alternativestaffing.com</a>             | 610 Two Mile Run<br>Johns Island, SC 29455                                      |
| 3                                            | Bria (Bre) Major              | Redwood Materials, HR Business Partner                                         | <a href="mailto:bria.major@redwoodmaterials.com">bria.major@redwoodmaterials.com</a>                                       | Redwood Materials Dr.<br>Ridgeville, SC                                         |
| 4                                            | Amanda McNeal                 | Knights Companies, Director of Human Resources                                 | cell 843-834-6677<br><a href="mailto:amcneal@knightscompanies.com">amcneal@knightscompanies.com</a>                        | 7058 Weber Blvd.<br>Ladson, SC 29456                                            |
| 5                                            | Jessica (Jess) L. Key         | Newport News Shipbuilding<br>Charleston Operations-Director of Human Resources | (757) 715-6400<br><a href="mailto:jessica.l.key@hii-nns.com">jessica.l.key@hii-nns.com</a>                                 | 2040 Bushy Park Road<br>Goose Creek, SC 29445                                   |
| 6                                            | Varity Poston, 2nd Vice Chair | Mechanical Contractors Association of SC,<br>Managing Director                 | (843) 998-4007<br><a href="mailto:vposton@mcasc.com">vposton@mcasc.com</a>                                                 | P.O. Box 40986<br>North Charleston, SC 29423                                    |
| 7                                            | Mendi S. Arnold               | Cullum, Inc., Human Resources Director,<br>SHRM-CP                             | (843) 554-6645 ext. 562<br><a href="mailto:arnoldm@culluminc.com">arnoldm@culluminc.com</a>                                | 3325 Pacific Street, N. Chas., SC 29418<br>P.O. Box 40368, Charleston, SC 29423 |
| 8                                            | Kelly Hendricks               | The Hyatt House, Director of<br>Human Resources                                | (720) 530-5362<br><a href="mailto:kelly.hendricks@hyatt.com">kelly.hendricks@hyatt.com</a>                                 | 560 King St.<br>Charleston, SC 29403                                            |
| 9                                            | Butch Clift – Chair           | Metro Electric, Director of Safety                                             | (843) 572-1974<br><a href="mailto:butchclift@yahoo.com">butchclift@yahoo.com</a>                                           | 103 Rice Planters Court<br>Goose Creek, SC 29445                                |
| 10                                           | Angel Rush                    | ARD Logistics/Operations Manager                                               | <a href="mailto:arush@ardlogistics.com">arush@ardlogistics.com</a><br>(843) 814-8147 o: (843) 266-5498                     | 4279 Crosspoint Drive, Suite A<br>Ladson, SC 29456                              |
| 11                                           | Coleen McCarthy-Cuffy         | Fetter Health Care Network, Chief<br>Administrative Officer                    | <a href="mailto:coleen_mccarthy-cuffy@fetterhealthcare.org">coleen_mccarthy-cuffy@fetterhealthcare.org</a><br>843-834-0574 | 51 Nassau St.<br>Charleston, SC 29403                                           |
| 12                                           | Don Smith                     | Hendrick Charleston, Director of<br>Community Relations                        | (843) 991-5414<br><a href="mailto:donald.smith@hendrickauto.com">donald.smith@hendrickauto.com</a>                         | 1500 Savannah Highway<br>Charleston, SC 29407                                   |
| 13                                           | Drew Knoppe                   | NetCertPro, Partnership Manager                                                | (843) 266-9176<br><a href="mailto:Drew@netcertpro.com">Drew@netcertpro.com</a>                                             | 109 S. Live Oak Drive<br>Moncks Corner, SC 29461                                |
| Not Less Than 20% (per Section 107(b)(2)(B)) |                               |                                                                                |                                                                                                                            |                                                                                 |
| No.                                          | Name                          | Affiliation and Title                                                          | Contact Phone and Email                                                                                                    | Address                                                                         |
| 1                                            | Justin Wingard                | SMART Local Union 399<br>Transportation Manager                                | <a href="mailto:juwingardlu399@gmail.com">juwingardlu399@gmail.com</a>                                                     | 5453 Paulson St.<br>North Charleston, SC 29406                                  |
| 2                                            | James C. Hall (Chris)         | SMART, Local 399 -<br>Business Manager/FST                                     | o: (843) 554-4418 m: (843) 209-2457<br><a href="mailto:hallj8568@gmail.com">hallj8568@gmail.com</a>                        | 5453 Paulson Street<br>North Charleston, SC 29406                               |
| 3                                            | Natasha Chatman               | Trident United Way, Chief Impact Officer                                       | m: (843) 991-1213 o: (843) 740-9000<br><a href="mailto:nchatman@tuw.org">nchatman@tuw.org</a>                              | 6296 Rivers Avenue # 200<br>North Charleston, SC 29406                          |
| 4                                            | Johnell Gaines                | Job Corps, Center Director                                                     | (803) 245-6300<br><a href="mailto:gaines.johnell@jobcorps.org">gaines.johnell@jobcorps.org</a>                             | 1930 Hanahan Road, Suite 200<br>North Charleston, SC 29406                      |
| 5                                            | Butch Clift                   | Charleston Electrical Contractors (CECA)                                       | (843) 572-1974                                                                                                             | 103 Rice Planters Court                                                         |

### Education & Training (per Section 107(b)(2)(C))

| No. | Name                | Affiliation and Title                                                                                        | Contact Phone and Email                                                                                          | Address                                          |
|-----|---------------------|--------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| 1   | Susan Friedrich     | Charleston County School District, Director of Adult Education                                               | (843) 937-6325<br><a href="mailto:susan_friedrich@charleston.k12.sc.us">susan_friedrich@charleston.k12.sc.us</a> | 75 Calhoun Street<br>Charleston, SC 29401        |
| 2   | Marshall Connor     | Trident Technical College-Dean of Dorchester Campus & AVP for Educational Development & Continuing Education | (843) 574-6788<br><a href="mailto:marshall.connor@tridenttech.edu">marshall.connor@tridenttech.edu</a>           | 7000 Rivers Avenue<br>North Charleston, SC 29405 |
| 3   | James Villeponteaux | Dorchester County Career School, Director                                                                    | (843) 563-2361<br><a href="mailto:james.villeponteaux@dcctc.org">james.villeponteaux@dcctc.org</a>               | 507 School House Road<br>Dorchester, SC 29437    |

### Governmental, Economic, and Community Development (per Section 107(b)(2)(D))

| No. | Name                    | Affiliation and Title                                                           | Contact Phone and Email                                                                              | Address                                                 |
|-----|-------------------------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| 1   | Gordon Rooney           | Dorchester County Economic Development, Project Manager                         | (843) 714-1080<br><a href="mailto:grooney@dorchestercountysc.gov">grooney@dorchestercountysc.gov</a> | 402 N. Main Street<br>Summerville, SC 29483             |
| 2   | Jenny Bing              | Department of Social Services, Trident Area Supervisor of Workforce Development | (843) 592-6496<br><a href="mailto:jenny.bing@dss.sc.gov">jenny.bing@dss.sc.gov</a>                   | P.O. Box 1520, 1535 Confederate Ave.<br>Cola, SC 29202  |
| 3   | Wendy Courson           | SC Department of Employment & Workforce, Regional Manager                       | (843) 574-1800<br><a href="mailto:wcourson@dew.sc.gov">wcourson@dew.sc.gov</a>                       | 1930 Hanahan Road<br>North Charleston, SC 29406         |
| 4   | Patricia Gilliard (Pat) | S.C. Vocational Rehabilitation Area Supervisor                                  | (843) 761-6036<br><a href="mailto:pgilliard@scvrd.net">pgilliard@scvrd.net</a>                       | 1410 Boston Avenue, P.O. Box 15<br>West Cola., SC 29170 |

### Others as Chief-Elected Officials Determine Appropriate (per Section 107(b)(2)(E))

| No.                                                                   | Name | Affiliation and Title | Contact Phone and Email | Address |
|-----------------------------------------------------------------------|------|-----------------------|-------------------------|---------|
| 1                                                                     |      |                       |                         |         |
| Total Number of Seats Filled                                          |      |                       | 25                      |         |
| Number of Seats Filled Representing Business                          |      |                       | 13                      |         |
| Percentage of Seats Filled Representing Business                      |      |                       | 52%                     |         |
| Number of Seats Filled Representing Not Less than 20%                 |      |                       | 5                       |         |
| Percentage of Seats Filled Representing Not Less than 20%             |      |                       | 20%                     |         |
| Number of Seats Filled Representing Education & Training              |      |                       | 3                       |         |
| Number of Seats Filled Representing Gov't, Economic & Comm. Dev.      |      |                       | 4                       |         |
| Number of Seats Filled Representing Others by Chief Elected Officials |      |                       | 0                       |         |

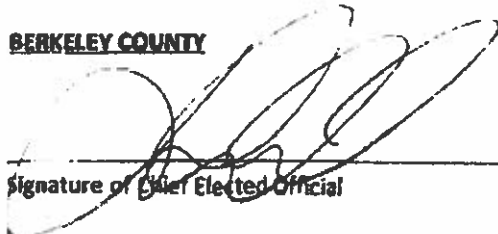
**Counties of Berkeley, Charleston and Dorchester**  
**Consortium Agreement**  
**Under the**  
**WORKFORCE INNOVATION AND OPPORTUNITY ACT**

1. This Agreement is entered into by and between the Counties of: Berkeley, Charleston and Dorchester (hereinafter referred to as the "Counties") by and through their governing bodies, duly adopted and authorized by the governing bodies of said counties.
2. **Purpose.** The purpose of forming a Consortium is to implement and carry out the provisions of Public Law 113-128, the Workforce Innovation and Opportunity Act of 2014 (WIOA), and any amendments thereto, as a Workforce Development Area (WDA). The Workforce Innovation and Opportunity Act requires that the Governor designate local areas within the state. To that end, the Chief Elected Officials representing Berkeley, Charleston and Dorchester counties have formed a Consortium to seek a designation.
3. **Consortium Membership.** The Chairperson of the County Council (or his/her designee selected from among the membership of the County Council) of each Consortium County shall represent their county as a member of the Consortium.
4. **Workforce Development Board.** The local Chief Elected Officials (CEOS') are authorized to appoint the members of the local board pursuant to Section (107)(c)(1)(B)(I) of the Act using criteria established by the Governor and the State Workforce Development Board. The Workforce Development Board (WDB) membership shall be developed using the composition required by Section 107(b)(2) as well as additional criteria established by the Governor. When possible, the membership of the WDB shall be in the same ratio, or percentage, as the population of the three counties, using the most updated Population Estimates for the US Bureau of the Census. The Counties shall jointly bear the responsibility for meeting the standards for membership prescribed in the ACT. The Counties shall establish the WDB in accordance with the provisions of Section 107 of the WIOA and criteria established by the Governor.
5. **Board Certification.** Section 107 (c)(2)(A) states that "The Governor shall, once every 2 years, certify 1 local board for each area in the State". Initial certification of the WDB will be based on compliance with the composition requirements outlined in Section 107(c)(2)(B) notes that the subsequent certification of the Board will also include "the extent to which the local board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity as outlined in Section 106(e)(2)".

6. **Local Area Designation.** The Trident Workforce Development Area will be designated as a Workforce Development Area under WIOA if it meets the requirements of the ACT in Section 106(b)(2) which states “During the first 2 full program years following the date of enactment of this ACT, the Governor shall approve a request for initial designation as a local area from any area that was designated as a local area for purposes of the Workforce Investment ACT of 1998 for the 2-year period preceding the date of the enactment of this ACT, performed successfully, and sustained fiscal integrity”. Further, section 106(b)(3) states that “After the period for which a local area is initially designated under paragraph (2), the Governor shall approve a request for subsequent designation as a local area from such local area, if such area – (A) performed successfully; (B) Sustained fiscal integrity; and (c) in the case of a local area in a planning region, met the requirements in subsection (c)(1)”.
7. **Administration.** The Workforce Innovation and Opportunity Act (WIOA) in Section 107(d)(12)(B)(i)(I) requires that the Consortium Counties, through their Chief Elected Officials, shall serve as the local grant recipient for, and shall be liable for any misuses of the grant funds allocated to the local area under Section 128 and 133. Fiscal responsibility will be allocated among the Consortium Counties based on the ratio of funds received each year through the Workforce Innovation and Opportunity Act. In accordance with Section 107(d)(12)(B)(i)(I) the Berkeley Charleston Dorchester Council of Governments shall be designated by the Consortium to serve as the local grant sub-recipient/fiscal agent to carry out the administrative provisions of the WIOA legislation. However, the Consortium retains liability for use of WIOA funds as required in Section 107(d)(12)(B). The Berkeley Charleston Dorchester Council of Governments shall disburse funds in accordance with the requirements of the ACT.
8. **Withdrawal.** Any County may withdraw from the Consortium by giving written notice to the Consortium at least six months prior to the end of the two-year Workforce Development Area designation period.
9. **Role of the Consortium Counties.** Each County shall promptly furnish the WDB any information requested which may in any way relate to the purpose of this Agreement and the Workforce Innovation and Opportunity Act (WIOA). The governing body of each County agrees to cooperate with the WDB in carrying out its responsibilities under the ACT as required in Section 107. The responsibilities of the Chief Elected Official of each County include:
- Appointment of WDB members from respective counties;
  - Collaboration with the Board in the WDB’s selection of standing committee members;
  - Shared oversight of the One-Stop System also known as the SC Works System within the Workforce Development Area in partnership with the WDB, including agreement in the selection process for On-Stop Operators in the Workforce Development Area;
  - Negotiation with the WDB and Governors on local area performance measures; and
  - Collaboration with the WDB in the development and approval of the local and regional plan (s).

**Consortium Agreement  
Under the  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
SIGNATURE PAGE**

**BERKELEY COUNTY**

  
\_\_\_\_\_  
Signature of Chief Elected Official

8-10-2026  
Date

\_\_\_\_\_  
John P. Cribb, Berkeley County Supervisor and Council Chairman

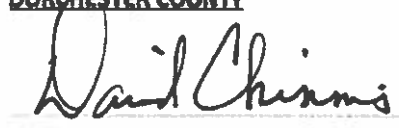
**CHARLESTON COUNTY**

  
\_\_\_\_\_  
Signature of Chief Elected Official

8/10/2026  
Date

\_\_\_\_\_  
Joe Boykin, Charleston County Chairman

**DORCHESTER COUNTY**

  
\_\_\_\_\_  
Signature of Chief Elected Official

8/11/2026  
Date

\_\_\_\_\_  
David Chinnis, Dorchester County Chairman