

2020 MID-YEAR CONFERENCE
SOUTH CAROLINA ASSOCIATION OF COUNTIES

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Workforce Update

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**EMPLOYMENT
AND
WORKFORCE**

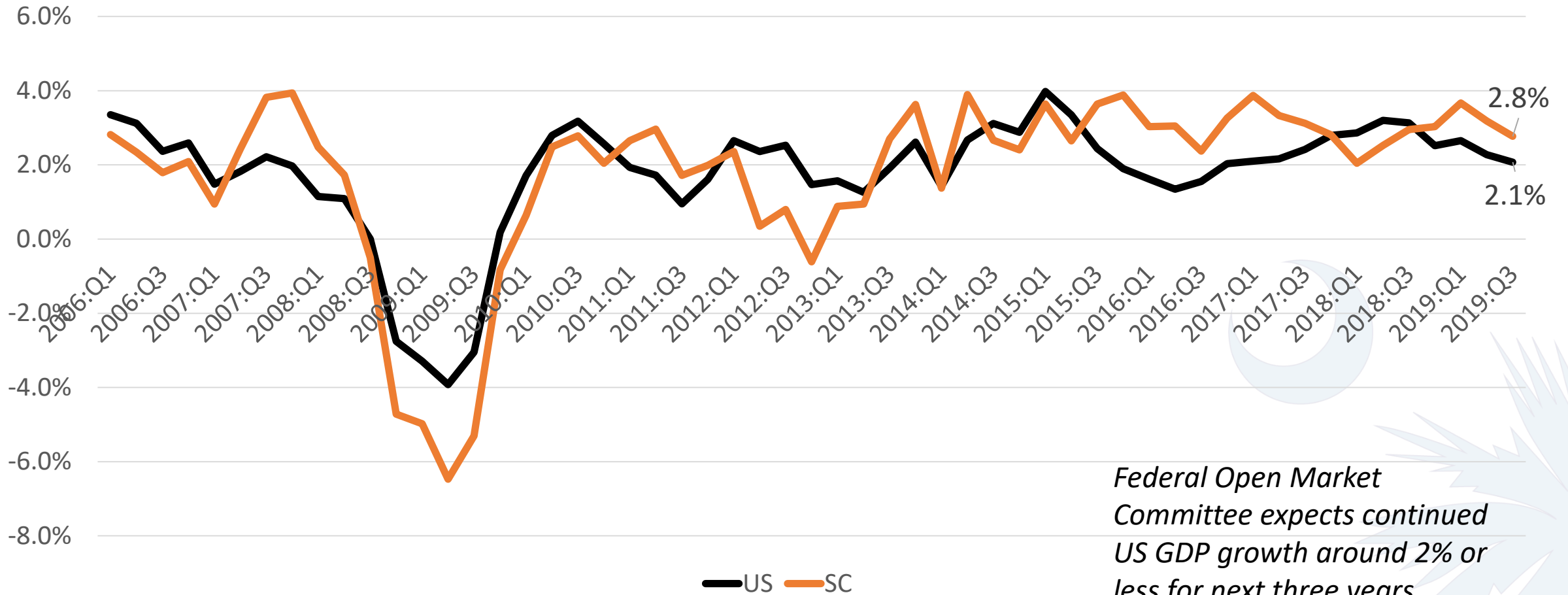
South Carolina Department of Employment and Workforce: Missions

- WORKFORCE DEVELOPMENT
- EMPLOYMENT SERVICES
- UNEMPLOYMENT INSURANCE
- LABOR MARKET INFORMATION



Economic Situation: Forecast is Good

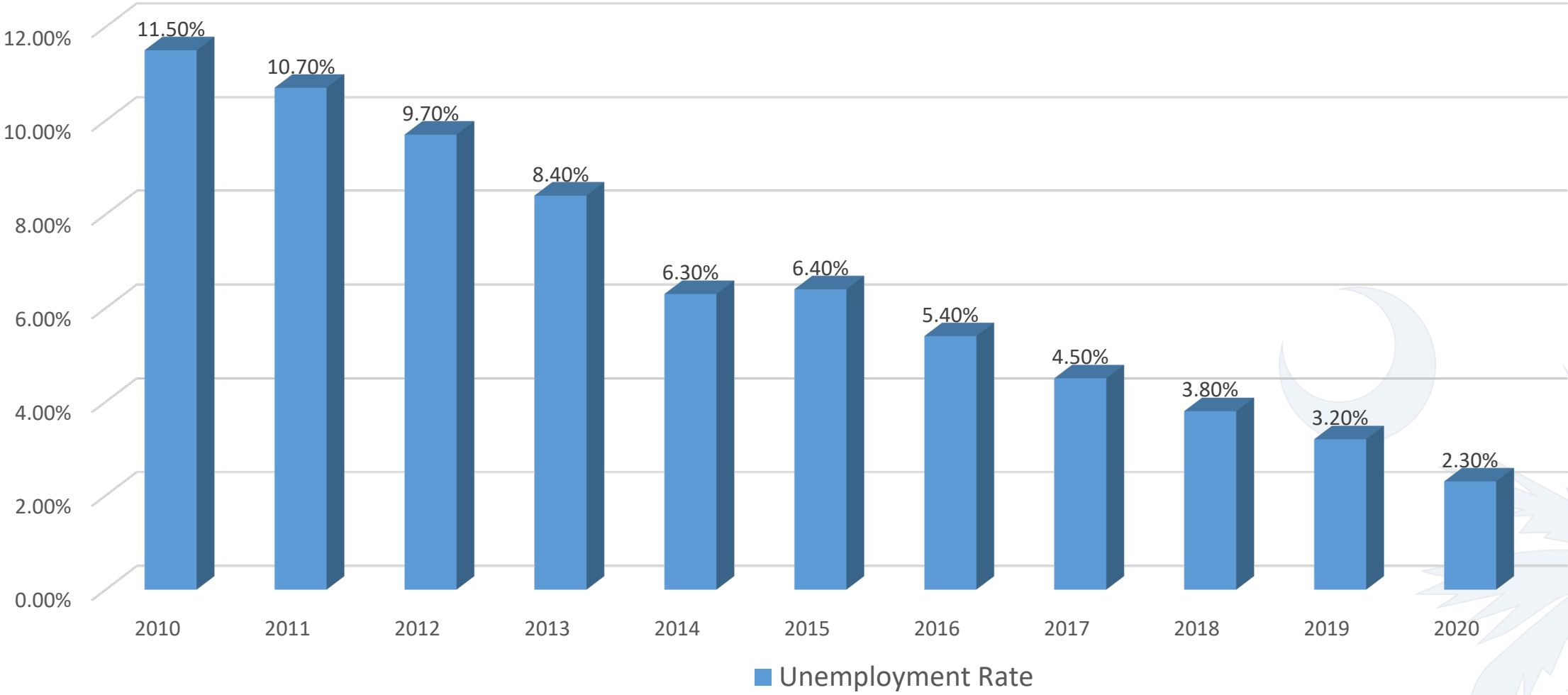
US vs SC Real Gross Domestic Product Growth



Federal Open Market Committee expects continued US GDP growth around 2% or less for next three years.

Source: Bureau of Economic Analysis, Real Gross Domestic Product

South Carolina Economy



Employment Numbers: 2019

- Jobs: 2,329,639
 - Increase of 62,000 for the year
- Unemployed Number: 55,295
 - Down from 74,837 in January
- Unemployment Rate: 2.3%
 - Down from 3.2% in January
- Wages: \$884.00/Wk
 - Increase from \$860.00/Wk in January
- Posted Jobs: 52,796
 - Down from 68,247 in January
- Great Trend: record-breaking in many areas
 - still have 55,000 individuals seeking work
 - Still have 53,000 Posted Jobs



Rural Initiative

- Outreach Locations
- Connections Points: County Libraries, etc.
- Career Coach: 137 Appearances from March 2019 through today
- Scotsman Pilot



Scotsman Pilot

- Unemployed individuals in rural areas
 - Companies in rural areas that cannot find employees
 - Smart Training: Soft Skills
 - Only where there are jobs
 - Priority for individuals who live within 1-5 miles from the plant
 - Training program requires participants to meet all of Scotsman's hiring requirements
 - Pilot complete: training participants hired
 - As of January, great success
 - If success continues, we will duplicate the program and begin to expand in other areas

Cooper Standard Pilot

- Sidelines: 1,635,000 adults not working and not looking for work
 - Flexible shifts and mini shifts (7 – 11 p.m.)
 - Factory work in automotive parts plant
 - \$21.00/Hr, without benefits
 - Firemen and Policemen
 - Six candidates now hired, onboarded and trained
 - Currently recruiting for two additional candidates
 - Initial assessment proved successful
 - If ultimately successful, will duplicate across the state



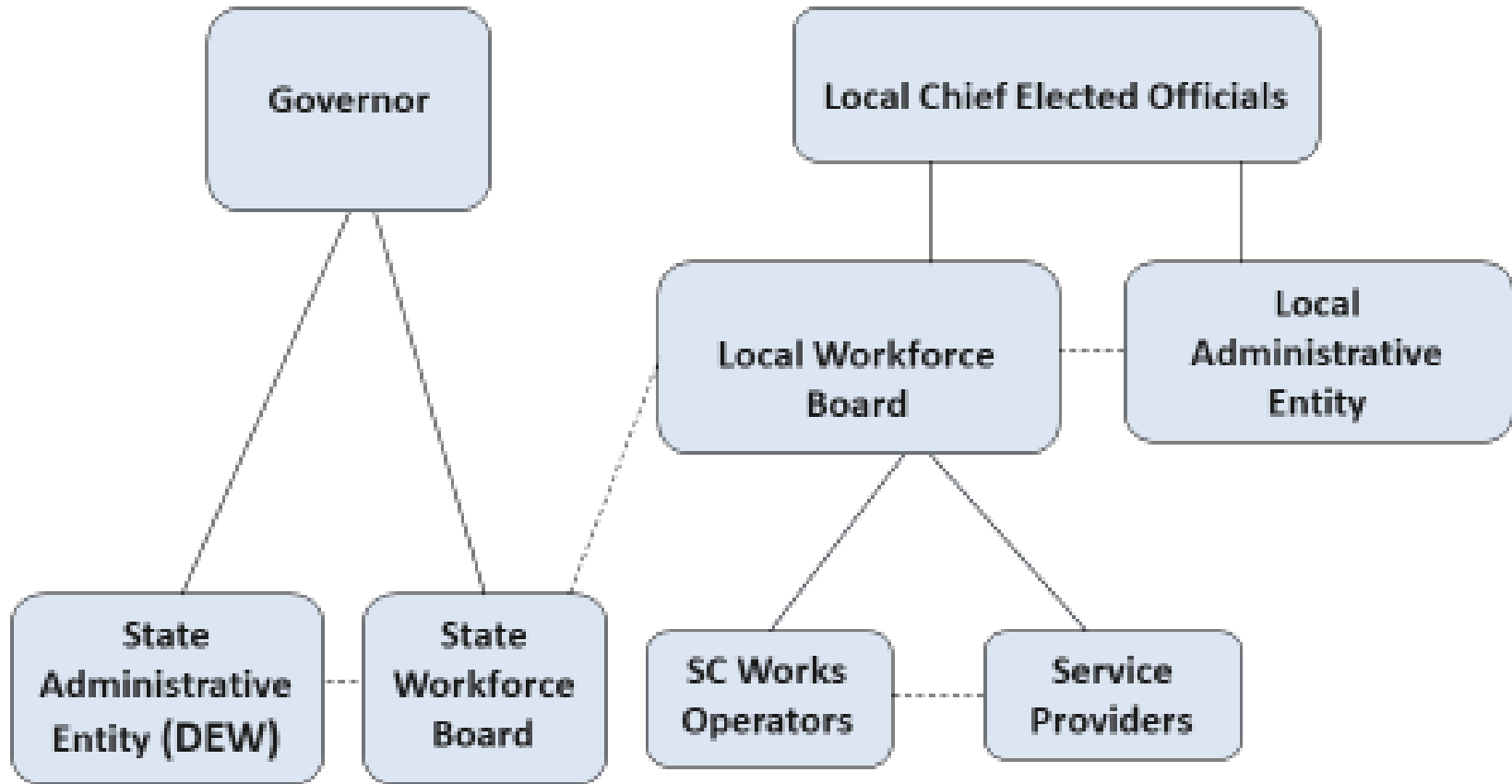
North Carolina Job Fair

- NC Advanced Manufacturing Job Fair
 - Mill Springs, NC: February 24
 - Four SC manufacturers
 - In-Migration
 - Four NC manufacturers
 - Conducted jointly with SC Works and NCWorks Career Centers





WORKFORCE SYSTEM ORGANIZATION





SC Works Center Operator
(selected by the Local Board)
Coordinates Services of Partners and Providers

SC WORKS

BRINGING EMPLOYERS
AND JOB SEEKERS TOGETHER



Role of the Chief Local Elected Official (CLEO)

- Appoint members of the local board in accordance with State criteria
- Fiscal responsibility
- Miscellaneous other responsibilities

WIOA Funding

- Program Year 2018/2019: \$32,719,622.00
 - Distributed to 12 Local Workforce Development Boards (LWDBs)

LWDB Composition Policy

■ The Law: WIOA

- Core Partners are required members on all LWDBs
 - Wagner-Peyser: a DEW representative must be a member of all LWDBs
 - Requirements:
 - “Optimum Policy-Making Authority”
 - A member of management that can speak on behalf of the agency
 - “Serving the Local Area”

■ The Issue:

- The Upstate Board does not have a Wagner-Peyser representative on its board
- Residency Requirement: Must live and vote in Spartanburg County
- No DEW employees with “Optimum Policy-Making Authority” live in Spartanburg County

LWDB Composition Policy, Continued

- Proposed Policy: The Governance Committee of the State Workforce Development Board (SWDB) issued a proposed policy, which states:
 - “The selected representative’s county of residence shall not be a prerequisite for board appointments”
 - As the individual serving on the local board represents the entity or program rather than the county of residence
- Timing: The governor must recertify all LWDBs by the end of this year
 - A board that is out of compliance cannot be recertified
 - Give all LWDBs with compliance issues an opportunity to resolve the issue prior to the governor’s decision

LWDB Composition Policy, Continued

- Legality of SWDB Policy:
 - Clear under WIOA
 - Submitted to Regional DOL: approved
 - Submitted to National DOL: approved
- Position of Spartanburg County:
 - “Local control”
 - Will not appoint a representative that does not live in Spartanburg County
 - Attempted to appoint a non-management employee of DEW

LWDB Composition Policy, Continued

- Our Proposal to Resolve the Matter: The Regional Manager for the Upstate Area, is well-qualified, has optimum policy-making authority, and serves the local workforce area. But, he lives in Greenville County
 - First proposal: The company bylaw with the residency requirement provides for an exception to the requirement if approved by a unanimous vote by County Council
 - The Spartanburg County Council Chairman, however, states he will not submit this option to the Council for a vote on the exception
 - Second proposal: Some local workforce areas appoint Core Partners as “At Large.” This allows these areas to avoid any residency requirement issues
 - Spartanburg has not yet responded to this proposal

LWDB Composition Policy, Continued

- Our Position:
 - We want a solution, not a fight
 - We have made several proposals and are willing to talk
 - Recertification is approaching
 - We cannot waive the requirements of WIOA regarding Board Composition

QUESTIONS?



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